

Public Document Pack

Cabinet

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

Meeting date
Tuesday, 17 December 2019

Meeting time
10.30 am

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



County Hall
Llandrindod Wells
Powys
LD1 5LG

11 December 2019

Mae croeso i chi siarad yn Gymraeg neu yn Saesneg yn y cyfarfod.
Rhowch wybod pa iaith rydych am ei defnyddio erbyn hanner dydd, ddau ddiwrnod
gwaith cyn y cyfarfod.
You are welcome to speak Welsh or English in the meeting.
Please inform us of which language you wish to use by noon, two working days
before the meeting.

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

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

(Pages 3 - 6)

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

4.	AMENDMENTS TO THE SCHOOLS FUNDING FORMULA & SCHEME FOR FINANCING SCHOOLS
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To consider a report by County Councillor P Davies, Portfolio Holder for Education and Property and County Councillor A Davies, Portfolio Holder for Finance, Countryside and Transport.

(Pages 7 - 104)

5.	CUSTOMER FIRST IMPROVEMENT PLAN
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To consider a report by County Councillor James Evans, Portfolio Holder for Economic Development, Housing and Regulatory Services.

(Pages 105 - 118)

6.	FINANCIAL OVERVIEW AND FORECAST AS AT 30TH NOVEMBER 2019
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To consider a report by County Councillor Aled Davies, Portfolio Holder for Finance, Countryside and Transport.

(To Follow)

7.	CAPITAL PROGRAMME UPDATE AS AT 30TH NOVEMBER 2019
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To consider a report by County Councillor Aled Davies, Portfolio Holder for Finance, Countryside and Transport.

(To Follow)

8.	IMPROVEMENT AND ASSURANCE BOARD MINUTES
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To receive for information the minutes of the Improvement and Assurance Board meetings held on 22nd October 2019.

(Pages 119 - 128)

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

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

(Pages 129 - 130)

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

(Pages 131 - 136)

Training - VAWDASV (Wales) Act 2015 Training Video 5

**MINUTES OF A MEETING OF THE CABINET HELD AT COUNCIL CHAMBER,
COUNTY HALL - COUNTY HALL ON WEDNESDAY, 27 NOVEMBER 2019**

PRESENT

County Councillor M R Harris (Chair)

County Councillors MC Alexander, G Breeze, A Davies, P Davies and R Powell

1.	APOLOGIES
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Apologies for absence were received from County Councillors J Evans and H Hulme.

2.	MINUTES
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The Leader was authorised to sign the minutes of the last meeting held on 5th November 2019 as a correct record.

3.	DECLARATIONS OF INTEREST
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There were no declarations of interest reported.

4.	COUNCIL TAX BASE
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Cabinet considered the Council Tax base for 2020-21. Cabinet was advised that the increase in the number of properties may not be reflected in the population figures which had not been formally published yet but which were a key part of the RSG calculation.

RESOLVED	Reason for Decision:
<p>1. That the calculation of the Council Tax Base for the whole of its area for the year 2020-21 of 62,396:70 be approved,</p> <p>2. That the calculation of the Tax Base for each Town & Community Council contained within section 3.2 of the report, be approved.</p>	<p>To meet the legal requirement of the Council to set a Council Tax Base for 2020-21</p>

5.	FINANCIAL OVERVIEW AND FORECAST AS AT 31ST OCTOBER
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Cabinet considered the financial overview and forecast report for the period ended 31st October. The savings delivered to date had increased by £1.068m to £13.589m, 63% of the total. Assurance had been provided that a further £2.784m could be delivered but £5.318m savings were considered to be unachievable in the current financial year and the Senior Leadership Team had been tasked with bringing forward proposals to bridge the gap.

Cabinet also considered budget virements of £185,630 from the Proceeds of Crime Act into the specific Proceeds of Crime Act reserve, £327,620 to fund the budget shortfall in the joint ICT budget with PTHB, an increase in grant to the Estate Agency budget from £221,550 to £877,730 and £150,000 for a grant from the Regional Tourism Engagement Fund for marketing and project management of the Discover the Cambrian Way project.

RESOLVED	Reason for Decision
<ol style="list-style-type: none"> 1. That the budget position is noted. 2. That the virements proposed in the report are approved. 3. That the virements over £500k are recommended to Council for approval. 	<p>To report on the Capital Outturn position for the 2019/20 financial year.</p> <p>To ensure appropriate virements, are carried out to align budgets and financing requirements.</p>

6.	CAPITAL FORECAST AS AT 31ST OCTOBER
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Cabinet considered the Capital Programme update for the period ended 31st October 2019. The Leader asked for an end of year report highlighting the capital projects delivered.

RESOLVED	Reason for Decision
That the contents of the report are noted.	To report on the Capital Outturn position for the 2019/20 financial year.

7.	DIGITAL POWYS STRATEGY
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Cabinet considered the Digital Powys Strategy which set out how the Council would take full advantage of new digital tools and technologies to transform how it engaged with residents, businesses and communities and give 24/7 access to services. The strategy was a critical element of the transformation programme and supported the delivery of the Vision 2025 Corporate Improvement Plan. The impetus behind the strategy was improving customer experience. It was recognised that not all residents would have access to digital services so the Council would therefore continue to offer face to face services. Over £908k funding had been secured from Welsh Government for the strategy which would help speed up implementation. The Portfolio Holder for Corporate Governance and Engagement and the Leader thanked the Director of Transformation and the

Head of Digital Services and their team for their work in bringing forward this key strategy for the Council. The Leader also thanked Welsh Government for the funding provided.

RESOLVED	Reason for Decision:
That the Digital Powys Strategy as set out in Appendix A to the report is approved as the level of ambition for digital transformation for the Council.	To enable responsive, consistent and excellent public services through transformed digital delivery.

8. CHILDREN'S PLEDGE

Cabinet welcomed the Pledge to Children and Young People that had been officially launched by the Council and Powys Teaching Health Board on 20th November. The Pledge listed promises to all children and young people in Powys based on what they said was important to them including providing access to information, listening to views, providing safe environments and treating all children equally. The Portfolio Holder for Children and Young People was thanked for organising the Member development session on the UN Convention on Rights of the Child the previous week. Cabinet asked that publicity be given to the council's role as an equal opportunities employer.

9. CORRESPONDENCE

There were no items of correspondence.

10. DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING

Cabinet noted the delegated decisions taken since the last meeting.

11. FORWARD WORK PROGRAMME

Cabinet noted the forward work programme.

County Councillor M R Harris (Chair)

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CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET

17th December 2019

REPORT AUTHOR: County Councillor P Davies
Portfolio Holder for Education and Property
County Councillor A Davies
Portfolio Holder for Finance, Countryside & Transport

SUBJECT: Amendments to the Schools Funding Formula &
Scheme for Financing Schools

REPORT FOR: Decision

1. Summary

1.1 This report seeks Cabinet approval of amendments to the Schools' Funding Formula (SFF), the Post 16 formula and the Scheme for Financing of Schools, following consultation.

2. Background

2.1 In July 2018 Cabinet requested a fundamental review of the Schools' Funding Formula due to concerns about growing deficits in some schools and to seek to ensure that schools had sufficient funding to deliver an appropriate curriculum.

2.2 The Schools' Funding Formula Review Group (FRG) (comprising Headteacher, Governors and LEA officers) conducted the review from February through to October 2018. The review group proposed a new formula which proved to be unaffordable in the context of the Council's 2019-20 revenue settlement. As a result three adjustments were made by the Council to the formula to bring it within budget on the basis that costs could be managed through a range of suggested actions. They were:

- A reduction in allocation for capitation;
- A reduction in management time minimum in Primary Schools from 0.3 to 0.2; and
- An increase KS4 option class size to 25

2.3 The new formula was approved by the Cabinet in January 2019 and was implemented from April 2019, with 2019-20 being a transition year to provide schools with adequate time for necessary staffing, structure and curriculum changes. It was agreed as part of the transition that the FRG would monitor the impact of the formula and propose amendments, if appropriate, to be implemented from 1 April 2020.

2.4 Any changes to the Schools Funding Formula must be considered as part of a consultation exercise with all schools and agreed through the FRG.

3. Consultation Proposals

3.1 In September 2019, the FRG undertook a review of the impact of the new formula. This included consideration of the impact on our schools of the schools' formulae used by two other anonymous councils in Wales which have a similar demographic and geography. Overall the review highlighted the following key issues:

- Unexpected change in the share between secondary schools and primary schools in favour of primary schools; and
- The current budget formula provides a stronger level of financial support for smaller schools than for larger schools

3.2 The main conclusion was that there is a bias in the formula towards small primary schools at the expense of secondary schools.

3.3 The FRG also considered possible amendments to the 2019 formula and identified a range of pressures totalling more than £3 million, including the three items removed from the proposed formula in January 2019. Recognising the overall financial position of the Council, officers put forward potential areas within the formula that could be amended to release funding to meet some of the pressures identified. By mid October, the FRG and Council officers had only agreed to consult on the following proposed amendments, which were consulted on during October/November 2019:

3.4.1 **Creation of a Teacher Learning Responsibility (TLR) allowance** for the secondary sector as the current Average Teacher Cost (ATC) calculation does not include TLR. This would be achieved by providing a base TLR lump sum based on an average cost of TLR's in the 3 smallest secondary schools, topped up by a per pupil allocation);

3.4.2 **Recognition of pupil movement during the year for secondary and primary and schools.** This would be achieved by:

- (i) Pupil funding moving with pupils who move from one Powys school to another outside the usual transition mechanism. For those moving at the beginning of the financial year (before 1st May) transfer of £3000. For those moving at the beginning of the academic year (before 30th September) transfer of £1750. For those moving at the beginning of the Spring term (PLASC date) transfer of £750. The funding would transfer between schools.
- (ii) Funding for out of county pupils moving into Powys during the year would be dependent on a review of the impact that the additional pupil(s) would have on the school and its resources. Each case would need to be discussed with a challenge adviser and finance partner, prior to determination by the Chief Education Officer. A set of criteria would be defined to support the process and the costs would have to be met from a contingency pot within the schools' delegated budget.

- (iii) Funding for significant growth in pupil numbers during the year would be managed in the same way as funding for out of county pupils moving into a Powys school as described in (ii) above.

3.4.3 **Post 16 Grant Funding allocations.** This would be achieved by applying the principles set out in Appendix B.

3.5 In addition to the funding formula and Post 16 formula review the Schools' Funding Forum has reviewed and consulted on the **Scheme for Financing Schools**. The Formula review group supports the changes set out in Appendix C which relate to:

- issuing of notices of concern (section 1.1);
- processes to follow for the Council and schools when in deficit (sections 2.15-2.17);
- the length of time for deficits to be repaid; a school with a deficit ensuring a risk register is completed; and, amendments to clawback (section 4).

3.6 It is recognised that further work is required on the Scheme for Financing Schools and the Good Practice guide and this expected to start in January 2020. It will be discussed at the next Schools' Forum in December 2019.

4. Consultation Findings

4.1 30 responses were received to the consultation on the formulae, representing 32% of schools. Appendix A provides a summary of the outcomes from the quantitative and qualitative responses along with officer responses. In summary:

- 50% of respondents were supportive of creating a TLR allowance for secondary schools while 36.67% neither supportive nor unsupportive and 13.33% were not supportive;
- 53.33% of respondents were very supportive or supportive of the Powys to Powys pupil movement proposal while 10.00% were neither supportive or unsupportive and 36.67% were not supportive;
- 50% of respondents were very supportive or supportive of the Out of County pupil movement proposal while 13.33% were neither supportive or unsupportive and 36.67% were not supportive;
- 63.34% of respondents were very supportive or supportive of the schools' experiencing significant growth proposal while 16.67% were neither supportive or unsupportive and 19.99% were not supportive;
- 40% of respondents were very supportive or supportive of the Post 16 Formula proposals and 50% wanted a transition period to the new model. 30.00% were neither supportive or unsupportive, 3.33% were not supportive and 26.67% it was not applicable to.

5. Financial Implications

5.1 The proposed changes to the SFF must be considered in the context of the Council's financial position. The proposal to create a TLR allowance

for secondary schools would cost an additional £1.4 million per annum and this is not currently included in the Council's budget.

- 5.2 The Cabinet is currently developing a draft budget for 2020-21 and has identified a worse-case scenario budget shortfall of £46 million over the next three financial years. This gap does not include the expected increase in teachers' pay and pensions costs (estimated to be around £4.3 million in 2020-21) or the creation of a TLR allowance.
- 5.3 Welsh councils are due to get their provisional settlements for 2020-21 on 16 December. It will not be until after this date that a decision can be taken on whether the TLR proposal is affordable.
- 5.4 There are no additional financial implications associated with the Powys to Powys pupil movement or post 16 funding formula proposals as these will be met from within the delegated schools' budget and Post 16 grant respectively. The costs of funding out of county pupils and schools experiencing significant growth would be contained within existing contingency budgets.
- 5.5 The Cabinet will publish its draft budget in January 2020 and following scrutiny by the Council's Overview and Scrutiny Committees the Cabinet will publish a final budget for approval by the whole Council in February. Once the Council approves the budget for 2020-21, the quantum of the schools' delegated budget will be confirmed. The formula will be re-run following that decision and any adjustment required will be applied proportionately across all schools.

6. Impact assessment

Is an impact assessment required – Yes

7. Corporate improvement plan

To achieve the Corporate Improvement Plan (CIP) objectives the Council's financial strategy sets out the financial requirements to deliver the Council's short and long-term vision. The approval and monitoring of schools' delegated budgets is a key element of financial management to ensure the funding identified to deliver the council priorities is spent appropriately and remains within a cash limited budget.

8. Communications

The report is of public interest and requires proactive communication action to publicise the recommendations/decision.

9. Support Services

- 9.1 The Schools Finance manager supports the proposals and will amend the funding formula to reflect the changes once agreed. Once the Council approves the budget for 2020-21, the quantum of the schools' delegated budget will be confirmed. The formula will be re-run following that decision and

any adjustment required will be applied proportionately across all schools. The Finance team will continue to support schools to manage the changes that arise from the Formula review.

9.2 HR - The Schools HR Team will continue to work with Headteachers, Staff, Governors, Trades Unions and other officers of Powys County Council to ensure that any changes that are required will be made in line with the School's adopted policies and procedures.

9.3 Legal – Professional Lead notes the recommendations and the issues identified by finance and how these will be addressed following the formula review. Legal services will assist where necessary to ensure compliance with the relevant legislative provisions.

10. **Scrutiny**

10.1 The draft report was scrutinised on the 29th November, 2019. Scrutiny comments have been provided.

11. **Statutory Officers**

11.1 The Solicitor to the Council (Monitoring Officer) notes the legal comment and has nothing further to add.

11.2 The Head of Finance (S151 Officer) notes the comments of the Schools Finance Manager. The proposals recognise a number of funding issues identified by schools and the inclusion of these elements within the funding formula will enable the schools affected to manage the cost pressures that arise.

12. **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.

Recommendation:	Reason for recommendation
To amend the formula to recognise pupil movement during the year for secondary and primary schools as per paragraph 3.4.2	To recognise pupil movement in year.
To agree the Post 16 funding principles as set out in paragraph 2.4.3 and Appendix B inclusive of a transition period for year 1.	To realign the funding with Welsh Government methodology and provide a transition period for Secondary schools during year 1.
To approve changes to the Scheme for Financing of schools at set out in paragraph 3.5 and appendix C	To recognise changes that have been agreed by Schools' forum following a consultation process
To amend the formula to create a TLR allowance for the Secondary sector as per paragraph 3.4.1 and 5 above	To recognise the omission of the allowance of the Average Teacher Cost (ATC) calculation

	and include it within the funding formula.
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Relevant Policy (ies):	Scheme for the Financing of Schools		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	All
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Person(s) To Implement Decision:	School Finance Manager & Schools Service Senior Staff
Date By When Decision To Be Implemented:	1st April 2020

Contact Officer Name:	Tel:	Email:
Nancy Owen	01597826459	Nancy.wozencraft@powys.gov.uk

Background Papers used to prepare Report:

January 2019 Cabinet report
Scheme for the financing of Schools
Post 16 Principles

Appendix A Consultation responses

	Question	Response from Consultee and %		Officer Response
1)	Formula - Creation of a TLR allowance in the Secondary	16.67%	Very supportive	
		33.33%	Supportive	
		36.67%	Neither supportive nor unsupportive	
		10.00%	Not supportive	
		3.33%	Not at all supportive	
		0%	Not Answered	
2)	If not supportive of the creation of TLR allowance, can you please explain and elaborate so we consider further	Some responses queried Primary sector not having any similar funding		A further review is proposed of the formula which would start next calendar year which will review the formula in more depth
		A request was made for further detail required around the proposal to better understand the situation		The current Secondary average teacher cost calculation does not include the TLR allowances, there is only time provided in the formula within the 0.83 management time uplift
		Request that the authority carries out analysis of school structures and provides a bench marked exemplary model that allows for single and dual medium schools of mixed sizes. This model should then drive the funding		Further analysis is being carried out on other TLR structures in different schools from different Authorities
		Concerns were raised around the proposal being subject to Cabinet approval		Any bid to Cabinet is subject to final confirmation through a formal process.
3)	Formula – Powys to Powys school pupil movement	30.00%	Very Supportive	
		23.33%	Supportive	
		10.00%	Neither Supportive nor unsupportive	
		26.67%	Not Supportive	
		10.00%	Not all supportive	
		0%	Not Answered	
4)	If you don't support Powys to Powys pupil movement, can you please specify and give reasons	Responses received around the proposal ignoring the curriculum led model in place and schools only needing additional monies if it triggers an extra class		The proposal starts to bridge the gap between the current curriculum model and moving towards a lump sum and per pupil allocation. Which was sighted in the consultation responses to the last review which went to Cabinet on the 15 th January 2019.

		<p>Responses received around why the full amount of money cannot transfer with the pupil at any time of the year</p> <p>Authority needs to consider the September intake in the formula</p> <p>Impact on school losing monies and detrimental effect on budgets that are very tight. Perhaps council should build in a contingency to meet the extra in year costs</p> <p>Process around removing the funding and this being actioned on a timely basis</p>	<p>The school the pupil is attending prior to moving requires the money to support the pupil educationally.</p> <p>A further review of the formula will take place, and this feedback will be used.</p> <p>The Authority continues to support all schools with the management of their budget</p> <p>The finance officers will work with the Schools Service to ensure timely action of budget transfers between schools.</p>												
5)	Formula – Out of County pupils moving into Powys Schools	<table border="1"> <tr> <td>23.33%</td> <td>Very Supportive</td> </tr> <tr> <td>26.67%</td> <td>Supportive</td> </tr> <tr> <td>13.33%</td> <td>Neither Supportive nor unsupportive</td> </tr> <tr> <td>23.33%</td> <td>Not Supportive</td> </tr> <tr> <td>13.34%</td> <td>Not all supportive</td> </tr> <tr> <td>0%</td> <td>Not Answered</td> </tr> </table>	23.33%	Very Supportive	26.67%	Supportive	13.33%	Neither Supportive nor unsupportive	23.33%	Not Supportive	13.34%	Not all supportive	0%	Not Answered	
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23.33%	Not Supportive														
13.34%	Not all supportive														
0%	Not Answered														
6)	If you don't support the change around Proposed "Out of County", please give your reasons	<p>System must not be overly bureaucratic and workload to apply for funding, in general monies should follow the pupil.</p> <p>Concerns around the fact that no direct funding comes with the pupils which differs to Powys to Powys pupil movement.</p> <p>Funding should only be provided if it triggers another class</p> <p>Huge impact on border schools</p> <p>A contingency pot may need to be required to cover this in year</p>	<p>The process will not be overly bureaucratic as it requires a timely response from the Authority to the school to aide planning of budget. The Authority will be reviewing the formula, building on the responses received and next steps discussed when the new formula was introduced in April 19. A set of criteria will be defined to support this process.</p> <p>The Authority has not received the additional funding during the year for out of county pupils within its Revenue Support Grant from Welsh Government. Therefore, the proposal is to review each case, on a case by case basis.</p> <p>Officers will assess the impact and discuss with the school prior to making a decision.</p> <p>The school will be able to apply to the Authority.</p>												

			Schools delegated budget includes a contingency pot which would be utilised for these purposes where applicable												
7)	Formula – Significant growth	<table border="1"> <tr> <td>26.67%</td> <td>Very Supportive</td> </tr> <tr> <td>36.67%</td> <td>Supportive</td> </tr> <tr> <td>16.67%</td> <td>Neither Supportive nor unsupportive</td> </tr> <tr> <td>13.33%</td> <td>Not Supportive</td> </tr> <tr> <td>6.66%</td> <td>Not all supportive</td> </tr> <tr> <td>0%</td> <td>Not Answered</td> </tr> </table>	26.67%	Very Supportive	36.67%	Supportive	16.67%	Neither Supportive nor unsupportive	13.33%	Not Supportive	6.66%	Not all supportive	0%	Not Answered	
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8)	If you don't support the Significant pupil growth proposal, please explain further	<p>Believe the additional funding is required</p> <p>Concerns around where the additional funding is coming from</p> <p>What is the classification around significant growth</p> <p>Authority to consider the September intake in its formula</p> <p>Funding should only be provided if it triggers an additional class</p>	<p>Schools delegated budget includes a contingency pot which would be utilised for these purposes where applicable</p> <p>The classification around what is deemed "significant growth" will depend on the effect it has on the individual school, which will be taken into account by officers when reviewing the case. A set of criteria will be defined to support this process.</p> <p>The Authority will carry out a further review of the formula, in which these responses will be included in order to inform next steps.</p> <p>Officers will assess the impact and discuss with the school prior to making a decision</p>												
9)	Summary of General Comments around the formula received	<p>Specialist centres and how they are account for pupils in the formula</p> <p>Concerns around the impact on funding in relation to the stepped model</p> <p>Review of premises formula</p> <p>Contact ratio of 83% in Secondary</p> <p>Schools transformation and the impact on the formula</p> <p>Current formula does not reflect transience</p> <p>Current formula highly transparent</p>	The Authority will use the responses received from this area of the consultation to feed into any future review of the Formula.												

