

## Public Service Board Scrutiny Committee

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Meeting Venue  
**By Teams**

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Meeting Date  
**Monday, 1 November 2021**

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Meeting Time  
**2.00 pm**

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County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

For further information please contact  
**Wyn Richards**  
Scrutiny Manager and Head of  
Democratic Services  
wyn.richards@powys.gov.uk

26-10-2021

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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.

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### AGENDA

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

2.	<b>MINUTES</b>
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To authorise the Chair to sign the draft minutes of the meeting of the Public Service Board Scrutiny Committee held on 07-07-2021 as a correct record.

(Pages 3 - 6)

3.	<b>SCRUTINY OF WELL-BEING STEPS</b>
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3.1. **Scrutiny of Step 3 - Transport Infrastructure**

To scrutinise the Quarter 1 and 2 Update Reports together with the revised Step 3 delivery plan (June 2021).

(Pages 7 - 14)

3.2. **Quarter 2 Highlight Report - 12 Well-Being Steps**

To scrutinise the Quarter 2 Highlight Reports for Well-Being Steps

1,3,6,7,9,10.  
(Pages 15 - 20)

**3.3. Background Information**

To assist the Committee in scrutinising the Well-Being Steps and Delivery Plans, attached is the following information:

Well-Being Steps;  
Challenge Pro-Forma;  
Questions.  
(Pages 21 - 26)

<b>4.</b>	<b>WORK PROGRAMME</b>
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To note that future meetings of the Committee are scheduled as follows:

26-01-22	14.00 – 16.00
09-03-22	14.00 – 16.00
27-10-22	10.00 – 12.00

**MINUTES OF A MEETING OF THE PUBLIC SERVICE BOARD SCRUTINY  
COMMITTEE HELD AT BY TEAMS ON WEDNESDAY, 7 JULY 2021**

<b>1. ATTENDANCE AND APOLOGIES</b>
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**Present:**

Neil Evans (Chair) (Mid and West Wales Fire and Rescue Service)  
 Trish Buchan (Powys Teaching Health Board)  
 County Councillor Liz Rijnenberg (Powys County Council)  
 County Councillor Ann Webb (Brecon Beacons National Park Authority)  
 Peter Swanson (Powys Association of Voluntary Organisations)  
 Ian Phillips (Powys Teaching Health Board)  
 County Councillor Jonathan Wilkinson (Powys County Council)  
 Gavin Bown (Natural Resources Wales)

**Officer in Attendance:**

Wyn Richards (Powys County Council – Scrutiny Manager and Head of Democratic Services)  
 Catherine James (Powys County Council – Deputy Head of Transformation and Communications)  
 Rhian Jones (Powys County Council – Strategic Planning, Policy and Performance Manager)

**Apologies for Absence:**

County Councillor David Jones (Powys County Council)  
 Emma Palmer (Powys County Council – Head of Transformation and Communications)

<b>2. MINUTES</b>
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The Chair was authorised to sign the minutes of the meeting held on 04-05-2021 as a correct record.

<b>3. WELL-BEING STEP 8 - SUSTAINABLE ENVIRONMENT STRATEGY</b>
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**Documents Considered:**

- Quarter 4 Performance Report – Step 8 – 2020-21.
- Presentation – update on the Delivery Plan and Performance Report by the Step Lead.

**Issues Discussed:**

- Activities had been put on hold due to the pandemic. There had also been a change to the responsible individuals from partner organisations during the period. This had provided the opportunity to reflect on the original intent of the step and what the step was seeking to achieve.
- Other factors taken into account included Welsh Government's Green Recovery policy, the UK exit from the European Union, climate change, developments in the evidence base as well as progress in Wales and in the regional strategic context.
- Although work on the step was suspended due to the pandemic a working group had reconvened, reviewed the original intent to better understand

- the linkages and dependencies, understand current activities, projects and interventions from the various partners and capture this information in an online resource so that any gaps could be identified.
- Key actions had been reviewed, initially more around the timing of elements of the step. There might be a need to refine some of the detail in the step and move from a formal strategy