		<p>ALN funding needs to be reviewed</p> <p>Concerned around KS4 class size</p> <p>Further review of formula requested</p> <p>Funding of PPA at HLTA rate in the Primary Sector</p> <p>Formula not easy to understand</p> <p>Formula makes little provision for all through schools</p> <p>ALN funding in response to ALN changes at All wales level</p> <p>TLR costs should be met in full and average teacher cost</p>															
10)	Formula – Post 16 Principles	<table border="1"> <tr> <td>3.33%</td> <td>Very Supportive</td> </tr> <tr> <td>36.67%</td> <td>Supportive</td> </tr> <tr> <td>30.00%</td> <td>Neither Supportive nor unsupportive</td> </tr> <tr> <td>3.33%</td> <td>Not Supportive</td> </tr> <tr> <td>0%</td> <td>Not at all supportive</td> </tr> <tr> <td>26.67%</td> <td>Not Applicable</td> </tr> <tr> <td>0%</td> <td>Not Answered</td> </tr> </table>	3.33%	Very Supportive	36.67%	Supportive	30.00%	Neither Supportive nor unsupportive	3.33%	Not Supportive	0%	Not at all supportive	26.67%	Not Applicable	0%	Not Answered	
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11)	Formula – Post 16 transition period old to new formula	<table border="1"> <tr> <td>50.00%</td> <td>Yes</td> </tr> <tr> <td>33.33%</td> <td>No</td> </tr> <tr> <td>16.67%</td> <td>Not Answered</td> </tr> </table>	50.00%	Yes	33.33%	No	16.67%	Not Answered									
50.00%	Yes																
33.33%	No																
16.67%	Not Answered																
12)	Comment re Post 16 proposals	<p>Major towns which cannot provide highest standards of Post 16 education due to funding</p> <p>Request for fully broken down funding for each school (old vs new formula)</p> <p>Funding should follow child</p> <p>Funding should be allocated to each school as if monies were coming direct from Welsh Government allocation</p> <p>Clarification required around the calculation of average teacher cost</p>	<p>The consultation was based on approval of principles in the first instance</p> <p>The new formula is pupil number driven</p> <p>The new formula is based on the principles used by Welsh Government to provide the grant to the Local Authority</p> <p>The average teacher cost is based on the average teacher cost in the Pre 16 formula</p>														

		Clarification required around the formulas in section 2 and how they came about		The uplifts from Welsh Government have been replicated in a similar manner in the new formula												
13)	Scheme for Financing of Schools	<table border="1"> <tr> <td>3.33%</td> <td>Strongly Agree</td> </tr> <tr> <td>36.67%</td> <td>Agree</td> </tr> <tr> <td>30.00%</td> <td>Neither agree nor disagree</td> </tr> <tr> <td>16.67%</td> <td>Disagree</td> </tr> <tr> <td>10.00%</td> <td>Strongly Disagree</td> </tr> <tr> <td>3.33%</td> <td>Not Answered</td> </tr> </table>	3.33%	Strongly Agree	36.67%	Agree	30.00%	Neither agree nor disagree	16.67%	Disagree	10.00%	Strongly Disagree	3.33%	Not Answered		
3.33%	Strongly Agree															
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16.67%	Disagree															
10.00%	Strongly Disagree															
3.33%	Not Answered															
14)	Scheme for Financing of school's comments	Section 1.1 Page 5) Clarification required over wording at the bottom of page 5		The Scheme has been updated to provide clarity around the right of appeal												
		Section 2.2.1 No deadline for local authority to provide detailed guidance to schools on the budget		<p>The authority provides at least 3 year funding estimates for all schools, which includes as many estimates around future years funding as possible.</p> <p>These estimates are updated as further information becomes known, regarding grants, Pay inflation etc</p> <p>Pupil numbers are reviewed after the count date and assessed against current funding estimates, they are also reviewed with schools at twice yearly finance meetings and adhoc as requested by schools.</p>												
		Section 2.2.3 Worked example is out of date		The worked example is there to prompt schools that for those schools projecting a deficit in April 20, they need to allow enough time prior to this to go through the necessary timescales to be able to achieve reductions in a timely manner												

	<p>Section 2.16 Page 18 - the acronym IEB is used without explanation.</p> <p>I agree with nearly all changes. However, I have ticked 'disagree' for the following reason: On page 18 of the new draft Scheme for Financing Schools, the following addition is made:</p> <p>'The local authority may suspend a governing body's right to a delegated budget in order to secure control of staffing and other spending decisions. This allows the local authority to remove poorly-performing teachers or headteachers if necessary, or to take control of budget deficits. It also allows governors to focus their time and attention on other priorities for improvement.'</p> <p>Has ASCL been consulted on this proposed change?</p>	<p>IEB is an Interim Executive Board</p> <p>Page 18 Section 2.16 has been taken from the Schools Causing concern document statutory guidance.</p>
	<p>Section 2.17 – Concerns around timescales being removed</p>	<p>The section includes the following wording:</p> <p>“The focus will be working through these stages at pace to ensure we minimise the deficit. Where necessary a detailed timeline may be provided within initial correspondence.”</p> <p>The Authority is committed to working with schools through these steps, and not being unrealistic in terms of deadlines.</p>
	<p>4.5 states "a deficit balance will be treated as a deduction the following year". Clarification required if a school has a significant deficit.</p>	<p>A school carries forward a surplus or deficit and the Authority continues to work with schools to manage those balances be it a surplus or a deficit.</p>
	<p>Clawback levels should take into account why a budget might have a surplus</p>	<p>Schools are requested to provide clarification over the reasons for having or projecting to have a surplus in excess of the limits, this is reviewed by Schools service senior management team in the first instance.</p>
	<p>Query raised about the restrictions on school's but further requirements need to be included about the Authority</p>	<p>Proposal is that a working group is formed of members of the Authority and school colleagues to review the Scheme further and the Good Practice Guide</p>
	<p>Section 5.1 Page 29, the following acronym appears without explanation: 'PFI/PPP agreements'</p>	<p>PFI – Private Finance Initiative PPP – Public Private Partnerships</p>



POST-16 FUNDING FORMULA FOR SCHOOLS

Consultation on new formula allocation

September 2019

1. INTRODUCTION

The Powys County Council Scheme for Financing Schools requires consultation on any change to the existing way that schools are funded in Powys.

The current formula for Post-16 allocation has been in use for several years and does not accurately reflect the amount schools actually spend on delivering courses. In addition to this, the current formula allocates funding for Welsh medium delivery to all 11 secondary schools, even though only 4 deliver courses in the medium of Welsh.

On the 17th September 2019, the Council's Cabinet considered various short-term options for Post-16. A change to the funding formula is one of these short-term options.

The new formula is based on transparency and fairness.

2. PRINCIPLES

Post-16 is funded in two blocks within the current formula.

- the educational and resources elements
- the premises costs.

The proposed changes listed below would replace the education and resources elements.

The new formula allocation contains:

- a fixed allocation for schools to fund at least one course via the delivery of e-sgol
- a fixed allocation for the Local Authority to spend on marketing of Post-16 providers and courses.

1) Cost of a course

In the new formula allocation, the cost of a course is calculated as follows:

Staff costs	This is determined by the average teacher cost, divided by the number of teaching days (190) divided by the number of average teaching hours a week to give a rate per hour. The number of A Level hours per week is added to 0.5 for PPA and 0.4 for management time to give a total number of teaching hours.
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	This is multiplied by the number of teaching hours and then multiplied by the number of weeks to give a teaching cost per year.
Invigilator costs	This is determined by the wage of an invigilator (with on-costs) divided by an average of hours per course in exams.
Admin costs	This is determined by the average fee paid for the entry fee per pupil on the course and other fees.

2) Formula allocation

In the new formula allocation, the total cost for delivery of Year 13 courses is deducted from the total amount of Welsh Government funding. The number of courses is calculated by PLASC and other data collected by schools.

3) Year 12 funding allocation

In the new formula allocation, the total cost for delivery of Year 12 courses is calculated as follows:

D = Deprivation £, S = Sparsity £, W = Welsh £, TD = Total Deprivation £, TS = Total Sparsity £, TW = Total Welsh £, PpN = Projected Pupil numbers, DQPW = Deprivation Quartile Pupil Weighting, ASR = Average Sparsity Rating, AWC = Average Welsh Courses.

Distributed Costs £	This is determined by taking the remaining funds available for Year 12 from the Welsh Government Core funding divided by the total sum of projected pupil numbers across Powys multiplied by the number of projected pupil numbers for the school. <i>Core Funding ÷ Total PpN × PpN</i>
Deprivation Rating Quartile	This is determined in line with the guidance from Welsh Government on calculation of their deprivation uplift (See variables below).
Deprivation Quartile Pupil Weighting	This is determined in line with the guidance from Welsh Government on calculation of their deprivation uplift (See variables below).
Average Sparsity Rating	This is determined in line with the guidance from Welsh Government on

	calculation of sparsity uplift (See variables below).
Average Welsh Courses	This is determined in line with the guidance from Welsh Government on calculation of their deprivation uplift (See variables below).
Deprivation £	<p>This is determined by the deprivation quartile pupil weighting value for each school being divided by the total combined rating for all schools multiplied by the total funding given by Welsh Government for Deprivation Uplift.</p> $DQPW \div Total\ DQPW \times Deprivation\ Funding$
Sparsity £	<p>This is determined by the sparsity rating for each school being divided by the total combined rating for all schools multiplied by the total funding given by Welsh Government for Sparsity Uplift.</p> $ASR \div Total\ ASR \times Sparsity\ Funding$
Welsh Medium £	<p>This is determined by the average welsh courses value for each school being divided by the total combined value for all schools multiplied by the total funding given by Welsh Government for Welsh Medium Uplift.</p> $AWC \div Total\ AWC \times Welsh\ Medium\ Funding$
Amended Uplift £	This is determined by the combined sum of the uplifts above, divided by the total sum of the uplifts multiplying it by the number of projected pupil numbers for Year 12.

	$(D+S+W) \div (TD+TS+TW) \times \text{Uplift Funding}$
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Variables

Deprivation Rating Quartile

Schools are placed into quartiles based on the average number of LSOA education rating for each ward where their pupils on roll live. Quartile 1 is the lowest with Quartile 4 being the highest deprived areas.

Deprivation Quartile Pupil Weighting

The deprivation rating quartile is multiplied with the projected Year 12 pupil number. This ensures that the number of pupils is taken into account with the deprivation rating.

Average Sparsity rating

Schools average sparsity rating is determined based on the LSOA in which students are on roll, with each LSOA area being given a rating as determined below with an average being applied across all the places where students are on roll.

Description	Rating
Urban city and town & Urban city and town in a sparse setting	4
Rural town and fringe in a sparse setting	3
Rural village in a sparse setting	2
Rural hamlet and isolated dwellings	1

Average Welsh Courses

This is calculated based on previous courses and entries to examinations in the medium of Welsh. This only applies to schools who provide access to courses in the medium of Welsh.

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POWYS SCHEME FOR THE FINANCING OF SCHOOLS 2020-21

This document is available on request in alternative formats
(e.g. large print type/Braille/audio/hard copy)

SCHEME FOR THE FINANCING OF SCHOOLS:

**AS REQUIRED BY SECTION 48 OF THE SCHOOL STANDARDS AND
FRAMEWORK ACT 1998 AND SUBSEQUENT REGULATIONS**

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Annex C: VAT guidance for VA schools

SECTION 1: INTRODUCTION

1.1 The Funding Framework

The funding framework which replaced Local Management of Schools is based on the legislative provisions in sections 45-53 of the School Standards and Framework Act 1998 and as further detailed in the School Funding (Wales) Regulations 2010.

Under this legislation, local authorities determine for themselves the size of their Local Schools Budget (LSB). The categories of expenditure which fall within the Local Schools Budget are prescribed under regulations made by the Welsh Government, but included within the LSB is all expenditure, direct and indirect, on an Authority's maintained schools. Local authorities may retain funding for purposes defined in regulations made by the Welsh Government under the School Funding (Wales) Regulations 2010. The amounts to be retained centrally are decided by the Authority concerned, subject to any limits or conditions prescribed by the Welsh Government. The balance of the LSB left after deduction of centrally retained funds is termed the Individual Schools Budget (ISB).

Any proposed changes to the fair funding formula will be consulted upon and agreed by the Cabinet of the Council before the end of the December prior to the commencement of the financial year to which they apply.

Details of the proposed centrally retained funds will be subject to consultation each year and published together with other budget information requirements before the start of the following financial year.

Local authorities must distribute amounts from their ISB amongst their maintained schools according to a formula which accords with regulations made by the Welsh Government, and enables the calculation of a budget share for each maintained school. The budget share, as calculated by the formula, is then delegated to the governing body of the school concerned, unless the school is a new school which has not yet received a delegated budget, or the right to a delegated budget has been suspended in accordance with s.51 of the SSAF Act. The financial controls within which delegation works are set out in a scheme made by the LA in accordance with s.48 of the Act and are subject to approval by the Authority's School Forum or Welsh Government. All revisions to the Scheme must be approved by the School Forum, or Welsh Government, which will have the power to modify or impose a scheme.

Subject to provisions of the scheme, governing bodies of schools may spend budget shares for the purposes of their school. They may also spend budget shares on any additional purposes prescribed by the Welsh Government in regulations made under s.50 of the SSAF Act.

An Authority may suspend a school's right to a delegated budget by giving the governing body notice, in writing, if the provisions of the Scheme for the Financing of Schools (or rules applied by the Scheme) have been substantially or persistently breached, or if the budget share has not been managed satisfactorily.). There is no right of appeal to a suspension under Section 17 (6) SSAF 1998, but if suspension is made under Section 51 for financial mismanagement there is a right of appeal.

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In accordance with the regulations each Authority is obliged to publish each year a statement setting out details of its planned Local Schools Budget, showing the amounts to be centrally retained, the budget share for each school, the formula used to calculate those budget shares, and the detailed calculation for each school. This budget document will be produced by 30th April each year. After each financial year the Authority will publish a statement showing out-turn expenditure at both central level and for each school, and the balances held in respect of each school. Outturn statements are subject to audit certification by the Wales Audit Office and information in either type may be collated and published by the Welsh Government.

The detailed publication requirements for financial statements and for schemes are set out in regulations. Each school will receive a copy of the scheme and any amendment, and each year's budget and out-turn statements so far as they relate to that school or to central expenditure.

1.2 The role of the scheme

The scheme sets out the financial relationship between the Authority and the maintained schools which it funds. It contains requirements relating to financial management and associated issues, binding on both the Authority and on schools.

1.2.1 Application of the scheme to maintained schools

The scheme applies to all community, voluntary controlled and aided, foundation and community special schools maintained by the Authority. The list of schools maintained by Powys Local Authority is attached at **Annex A**.

1.3 Publication of the scheme

A copy of the scheme will be supplied to the headteacher and to the governing body of each school covered by the scheme, and any approved revisions will be notified to each school.

1.4 Revision of the scheme

Any proposed revisions to the scheme will be the subject of consultation with headteachers and governing bodies of all maintained schools and will require approval by the Authority's Schools Forum, or the Welsh Government if the Schools Forum and Authority cannot agree on the terms of any proposed revision. The Welsh Minister for Education and Skills may approve any such proposals, or approve subject to modification, or refuse to approve any such proposals.

1.5 The role of the Authority, the Governing Body and delegation of powers to the Headteacher

1.5.1 The Cabinet of the County Council is responsible for making recommendations to the Council on the regulation and control of the finances of the Authority.

1.5.2 The Cabinet of the County Council is responsible for carrying out the statutory duties of the Authority including operating the Scheme for the Financing of Schools in

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accordance with the SSAF Act 1998.

1.5.3 The Section 151 Officer will for the purpose of Section 151 of the Local Government Act 1972, be responsible, under the general direction of the Cabinet of the County Council, for the proper administration of the Council's financial affairs.

1.5.4 The County Council will also act as a potential provider of services to schools.

- 1.5.5
- (a) The governing body will be responsible for compliance to the County Council Financial Regulations throughout the school;
 - (b) The governing body will be required to bring the County Council Financial Regulations to the attention of all staff within the school in relation to expenditure under both the delegated budget and any unofficial funds held under the control of the governing body;
 - (c) Staff who fail to comply with County Council Financial Regulations may be subject to disciplinary action by the governing body;
 - (d) Governing bodies who fail to comply with County Council Financial Regulations may have the scheme of delegation withdrawn.

1.5.6 The governing body will be responsible for the accountability of staff and the security, custody and control of all resources including plant, buildings, materials, cash and stores appertaining to its school in accordance with the procedures agreed with the Section 151 Officer.

1.5.7 The Cabinet will be authorised to vary from time to time any amount included in these regulations.

1.5.8 The governing body must adopt a formal policy which clearly defines the roles and responsibilities of governors and school staff. Individuals must not exceed the authority delegated to them by resolution of the governing body. The governing body will ensure that staff have the skills and training commensurate with the authority delegated to them.

It would be appropriate to designate the headteacher as the person responsible for control of the budget on a day-to-day basis. Efficient management of the school will be assisted if the headteacher is given authority to incur expenditure for which there is budgetary provision (subject to the procedures specified in the County Council's Financial Regulations and subject to any internal limits which the governing body may wish to impose). Alternatively the governing body may wish to reserve the right not to delegate authority on certain matters. The decisions of the governing body in respect of the delegation to the headteacher must be recorded formally by the full governing body and be clear and explicit.

These requirements would also apply to a headteacher or headteachers managing more than one school in a federation.

1.5.9 The annual budget plan of the school is a matter which must be reported to and approved by the full governing body. However, it may be appropriate for a sub-committee of the governing body to consider a draft budget in the first instance. Such a sub-committee may be an appropriate group of governors to receive periodic reports from the headteacher on the spending of the budget during the course of the

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financial year. In any case, the full governing body must receive a budgetary control/ management report once a term either via the sub-committee or direct from the headteacher or other responsible officer.

1.5.10 The governing body will give the headteacher authority to delegate certain functions to other members of staff.

1.6 Maintenance of schools

The Local Authority is responsible for maintaining the schools covered by the scheme, and this includes the duty of defraying all the expenses of maintaining them (except in the case of a voluntary aided school where some of the expenses are, by statute, payable by the governing body). Part of the way an authority maintains schools is through the funding system put in place under sections 45 to 53 of the SSAF Act 1998 and any revisions made under the Education Act 2002.

1.7 Good practice guide and recommended procedures for school strategic and financial management

This Scheme should be read in conjunction with the Authority's 'Good Practice Guide and Recommended Procedures for School Strategic and Financial Management', together with the County Council's Financial Regulations and Standing Orders, with which all schools and governing bodies are required to comply.

The good practice guide includes a section on budget preparation which includes a proposed timetable that headteachers and governing bodies should follow for the preparation and monitoring of the school's delegated budget. The use of and adherence to this timetable will ensure schools meet the required deadlines for budget plan submission as detailed in section 2.2.

SECTION 2: FINANCIAL REQUIREMENTS; AUDIT

2.1 Application of financial controls to schools

Schools are required in the management of their delegated budgets to abide by the Authority's requirements on financial controls and monitoring - both those in this Scheme and the Financial Regulations of the County Council. The governing body is accountable for the financial performance of their school.

The governing body must ensure that monies provided to the school via the delegated budget or voluntary funds are spent only for the purposes intended. This will be achieved through ensuring:

- that proper records, both financial and non-financial, are accurately maintained in a timely manner;
- that management systems to ensure proper controls over assets (physical and monetary) are in place including safeguards against fraud.

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Both governors and staff have a duty to expose mismanagement and fraud. The Section 151 Officer should be immediately notified where there are grounds to suggest any irregularity affecting cash, stores or other assets. Normally such notification will be by the headteacher. However, it may be that circumstances make it inappropriate for the person alleging irregularity to raise the matter with the headteacher or governors. An alternative route is therefore available as described in the Authority's whistleblowing policy for schools.

2.1.2 Provision of financial information and reports

The governing body is required to ensure that school financial affairs are progressing according to plan. The governing body must undertake regular termly budget monitoring and receive appropriate formal reports from the headteacher. Such reports must be sent to governors no less than one week prior to the meeting at which they will be considered. Reports must identify emerging financial issues and recommend the management action necessary to resolve them. Responsibility for management action rests with the headteacher or governing body depending on the powers delegated to the headteacher.

Where such monitoring reports suggest that a school will be unable to keep within the approved budget and/or available funding the Section 151 Officer must be notified at the earliest opportunity, together with the action the school proposes to take to bring the budget back within available funding

Secondary schools that maintain their own records under the SIMS or similar management information system must provide the Section 151 Officer and Chief Education Officer with:

- a copy of the monthly reconciliation they undertake back to the County Council's financial system; and
- a copy of the monthly budget monitoring report including a forecast outturn position in a format prescribed by the Section 151 Officer in line with the Authorities financial reporting timetable

Any central transactions that are disputed by the school must be brought to the attention of the Section 151 Officer or his representative by the end of the month following the month during which the transaction was posted to the accounts.

To enable the Section 151 Officer to fulfil his statutory duties schools are required to provide the Authority with details of anticipated and actual expenditure and income, set alongside their budgets (a budget monitoring statement) in a form determined by the Authority, on a monthly basis within 3 working days of the end of the calendar month.

Where schools operate their own bank accounts they will be required to:

- (i) provide monthly reports on their anticipated income and expenditure for the year showing clearly all known commitments, in a format provided by the Authority;
- (ii) provide monthly VAT files to the Authority by the specified date and agree to indemnify the Authority against any HM Revenue and Customs penalties imposed as a result of mis-declarations;

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- (iii) provide monthly bank reconciliation returns and details of income and expenditure, in a format to be determined by the Authority;
- (iv) be responsible for any penalties incurred as a result of the late payment of invoices;
- (v) ensure that all accounts are reconciled and balanced by the 4th working day following 31st March each year, in order that the Authority is able to meet its statutory responsibilities.

2.1.3 Control of assets

Each school is required to maintain an inventory of its moveable non-capital assets, in accordance with the current County Council Financial Regulations. The authorisation procedure for the disposal of all assets is as set out in the County Council's Financial Regulations. However, schools are free to determine their own arrangements for keeping a register of assets worth less than £1,000 but they must keep a register in some form and this register must satisfy the County Council's insurers.

2.1.4 Accounting policies (including year-end procedures)

Schools are required to abide by procedures issued by the Section 151 Officer. The Authority will issue detailed procedural guidance periodically, including guidance on the closure of the year-end accounts.

2.1.5 Writing off of debts

The procedure for authorisation of writing off of debts is as set out in the County Council's Financial Regulations. Debt will be written off against the school budget share.

2.1.6 Voluntary and private funds

The requirement for an annual report to be presented to the governing body is covered in section 2.7. In addition, the governing body should consider what, if any, additional reporting requirements are necessary to ensure the appropriate use and management of voluntary and private funds.

2.2 Submission of budget plans

2.2.1 A provisional budget plan, including the updated estimated outturn position for the current year, must be submitted to the Authority by the 31st March. The Authority will provide detailed guidance to schools on the format in which budget plans should be presented.

Schools should take full account of estimated deficits/surpluses at the 31st March in their budget plan.

2.2.2 Each school must submit a final budget plan, approved by the full governing body, to the County Council by 1st May detailing its intentions for expenditure and income in the current financial year and the next two years (primary schools) or three years (secondary/special schools) together with the assumptions underpinning the

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budget plan (e.g staffing sheets & curriculum plans). The submitted budget plan will be adjusted by officers of the Authority to account for the actual outturn at year end for the previous financial year.

2.2.3 The budget submitted must not show a cumulative deficit balance in the current budget year or in either of the following two years:

- where planned expenditure exceeds the available budget, including brought forward balances, the Authority will require the submission of a plan which meets the requirements of this Scheme;
- any school with a planned cumulative surplus balance at the end of the financial year and, on current projections, is projecting a cumulative deficit at the end of the following financial year, is required to produce a recovery plan 4 terms prior to the beginning of the financial year in which they are projecting to go into deficit i.e. for 2020-21 the recovery plan should be in place by the end of December 2018.

The use of three year (Primary) and four year (Secondary/Special) budget plans will enable governing bodies and the Authority to:

- recognise emerging pressures;
- demonstrate the sustainability of proposed actions;
- plan to manage change effectively.

Plans may be used to inform judgements about the efficiency of financial management as well as for resource, staffing and other planning purposes.

Planned expenditure must not exceed the resources available to the school, taking into account any balance due to or from the school for the previous year, without specific approval by the County Council under para 4.9 (licensed deficits). Failure to set a budget within the resources available may lead to the issue of a notice of concern with accompanying restrictions on powers of expenditure or to the withdrawal of delegated powers from the school.

Where changing circumstances significantly affect a school's financial position, the Authority may require the submission of revised plans throughout the year

The Authority will supply schools with such income and expenditure data which it holds which it considers is necessary for efficient planning by schools.

2.2.4 The governing body should agree the form of the budget needed for the internal management of the school. Such a budget needs to be expressed in financial and non-financial terms and should, as necessary, cover:

- the number and cost of teachers;
- discretionary allowance payments;
- size of teaching groups and curriculum coverage;
- details of staffing other than teachers;
- analysis of the budget between departments of the school (may only be applicable to secondary schools);
- comparison of budget proposals with actual expenditure in the previous year;

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- itemising any individual high value equipment, maintenance, decoration, goods or services (the lower limit figure to be determined by the governing body but it is recommended that this figure should not be less than £1000).

2.2.5 The Authority will supply schools with monthly reports of all school income and expenditure data which it holds which is necessary for efficient planning by schools, and supply schools with an annual statement showing when this information will be provided through the year.

2.3 Best Value

Governing bodies will be expected to demonstrate that they are pursuing the principles of Best Value as contained in Government and Welsh Government legislation and guidance relating to local government in general and, in particular:

- that they are delivering services of high quality and effectiveness in an efficient manner whilst continually improving performance;
- that there is effective and accountable stakeholder involvement and consultation;
- that there is a willingness to consider and use alternative methods of service delivery to deliver described outcomes.

Each annual budget plan will be accompanied by a statement by the governing body containing a review of its performance and a performance plan - including the steps it will take in the course of the coming year to ensure that expenditure, particularly in respect of large service contracts, reflects value for money..

2.4 Virement

Governing bodies / headteachers may vire between budget heads in the expenditure of the school's budget share. However, where the governing body is in receipt of specific grants, they must comply with the grant conditions relevant to each grant. All virements should be approved by the governing body (or committee or headteacher with delegated powers) prior to the commitment of any expenditure and included in any budgetary information submitted to the Authority.

Where virement occurs and there is likelihood of total planned expenditure exceeding the planned budget, which will result in a cumulative deficit in the current or subsequent year, the school should immediately notify the Schools Finance Manager who will inform the Section 151 Officer. Schools with licensed deficits (see also para 4.8) and those scheduled for closure (see also para 3.7.2) may have restrictions imposed on powers of virement.

2.5 Audit: General

Schools are subject to County Council internal audit processes and external audit processes as determined by the Wales Audit Office, and are required to co-operate with both internal and external auditors as determined by the County Council's Financial Regulations and statutory requirements.

Additional County Council audit arrangements will apply to schools having their own bank account, compared with non-bank account schools.

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In exceptional situations, as outlined below, the Authority reserves the right to charge for internal audit services if:

- (i) an ad hoc audit is required by the headteacher, governing body, Chief Education Officer or Section 151 Officer, due to evidence of suspected illegal or fraudulent practice at the school;
- (ii) the financial records or processes in the school are inadequate to ensure sound financial management and the school has failed, after an initial warning, to update its financial system to a standard acceptable to the Section 151 Officer;
- (iii) An external service provider or a member of the school's staff has corrupted the Authority's financial system.

In these circumstances, the Authority will inform the governing body or headteacher before an audit is due to take place and will provide an estimated charge for the services required.

It is good practice to consider an internal audit review on the change of any member of staff with significant financial responsibilities e.g. a Headteacher or Business Manager.

2.6 Separate external audits

A governing body is allowed to spend funds from its budget share to obtain additional external audit certification of its accounts, separate from any County Council internal or external audit process. The Authority will, however, not make any additional funds available for this purpose. An external audit commissioned by a school must take into account the status of the school as a spender of County Council funds, rather than being a grant aided institution.

2.7 Schools running businesses

Schools are able to run businesses within designated arrangements as long as this does not impact negatively on the school's delegated budget e.g. a school meals service for more than one school, a pre-school or after school club. Any such businesses should be accounted for separately and treated in accordance with the regulations for unofficial and voluntary funds (see section 2.8), with any surplus or deficit during the year together with the accumulated reserves being reported to the governing body no later than the end of the Summer Term following the end of the financial year (see section 2.1). Any such business cannot be supported or funded from the school's delegated budget. A school cannot include in any charge to another school or other service that is funded through the Local Authority, charges for use of a facility/staff member that has been funded through the school's delegated budget.

Prior to the establishment of a new enterprise schools are required to develop a business case (using the Authorities template), to include arrangements for meeting all staff and all other other running costs including staff absence, maternity cover and redundancy costs These must be discussed and approved by the governing body or Management Committee before being submitted to the County Council for approval. The County Council will require that the business plan includes a section on how any deficit will be covered.

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Any such business must be monitored by and run in accordance with the relevant statutory Inspection body where appropriate.

2.8 Audit of voluntary and private funds

Schools are required to provide annual audit certificates and copies of accounts in respect of voluntary and private funds held by the school and of the accounts of any trading organisations controlled by the school e.g. pre-school or after-school club. Such certificates must be provided to the Authority within 3 months of the close of the financial year to which they relate. Schools who fail to provide audit certificates to the Authority as required will be in breach of this Scheme.

Where schools do not provide an audit following a written warning then the Authority will appoint an auditor to prepare and audit the accounts and charge all costs to the school. If a school persistently fails to provide an audit certificate then the Authority reserves the right to withdraw the right of a school to hold voluntary or private funds.

The accounts must be presented to the governing body annually, with a termly update, stating the use made of such funds, together with the balances held at the year end and any outstanding commitments on these balances.

Any monies received by the school that relate to expenditure that has been or will be incurred under the school's delegated budget should only to be paid into the school's unofficial fund in exceptional circumstances, for example when a cheque is payable to the school and cannot be paid into the Council bank account. Where this occurs the reimbursement from the school fund to the school budget should be made within one month of the monies being paid into the school fund and should be made either through the delegated budget bank account (secondary schools) or through e-returns (primary/special schools).

Any monies collected and held within the unofficial fund in respect of school trips, etc. where the payment for such trips is planned to be made out of the school's delegated budget, should be transferred to the delegated budget prior to the payment of the invoice.

Guidance on the operation and format of accounts is provided in Section 10 of the Authority's guidance and recommended procedures for school strategic and financial management.

2.9 Register of business interests

The governing body of each school is required to establish a register which lists for each member of the governing body and the headteacher, any business interests they or any member of their immediate family have; to keep the register up to date with notification of changes and through annual review of entries; and to make the register available for inspection by governors, staff, parents and the Authority.

2.10 Purchasing, tendering and contracting requirements

Schools are required to abide by the County Council's Financial Regulations and

Standing Orders in purchasing, tendering and contracting matters.

Schools are also required to assess in advance, where relevant, the health and safety competence of contractors, taking account of the Authority's policies and procedures.

However, any section of the Financial Regulations and Standing Orders will be disapplied if they would require schools:

- (a) to do anything incompatible with any of the provisions of the scheme, or any statutory provision, or any EU Procurement Directive;
- (b) to seek Local Authority officer countersignature for any contracts for good or services for a value below £60,000 in any one year;
- (c) to select suppliers only from an approved list;
- (d) to seek fewer than three tenders in respect of any contract with a value exceeding £10,000 in any one year.

The County Council has established a list of approved suppliers and there is an expectation that schools will utilise these contracts in order to ensure and demonstrate they are obtaining value for money. Details of these contracts can be found at <http://intranet.powys.gov.uk/index.php?id=390>.

Purchasing is inextricably linked to the budgeting process. Schools must have in place mechanisms to monitor levels of commitment against budgets and consideration must always be given to whether there will be adequate funds available to pay for an order before that order is authorised and placed. This is particularly relevant in relation to the tender process where the financial sums involved are higher and any difficulties are likely to impact upon the school's financial position more significantly. Suitable commitment records must be maintained in accordance with minimum standards.

Before entering into any recurring commitment (including staffing) the governing body must ensure that the projected expenditure is demonstrably supported by the resources likely to be available to them in the years over which the commitment extends.

2.11 Application of contracts to schools

Schools have the right to opt out of Authority arranged contracts except where this Scheme provides otherwise.

Although governing bodies are empowered under paragraph 3 of schedule 10 to the SSAF Act 1998 to enter into contracts, they do so on behalf of the Authority as the maintainer of the school and owner of the funds in the budget share. However, other contracts may be made solely on behalf of the governing body, where the governing body has clear statutory obligations e.g. contracts made by aided or foundation schools for the employment of staff.

The Authority will supply schools on a regular basis with a list of the services which it intends to provide and into which schools may enter on a contractual basis. The Authority reserves the right to alter or amend these services in line with its duty to

secure Best Value.

Schools with deficit budgets that are unlicensed or which exceed £2,000 (primary) or £10,000 (special and secondary) will be required to purchase the Authority's financial support service level agreement.

2.12 Grants and central funds

The Authority is authorised to make sums available to schools from central funds, in the form of allocations which are additional to and separate from the schools' budget shares. Such allocations will be subject to conditions setting out the purpose or purposes for which the funds may be used and, while these conditions need not preclude virement (except where the funding is supported by a specific grant which the Authority itself is not permitted to vire), this should not be carried to the point of assimilating the allocations into the school's budget share.

Schools are required to maintain their accounting records in such a way as to be able to demonstrate that where appropriate the requirement to spend only on the purpose for which funding is given, and not to vire into the budget share, has been complied with.

Schools are required to account for any grant funding at the end of the financial year and/or at the conclusion of the specific funding allocation. Grant funding must be returned to the Authority if not spent in-year or within the period over which schools are allowed to use the funding, if different.

2.13 Spending for the purposes of the school

Although s50(3) of the SSAF Act 1998 allows governing bodies to spend budget shares for the purposes of the school, this is subject to any provisions of this Scheme.

2.14 Capital spending from budget shares

Governing bodies are allowed to use their budget shares to meet the cost of capital expenditure on the school premises. This includes expenditure by the governing body of an aided school on work which is their responsibility under paragraph 3 of Schedule 3 of the SSAF Act 1998.

The Authority must be notified of any capital spending from budget shares and, if the expected capital expenditure from the budget share in any one year will exceed £10,000, the governing body is required to take into account any advice from the Section 151 Officer as to the merits of the proposed expenditure. If the premises are owned and maintained by the County Council then the governing body is required to seek the consent of the Authority to the proposed works but such consent can be withheld only on health and safety grounds.

Whilst all proposals for capital expenditure will be considered on their individual merits, governing bodies should be aware that the Authority will not normally approve works which could lead to the creation of spare (surplus) places, or which are contrary to the school modernisation programme. Similarly, the Authority will not

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normally approve works which incur additional ongoing revenue costs, unless the governing body is able to demonstrate an ability to meet such additional costs from its budget share.

Reference should also be made to the requirements contained within the Education (School Premises) Regulations 2012 and DfES Construction Standards, and health and safety legislation.

2.15 Notice of concern

The County Council sees effective stewardship of the resources available to schools as underpinning the delivery of the curriculum. However, there are occasions when a school is not demonstrating appropriate control and management of its finances and Local Authority intervention is required. The Authority may issue a notice of concern to the governing body of any school it maintains where, in the opinion of the Section 151 officer :

- the school has failed to comply with any provisions of this Scheme; or
- there are concerns about the standard of financial management; or
- action needs to be taken to safeguard the financial position of the Local Authority or the school; or
- the financial conduct of the school threatens the standard of educational attainment.

Such a notice will set out the reasons and evidence for its being issued and may place on the governing body restrictions, limitations or prohibitions (see also para 4.9) in relation to the management of funds delegated to it. The notice may require the governing body to produce an action plan to address the concerns of the Authority.

The notice will clearly state the nature of these requirements and the way in which, and the time by which, such requirements must be complied with in order for the notice to be withdrawn. It will also identify a named officers/advisors who will provide support in scrutinising the school's finance, curriculum and staffing to help in producing a viable recovery plan. It will also state the actions that the Authority may take where the governing body does not comply with the notice, including formal intervention by way of suspension of the School's delegated budget. .

If the concerns are significantly serious to warrant immediate formal intervention, the Authority may not use the notice of concern provisions (referred to above) where the situation in respect of a school's standard of management makes suspension of delegation appropriate.

2.16 Suspension of delegation

Section 8 of the 2013 Act enables a local authority to suspend the governing body's right to a delegated budget, by giving the governing body of the school notice in writing. This applies where a maintained school is eligible for intervention and the school has a delegated budget within the meaning of Part 2 of the School Standards and Framework Act 1998.

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A copy of the notice to suspend the right to a delegated budget must be given to the governing body of the school and copied to the head teacher

The local authority may suspend a governing body's right to a delegated budget in order to secure control of staffing and other spending decisions. This allows the local authority to remove poorly-performing teachers or headteachers if necessary, or to take control of budget deficits. It also allows governors to focus their time and attention on other priorities for improvement. If the local authority has appointed an IEB, it cannot suspend the school's right to a delegated budget. If the local authority removed the right to a delegated budget before appointing an IEB, it must reinstate the delegated budget when the IEB comes into effect.

The principal effect of suspension of the right to a delegated budget is that the governing body loses the right to decide on how the budget should be spent (except to a limited extent if the Authority so decides) and loses the majority of decisions on staffing numbers and allocation.

2.17 Use of LA powers to suspend delegation

Issue of a notice of concern with accompanying restrictions or loss of right to a delegated budget is a rare event and should remain so. The school and the Authority should discuss any problems which may lead to such action and seek to rectify them before the need for formal action arises. Schools must co-operate with the Authority's monitoring arrangements which are designed to identify financial problems and take a positive approach to their resolution. Any additional costs to the Authority arising from this action will be charged to the school budget.

The flow diagram below describes the process that will be followed for issuing an initial notice of concern, through to a formal Warning Notice and ultimately the suspension of financial delegation. The focus will be working through these stages at pace to ensure we minimise the deficit. Where necessary a detailed timeline may be provided within initial correspondence.

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Stage	School Action	Local Authority Action	Relevant Local Authority Officers
<p>1</p> <p>School identifies deficit</p> <p>or</p> <p>LA Officer raises a concern</p>	<p>School notifies LA school finance officer</p> <p>School acts with utmost prudence freezing all appointments and unplanned expenditure</p>	<p>Officer receiving notification of concern or who identifies concern notifies Chief Education Officer</p> <p>Chief Education Officer arranges team to ensure that Stage 2 is undertaken to ascertain financial position of the school</p>	<p>Challenge Adviser</p> <p>School Finance Officer</p> <p>Chief Education Officer</p> <p>HR Adviser</p>
<p>2</p> <p>Exploration of issue</p>	<p>School provides LA with all necessary information and prioritises required meetings</p>	<p>Contact to be made with school to query and/or challenge financial assumptions / budget.</p> <p>Notify Schools Finance Officer, HR Advisor and Challenge Adviser</p>	<p>Chief Education Officer</p> <p>School Finance Officer</p> <p>Challenge Adviser</p> <p>HR Adviser</p>
<p>3</p> <p>Finalisation of actions to be undertaken</p>	<p>Following exploration of issue, agree actions with LA, for example:</p> <ul style="list-style-type: none"> • provision of 5 year forecast outturn/cashflow and curriculum plan • a deficit recovery action plan including timescales agreed with LA is approved by governing body and signed by Chair 	<p>Following exploration of issue, agree actions with the school</p> <p>LA named officers/advisors works with the school to develop recovery plan</p> <p>Recovery plan submitted to LA for agreement. LA notifies school of conditions required as part of recovery action plan and of the support and monitoring arrangements.</p>	<p>Chief Education Officer</p> <p>Challenge Adviser</p> <p>School Finance Manager</p> <p>HR Adviser</p>
<p>4</p> <p>Implementation and monitoring</p> <p>As detailed in recovery action plan</p>	<p>School implements recovery action plan complying with all limitations and monitoring requirements required by LA</p>	<p>LA monitors progress with action plan and provides school with support as required by the recovery action plan e.g. timely decisions of staff appointments, agreement to budgets etc</p>	<p>Challenge Adviser</p> <p>School Finance Officer</p> <p>HR Adviser</p>
<p>5</p> <p>Formal meeting</p>	<p>Attendance at formal meeting by Head, Chair of Governors and Chair of Finance Committee</p>	<p>A formal meeting to be held with the school if:</p> <ul style="list-style-type: none"> • the actions agreed in stage 3 are not completed within the agreed timescale; or • the school defaults on any aspects of the recovery action plan 	<p>Section 151 Officer</p> <p>Chief Education Officer</p> <p>School Finance Manager</p> <p>Challenge Adviser</p> <p>HR Adviser</p>
7			

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After Point 5 above and where the Authority deems it appropriate to issue a Warning Notice to a school the Welsh Government Schools Causing Concern Guidance 2017 (222/2017) will be adopted alongside the relevant legislative provisions.

SECTION 3: INSTALMENTS OF THE BUDGET SHARE; BANKING ARRANGEMENTS

3.1 Frequency of instalments

The proportion of the budget share (Cabinet Projected balance) calculated as under section 3.2 will be paid into schools' bank accounts quarterly in advance by electronic transfer in accordance with the following schedule:

- | | | | |
|-----|-------------|---|-----------------------|
| (a) | 1st April | - | 30% of annual advance |
| (b) | 1st July | - | 30% of annual advance |
| (c) | 1st October | - | 20% of annual advance |
| (d) | 2nd January | - | 20% of annual advance |

Monthly advances will only be considered where a school is running and paying its own payroll.

In either case advances will be adjusted for interest lost by the County Council as a result of making advance payments.

Interest will be calculated by comparing cash flow incurred by the County Council in making advance payments to school bank accounts with that estimated to be incurred if school expenditure were met directly by the County Council. The rate of interest will be the current bank rate averaged for the preceding year to 1st March.

An adjustment to reflect any over/under advances in the previous financial year will be included in the advance made on or after 1st July. If the level of adjustment is greater than the advance due then no advance will be made in that quarter and the school requested to transfer the balance back to the Authority.

When the payment date is a non-banking day payment will be made on the next banking day.

3.2 Proportion of budget share payable at each instalment

The proportion of budget share payable into a school's bank account will be exclusive of estimated pay costs and any other costs paid centrally on behalf of the school by the Authority, including utility charges, National Non Domestic Rates, central recharges and any other payment made centrally.

3.3 Interest on late budget share payments

The Authority will add interest to late payments of budget share instalments, where such payment is the result of Authority error. The interest rate used will be the current bank base rate.

3.4 Bank and building society accounts

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All maintained schools may opt to have an external bank account into which their budget share payments, as determined by sections 3.1 and 3.2, are paid. Schools having such accounts will be allowed to retain all interest payable on the account. Schools may operate deposit accounts to maximise interest on their cash holdings as well as current accounts. Deposit accounts may only be opened with the bank or building society which holds the current account for the school.

New accounts can only be opened, following receipt of written notice of intent signed by the headteacher and chair of governors:

- (i) from the beginning of the financial year, following three months notice;
- (ii) if the school can demonstrate they will end the year, leading up to their own bank account, in a break-even or a surplus position. The Authority will agree with the school an amount to be transferred representing its projected balance, on the basis that there is then a subsequent correction when the accounts for the relevant school year are closed. Should a school be in an overspend (deficit) position the request for its own account will be refused until such time as the deficit is cleared and in any case until the start of a financial year.

The governing body of each school will be responsible for ensuring that their bank accounts are managed properly and efficiently in line with the County Council's Financial Regulations.

As schools will not be able to register independently with HM Customs and Excise, all appropriate financial stationery used by schools must have reference to Powys County Council and its registration numbers.

If a school opens an external bank account the Authority will, if the school desires, transfer immediately to the account an amount agreed by both the school and Authority as the estimated cash balance held by the Authority in respect of the school's budget share, on the basis that there is a subsequent correction when accounts for the relevant school year are closed.

3.4.1 Imprest bank accounts

As an alternative to operating a bank account as set out in section 3.4, schools may opt to operate a bank account on an imprest basis, whereby a sum of up to £5,000 will be given as an initial advance. Schools will then submit a monthly claim of actual sums spent for reimbursement.

Following reimbursement the money held in a school's bank account will equal the initial advance given.

Alternatively, for small purchases, a school can apply for a corporate imprest account which does not involve the need to hold an associated bank account.

3.4.2 Restrictions on bank accounts

All bank accounts including those held for unofficial funds must be notified to, and approved by, the Section 151 Officer before they are opened, except that former GM

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schools may nominate and use the same accounts as used by them for AMG in 1998-99. Bank and building societies must be selected from an approved list available from the Section 151 Officer.

All bank accounts relating to the school's delegated budget will bear the name of the school followed by "Powys County Council" (- Powys County Council). Bank and building society accounts will be operated in accordance with detailed Financial Regulations issued by the Section 151 Officer. The Section 151 Officer or his representative will be provided with access to all school bank accounts. All balances in school bank accounts under this Scheme remain the property of the County Council. Bank accounts must not be overdrawn.

Governors who are not members of staff cannot be signatories to local bank accounts.

3.4.3 Debit and other charge cards

Where a governing body considers that the use of a debit card, a corporate credit card or a purchasing card would fit within its purchasing strategy then a purchase card may be provided under arrangements approved by the Section 151 Officer. The governing body is responsible for ensuring that the cards are operated in accordance with Minimum Standards. Debit, credit or purchasing cards are not otherwise permitted. Debit, credit and purchasing cards must not be used to obtain cash advances.

3.5 Borrowing by schools

Governing bodies may borrow money from a bank or building society only with the written permission of the Welsh Government. Any requests for such consent and the outcome should be notified to the Section 151 Officer. The Authority will not accept any responsibility for any such loans so authorised.

This does not apply to Trustees and Foundations whose borrowing, as private bodies, makes no impact on Government accounts. These debts may not be serviced directly from the delegated budgets but schools are free to pay for a service which the Trustees or Foundation are able to provide as a consequence of their own borrowing. Governing bodies do not act as agents of the Authority when repaying loans.

3.6 Lease/rental agreements

Schools are legally only allowed to enter into rental (operating) leases e.g. photocopier, computer network system, and must have approval of the Section 151 Officer prior to entering into any lease agreement.

The County Council's Financial Regulations require all leases to be signed off by the Corporate Finance Department to ensure:

- the most appropriate and cost effective method of financing the asset is being utilised;
- all amounts outstanding on leases are included in the balance sheet as required

by the Authority's accounting regulations;

- that the lease does not impact negatively on the County Council's borrowing capability.

The governing body must have an ongoing regard to Best Value considerations and should be able to demonstrate that they have been applied in relation to leases.

3.7 Resourcing of new schools and schools due for closure, amalgamation or merger (see also section 4.7)

3.7.1 New schools

In the first year of the opening of a new school, the school will be formula funded for the appropriate proportion of the financial year e.g. if a school opens in September it will be resourced for 7 months of the financial year (7/12 of the formula allocation).

The Authority has the right to delegate selectively and optionally to the governing body of schools that have yet to receive delegated budgets.

3.7.2 Schools due for closure, amalgamation or merger

Where a school is scheduled to be closed, amalgamated or merged during a financial year, the school will receive formula funding for the proportion of the financial year for which it is open i.e. if a school closes on 31st August it will only be resourced for the first 5 months of the financial year (5/12 of the formula allocation). When the school closes, any balance (surplus or deficit) will revert to the Authority. It will not be transferred as a balance to any other school.

The remainder of the annual budget will be retained centrally, to meet any exceptional costs incurred during the closing process together with any cumulative overspend at the school. Thereafter the savings will be reinvested into the Schools Service budget.

In order to ensure effective stewardship of the resources available to schools, the Authority may impose additional restrictions on a school scheduled to close, including but not limited to:

- restriction of expenditure to agreed plans
- removal of powers of virement

SECTION 4: THE TREATMENT OF SURPLUS AND DEFICIT BALANCES ARISING IN RELATION TO BUDGET SHARES

4.1 The right to carry forward surplus balances

Schools will carry forward from one financial year to the next any shortfall in expenditure relative to the school's budget share for the year plus/minus any balance brought forward from the previous year.

For a school having a new bank account the Authority will calculate on a provisional basis the amount of any balance to be transferred to a school's bank account and

indicate the date by which the transfer would occur, pending a later reconciliation.

To ensure the overall financial robustness of schools it is expected that the collective balances should always be in surplus. Each school will be required to meet the conditions detailed in Sections 4.2 to 4.9 on an individual basis, with the Authority monitoring the overall planned balances for each of the 3/4 years in the planning cycle.

4.3 Controls and recovery of surplus balances

In accordance with Section 4 of the School Funding (Wales) Regulations 2010, the Authority will monitor end of year balances. Following production of the outturn statement, cumulative surplus or deficit balances at year end will be calculated.

The Authority will automatically clawback year end balances which exceed 5% of the delegated school budget share or £10,000 whichever is greater. Schools may request to carry forward a balance greater than 5% or £10,000 which will be considered and approved the Chief Education officer.

In addition:

The authority may direct the governing body as to how to spend the surplus in the school balance for a funding period, if:

- a) in the case of a Primary school the surplus is £50,000 or more, and
- b) in the case of a Secondary School or Special school the surplus is £100,000 or more

Schools with balances above these limits will be required to report to the Authority on the proposed use of the planned surplus in subsequent years. Planned use of surplus funds will be considered by the Authority and approved where appropriate.

Any funding clawed back from schools will be held as a reserve for the benefit of all schools.

4.4 Interest on surplus balances

Surplus balances held by schools with their own bank account may either be invested with the school's bank or building society or via the Section 151 Officer. The Section 151 Officer will advise on prevailing interest rates having regard to the sum to be invested, the term of the investment and market interest rates.

Interest will not generally be payable on surpluses arising from unspent budget shares held as part of the cash balance of the County Council other than stated above. However, if an imprest or non-bank account school identifies part of its carry forward balances as an earmarked reserve, interest will be paid in line with any inflation increase applied to school budget shares.

4.5 Obligation to carry forward deficit balances

A deficit balance at the end of a financial year will be treated as a deduction from the following year's budget share.

4.6 Planning for deficit balances

A governing body has no legal right to set a deficit budget without the consent of the Authority and should not presume that such consent will be granted. The Authority will consider approving a licensed deficit to a school in certain approved circumstances (see para. 4.9).

4.7 Charging of interest on deficit balances

The Authority will charge interest on deficit balances. The charge will be based on the school's closing cumulative balance at the end of the financial year. To ensure that the school will effectively repay, in real terms, the deficit sum its value will be increased each year in line with any inflation increase applied to school budget shares.

4.8 Writing off deficits (see also section 3.6)

The Authority has no power to write off the deficit balance of any school except for a closed school, subject to authorisation of the Portfolio Holder for Education.

4.9 Licensed deficits

The detailed arrangements applying to this scheme are set out below:

- (a) the length of time over which a school may repay a deficit is three years, except where a longer period, ~~not exceeding 5 years~~, has been agreed in exceptional circumstances and with the support of the Chief Education Officer and the Section 151 Officer. In practice the timescale will depend on the extent of the deficit and the school's ability to take early action.
- (b) deficit arrangements may be agreed in the following circumstances:
 - falling pupil numbers;
 - to spread the cost of cyclical maintenance works over two or more years;
 - other circumstances agreed by the Authority to be reasonable

In the primary sector the maximum licensed deficit which may be approved will be up to 10% of the school's budget share (including any amounts for pupil number adjustments), but with a ceiling of £50,000. In the secondary and special sectors the maximum licensed deficit which may be approved will be up to 7½% of the school's budget share (including any amounts for pupil number adjustments), but with a ceiling of £100,000 for special schools and £150,000 for secondary schools. A school with a planned deficit of less than £500 and a planned underspend in the following financial year will not have to apply to have the deficit approved.

The arrangements for licensed deficits will be operated by the Head of Financial

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Services , working within the accounting requirements of the County Council as set out by the Section 151 Officer.

Schools wishing to apply to the Authority to set a deficit budget will be subject to detailed terms and conditions agreed between the governing body, headteacher and the Authority's officers. All Schools will be required to maintain a risk register linked to their deficit budget, the format of which will be provided by the Schools Forum. Restrictions on expenditure and a higher level of budget monitoring will be required by the school and the Authority for the period of the deficit and until such a time as the Authority is satisfied that the school has met repayment targets and is in a position of financial stability. The Authority will appoint a named officer / adviser to support the school in analysing its finance, curriculum and staffing needs.

Requests for licensed deficits will not normally be approved unless the school can produce a recovery plan which, in the view of the Authority, is realistic, prudent and does not exceed three years (exceptionally as agreed by Section 151 officer and Chief Education officer). The Authority's named officers / advisers will have a key role in determining whether the recovery plan can be recommended to the Authority as fulfilling these criteria.

Schools have a duty to identify potential deficits and to plan recovery action early. The Authority expects the recovery plan to be submitted by 1st May. The format of the recovery plan, and arrangements for its submission, will be specified by the Authority. The recovery plan will have to be updated at least annually until the school returns to a cumulative surplus budget and is in a position of financial stability. Failure to comply with the agreed recovery plan will mean the re-activation of the process set out in para 2.16.

The Authority will impose additional restrictions on a school during the term of the licence, as part of the licence, including but not limited to:

- the right of approval of staffing appointments and any other changes to staffing that increase costs;
- the right of approval of contracts over a specified value;
- restriction of expenditure to agreed plans and removal of powers of virement;
- a requirement to purchase the full Local Authority financial support package;
- agreed repayment targets, etc.
- the written agreement to the terms by the Chair of Governors, following a resolution passed by the full governing body.

The named officers / advisers will be the first point of contact for the school in relation to these restrictions. He or she will make appropriate recommendations to the Section 151 Officer and Chief Education Officer. The need for and extent of such restrictions will be assessed on a school by school basis

SECTION 5: INCOME

Schools will be able to retain income except in certain specified circumstances.

5.1 Income from lettings

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The Authority supports the use of its buildings outside the normal school day however schools must ensure that income received from lettings covers the full cost of that letting.

Schools will be allowed to retain income from lettings of the school premises which would otherwise accrue to the Authority, subject to alternative provisions arising from any joint use or PFI/PPP agreements. Schools will be allowed to cross-subsidise lettings for community and voluntary use with income from other lettings and other non-delegated sources, provided there is no net cost to the delegated budget share. Schools will be required to have regard to any directions issued by the Authority as to the use of school premises, as permitted under the SSAF Act 1998 for various categories of schools and in particular the use of the school for pre-school provision.

Income from lettings of school premises or payment for use of school facilities, such as the photocopier, should not be paid into voluntary or private funds held by a school. In schools using the Council's financial system such income must be paid into the Council's corporate bank account and accounted for on an e-return in order to account correctly for the VAT. In secondary schools using bank accounts the monies should be paid into the school's delegated bank account.

5.2 Income from fees and charges

Schools will be allowed to retain income from fees and charges except where a service is provided by the Authority from centrally retained funds. Where schools provide a service which is normally provided by the Authority e.g. home to school transport, the provision must be fully cost recovered either through parental contributions, user fees or PTA funding and should not be subsidised from the school's delegated budget. In schools using the Council's financial system such income must be paid into the Council's corporate bank account and accounted for on an e-return in order to account correctly for the VAT. In secondary schools using bank accounts the monies should be paid into the school's delegated bank account.

5.3 Income from fund-raising activities

Schools will be allowed to retain income from fund-raising activities.

5.4 Income from the sale of assets

Schools will be allowed to retain the proceeds of sale of assets except in cases where the asset was purchased with non-delegated funds (in which case it will be for the Authority to decide whether the school should retain the proceeds), or the asset concerned is land or buildings forming part of the school premises and is owned by the Authority.

Income from sale of assets purchased with delegated funds may only be spent for the purposes of the school.

SECTION 6: THE CHARGING OF SCHOOL BUDGET SHARES

6.1 General provision

The Authority may charge the budget share of a school without the consent of the governing body only in circumstances expressly permitted by this scheme. The Authority will consult schools as to the intention to so charge, and notify schools when it has been done.

The Authority will charge salaries of school-based staff to school budget shares at actual cost.

The Authority will not act unreasonably in the exercise of any power given by this Scheme, or it may be the subject of a direction under s.496 of the Education Act 1996.

For each of these circumstances set out in 6.2 (except 6.2.11) the Authority would need to demonstrate that the Authority had necessarily incurred the expenditure now charged to the budget share. This means that where the Authority cannot incur a liability because the statutory responsibility rests elsewhere, no charging is possible. Therefore the position on charging will vary between categories of school.

6.2 Circumstances in which charges may be made

Charges may be made in the circumstances set out below.

In some cases the ability to charge budget shares depends on the Authority having given prior advice to the governing body. The Authority will need to ensure that it has taken steps that enable it to give advice whenever possible.

6.2.1 Where premature retirement costs have been incurred without the prior written agreement of the Authority to bear such costs (the amount chargeable being only the excess over any amount agreed by the Authority).

6.2.2 Other expenditure incurred to secure resignations where the school had not followed the advice of the Authority.

6.2.3 Awards by courts and industrial tribunals against the Authority arising from action or inaction by the governing body contrary to the Authority's advice.

6.2.4 Expenditure by the Authority in carrying out health and safety work for which the Authority is liable where funds have been delegated to the governing body for such work, but the governing body has failed to carry out the required work.

6.2.5 Expenditure by the Authority incurred in making good defects in building work funded by capital spending from budget shares, where the premises are owned by the Authority or the school has voluntary controlled status.

6.2.6 Expenditure incurred by the Authority in insuring its own interests in a school where funding has been delegated but the school has failed to demonstrate that it has arranged cover at least as good as that which would be arranged by the Authority.

6.2.7 Recovery of monies due from a school for services provided to the school,

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where a dispute over the monies due has been referred to a disputes procedure set out in a service level agreement, and the result is that monies are owed by the school to the Authority.

6.2.8 Recovery of penalties imposed on the Authority by the Board of Inland Revenue, the Contributions Agency or HM Revenue and Customs, Teachers Pensions or regulatory authorities as a result of school negligence.

6.2.9 Correction of Authority errors in calculating charges to a budget share (e.g. pension deductions), unless the error dates back several years and such charging would be unreasonable.

6.2.10 Additional transport costs incurred by the Authority arising from decisions by the governing body on the length of the school day, and failure to notify the Authority of non-pupil days resulting in unnecessary transport costs.

6.2.11 Legal (and other similar) costs which are incurred by the Authority because the governing body did not accept the advice of the Authority (see also section 11).

6.2.12 Costs of necessary health and safety training for staff employed by the Authority, where funding for training had been delegated but the necessary training had not been carried out.

6.2.13 Compensation paid to a lender where a school enters into a contract for borrowing beyond its legal powers, and the contract is of no effect.

6.2.14 Cost of work done in respect of teacher pension remittance and records for schools using non-Authority payroll contractors, the charge to be the minimum needed to meet the cost of the Authority's compliance with its statutory obligations.

6.2.15 Costs incurred by the Authority in securing provision specified in a statement of SEN where the governing body of a school fails to secure such provision despite the delegation of funds in respect of that statement.

6.2.16 Costs incurred by the Authority due to submission by the school of incorrect data.

6.2.17 Recovery of amounts spent from specific grants on ineligible purposes.

6.2.18 Costs incurred by the Authority as a result of the governing body being in breach of the terms of a contract.

6.2.19 Recovery of interest on late creditor payments by schools under the Late Payment of Commercial Debts (Interest) Act 1998.

6.2.20 Where the Authority loses any grant income e.g. Education Improvement Grant, due to schools not providing the necessary information or not complying with any grant conditions then the school will bear the cost of that loss.

6.3 Education Workforce Council

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6.3.1 Under the Education (Wales) Act 2014, the Education Workforce Council is able to charge a fee for registration and retention of entries on the Register of Education Practitioners. The Education Workforce Council (Registration Fees) (Wales) Regulations 2015 require an employer, who has been notified by the Council, to deduct any such fee from a practitioner's salary and remit it to the Council within 14 days.

6.3.2 Schools are entitled to deduct, or arrange for the deduction of, the registration fee from the salaries of those practitioners who are registered, or who are required to be registered, if the fee has not been paid by any other means.

SECTION 7: TAXATION

7.1 Value Added Tax

7.1.1 Generally HM Revenue and Customs has agreed that VAT incurred by schools when spending any funding made available by the Authority is reclaimable by the Authority. This does not include governors of a voluntary aided school when carrying out their statutory responsibility to maintain the external fabric of the buildings. Guidance has been issued regarding this but please contact vat@powys.gov.uk if you require any further guidance or would like a copy of the guidance.

7.1.2 Schools with purchase cards must upload suitable evidence to the specified website in order to support the VAT recovery.

7.1.3 Schools operating bank accounts must send in to the County Finance Department their claim for VAT on a monthly basis (this claim can be made using the facility available on SIMS or as otherwise directed). Schools must retain all documentation to support their claim as required by HM Revenue and Customs.

The VAT claim must be returned (on the form approved by the Section 151 Officer) to the Schools Finance Team on the first working day following the month end.

7.1.4 The Technical Finance Team will recover the VAT from HM Revenue and Customs and reimburse the school bank account.

7.1.5 Monthly accounting returns are required by the County Finance Department showing an analysis of the month's transactions. Monthly bank reconciliations should be completed and retained by the school, and made available to the County Finance Department on a monthly basis.

7.1.6 Schools must obtain guidance from the Technical Finance Team on the management of VAT. Schools must pay full regard to the Authority's VAT manual which is available at

<https://powyscc.sharepoint.com/sites/services/finance/systems/Shared%20Documents/VAT%20Manual%202019.docx>

Further guidance is available from the Technical Finance Team. This is particularly

pertinent in respect of aided schools undertaking duties which are the responsibility of the trustees or the governing body under the trust agreement.

7.1.7 Failure to comply with any of above conditions will result in the removal of the bank account from the school.

7.2 Construction Industry Taxation Scheme (CITS)

The administrative complexity of CITS requires that payments to all building contractors, who successfully tender for maintenance work, must be made through the County Finance Department's Creditors System. The invoice and a cheque made payable to Powys County Council for the gross amount should be sent to the County Finance Department and a copy of the invoice kept in the school's filing system. VA schools should inform suppliers when ordering Construction work that Powys County Council is not the end user.

Schools must abide by this procedure or any amendment to this procedure determined by the Section 151 Officer.

7.3 PAYE & NI – Schools with their own Bank Accounts

Schools making payments for goods and services to individuals should be aware that the self-employed status of those individuals is subject to the Inland Revenue 'Categorisation Regulations' and is not a matter of the individual's choice. Schools will be liable for any penalty and back tax/NI that the Authority incurs for non-compliance where payments are made by schools without deduction of tax and NI.

SECTION 8: THE PROVISION OF SERVICES AND FACILITIES BY THE AUTHORITY

8.1 Provision of services from centrally retained budgets

The Authority will determine on what basis services from centrally retained funds will be provided to schools. Such services could include Home to School Transport; certain Special Educational Needs Services; Educational Psychology and Education Welfare Services.

The Authority will not discriminate in its provision of services on the basis of categories of schools except where (a) funding has been delegated to some schools only or (b) such discrimination is justified by differences in statutory duties; this provision encompasses Premature Retirement Costs (PRC) and redundancy payments.

Charges for centrally provided services will not be increased in-year and consultation will be undertaken with both the Schools Forum and schools where a Service Area proposes to increase charges to schools by more than the rate of inflation applied to the linked expenditure area.

8.2 Provision of services bought back from the Authority using delegated budgets

For any arrangement with a school to buy services or facilities from the Authority the term will be a maximum of three years from the inception of the scheme or the date of the agreement, whichever is the later, and periods not exceeding five years for any subsequent agreement relating to the same services. This provision does not apply to centrally funded premises and liability insurance.

When a service is provided for which expenditure cannot be retained centrally by the Authority, it will be offered at prices which are intended to generate income which is no less than the cost of providing these services. The total cost of the service will be met by the total income, although schools may be charged differentially.

8.2.1 Packaging

Any service which the Authority is providing on a 'buy back' basis will be offered in a way which does not unreasonably restrict schools' freedom of choice among the services available and, where practicable, this will include provision on a service-by-service basis as well as in packages of services.

8.3 Service level agreements

8.3.1 If services or facilities are provided under a service level agreement - whether without charge or on a 'buy back' basis - the terms of any such agreement starting on or after the inception of this scheme will be reviewed at least every three years if the agreement lasts longer than that.

Schools who opt for a term longer than one year will be offered the opportunity of reviewing the arrangement on an annual basis when the budget position for the following year is known.

8.3.2 As far as practicably possible, the Authority will consult with schools on the design and content of service level agreements.

8.3.3 Services, if offered by the Authority, will be available on an ad hoc basis, as well as on the basis of service level agreements.

SECTION 9: PFI/PPP

It is not envisaged that any PFI/PPP projects will be undertaken in respect of Powys schools.

In any case, any proposals for PFI/PPP must be considered by the Section 151 Officer and approved by the Authority prior to proceeding. Where a school is part of a PFI/PPP project, the Authority will reach an agreement with the governing body in respect of those charges the school will have to bear for services incorporated into delegated formula funds.

SECTION 10: INSURANCE

10.1 Insurance cover (see also section 6.2.6)

If funds for insurance are delegated to any school, the Authority will require the school to demonstrate that under a policy arranged by the governing body, cover relevant to an Authority's insurable interests is at least as good as the relevant minimum cover arranged by the Authority where the Authority makes such arrangements, paid for from central funds or from contributions from schools' delegated budgets.

The Authority will have regard to the actual risks which might reasonably be expected to arise at the school in question in operating such a requirement, rather than applying an arbitrary minimum level of cover for all schools.

SECTION 11: MISCELLANEOUS

11.1 Right of access to information

Governing bodies will supply all financial and other information which might reasonably be required to enable the Authority to satisfy itself as to the school's management of its delegated budget share, or the use made of any central expenditure by the Authority (e.g. earmarked funds) on the school. This requirement to supply additional financial information does not extend to copies of internal reports to the governing body on financial matters.

11.2 Liability of governors

As the governing body is a corporate body and because of the terms of s.50(7) of the SSAF Act 1998, governors of maintained schools do not incur personal liability in the exercise of their power to spend the delegated budget share provided they act in good faith. This protection does not extend to fraudulent, reckless or grossly negligent acts.

Powys County Council has public and employer's liability insurance cover in place which covers the legal liabilities of the Council in respect of death, bodily injury and illness to its employees and third parties, or damage to their property, subject to the terms and conditions of the policy. The *Insured* within the policy is Powys County Council and this definition is extended to include governors of schools under the control of the Council (and which buy into the Council's insurance package), whilst engaged on their official duties and activities. The Governing Body of a Voluntary Aided or Foundation School is the employer of the staff. The Powys County Council public and employer's liability insurance policy is extended to include any governor of such schools that are within the Powys County Council area and listed within the schedule of insurance, whilst they are engaged on their official duties as governors of the school, subject to the terms and conditions of the policy.

The Council's Chief Finance Officer acts on behalf of all insureds in respect of this policy and has full discretion in the conduct of any claims or potential claims that may be made against the policy. Where a school governor is entitled to indemnity under the above-mentioned policy any retention (the "excess" or first part of each claim that

the insured has to pay) that is the responsibility of the Insured shall be borne by Powys County Council.

11.3 Governors' expenses

The Authority is allowed to delegate to the governing body of a school yet to receive a delegated budget, funds to meet governors' expenses

Under schedule 11 of the SSAF Act 1998, only allowances in respect of purposes specified in regulations may be paid to governors from a school's delegated budget share; schools are forbidden to pay any other allowances. Schools are also barred from payment of expenses duplicating those paid by the Welsh Government to additional governors appointed by him to schools under special measures. The amounts of any such allowances will be set by the Authority.

11.4 Responsibility for legal costs

Legal costs incurred by the governing body are part of the cost of maintaining the school (unless they relate to the statutory responsibility of voluntary aided school governors for buildings) and may be charged to the school's budget share if the governing body does not act in accordance with the advice of the Authority.

The procedure which schools should follow in obtaining legal advice where there is a conflict of interest between the Authority and the governing body with the advice of the Authority is as follows:

- notification should be given to the Authority that the governing body does not accept the legal advice tendered by the Authority and that it is seeking alternative legal advice;
- legal advice should then be obtained by the governing body from an appropriately qualified legal advisor.
- that legal advice should then be presented to the Authority.

11.5 Health and safety

Governing bodies are required, in expending the school's budget share, to have due regard to duties placed on the Authority in relation to health and safety and to the Authority's policy on health and safety matters in the management of the budget share.

Directions issued by the Authority to the governing body and headteacher of a community or voluntary controlled school are enforceable, so far as governing bodies are concerned, under s.497 of the Education Act 1996 if not complied with.

11.6 Right of attendance of Section 151 Officer (and Chief Education Officer)

Governing bodies are required to permit the Section 151 Officer (and the Chief Education Officer) of the Authority, or any officer of the Authority nominated by the Section 151 Officer, to attend meetings of the governing body at which any agenda items are relevant to the exercise of her or his responsibilities.

The Authority will give prior notice of such attendance unless it is impracticable to do so.

11.7 Delegation to new schools

11.7.1 Where a new school is being established, the Authority will allocate to the temporary governing body any approved costs required to carry out its statutory functions prior to the opening of the school.

11.7.2 Resources will be allocated for the first 3 full financial years using the funding formula, based on an Authority forecast of pupil numbers projected for the date of opening. This will be subject to adjustment in the event of the actual number of pupils being different.

11.8 Special educational needs

Schools will be required to use their best endeavours in spending the budget share, to secure appropriate SEN provision for pupils of the school. Should a school substantially and persistently breach its responsibilities in this context, the Authority may instigate proceedings to suspend delegated status.

11.9 Community use of facilities

Governing bodies are able to provide facilities or services, the provision of which furthers any charitable purpose for the benefit of pupils/families at the school or people who live or work in the locality. Expenditure can be incurred to provide staff, goods, services or accommodation to any person. Expenditure can be cross subsidised using income from charges but should not be subsidised from the school's delegated budget. Governing bodies may charge for any services/facilities provided. This arrangement is subject to consultation with the Authority, staff and parents (and pupils if relevant).

11.10 'Whistleblowing'

The procedures to be followed by persons working at a school or school governors who wish to complain about financial management or financial propriety at a school, and how such complaints will be dealt with by the Authority, are contained in Powys County Council's 'Whistleblowing Policy for School Staff'.

11.11 Child protection

Schools should make reasonable efforts to release staff to attend child protection case conferences and related events. Funding to meet such costs is within delegated budgets.

11.12 School meals

The Authority has not produced a policy document for school meals. Where schools have funding delegated for school meals provision they have the option of buying back into the Authority service or making alternative arrangements. Where schools make alternative arrangements they should have regard to any guidance and

implement any regulations regarding health and safety and nutritional standards.

SECTION 12: RESPONSIBILITY FOR REPAIRS AND MAINTENANCE

The category of work which governing bodies must expect to finance from their budget is included in **Annex B**.

Voluntary aided schools should note the information in **Annex Cii** which should be read alongside the more detailed information on the definition of repair work in 'Capital Grant Programme – A guide to Governors' issued to all voluntary aided and special agreement schools in September 2002 by the National Assembly for Wales. For the purpose of determining whether the Local Authority or Voluntary Aided governors are responsible for funding capital or repair work that publication, which details the full division of liabilities, should be consulted. Items that are not the responsibility of Voluntary Aided governing bodies will be treated on the same basis as community and foundation schools and funding delegated by the Authority under its scheme.

ANNEX A

SCHEDULE OF SCHOOLS MAINTAINED BY POWYS LOCAL AUTHORITY

No. on Roll
January 2016

Primary Schools

ABERMULE CP SCHOOL	67
ARCHDEACON GRIFFITHS C IN W VOLUNTARY AIDED SCHOOL	129
ARDDLEEN CP SCHOOL	84
ARDWYN NURSERY & INFANTS SCHOOL	63
YSGOL-Y-BANNAU	158
BANW CP SCHOOL	33
BERRIEW CP SCHOOL	79
YSGOL BRO CYNLLAITH	38
YSGOL BRO TAWE	217
BRONLLYS CP SCHOOL	38
BRYNHAFREN CP SCHOOL	59
BUILTH WELLS CP SCHOOL	262
BUTTINGTON/TREWERN CP SCHOOL	175
CAERSWS CP SCHOOL	54
YSGOL GYNRADD CARNO	39
YSGOL Y CRIBARTH	145
CARREGHOFA CP SCHOOL	113
CASTLE CAEREINION C IN W VOLUNTARY CONTROLLED SCHOOL	44
CHURCHSTOKE CP SCHOOL	53
CLYRO C IN W VOLUNTARY CONTROLLED SCHOOL	95
CRADOC CP SCHOOL	136
CRICKHOWELL CP SCHOOL	233
CROSSGATES CP SCHOOL	150
YSGOL DAFYDD LLWYD	176
YSGOL DOLAFON	77
YSGOL DYFFFRYN TRANNON	122
YSGOL GYMRAEG DYFFFRYN Y GLOWYR	332
FORDEN C IN W VOLUNTARY CONTROLLED SCHOOL	86
FRANKSBRIDGE CP SCHOOL	33
YSGOL GOLWG Y CWM	218
GLADESTRY C IN W VOLUNTARY CONTROLLED SCHOOL	47
YSGOL GLANTWYMYN	72
GUILSFIELD CP SCHOOL	146
GUNGROG C IN W VOLUNTARY CONTROLLED INFANTS SCHOOL	87
HAFREN CP JUNIOR SCHOOL	158
HAY-ON-WYE CP SCHOOL	166
IRFON VALLEY CP SCHOOL	55
KNIGHTON C IN W VOLUNTARY CONTROLLED SCHOOL	242
LADYWELL GREEN NURSERY & INFANTS SCHOOL	127
LEIGHTON CP SCHOOL	76
LLANBEDR C IN W VOLUNTARY AIDED SCHOOL	40
LLANBISTER CP SCHOOL	31

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	No. on Roll January 2016
YSGOL LLANBRYNMAIR	56
LLANDINAM CP SCHOOL	54
LLANDRINDOD WELLS CP SCHOOL CEFNLLYS	300
LLANDRINDOD WELLS C IN W VOLUNTARY CONTROLLED SCHOOL TREFONNEN	195
LLANDYSILIO C IN W VOLUNTARY CONTROLLED SCHOOL	89
LLANELWEDD C IN W VOLUNTARY CONTROLLED SCHOOL	85
LLANERFYL C IN W FOUNDATION SCHOOL	37
LLANFAES CP SCHOOL	237
LLANFAIR CAEREINION CP SCHOOL	195
LLANFECHAIN C IN W VOLUNTARY CONTROLLED SCHOOL	40
LLANFIHANGEL RHYDITHON CP SCHOOL	31
LLANFYLLIN CP SCHOOL	169
LLANGATTOCK C IN W VOLUNTARY AIDED SCHOOL	118
LLANGEDWYN C IN W VOLUNTARY CONTROLLED SCHOOL	31
LLANGORS C IN W VOLUNTARY CONTROLLED SCHOOL	146
LLANGYNIDR CP SCHOOL	137
LLANIDLOES CP SCHOOL	290
LLANRHAEADR YM MOCHNANT CP SCHOOL	80
LLANSANTFFRAID C IN W VOLUNTARY AIDED SCHOOL	119
YSGOL MAESYDRE	182
MAESYRHANDIR CP SCHOOL	202
YSGOL MEIFOD	75
MONTGOMERY C IN W VOLUNTARY CONTROLLED SCHOOL	125
MOUNT STREET CP INFANTS SCHOOL	191
MOUNT STREET CP JUNIOR SCHOOL	138
NEWBRIDGE-ON-WYE C IN W VOLUNTARY CONTROLLED SCHOOL	121
OLDFORD INFANTS SCHOOL	68
YSGOL PENNANT	68
PENYGLODDFA CP SCHOOL	323
PRESTEIGNE CP SCHOOL	172
YSGOL PONTROBERT	37
PRIORY C IN W VOLUNTARY AIDED SCHOOL	147
RADNOR VALLEY CP SCHOOL	65
RHAYADER C IN W VOLUNTARY CONTROLLED SCHOOL	166
YSGOL RHIW BECHAN	166
SENNYBRIDGE CP SCHOOL	122
ST. MARY'S CATHOLIC SCHOOL	110
ST. MICHAEL'S C IN W VOLUNTARY AIDED SCHOOL	134
TALGARTH CP SCHOOL	73
TREOWEN CP SCHOOL	132

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No. on Roll
January 2016

Secondary Schools

BRECON HIGH SCHOOL	556
BUILTH WELLS HIGH SCHOOL	554
YSGOL UWCHRADD CAEREINION	494
CRICKHOWELL HIGH SCHOOL	768
GWERNYFED HIGH SCHOOL	450
LLANDRINDOD HIGH SCHOOL	558
LLANFYLLIN HIGH SCHOOL	832
LLANIDLOES HIGH SCHOOL	528
YSGOL MAESYDDERWEN	447
NEWTOWN HIGH SCHOOL	1091
WELSHPOOL HIGH SCHOOL	900

Middle School

YSGOL BRO HYDDGEN	520
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Special Schools

BRYNLLYWARCH HALL SCHOOL	64
YSGOL CEDEWAIN	118
YSGOL PENMAES	110

Pupil Referral Units

PUPIL REFERRAL UNIT – MID / SOUTH	
PUPIL REFERRAL UNIT – NORTH	

Creditor Invoices from Suppliers / Purchase Card Transactions

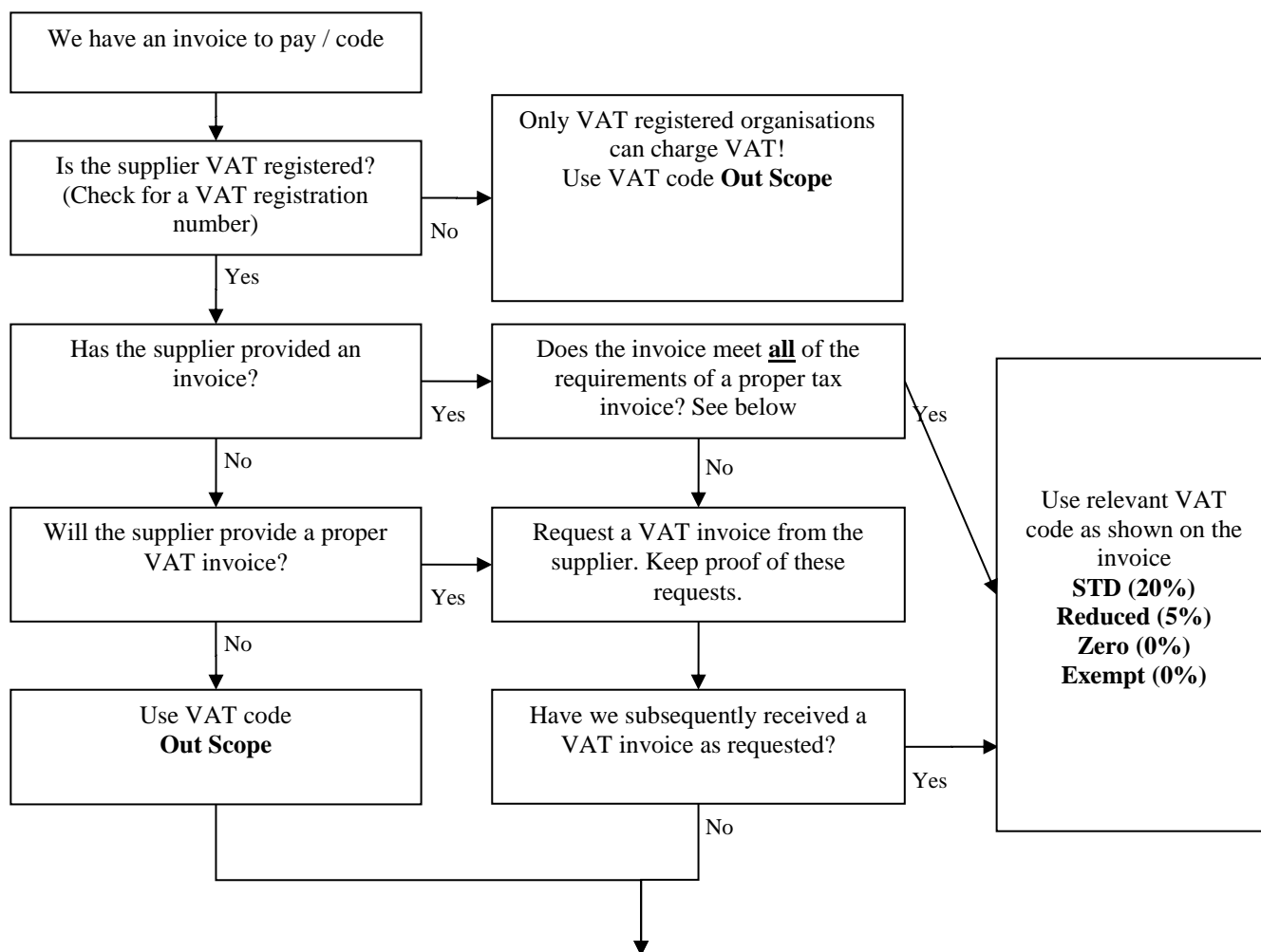
As a local authority we are expected to be able to prove all of our expenditure, most importantly for VAT recovery purposes, evidence for a grant claim and/or audit purposes. As such, please make sure you have proper evidence of any spend (invoice requirements are listed below). For purchase card transactions please upload your invoices to the Barclaycard Spend Management system. Failure to do this will mean any vat amount will not be reclaimed and your budget will be charged the gross amount.

What VAT Code should I use?

A nil VAT amount does not automatically mean zero-rated and, on some occasions, it can be that the supplier is not actually VAT registered. If there is a UK VAT registration number quoted, the invoice/receipt should also give you information as to the VAT treatment for that purchase. If this is not the case, then please speak to the supplier for confirmation so that you can apply the relevant VAT code.

This is important for the Council as it reduces the number of issues we have to investigate when carrying out our annual partial exemption calculation for HMRC.

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By law all VAT registered organisations have to provide VAT invoices. However, we can recover the VAT anyway if we can prove to HMRC that the supplier is at fault not ourselves so please pass any evidence to the VAT officer that we have, at least 3 times, requested a VAT invoice. If this is a regular problem then we would recommend considering a different supplier.

Invoice Requirements:

Transactions Over £250 including VAT

- Invoice number
- Date of supply, or tax point
- VAT registration, and name and address of supplier
- Name and address of customer i.e. us - Powys County Council
- Description of the goods and/or services supplied
- Type of supply - i.e. sale, hire, rental, etc.
- Quantity supplied for each category of goods or services - the net charge made (i.e. excluding VAT) and the rate of VAT charged.
- Total VAT exclusive charge made
- Rate of any discount offered
- Total amount of VAT charged

Transactions Under £250 including VAT

Sometimes referred to as 'less-detailed tax invoices', this will often be the type of document issued by retailers (and only retailers) and must contain the following information:

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- Date of supply or tax point
- VAT registration and name and address of supplier
- Description of goods and/or services supplied
- Total VAT inclusive amount payable and
- Rate of VAT charged

In this type of invoice, the VAT is not shown separately, and should be calculated by dividing the VAT inclusive amount payable by 120 and multiplying by 20 (where the VAT rate is 20%).

VAT Rates:

Zero Rated (0%)

Zero rate supplies are taxable supplies that are chargeable to tax at 0%. Common examples for the Authority include:

- Books and certain publications
- Children's clothing
- Unprepared food/provisions
- Public transport
- Sewerage & water

STD - Standard (20%)

All taxable supplies that are not exempt, zero-rated or chargeable at the lower rate are standard rated, i.e. 20%.

Exempt (0%)

Such supplies do not incur VAT. Examples include

- Postage (please check invoice as this can sometimes be Standard Rated – Stamps brought at the post office are exempt)

Outside Scope

These transactions are outside the scope of VAT. The most common example for purchases made by the Authority is:

- Supplies and services from businesses that are not VAT registered

Reduced (5%)

There are five types of supply that are charged at the lower rate of 5%. Most of these do not apply to Powys. However, you may find the odd invoice applying 5% vat.

- Fuel and power for qualifying use (domestic or by a charity for its non- business activities)

Efinancials and the Barclaycard system have all relevant VAT codes available i.e. standard rated, lower rate, zero rated, exempt, outside scope and foreign (non-UK). Please ensure you are using the correct code for each transaction.

Common Problems with VAT on Purchase cards

General:

- Proper VAT invoices/receipts are not being sourced as a matter of course, even when available, but VAT is still being reclaimed
- VAT is being reclaimed when the paperwork clearly states "This is not a tax invoice"
- Despite having a correct VAT invoice/receipt, the VAT is not being reclaimed – this is a loss to the Council and the relevant budget
- VAT has been reclaimed when there isn't any VAT amount i.e. the receipt says 0.00 against VAT but the transaction has still been coded using the standard rated VAT code

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- When there is no VAT amount, many transactions are being coded as zero-rated instead of exempt or outside scope
- VAT has been claimed when an invoice is clearly a foreign one e.g. with a Luxembourg VAT registration and VAT amount
- Invoices/receipts are not in the name of Powys County Council – many are in the name of the establishment but the name/address on an invoice must contain “Powys County Council” per our VAT registration
- Some invoices/receipts are made out to individuals and some of these are at home addresses not Powys addresses – any vat is not claimable
- Some invoices are made out to just a Christian name – any vat is not claimable

Amazon:

Amazon transactions are often non UK transactions despite the fact some may appear to be UK on the face of it. The problems with Amazon invoices arise as follows:-

- If the purchase is outside of Europe then we cannot claim any VAT/tax amount quoted so you must not choose the standard rated VAT option on the Barclaycard system, you must choose Outside Scope
- If the purchase is non UK but within Europe you need to contact the supplier and give them our VAT registration number prior to purchasing anything so that the transaction is a business to business supply and not a business to consumer supply. If it is a business to business supply the supplier will show no VAT on the invoice – however, this requires an extra separate entry on the monthly VAT return hence Finance has to see all these invoices in order to do this. If it is a business to consumer transaction any VAT on the invoice will be at the rate applied in that country e.g. Germany is 19% and the VAT registration number on the invoice will not start with GB. In these cases we cannot reclaim the VAT and the budget has to pick up the gross cost. VAT code outside scope should be used for these transactions.

If you are using Amazon for purchases please always check who the supplier is prior to buying – this can be done by clicking on “Dispatched and sold by” underneath the item, in the top right hand corner of the next screen it gives Detailed Seller Information. Based on this you may be better off using a UK supplier whereby we can reclaim the VAT.

Breakfast clubs:

Many schools are not claiming vat on purchases made through budget for breakfast club either via Purchase Cards or Petty Cash. Many basic food items are zero rated but certain things e.g. fruit juice are standard rated as are cleaning products. The VAT amounts may be small individually but they mount up over a financial year. Most supermarkets provide a till receipt suitable for vat purposes – some show the actual vat amount included in the receipt, others (Tesco’s e.g.) mark vatable items with an asterisk. As such, it is quite easy to calculate the amount that can be input with the vat zero rated code used and the amount with the vat standard rated code used. The only time you need to be aware is, if you are receiving a grocery delivery, as the online receipts are not always suitable for reclaiming vat as they are just an order summary – Tesco’s actually state “This is not a tax invoice”. In these circumstances you cannot claim any vat amount.

Page 4327 of the Intranet (VAT page) has a section with common food items listed – please speak to Finance if you are unsure of the VAT treatment of an item on your receipt that is not on this list by emailing vat@powys.gov.uk

School Income

Please note that if you are charging external bodies/groups/individuals for anything that relates to school assets e.g. room hire, pitch hire, photocopying, land for camping, etc. this must be done via school budget (County’s bank account) and not via your School Fund bank account (even if you intend to pass the income on to school budget by writing a cheque from School Fund). Any such income should come direct to County and any invoices raised for such activities must be raised via the corporate debtors system and not on your school letter heads.

Failure to follow the correct process means that you are not complying with Financial Regulations, the Scheme for Financing Schools nor, more importantly, VAT regulations.

The codes and vat treatment you need to use/apply for income can be found on your e-return. If you do not

POWYS SCHEME FOR THE FINANCING OF SCHOOLS 2017-18

have a suitable code please contact your Schools Finance Officer or, if you are unsure of the vat treatment, please contact Finance on 01597 826334/826327.

Hiring out rooms, etc.:

Please be aware that the rules in respect of hiring out rooms, sports halls and any sporting facilities e.g. pitches, astroturf, etc. have different vat treatments.

Hire of a basic room with tables/chairs is exempt from VAT. However, hire of a room with extra facilities e.g. ICT equipment, musical instruments, etc. is classed as hire of a facility and is vatable.

Hire of sporting facilities, including pitches, is also normally standard rated as is hire of a school hall if you are supplying other things alongside the hall e.g. sporting equipment, stage lighting, etc. Charges for camping are also vatable. You have relevant lines on your e-returns for all these purposes. Camping income can be allocated to the Hire of Facilities line.

If you are charging another Powys School for anything please note there is no vat involved and you do not need to raise an invoice as these transactions can be journalled between school cost centres. Please speak to your School Finance Officer regarding this.

Parental Income including School Trips income:

Where possible and appropriate, expenditure and income should go through School Budget in order to achieve best value via vat recovery on expenditure. There is no vat recovery on items purchased via School Fund.

Trips:

Trip monies can be processed through School Budget as long as the trip is related to the provision of education i.e. the trip is for an educational purpose. The expenditure and income for any trip that does not meet this criteria should be processed via School Fund.

Admission fees to many places are vatable (if the supplier is vat registered) hence you can reclaim this vat as long as you have a vat invoice/receipt and payment is made via School Budget. VAT receipts/invoices should always be made available if requested so please ask for one.

As schools go cashless and are increasingly using school budget to account for school trips, the following rules need to be applied:

- If the trip can be classed as part of the pupils' education you can treat the income as outside the scope of vat (vat code 03) and recover any vat charged on the costs of the trip.
- If the trip cannot be considered as part of the pupils' education e.g. pantomime, theme parks AND the pupils are paying no more than the cost of the trip (the school is not making a profit), you can treat this income as outside the scope of vat (vat code 03). However, you cannot recover any of the vat on the costs of the trip so any relevant invoices must also be treated as outside scope (vat code 03).
- If the trip cannot be considered as part of the pupils' education but the pupils are paying more than the actual cost of the trip (the school is making a profit), you can recover the vat on the costs of the trip BUT the cost to pupils must also include vat (vat code 01).

As the cashless system does not calculate vat for us, can you please use your school fund bank account on the cashless system for collecting money for non-educational trips and only use the Council's corporate bank account for educational trips (bearing in mind the guidance above).

Please note there are different rules if you are running a trip via a Tour Operator as they come under a different vat scheme and cannot always supply proper vat invoices so you may not be able to recover any vat charged – please speak to Treasury Management if you have any queries regarding this.

School uniform:

If you wish to collect school uniform income via the cashless system please note that, due to vat issues, you will need to do this via your School Fund bank account.

Annex D:

Voluntary Aided Schools & VAT on Capital Works/Purchases

Governing bodies of maintained/aided schools are classed as separate legal entities and are not Section 33 bodies for VAT purposes as local authorities are.

HMRC previously allowed local authorities contributing funding to a governing body to help meet the cost of its responsibilities, to recover the VAT on such costs.

HMRC reviewed this policy and, in late 2009, issued a briefing to say that VAT could no longer be recovered by local authorities in these circumstances.

However, it does continue to be applicable for local authorities to recover VAT on expenditure at a maintained/aided school for which they are statutorily responsible as long as:-

the authority, rather than the governing body, procures a supply of works and pays for that supply from its own corporate funds and not from the delegated budget.

Capital expenditure for which the governing body of a maintained/aided school is responsible is defined as:-

- the existing buildings (internal and external)

POWYS SCHEME FOR THE FINANCING OF SCHOOLS 2017-18

- those buildings previously known as “excepted” (kitchens, dining areas, medical/dental rooms, swimming pools, caretakers’ dwelling houses)
- perimeter walls and fences even if around the playing fields
- playgrounds
- furniture, fixtures and fittings – including ICT infrastructure and equipment
- other capital items e.g. capital work to boilers or other services.

The expenditure has a de minimus of £10,000 i.e. any expenditure below this amount can be processed as normal through school budget. Please note that the de minimus of £10,000 cannot be avoided by e.g. buying or paying for equipment or work in small lots over a short period of time so that each invoice is sub £10,000.

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Education	Head of Service	Lynette Lovell	Director	Chief Executive	Portfolio Holder	Cllr Phyl Davies
Proposal	To build into the schools' delegated funding formula a sum that recognizes of the costs of Teaching and Learning Responsibility Payments for the Secondary Sector						
Outline Summary / Description of Proposal							
<i>Detail of the proposal</i>							
Add into the schools' delegated budget funding arrangements a sum to recognize that a significant portion of secondary school budgets is paid in TLR payments to teaching staff for providing leadership in subject or pastoral work.							

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

Version	Author	Job Title	Date
V1	Geraint Rees		2.12.19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£	£	£	£	

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation with schools' community closed on 14 th November 2019 and meeting of the Formula Review Group has taken place subsequently.

4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
 PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

No Schools delegated only

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	<i>proposal neither undermines or contributes to this Priority</i>	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	<i>proposal neither undermines or contributes to this Priority</i>	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	It will provide the funding for secondary schools so that they can recognize the expertise needed within their staffing to improve education in Powys.	Good	The costs are already carried by schools, but they do not currently receive the revenue to cover it.	Good
Residents and Communities We will support our residents and communities	<i>proposal neither undermines or contributes to this Priority</i>	Neutral		Choose an item.

Source of Outline Evidence to support judgements

n/a

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
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).	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>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.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>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.</p> <p>Human Rights - is about being proactive (see guidance)</p> <p>UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>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.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>Opportunities to promote the Welsh language</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Welsh Language impact on staff</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
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).				
<i>Age</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Disability</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Gender reassignment</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Race</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Religion or belief</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Sex</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Sexual Orientation</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.

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Source of Outline Evidence to support judgements

n/a

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Relationships between the local authority and our secondary headteacher community have been challenging over recent years. Recognition that this funding is an essential part of running a secondary school will improve our collaboration with them, as we and they seek to develop options for moving forward with the quality of education in Powys.	Good	Headteachers have already been engaged in the process and recognize the authority's need to act.	Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	The drift towards larger deficits across our secondary sector is partly attributed to the council not providing funding for this core cost of education.	Good	The distribution will be by formula, with the sum capped for 2020 on 2019 figures – therefore not expecting a sudden inflation due to its inclusion in the budget.	Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Impact on Powys County Council Workforce	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Source of Outline Evidence to support judgements				
n/a				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
n/a		

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9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
In order to ensure delivery of this addition to the formula, it is hoped that there will be some additional funding to support it coming from the settlement from Welsh Government before Christmas 2019. If that does not materialise, this funding needs to be recognized as an essential feature of school budgets and in order to support its delivery there may need to be a commensurate 'across the board' top-slice from the total delegated schools' budgets in order to facilitate its recognition and subsequent implementation.		

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Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
If a top-slice is put in place across the entire delegated schools' budgets, there will be a risk that some schools (primary in particular) will find it more challenging to balance their budgets from April 2020.	High	The local authority schools' finance team will continue to work with schools to help them with managing their budgets. However, the only real solution is that the authority engages with all stakeholders to put in place an affordable schools' estate. For the secondary sector, the allocation of TLR funding should enable our secondary schools to reduce the risks of their growing budget deficits.	Medium
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		x	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

The overall judgement of this Impact assessment is **MEDIUM**. It general the move reflects a re-allocation of funding, so overall effect is neutral.

The overall risk identified in this impact assessment is ‘**MEDIUM**’, as long as the authority does make progress with ensuring that it has a viable schools’ estate as quickly as is practically possible. .

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

What additional evidence and data has informed the development of your proposal?

Consultation with Schools through the Formula Review Group.

12. On-going monitoring arrangements?

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

Monitoring of funding allocations will be ongoing.

Please state when this Impact Assessment will be reviewed.

Annually

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Geraint Rees		2.12.19
Head of Service:	Lynette Lovell		2.12.19
Director:			
Portfolio Holder:	Cllr Phyl Davies		3.12.19

14. Governance

Decision to be made by	Date required
Cabinet	17 th December 2019

FORM ENDS

DRAFT

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Service Area	Education	Head of Service	Lynette Lovell	Director	Chief Executive	Portfolio Holder	Cllr Phyl Davies
Proposal	To build into the schools' delegated funding formula a process for recognizing growth in pupil numbers.						
Outline Summary / Description of Proposal							
<i>Detail of the proposal</i>							
Add into the schools' delegated budget funding arrangements a process to ensure that funding will follow a child, as they move from one school to another (outside usual transition arrangements) and for consideration of funding for schools who experience an unexpected growth in pupil numbers.							

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

Version	Author	Job Title	Date
V1	Geraint Rees		26.11.19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£	£	£	£	

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation with schools' community closed on 14 th November 2019 and meeting of the Formula Review Group has taken place subsequently.

DRAFT

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY
No

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	<i>proposal neither undermines or contributes to this Priority</i>	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	<i>proposal neither undermines or contributes to this Priority</i>	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	<i>It places an expectation that schools will receive funding for pupils that they receive, and likewise some schools will lose funding for pupils that have moved to other schools. Currently, funding does not follow learners within financial years.</i>	Good	Schools that will lose pupils will only lose the sums proposed from their budgets. In-year, these figures will not affect the steps in funding that currently characterizes the formula.	Neutral
Residents and Communities We will support our residents and communities	<i>proposal neither undermines or contributes to this Priority</i>	Neutral		Choose an item.

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Source of Outline Evidence to support judgements

n/a

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
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).	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>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.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>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.</p> <p>Human Rights - is about being proactive (see guidance)</p> <p>UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>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.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>Opportunities to promote the Welsh language</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Welsh Language impact on staff</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
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).				
<i>Age</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Disability</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Gender reassignment</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Race</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Religion or belief</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Sex</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Sexual Orientation</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.

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Source of Outline Evidence to support judgements

n/a

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	Schools receiving new pupils should also receive additional funding to assist with their immediate assessment and some of the costs associated with settling new pupils into a new setting. This could prevent unnecessary difficulties as pupils move schools.	Good		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	<i>Funding made available to a school receiving new pupils will assist with ensuring effective assessment of needs and evaluation of risks for the child.</i>	Good		Choose an item.
Impact on Powys County Council Workforce	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Source of Outline Evidence to support judgements				
n/a				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
n/a		

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
n/a		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
School losing pupils during the financial year it will have effect on their overall budget position	Low	School budgets to be monitored to ensure that loss of income can be mitigated within existing school resources	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			x

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The overall judgement of this Impact assessment is LOW. It reflects a re-allocation of funding, so overall effect is neutral, but for the pupils involved it should be positive.</p> <p>The overall risk identified in this impact assessment is 'Low'. There is little risk in the reallocation of funding, as the funding source has already been confirmed.</p>	

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

What additional evidence and data has informed the development of your proposal?
n/a

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Monitoring of funding allocations will be ongoing.
Please state when this Impact Assessment will be reviewed.
Annually

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Geraint Rees		26.11.19
Head of Service:	Lynette Lovell		29.11.19
Director:			
Portfolio Holder:	CLlr Phyl Davies		26.11.19

14. Governance

Decision to be made by	Cabinet	Date required	
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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Schools Service	Head of Service	Lynette Lovell	Director	Caroline Turner	Portfolio Holder	Phyl Davies
Proposal	Replacement of the Post-16 funding formula						
Outline Summary / Description of Proposal							
<i>Detail of the proposal</i>							
Replacement of the Post-16 Funding Formula from FY 2020/2021							
Implementation of the new Post-16 Funding Formula from April 2020 for allocation to schools with a sixth form. Major changes include a shift from the traditional funded per-subject method to funded per-pupil method to ensure fairness and transparency. Other changes include the uplift grant from Welsh Government being correctly assigned to schools that the funding is intended for – this is a change from previous practice where the three uplifts (sparsity, deprivation and Welsh Language) were distributed across all schools, regardless of their sparsity, deprivation or Welsh Language requirements. The new formula delivers 100% of the Welsh Government grant directly to schools.							

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

Version	Author	Job Title	Date
1	Richard Williams	Programme Officer, Schools Transformation	20/11/2019
2	Marianne Evans	Senior Manager Education Services	26/11/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
		£	£	£	

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation

Public consultation required	Consultation required as per the Scheme for Financing Schools
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DRAFT

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY
No

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	<i>proposal neither undermines nor contributes to this Priority</i>	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	<i>proposal neither undermines nor contributes to this Priority</i>	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	Proposal contributes to this priority by introducing a fairer and more transparent funding formula allocation for the sixth form grant received from Welsh Government based on pupil numbers.	Good		Choose an item.
Residents and Communities We will support our residents and communities	<i>proposal neither undermines or contributes to this Priority</i>	Neutral		Choose an item.

Source of Outline Evidence to support judgements

n/a

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	<i>proposal neither undermines nor contributes to this Goal</i>	Neutral		Choose an item.
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).	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>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.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>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.</p> <p>Human Rights - is about being proactive (see guidance)</p> <p>UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p><i>proposal neither undermines or contributes to this Goal</i></p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>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.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	<p>Proposal supports this goal by correctly assigning the Welsh Medium Uplift from Welsh Government to the schools who are dual stream and provide access to courses in Welsh.</p>	<p>Good</p>		<p>Choose an item.</p>

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Opportunities to promote the Welsh language</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
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).				
<i>Age</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Disability</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Gender reassignment</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Race</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Religion or belief</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Sex</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Sexual Orientation</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.

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Source of Outline Evidence to support judgements
n/a

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Impact on Powys County Council Workforce	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
Source of Outline Evidence to support judgements				
n/a				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
n/a		

Cyngor Sir Powys County Council Impact Assessment (IA)

The integrated approach to support effective decision making



9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
n/a		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of income to school budgets due to re-balance of the formula risk more schools entering a deficit budget position	High	School budgets to be monitored to ensure that loss of income can be mitigated within existing school resources	Medium
Loss of income to school budgets due to the new formula risk an unsustainable sixth form offer in funding and course choice	High	School budgets to be monitored to ensure that loss of income can be mitigated within existing school resources	Medium
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		x	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The overall judgement of this Impact assessment is 'Medium'. There is a medium impact on schools that may face funding reductions as a result of the new formula. This may cause other areas to be at risk e.g. staffing through reduction in available expenditure.</p> <p>The overall risk identified in this impact assessment is 'Medium'. There is a medium risk in the loss of income to school budgets through the new formula which may cause the sustainability of sixth forms to be at risk.</p> <p><u>The authority considered a report on the Strategic Review of Sixth Forms in Powys in September, and work is currently underway to consider future vision for education across Powys, including post-16. A number of short-term actions were included in the report to support schools to be able to provide an appropriate post-16 curriculum within the funding available – this includes the introduction of digital learning, amongst others. It is expected that these short-term actions will go some way towards mitigating this risk.</u></p> <p><u>The authority will work with schools to manage any financial implications that arise as a result.</u></p>	

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

What additional evidence and data has informed the development of your proposal?

n/a

12. On-going monitoring arrangements?

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

Monitoring of funding allocations will be ongoing.

Please state when this Impact Assessment will be reviewed.

Annually

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Richard Williams	Richard Williams	20/11/2019
Head of Service:	Lynette Lovell	Lynette Lovell	25/11/2019
Director:	Caroline Turner	Caroline Turner	29/11/2019
Portfolio Holder:	CLlr Phyl Davies	CLlr Phyl Davies	27/11/2019

14. Governance

Decision to be made by	Date required
Cabinet	17/12/19

FORM ENDS



Learning and Skills Scrutiny Committee

Scrutiny Observations on the Amendments to the Schools Funding Formula and Scheme for Financing Schools – December 2019

The Learning and Skills Scrutiny Committee met on the 29th November 2019 to undertake pre-Cabinet scrutiny of the above report.

The Learning and Skills Scrutiny Committee thank the Portfolio Holder for Finance, Finance Officers and Schools Service Officers for attending Committee.

Scrutiny make the following observations:

Scrutiny welcome the review of the Funding Formula which has been undertaken subsequent to the phased implementation of the revised funding formula from April 2019. It addresses in part, three of the recommendations made by the Learning, Skills and Economy Scrutiny Committee in January 2019 namely:

2. That a review of the impact of the changes implemented be undertaken in the first year to identify if the changes have resulted in any negative consequences. This review to include but not be limited to:

- Impact of using previous year's figures for premises spend
- Impact of paying HLTA rate for PPA cover
- Impact of paying Admin staff at Grade 4 rather than Grade 5

6. That Cabinet demonstrate that small schools are not receiving a disproportionate amount of funding to the detriment of medium and large schools

7. That the Funding Formula be subject to annual review to reflect any education policy changes to ensure that the Funding Formula remains transparent and compliant with regulations, and that scrutiny have an opportunity to undertake pre-Cabinet scrutiny of any proposals to amend the Funding Formula

What has become clear over this past year is that primary schools have 'benefited' at the expense of secondary schools by the change in the funding formula. However, the benefits to the primary sector extend only to being able to provide education across the current estate and it is apparent that no schools in Powys are overly generously funded. The decision last year to clarify the formula and make it transparent was welcomed but it has resulted in a shift of resource to support the existing estate with the high level of surplus places which has resulted in insufficient funding available to support high schools across the county.

The proposal to bid for funding to pay TLRs will go some way to address this imbalance and it is clear that schools are required to pay contractually agreed allowances. What is not known is if the TLR structures across the county are correct for the reducing pupil roll.

Scrutiny are mindful that the authority is facing severe financial pressures from a number of sources and have also been advised that the authority has one of the highest per pupil spends in Wales. It is also known that transport costs are by far the highest of all the Welsh authorities which results in one of the lowest levels of delegation in Wales. Scrutiny are aware that the service have embarked on the early stages of a widespread transformation programme which, if carried through to completion, will address not only issues of surplus capacity but also improve the education offer to a wide section of Powys pupils who at present are limited by their lack of access to the more social aspects of the curriculum at the primary level (lack of opportunity to play team sports, sing in a choir etc) and a lack of access to a wide variety of subject options at secondary and particularly post 16 level. It will also be necessary to review the school transport arrangements to ensure these are most cost effective.

It will be necessary for the Funding Formula to be flexible enough to support the current extensive estate carrying a large number of surplus places through transformation to a more compact and appropriately sized estate.

Scrutiny also welcome the acknowledgement of the difficulties that in-year pupil movements cause to schools and the move within the Funding Formula to recognise that funding follows pupils. It was not clear during the scrutiny meeting how pupils who are admitted to a school on appeal would be funded. If the number of pupils admitted on appeal require a further class to be resourced then it appears that a school could apply to the contingency fund. This contingency fund can also be applied to for the support of pupils that have moved into Powys within the year and those schools who have lost a number of pupils and will struggle to balance their budget having paid over funding to other schools. It is understood this contingency fund is £150k and it is not clear if this will be sufficient to cover the scenarios identified.

With regard to the Post-16 funding it appears there is no dedicated funding for providing pastoral support, careers advice or UCAS support in Years 12 and 13. It is not clear if this is being funded from the teaching and learning element of the Welsh Government Post 16 grant or if this is funded by pastoral support provided for the 11-16 section of the High School. Scrutiny again request that school budgets are examined to identify the level or otherwise of cross-phase subsidisation - see previous recommendation to Cabinet September 2019:

4. That the level of cross-phase subsidisation is calculated so that the extent of funding meant for 11-16 pupils which is being used for sixth form students is clear and the extent of any link to school deficit budgets can be ascertained.

Scrutiny attendance at scrutiny sessions

Attendance at the Learning and Skills Scrutiny Committee on 29th November 2019:
County Councillors: County Councillor P Roberts (Chairman)

County Councillors: B Davies, S Davies, D Jones and L Roberts

Parent Governor Representative: S Davies

Church Representative M Evitts

Finance Panel Representatives: Independent Member J Brautigam and County Councillor D Thomas. Finance Panel observer: County Councillor G Williams



Learning and Skills Scrutiny Committee

Scrutiny Observations on the Impact Assessment for the Schools Funding Formula and Scheme for Financing Schools – December 2019

The Learning and Skills Scrutiny Committee met on the 29th November 2019 to undertake pre-Cabinet scrutiny of the above report. The Impact Assessment was not available at that meeting and was provided subsequently. This was considered by those Members who had been present at the meeting of the Learning and Skills Scrutiny Committee electronically.

The following observations are made:

- It is disappointing that the Impact Assessment was not available for consideration at the scrutiny meeting when there would have been an opportunity to raise any queries with Officers and Portfolio Holders however, scrutiny welcome the production of the document ahead of Cabinet together with the opportunity to comment on it.
- It is noted that the proposals are reliant on receiving Welsh Government funding to support the additional funding required in the proposed formula.
- The risk that Welsh Government funding may not be forthcoming is acknowledged within the Impact Assessment. The mitigation offered for this risk would necessitate a top-slice from the whole delegated budget. The Impact Assessment also acknowledges that this top-slice would affect primary schools in particular resulting in a risk (designated as high) that some would be unable to balance their budgets
- The proposed mitigation is outlined in two steps. The first step details how the service will work closely with schools to help them manage their budgets. 'Helping schools manage their budgets' is an existing function of the schools service and does not mitigate for failing to provide the additional funding required to pay for the unfunded element of the Schools Funding Formula. Moreover, schools have been working with Challenge Advisors to develop a sustainable model based on known financing. To change the known finances would necessitate remodelling of budgets with consequential impact on pupils. As such, whilst this mitigates the risk to the proposal, it exposes the service to a significant number of other risks that are not quantified and may well be higher than the risk they are expected to mitigate. The Residual Risk for this part of the document should therefore be reconsidered with specific reference to the additional risk to the service the mitigation could create.
- The second step outlines how the only solution to the current situation is a reorganisation of the schools' estate. This acknowledgement that it is necessary to work towards an affordable estate is welcomed. It does not appear that there is insufficient money in the system but rather that the funding available is supporting too many schools with too many surplus places. This is clearly a position that is unsustainable. It is known that this process has started

but until decisions are made and implemented which result in an affordable estate it is not considered appropriate for this to be claimed as actual mitigation and therefore the Residual Risk for this item should also be reconsidered.

In conclusion scrutiny are unconvinced that, in light of this item not being fully funded from additional Welsh Government funding, there are sufficient steps in place both to mitigate the risks to the proposal and the risks that will fall on other parts of the service if the mitigation outlined is moved forward with.

Cyngor Sir Powys / Powys County Council**Cabinet December 17th, 2019****REPORT AUTHORS: Portfolio Holder for Portfolio Holder responsible for Economic Development, Housing and Regulatory Services****SUBJECT: Customer First Improvement Plan**

REPORT FOR: Decision

1. Introduction

- 1.1 In August the Health, Care and Housing Scrutiny Committee considered the outcome of the 'STAR' Tenant Satisfaction Survey conducted earlier in the year. The findings of the report are summarised below:
- 65% overall satisfaction
 - 77% satisfied with quality of the home
 - 84% happy with neighbourhood as a place to live
 - 71% felt rent provides value for money
 - 65% felt service charge provides value for money
 - 54% satisfied with repairs and maintenance
 - 47% felt PCC Housing listens to views and acts upon them
 - 62% agree housing service has a good reputation in my area
 - 78% agree housing service has friendly and approachable staff
 - 72% trust Powys County Council Housing Services
- 1.2 The Committee noted that an action plan to address the concerns identified in the survey was being developed. The Customer First Improvement Plan was in October 2019 presented to the same committee.
- 1.3 This report brings the Council's response to the survey to the attention of the Cabinet, with a recommendation that the Cabinet endorse the Housing Services Customer First Improvement Plan.

2 Customer First Improvement Plan Description

- 2.1 The Customer First Improvement Plan sets out work already underway to improve tenant satisfaction along with initiatives and future changes to policy and process. It has been developed in consultation with tenant representatives and important stakeholders, including Heart of Wales Property Services (HoWPS), the organisation that provides day-to-day repairs and maintenance to municipal homes. The full support of HoWPS is of critical importance in driving forward an increase in customer satisfaction with Housing Services. This is because the survey results show that improvement is most needed in the field of repairs and maintenance.

- 2.2 The Customer First Improvement Plan has been discussed at the Strategic Housing Partnership, with an agreement that all members of the partnership will share comparable performance data and examples of policy and procedures that contribute to high levels of customer satisfaction.
- 2.3 The Customer First Improvement Plan is being led, on behalf of the Housing Management Team, by the Housing Strategy Team Leader. The Housing Strategy team lead on tenant and customer engagement so are well placed to have a first-hand understanding and intelligence of how the Council's housing services are experienced by tenants and indeed, all other users of housing services such as people registering with the council for an affordable home. The plan is being monitored monthly by the Housing Management Team.
- 2.4 The document attached to this report as Appendix A sets out the current Customer First Improvement Plan. This is a live document and is kept under regular review as work progresses.

3. Intention of the Plan

- 3.1 The intention of the Customer First Improvement Plan is to increase customer satisfaction ratings to be among the best in Wales. It will also improve the Council's understanding of how its services, and those of its contractors such as HoWPS and those delivering the Welsh Housing Quality Standard programmes, are received by tenants and residents. This in turn will help raise the standard of services by providing the information both the Council and its contractors need to understand where improvements can be made to services.
- 3.2 This will be underpinned by focusing on ongoing and constant monitoring of service quality and moving away from set-piece tenant engagement structures, such as residents groups, towards a model focused on mass communication and feedback. This is to encourage a high proportion of tenants – and indeed all users of Housing Services - to share their experiences and ideas for improvements.
- 3.3 Housing Services is currently developing change to the way it is structured to better make sure of a more appropriate and efficient response to customer enquiries by having in place a greater understanding of what people want and expect of the whole of Housing Services and a more streamlined approach to management.
- 3.4 Joint working with HoWPS will be enhanced with a number of changes already introduced, including for example in November 2019 more quality assurance of the repairs process from service request to completion of work.
- 3.5 Officers are now encouraged to engage more regularly and closely with Councillors to benefit from the local knowledge and insight that Councillors have about their communities.

4 Scrutiny Committee Comments and Observations

- 4.1 The Housing Service will be taking the Customer First Improvement Plan forward as a live document, which will change in the light of evidence of the impact of work being taken to improve customer satisfaction. Feedback and comments of the Health Social Care and Housing Scrutiny Committee on its content and approach will be a major contribution to the success of the plan.
- 4.2 The next STAR survey for Powys will be conducted in 2021, in line with good practice which recommends undertaking such surveys once every two or three years. This is to allow time for improved policy and process to have an impact on the customer experience.

5. Impact Assessment

- 5.1 An Impact Assessments is not required as there are no formal policy changes, changes of objective or budget savings arising from this report.

6. Corporate Improvement Plan

- 6.1 Housing is intrinsically connected to a range of strategic priorities arising from national directives and Powys County Council's strategic and service initiatives including Vision 2025, with particular regard to the 'Residents and Communities', 'Health and Wellbeing' and 'Economy' themes, the Homelessness Strategy, the Housing Strategy and Love Where You Live. Improving the way Housing Services understands the needs, desires and aspirations of its tenants and other users of the service will allow the Council to be better able to support these important initiatives by managing its own homes effectively and efficiently and understanding where to invest its resources to help housing contribute to a better quality of life in Powys.

7. Local Member(s)

- 7.1 All electoral divisions will be affected by this proposal.

8. Other Front Line Services

- 8.1 The recommendation in this report does not impact on other services run by the Council or on behalf of the Council.

9. Communications

- 9.1 Communications prepared and circulated details to the media in October 2019 of both the STAR survey and the Council's Customer First Improvement Plan.

10. Support Services (Legal, Finance, ICT)

- 10.1 There are no legal matters arising from this report.
- 10.2 The Housing Revenue Account Business Plan is being reviewed for 2020-2021. Within the fixed envelope of the HRA, current proposals are to increase

the share of resources devoted to compliance and quality assurance to further improve customer satisfaction with Housing Services.

- 10.3 ICT works effectively with housing to develop suitable ICT solutions to improve customer services, including most recently the introduction of the First Touch system to allow fully enabled on-site working by housing and asset officers. This will speed up the ability of the Council to respond to client needs and increase the efficiency of officers by allowing them to spend more time in the field.

11. Scrutiny

- 11.1 The subject matter of the report has been presented to the Health, Social Care and Housing Scrutiny Committee scrutiny committee in August and October 2019.

12. Data Protection

If the proposal involves the processing of personal data then the Data Protection Officer must be consulted and their comments set out below.

13. Statutory Officers

To be reported at the meeting.

14. 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.

Recommendation:	Reason for Recommendation:
The Customer First Improvement Plan is accepted and endorsed by the Cabinet	To demonstrate high corporate support for the Customer First Improvement Plan, alongside a clear expectation that both the Council and its joint venture HoWPS will together drive forward an improvement in customer satisfaction with Housing Services.

Relevant Policy (ies):	Love Where You Live (2018); Homes in Powys (2019); Repairs and Maintenance Policy (2017); WHQS Compliance Policy (2019); Quality of Accommodation Standard (2017); Powys PSH Practice Standards Housing (2017)		
Within Policy:	Yes	Within Budget:	Yes

Relevant Local Member(s):	All Members of the Council
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Person(s) To Implement Decision:	Andy Thompson (Tenancy Services Manager)
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Date By When Decision To Be Implemented:	The next independent STAR survey will take place in Spring 2021.
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Is a review of the impact of the decision required?	N
If yes, date of review	N/A
Person responsible for the review	N/A
Date review to be presented to Portfolio Holder/ Cabinet for information or further action	N/A

Contact Officer: Andy Thompson Tel: 01597 827464 Email: andy.thompson@powys.gov.uk
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Powys Housing Services/Customer First Improvement Plan

Date	October 7th 2019
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Contacting the Council

STAR 2019 Data: 47% states the service listens and acts upon it

STAR 2019 Comments: 55% related to communication, including difficult to contact, waiting for anything to happen and things not being clear.

Activity	Action	Accountable Officer	Responsible Officer	Progress to Date/Next Steps	Timescale
Call and Enquiry Handling	Consideration to be given to a joint Powys/Heart of Wales Property Services Call Handling Centre	Senior Manager, Landlord Services	Resources Team Leader	Informal discussion has been held with Heart of Wales Property Services (HoWPS) and the principle agreed by Housing Management Team and Tenant Scrutiny Panel.	Proposal to be worked up by 30/12/19
Call and Enquiry Handling	HoWPS - speed up time to answer calls and e-mails, from both tenants and Powys officers	Client Services Team Leader	HoWPS	Regular meetings between Client Services Team Leader and HoWPS established	On-going
Call and Enquiry Handling	Worktrays to be checked daily by all front line officers	All Team Leaders	All Front Line Officers	Team Leaders to use regular monitoring reports of Work Tray activity to help encourage prompt responses.	On-going
Call and Enquiry Handling	Web-chat	Senior Manager, Landlord Services	Resources Team Leader	Discussion held with Powys IT	31/01/2020

Direction of Calls and Enquiries	Quality of information passed to officers to be more comprehensive, to allow them to make rapid and informed responses to clients	Resources Team Leader	First Contact Officers	Resources Team Leader undertaking a refresh of First Contact Officers' guidance to ensure that calls go to the Work Tray of the right person, first time, every time. Straplines will include contact number and brief description of the call	31/10/2019
Direction of Calls and Enquiries	More accurate direction of enquiries to the right person or department, to allow for quicker and 'right first time' responses to clients	Resources and Client Services Team Leaders	First Contact Officers	Powys First Contact Officers to be given a set of key questions to help make sure that calls are directed to right officer or department. To help improve repairs and maintenance responses, a shared Building Manual to be introduced for both First Contact Officers and HoWPS call handlers.	30/11/2019
Direction of Calls and Enquiries	Clarity for tenants calling regarding previously reported repairs	Resources Team Leader	First Contact Officers	First Contact Officers asked to advise tenants that in cases where the tenant feel HoWPS has not responded to their satisfaction to reported repairs, the tenant should contact Heart of Wales directly to encourage a prompt response. Tenants are able, if necessary, to lodge a formal complaint with HoWPS at complaints@howps.co.uk . Any such calls will be recorded by the Council to support	30/09/2019

				additional quality assurance of HoWPS services.	
Direction of Calls and Enquiries	Social Services to be advised to report repairs and complaints directly HoWPS	Resources Team Leader	Senior Manager - Mental Health & Disabilities	Senior Manager - Mental Health & Disabilities contacted and asked to inform all staff.	Completed
Direction of Calls and Enquiries	Councillors to be advised to report repairs and complaints directly to Heart of Wales Property Services	Senior Manager Landlord Services	Member Support Services Manager	Message passed to Member Support Services Manager for circulation to Members	Completed
Page 112 Self-service	HoWPS Customer Portal Development	Client Services Team Leader	Heart of Wales property services	Kier are working on the portal to address the need to allow for on-line service requests reporting.	01/03/2020
Self-service	Review of how user friendly Abrisas (Homes in Powys ICT system) is for users	Housing Strategy Team Leader	Engagement Officers (South)	User Group to be set up to understand user experiences of Abrisas and accessing Homes in Powys	30/11/2019
Being There	Make sure that people are always available to liaise with clients	Housing Management Team	Team Leaders	All Powys staff to keep calendars up to date; line managers to be responsible that all absence is covered.	On-going

Repairs and Maintenance

STAR 2019 Data: 54% satisfied with repairs and maintenance; 32% was very or fairly dissatisfied with the service and 15% neither satisfied or dissatisfied

STAR 2019 Comments: 52% related to repairs and maintenance. The majority were about waiting for repairs.

Satisfaction Monitoring Powys May 2019: 26 phoned about repairs and maintenance. 19 were not satisfied with the outcome.

Activity	Action	Accountable Officer	Responsible Officer	Progress to Date/Next Steps	Timescale
Quality Assurance	Triannual Home MoT to improve relationships with tenants, gather service feedback and encourage preventative repairs & maintenance and Capital Investment	All Team Leaders	Service Improvement Officer and Housing Management Team Leader (Newtown)	Develop format and follow-through for Tri-annual Home MoT, for trial in Q4 2019-2020 and, if successful, roll-out in 2020-2021	31/03/2020
Quality Assurance	Improve knowledge of customer experience of the complete Repairs & Maintenance process by First Contact Officers calling clients to share their repairs service experience	Resources Team Leader	First Contact Officers	HoWPS advised that Powys First Contact Officers will be undertaking QA calls.	01/10/2019 subject to shared ICT capability being in place
Quality Assurance	Improve knowledge of customer experience of completed Repairs & Maintenance works by increasing number of job satisfaction surveys	Client Services Team Leader	HoWPS	HoWPS Key Performance Indicator H/QA/1 (Number of customer satisfaction surveys completed as a percentage of jobs completed) was increased from 15% to 35%, effective August 2019	Completed
Quality Assurance	Cancelled, abandoned or uncompleted repair & maintenance jobs to be monitored and challenged	Client Services Team Leader	HoWPS	Full details from HoWPS of all cancelled and uncompleted jobs to be shared with immediate effect.	31/10/19

Quality Assurance	Improve knowledge of long term customer experience of completed Welsh Housing Quality Standard works	Planned Maintenance and Improvement team Leader	Resident Liaison Officers	Research programme and questionnaire to be developed	31/12/2019
Contract Management	Encourage better performance by contractors	Client Services Team Leader	Housing Solicitor	Contracts being review to see where there is scope to work more effectively with contractors to improve performance	31/12/2019

Listening to Tenants and Clients

TAR 2019 Data: 47% stated the service listens and acts upon it

TAR 2019 Data: 78% finds staff approachable and friendly

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Activity	Action	Accountable Officer	Responsible Officer	Progress to Date/Next Steps	Timescale
Understanding	Deeper understanding of, from tenants perspective, how services can be improved	Housing Strategy Team Leader	Engagement Strategy Officer	Tenant Scrutiny Panel reviewed the survey results in September and support the need for improvement.	On-going
Understanding	Continuous and extensive understanding of service and housing needs to inform development of policy and practice	Housing Strategy Team Leader	Engagement Strategy Officer	Engagement team to refocus activity on gathering, interpreting and analysing intelligence and feedback from as wide a range of clients as possible. Repairs Surgeries to have a wider remit as Housing Surgeries. Pop-up Powys full	Pilot to begin 1/10/19 and to be reviewed 01/2020

				trial (using Library Service vehicle)	
Understanding	Engage with disabled people	Housing Strategy Team Leader	Service Improvement Officer	Current status is that initial conversations took place with 'Break Down Barriers' group and two level access groups. Next step is to agree how best to take this further forward.	30/11/2019
Responsive	Make sure service standards are in line with expectations and available resources	Housing Strategy Team Leader	Service Improvement Officer	01.04.19: Draft Customer Experience Standard published. Tenant Scrutiny Panel preferred at that time to retain the current suite of Service Standards. Further discussion with the Panel is needed as part of taking forward this Customer First Improvement Plan	Customer Experience Standard simplified the current suite of standards.
Responsive	Making Careline responsive to the needs of clients	Tenancy Services Manager	Housing Management Team Leader Brecon	Consultation with all Careline clients taking place in Q2 and Q3 2019-20 to find out real demand for the service. This will inform renewal programme in 2020-2021	31/03/2020

Responsive	Tailoring decoration of voids to tenant needs and capabilities	Client Services Team Leader	Senior Housing Surveyors	New voids policy introduced more bespoke decorating options, with greater use of vouchers and decorating packs to allow tenants to choose their own approach to décor (where void properties need decoration)	31/12/2019
Quality Assurance	Understand why new tenants report after a year in their new home, higher levels of dissatisfaction than more established tenants	Housing Strategy Team Leader	Engagement Strategy Officer Service Improvement Officer	Satisfaction survey of new tenants asking about allocating and condition of property and general home-finding service provided by Housing Services.	31/10/2019
Quality Assurance	Understand why tenants aged under 35 years old report higher levels of dissatisfaction than older tenants	Housing Strategy Team Leader	Engagement Strategy Officer Service Improvement Officer	Meet with 20 families with young children to hear what they have to say about our services. Analyse statistics in more detail and keep Tenant Scrutiny Panel informed.	31/12/19
Culture Club	Rolling programme of customer care training and development to encourage a helpful culture	Resources Team Leader	All members of Housing Services	Phase One Development Days successfully completed. Second session January 2020 for those unable to attend the summer 2019 sessions. Phase 2 to be developed IN Q4	31/03/2020
Caring	Smoke alarm checks on all visits to demonstrate customer health & safety care for all clients	Housing Management Team	All officers visiting tenanted properties	'Scarlet Pointernels' and Selfie Sticks issued and all visiting officers required to undertake checks.	On-going

Accountability	Accountability to Councillors to encourage Housing Services to improve customer care	Senior Manager Landlord services	Housing Strategy Team Leader	STAR Survey reported to Scrutiny Committee. Update report and Action Plan to be presented to Scrutiny Committee October 2019
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Keeping Everyone Informed

Activity	Action	Accountable Officer	Responsible Officer	Progress to Date/Next Steps	Timescale
Keeping Members Informed	Any events organised to be notified to relevant ward members	Housing Strategy Team Leader	Engagement Officers		On-going
Keeping it local	Officers to engage regularly with Councillors about housing services	Tenancy Services Manager	All Team Leaders		On-going
Regular and relevant communications to all tenants	Review efficacy of Open House and WHQS Newsletter	Housing Strategy Team Leader	Engagement Strategy Officer	Options under consideration: on-line only or retain printed edition; merge Open House and WHQS or retain separate editions?	31/12/2019

**MINUTES OF A MEETING OF THE IMPROVEMENT AND ASSURANCE BOARD -
EDUCATION HELD AT COMMITTEE ROOM A - COUNTY HALL, LLANDRINDOD
WELLS, POWYS ON TUESDAY, 22 OCTOBER 2019**

PRESENT

Jack Straw (Chair)	JS	Independent Member
Cllr Rosemarie Harris	RH	Executive Leader
Cllr Aled Davies	AD	Deputy Leader
Cllr James Gibson-Watt	JGW	Leader of the Liberal Democrat Group

In Attendance – PCC Representatives

			Present for Item:
Alison Bulman	AB	Director of Social Services	All
Caroline Turner	CT	Chief Executive	All
Cllr Graham Breeze	GB	Portfolio Holder for Corporate Governance	All
Cllr Myfanwy Alexander	MA	Portfolio Holder for Adult Services	All
Cllr Phyl Davies	PD	Portfolio Holder for Education	All
Cllr Rachel Powell	RP	Portfolio Holder for Young People	All
Debbie Lewis	DL	Education Advisor	All
Dylan Owen	DO	Head of Commissioning (Children & Adults)	All
Emma Palmer	EP	Head of Transformation & Communications	All
Francesca Sandwell	FS	PA to Senior Leadership Team (secretariat)	All
Geraint Rees	GR	Education Advisor	All
Jane Thomas	JT	Head of Financial Services	All
Lisa Williams	LW	WAO	All
Lynette Lovell	LL	Interim Chief Education Officer	All
Ness Young	NY	Corporate Director (Transformation)	All
Phil Hodgson	PH	WLGA Adviser	All
Sara Leahy	SL	WAO - observer	All
Sarah Quibell	SQ	Strategic Improvement Manager (Schools)	All

Apologies

Cllr Matthew Dorrance	MD	Leader of the Labour Group
Caroline Rees	CR	Education Advisor

1. TERMS OF REFERENCE

The Chair took the Board through the revised Terms of Reference approved by the Minister. The Chair highlighted they were clear and concise, with the inclusion of Education in Section 4. By the next Board meeting in November, it is hoped that Welsh Government will have identified an education representative to sit on the Board.

The Chair highlighted that the next meeting of the Board will take place the day before the Estyn improvement conference so the focus of that meeting would be to go through the documents before they are presented to Estyn. After the Estyn improvement conference, the Chair, together with the Leader and Chief Executive, will agree which areas they wish the Board to focus on.

CT indicated that the Education Board would take a similar approach to the Social Care Board, with workshops taking place from January 2020. The workshops would provide an opportunity to focus on a single subject with key officers to share information and advice.

2.	ESTYN REPORT
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Cllr PD confirmed that the Local Authority fully accepted Estyn's findings. The team was making strides in the right direction and there was an appetite for change from headteachers, which was welcomed.

LL took the Board through the Estyn report and emphasised that there were no quick fixes for the 5 recommendations. Work has started on the post inspection action plan (PIAP) before the Estyn report had been published.

The Chair asked LL whether she was confident that she had the right expertise to support the specific recommendation going forward, for example with SEN/ALN.

LL explained that she was confident that she had the right team behind her. CR, for example, was a former HMI for SEN/ALN and is leading on recommendation 2.

CT raised that GR has worked as a secondary headteacher and for Local Authorities helping to turn around failing schools, as well as working for Welsh Government and ERW. DL and LL were both experienced headteachers successfully leading large primary schools and helping Local Authorities to turnaround failing schools. DL has also worked for the regional consortium and Welsh Government.

3.	POST INSPECTION ACTION PLAN
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DL presented Recommendation 1

- The Chair queried whether the recommendations has been considered together rather than separately
- GR reported that the team understood that the recommendations could not be achieved in isolation. For example, there is a link between school organisation and the impact this will have on the budget. If a school has a challenging budget then it will struggle to recruit and without strong leadership it will be difficult to improve pupil outcomes. Therefore, the solutions in Recommendations 4 and 5 will help to improve Recommendation 1.
- Cllr MA challenged whether attendance and curriculum choice were linked. GR reported that this was not a straightforward dual relationship, but were instead rather complex, taking into account attendance, choice, achievement and satisfaction which could lead to a level of disengagement.

DL presented Recommendation 2

- PH raised that it would be interesting to understand that link between ALN/SEN and Social Services.
- Cllr Powell highlighted that there was often a correlation between exclusions and attendance with more challenging young people.
- DL noted that that strengthening the links between schools and stakeholders including youth services and social services was included in the PIAP.

DL presented Recommendation 3

- No questions were asked by the Board.

GR presented Recommendation 4

- The Chair asked the Leader whether there was the political will to make the difficult decisions.
- The Leader assured the Chair that the solutions were obvious to her and her Cabinet, and that the appetite was there.
- Cllr MA commented that the Council needed to take into account lessons learnt from previous school closures and the cost of school transport.
- EP acknowledged that the cost of school transport needed to be considered, but the overruling element needed to be the quality of education. The cost of doing nothing for learners was too high.
- NY noted that pupil outcomes would confirm whether the decisions made were the right ones. Already, schools were providing subjects digitally for students and this needed to be explored further.
- PH queried how the interface between the public and parents be handled.
- Cllr PD explained that the team had met with headteachers and would be hosting a follow up event with them. The plans for schools transformation would then be communicated to staff and governing bodies and this would help with engaging the public.

GR presented Recommendation 5

- No questions were asked by the Board.

EP went through her schools transformation data presentation with the Board

Primary schools

- The Chair acknowledged that it not yet known what is practical and doable. Different compromises and choices would need to be made and this would present a challenge.

Secondary schools

- Cllr MA noted that the budget share needed to reflect the dual stream, as these schools were more expensive to run.

Post 16

The Chair thanked EP and her team for the work they were doing and noted that this would help to inform decisions and create robust debate to help formulate a response. It was noted that this would be a positive development for Estyn.

The meeting came to a close at 15:17

Jack Straw – Chair

**MINUTES OF A MEETING OF THE IMPROVEMENT AND ASSURANCE BOARD
HELD AT COMMITTEE ROOM A - COUNTY HALL, LLANDRINDOD WELLS,
POWYS ON TUESDAY, 22 OCTOBER 2019**

Present

Jack Straw (Chair)	JS	Independent Member
Cllr Rosemarie Harris	RH	Executive Leader
Cllr Aled Davies	AD	Deputy Leader
Cllr James Gibson-Watt	JGW	Leader of the Liberal Democrat Group

In Attendance – PCC Representatives

			Present for Item:
Alison Bulman	AB	Director of Social Services	All
Alistair Davey	AD	Welsh Government Social Services Division	All
Caroline Turner	CT	Chief Executive	All
Cllr Graham Breeze	JaE	Portfolio Holder for Corporate Governance	All
Cllr Myfanwy Alexander	MA	Portfolio Holder for Adult Services	All
Cllr Phyl Davies	PD	Portfolio Holder for Education	All
Cllr Rachel Powell	RP	Portfolio Holder for Young People	All
Dylan Owen	DO	Head of Commissioning (Children & Adults)	1-5
Emma Palmer	EP	Head of Transformation & Communications	All
Hannah Hope	HH	PA to Senior Leadership Team (secretariat)	All
Jackie Barnett	JB	Strategic Manager – Adult Services	4-5
Jan Coles	JC	Head of Childrens Services	4
Lisa Williams	LW	WAO	All
Michael Gray	MG	Head of Adult Services	1-5
Ness Young	NY	Corporate Director (Transformation)	All
Phil Hodgson	PH	WLGA Adviser	All
Sara Leahy	SL	WAO - observer	All

Apologies

Cllr Matthew Dorrance	MD	Leader of the Labour Group
Jane Thomas	JT	Head of Financial Services

1. CHAIRS UPDATE

Leader welcomed Cllr Graham Breeze, Portfolio Holder for Corporate Governance, and Cllr Myfanwy Alexander Portfolio Holder for Adult Social Care to their first meeting.

- Terms of Reference

Chair took the Board through the revised Terms of Reference approved by the Minister. The key changes are:-

Item 4:- includes “oversee, monitor and support the progress made by the Council’s Education Service in terms of addressing each of the recommendations made by Estyn in their inspection report of September 2019.”

Item 8:- Phil Hodgson now an Independent Member of the Board. An additional Independent Member with an education background/knowledge to be appointed by Welsh Government. Chair has been assured the additional member will be appointed prior to November meeting.

Item 9:- Estyn are added to the bodies who can nominate an officer to attend as an observer.

Board noted the November meeting for Education will focus on the information the Council will be tabling for the Estyn Improvement Conference on 28 November. Following the conference, consideration will be given to key areas for the Board to focus upon.

ACTION: all to consider the Terms of Reference and feedback any issues/concerns directly to CT.

2. MINUTES OF THE LAST MEETING

Page 5: "consideration of I&AB Members meeting with RPB colleagues." Noted workshop held in September on Partnerships and whether a meeting with RPB or PTHB colleagues would be beneficial. Discussion on the potential topics and how this could be progressed. **ACTION: AB to table a proposal at November meeting, following which next steps will be agreed.**

3. RESPONSE TO ACTIONS FROM THE LAST MEETING

Action 1: AD to follow up the sharing of the in-year data with AB asap.

Action 3: IPC Report: AB will follow up with IPC to ascertain timescales to receive their report.

Action 11: Workforce Matters: update report scheduled for February 2019. CT noted the action combines many elements, and in particular the package for social workers cannot proceed any quicker due to budget and processes to be followed. Board noted they would receive in February an update on workforce, with the main focus on Adult Services workforce and the close links with PTHB. Board noted the Strategic Framework for Workforce is due to be signed off by end of December 2019. **ACTION: AB general update on progress to date to be provided following this (January Board).**

JGW noted receipt of the Regional Safeguarding Annual Report. Board were advised that quarterly updates on Regional Safeguarding will be provided going forward.

4. DIRECTORS EXECUTIVE SUMMARY

Adult Services

Supervision is an area of significant concern for Board, it remains at an unacceptable level. Communication has been issued by the Director to Senior and Team Managers to ensure the recording of this is undertaken, and was also raised at this weeks' Employee Representatives Meeting to feed that message back direct to the teams. Historically staff have been chased up to ensure recording of supervision, following the withdrawal of this the performance has dropped. Discussion on the performance

management framework which is in place across the authority. MG will be attending operational team meetings to ensure this message is relayed also. Noted Quality Assurance will be focussing on supervision as part of their forward working plan. AB provided assurance that improvements on supervision will be seen in next months' reporting.

Backlog of Reviews: the service are meeting next week to draw up a plan to ensure that by end of March 2020, all backlog and current reviews are completed. The Board requires that targets be set for each month to ensure that progress is being made. **ACTION: AB to provide targets to the I&AB, at the next meeting. ACTION: information to be tabled at Leaders monthly meeting at her request.** Chair noted a consultancy were previously employed to tackle this backlog, and wished to have assurance that when reducing the backlog this does not impact on the quality.

DTOC: this remains a priority for the Board. Pathway signed off with PTHB. Recent snapshot has shown reduction, but further work required to understand what is being recorded correctly. Improvements seen by joint working between pathways discharge officer and hospital discharge officer. Noted the DTOC Plan which is in place and is being refreshed with Winter planning. **AGREED an update on the plan to be scheduled at the next I&AB.**

ACTION: A report on Adult Advocacy to be provided at future meeting – date tbc by DO.

Glan Irfon: Leader noted occupancy rates have been low and requested update. Last week, 9 of the 12 beds were being used. MA has requested monthly occupancy rate reports. The governance of the Section 33 Agreement has been moved into a S33 Meeting which AB chairs. DO due to meet with local members, GPs and PTHB to discuss further. Noted the links with impending IPC report.

Technology: noted good increase in use and take up of this.

Strengths based form: CT noted not all staff are using this –the Board would like assurance this is being addressed and consistent use of this going forward. MG noted the services' transformation plan, and recent mentoring feedback session showed positive step forwards this. MG is working closely with Senior Managers to ensure those staff who need the additional support and mentoring receive this.

Workshop took place on eligibility criteria and early intervention, which was very positive. Staff attending understood Signs of Safety and strengths-based approach, but also realistic on the journey and current status, and would be excellent digi stories.

Childrens Services

AB acknowledged performance improvement and remain positives following the services restructure. LAC performance is currently 236, and is 6 away from the services aspirational target by March 2020.

Cllr Powell commended the service on the improved performance.

SOS: positive, appreciative enquiries being undertaken within their teams.

Assessments: last month moved an experienced staff member into this area, and has provided analysis of the issues. Plan in place today to address this. A knock on impact

will appear on the stats going forward, but the service will be aware of the information behind this to understand the impact. Board asked how will the service build evidence base that shows savings for the service, and noted EP is working with the service, and will align outcomes to what is being done and will be able to show trends as more and more data is entered via PowerBI.

AB noted reduction of LAC and CP, however the budget pressures are increasing, and the service is not seeing the financial benefits, to which AB has requested a deep dive into the detail and reasons why this is the case. The independent members remain of the view that in year savings are highly unlikely.

NY noted the personal leadership and commitment of JC, and how this has driven forward the improvements over the last 12-18months.

Board recognised the complete difference from the here and now, and a year ago - due to a plan being in place, progress on SOS and stable leadership.

AD noted the recent positive secure placement within the council which the Minister is grateful to.

S47 assessments – JGW noted the data is not included in the monthly report, and the Board notes this had been requested last month. **ACTION: JC to include in November reports.** JC advised there was a drop in performance in September and provided an overview of the reasons for this which is a mixture of newly qualified staff appointed, duty system which wasn't in place but has now been implemented, completed assessments which hadn't been signed off by the manager and had not been triggered via the system which is also being addressed.

Targets: PH noted good to have stretched targets, and pleased to have the assurances from the CEO to keep this for the service to aim towards, and keep improving standards and outcomes.

Practice model, systems on early help and edge of case, caseloads.

Chair noted and recognised the positive comments, but also noted there still remains the workforce/recruitment issues which will impact on the services future and the sustainability of improvements. The level of risk remains high.

BREAK 11.25- 11.41AM

December 2019, Adult Services completed an Older People's Assessment submitted to CIW. Last week a meeting with partners and CIW took place which was positive, and the Director is expecting a letter from CIW providing a summary on progress on this area which will be shared with the Board.

CIW Monitoring Visit on Childrens Services due to take place 4/5 November. The Board will receive an update on the outcome of this in due course.

4.1	CHILDREN'S SERVICES PROGRESS AGAINST CIW RECOMMENDATIONS
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Noted.

4.2	ADULT SERVICES PROGRESS AGAINST CIW ACTIONS
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Noted.

4.3	CHILDREN'S & ADULT SERVICES: QUALITY ASSURANCE QUARTERLY REPORT
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Chair welcomed this first report which demonstrated that the strategic commitment is being taken forward.

PH noted small case sample, and seems to contradict what has been discussed in Directors Executive Summary, noting positive Strengths Based Approach recognised.

AB noted the good work and practice that is underway, and this is reflected in the recent CIW monitoring visit in Adult Services.

MA advised that more specific milestones are going to be added to larger projects within adult services moving forward, in order to demonstrate how much work is taking place.

5.	ADULT SERVICES TRANSFORMATION AND DELIVERY PLAN
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Chair noted updated version tabled and advised that this would not be considered until updated to reflect the IPC work and other developments. **ACTION: MG to table for November 2019.**

6.	BUSINESS INTELLIGENCE AND TRANSFORMATION CAPACITY
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NY provided the Board with a verbal update. A bid has been made to the Welsh Government for funding to increase capacity within the BI and Transformation Team, focussing on business change and development. An overview of the proposed work under this bid was provided by NY, **ACTION: paper will be presented to the Board on receipt of funding confirmation from WG.**

Automated report on children's services has now been rolled out. Corporate performance reporting has improved, with services submitting information electronically via SharePoint which is then uploaded in PowerBI, and links to outcomes are clear to see. Board noted this information will be shared quarterly with the Board, and is tabled for November 2019.

Analysis of trends and flows – the council are looking at the trends over 5 years, to help predict going forward on demands, geography and shift resources in focussed way, and will link directly to the Integrated Business Planning. Chair asked if the team were linking with others to help with the transition? NY advised the team are sharing their learning, systems and data with RCT, Caerphilly, and Social Care Wales. Contact has been made with Dagenham, who have outcomes focussed more advanced than Powys and to learn from this.

7.	CORPORATE GOVERNANCE UPDATE
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Recent internal appointment made to Interim Head of Digital Services post, for 9 months, following which a review will be undertaken.

Chief Education Officer/Director of Education role has been advertised with a closing date of 3rd November.

8.	ANY OTHER BUSINESS
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AD noted National Safeguarding Week coming up, and AB confirmed Powys are fully engaged regionally and locally.

9.	DATES OF FUTURE MEETINGS AND FORWARD WORK PROGRAMME
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- 27 November 2019
- 19 December 2019 (informal meeting)

2020 Meeting Dates:-

- Wednesday 29th January, Education 11am, Social Care 1.30pm
- Wednesday 26th February, Education 11am, Social Care 1.30pm
- Thursday 26th March, Education 11am, Social Care 1.30pm
- Wednesday 29th April, Education 11am, Social Care 1.30pm
- Wednesday 27th May, Education 11am, Social Care 1.30pm
- Wednesday 24th June, Education 11am, Social Care 1.30pm
- Wednesday 29th July, Education 11am, Social Care 1.30pm
- Wednesday 26th August, Education 11am, Social Care 1.30pm
- Wednesday 30th September, Education 11am, Social Care 1.30pm
- Wednesday 28th October, Education 11am, Social Care 1.30pm
- Wednesday 25th November, Education 11am, Social Care 1.30pm

Forward Work Plan: added to future meetings. **ACTION: Any observations/omissions to advise HH.**

10.	CLOSE OF MEETING
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Meeting closed at 12.05pm

Jack Straw, Chair

Delegated Decision List

2 December	Portfolio Holder for Environment	Approved the recommendation that proposed restrictions on Beaufort Road be reduced in accordance with the public consultation and the proposals be implemented.
6 December	Portfolio Holder for Environment	Approved the Traffic Regulation Order consultation procedure in respect of a proposed 40 mph speed limit on Ithon Road, Llandrindod Wells.
6 December	Portfolio Holder for Environment	Approved the Traffic Regulation Order consultation procedure in respect of parking restrictions on the C0180 at Cwmporth and C0183 at Gwaun Hepste.

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Cabinet / Del Cabinet/EM Title		Portfolio Holder	Lead	Decision Maker
31/12/19	Moelfre City	Councillor Heulwen Hulme	Alastair Knox	Portfolio Holder
31/12/19	Flood Risk Management Plan	Councillor Heulwen Hulme	Alastair Knox	Portfolio Holder
31/12/19	Review of Sixth Form Provision – Expansion of Scope	Councillor Phyl Davies	Marianne Evans	Portfolio Holder
31/12/19	Salix funding for energy projects	Councillor Phyl Davies	Gareth Richards	Portfolio Holder
31/12/19	Community Development Fund	Councillor James Evans	Jenni Thomas	Portfolio Holder
07/01/20	Merger of Ladywell Green Infants School and Hafren CP Junior School - Objections Report	Councillor Phyl Davies	Marianne Evans	Cabinet
21/01/20	07/01/20 Prosecution enforcement policy	Councillor James Evans	Clive Jones	Cabinet
21/01/20	07/01/20 2 x Supplementary Planning Guidance	Councillor James Evans	Peter Morris	Cabinet
21/01/20	07/01/20 Regional Technical Statement - Minerals	Councillor James Evans	Peter Morris	Cabinet
21/01/20	07/01/20 Welsh Public Library Standards report for the year 18/19	Councillor Rachel Powell	Kay Thomas	Cabinet
21/01/20	07/01/20 Corporate Safeguarding Group – 6 month Update	Councillor Myfanwy Catherine Alexander	Alison Bulman	Cabinet
21/01/20	07/01/20 Transfer of properties from general fund to Housing Children's Services Placements and Accommodation (Springboard Project and Powys Residential Homes)	Councillor James Evans	Mark Davies	Cabinet
21/01/20	07/01/20 Child Exploitation Paper and Programme of Work	Councillor Rachel Powell	Kathryn Brooks	Cabinet
21/01/20	07/01/20 Early Help Hubs	Councillor Rachel Powell	Audrey Somerton-Edwards	Cabinet
21/01/20	07/01/20 STAGE 1 of Strategic Review of Schools - Case for Change Report with emerging vision	Councillor Rachel Powell	Emma Peace	Cabinet
21/01/20	07/01/20	Councillor Phyl Davies	Marianne Evans	Cabinet

21/01/20	07/01/20	Business Improvement Districts for Newtown and Brecon	Councillor James Evans	Jenni Thomas	Cabinet
21/01/20	07/01/20	Tri Funding Application	Councillor James Evans	Jenni Thomas	Cabinet
21/01/20	07/01/20	The Renting Homes (Fees etc.) (Wales) Act 2019; implementation arrangements for Powys County Council and Rent Smart Wales	Councillor James Evans	Julian Preece	Cabinet
31/01/20		Review of landowner grants for installing gates on public paths	Councillor Aled Davies	Sian Barnes	Portfolio Holder
31/01/20		Review of Commons Registration fees and charges	Councillor Aled Davies	Sian Barnes	Portfolio Holder
31/01/20		Ask and Act Policy for the National Training Framework for VAWDASV	Councillor Graham Charles Breeze	Joanna Harris	Portfolio Holder
11/02/20	28/01/20	HRA Business Plan	Councillor James Evans	Dafydd Evans	Cabinet
11/02/20	28/01/20	Evaluation of the impact of the roll out of full service universal credit on HRA rent arrears	Councillor James Evans	Dafydd Evans	Cabinet
11/02/20	28/01/20	Revised protocol for authorising motorsports events under section 33 of the Road Traffic Act 1988	Councillor Aled Davies	Sian Barnes	Cabinet
11/02/20	28/01/20	Quarter 3 Performance Report	Councillor Rosemarie Harris	Garry Hudson	Cabinet
11/02/20	28/01/20	Treasury Management Quarter 3 Report	Councillor Aled Davies	Ann Owen	Cabinet
11/02/20	28/01/20	Welshpool Church in Wales School - updated business case	Councillor Phyl Davies	Betsan Ifan	Cabinet
11/02/20	28/01/20	STAGE 1 of Strategic Review of Schools - Case for change report and consideration of Scrutiny Comments	Councillor Phyl Davies	Marianne Evans	Cabinet
11/02/20	28/01/20	Budget 2020-21, Medium Term Financial Strategy and Capital Programme	Councillor Aled Davies	Jane Thomas	Cabinet
11/02/20	28/01/20	Budget Outturn as at 31 December	Councillor Aled Davies	Jane Thomas	Cabinet

11/02/20	28/01/20	Capital Programme Update as at 31 December	Councillor Aled Davies	Jane Thomas	Cabinet
11/02/20	28/01/20	Fostering & Special Guardianship Orders	Councillor Rachel Powell	Kathryn Brooks	Cabinet
11/02/20	28/01/20	Emotional Wellbeing and Youth Support Update	Councillor Rachel Powell	Jo Hughes	Portfolio Holder
11/02/20	28/01/20	Children First Project	Councillor Rachel Powell	Jo Hughes	Cabinet
11/02/20	28/01/20	Schools Major Improvement Programme	Councillor Phyl Davies	Lynne Morris	Cabinet
03/03/20	18/02/20	Budget Outturn as at 31 January	Councillor Aled Davies	Jane Thomas	Cabinet
03/03/20	18/02/20	Capital Programme Update as at 31 January	Councillor Aled Davies	Jane Thomas	Cabinet
03/03/20	18/02/20	Children's Services Workforce Development - grow our own social workers	Councillor Rachel Powell	Audrey Somerton-Edwards	Cabinet
03/03/20	18/02/20	Relaunch of Children's Services Front Door	Councillor Rachel Powell	Karen Sharp	Cabinet
24/03/20	10/03/20	Corporate Asset Policy Review	Councillor Phyl Davies	David Micah	Cabinet
24/03/20	10/03/20	Budget Outturn as at 29 February	Councillor Aled Davies	Jane Thomas	Cabinet
24/03/20	10/03/20	Capital Programme Update as at 29 February	Councillor Aled Davies	Jane Thomas	Cabinet
21/04/20	07/04/20	Children's Services Journey of Transformation	Councillor Rachel Powell	Jan Coles	Cabinet
21/04/20	07/04/20	Children's Services Early Help Strategy	Councillor Rachel Powell	Karen Sharp	Cabinet
21/04/20	07/04/20	STAGE 2 of Strategic Review of Schools - Cabinet consider business case and agree next steps	Councillor Phyl Davies	Sarah Astley	Cabinet
12/05/20	28/04/20	Quarter 4 Performance Report	Councillor Rosemarie Harris	Garry Hudson	Cabinet

12/05/20	28/04/20	Treasury Management Quarter 4 Report	Councillor Aled Davies	Ann Owen	Cabinet
02/06/20	19/05/20	Budget Outturn as at 31 March 2020	Councillor Aled Davies	Jane Thomas	Cabinet
02/06/20	19/05/20	Children's Services Intervention & Prevention Update	Councillor Rachel Powell	Stephen Pearce	Cabinet
02/06/20	19/05/20	Returning Children Closer to Home	Councillor Rachel Powell	Kathryn Brooks	Cabinet
02/06/20	19/05/20	Children's Services Short Breaks	Councillor Rachel Powell	Kathryn Brooks	Cabinet
02/06/20	19/05/20	Supported Accommodation 16+	Councillor Rachel Powell	Kathryn Brooks	Cabinet
02/06/20	19/05/20	Participation with children and young people	Councillor Rachel Powell	Joanna Harris	Cabinet
23/06/20	09/06/20	Director of Social Services Annual Report		Alison Bulman	Cabinet
14/07/20	30/06/20	Corporate Safeguarding Group – 6 month Update	Councillor Myfanwy Catherine Alexander	Alison Bulman	Cabinet
14/07/20	30/06/20	Child Exploitation Prevention Strategy	Councillor Rachel Powell	Audrey Somerton-Edwards	Cabinet
14/07/20	30/06/20	Children's Services Participation & MOMO	Councillor Rachel Powell	Audrey Somerton-Edwards	Cabinet
14/07/20	30/06/20	Children's Services Practice Standards	Councillor Rachel Powell	Audrey Somerton-Edwards	Cabinet
28/07/20	14/07/20	Treasury Management Quarter 1 Report	Councillor Aled Davies	Ann Owen	Cabinet
15/09/20	01/09/20	Budget Outturn June & July 2020	Councillor Aled Davies	Jane Thomas	Cabinet
06/10/20	22/09/20	Budget Outturn as at 31 August 2020	Councillor Aled Davies	Jane Thomas	Cabinet
06/10/20	22/09/20	Adoption	Councillor Rachel Powell	Kathryn Brooks	Cabinet
06/10/20	22/09/20	EDT - Out of Hours Services	Councillor Rachel Powell	Karen Sharp	Cabinet

06/10/20	22/09/20	Extra Care	Councillor Myfanwy Catherine Alexander	Dylan Owen	Cabinet
03/11/20	20/10/20	Treasury Management Quarter 2 Report	Councillor Aled Davies	Ann Owen	Cabinet
03/11/20	20/10/20	Budget Outturn as at 30 September 2020	Councillor Aled Davies	Jane Thomas	Cabinet
24/11/20	10/11/20	Budget Outturn as at 31 October 2020	Councillor Aled Davies	Jane Thomas	Cabinet
24/11/20	10/11/20	Council Tax Base	Councillor Aled Davies	David Morris	Cabinet
15/12/20	01/12/20	Budget Outturn as at 30 November 2020	Councillor Aled Davies	Jane Thomas	Cabinet

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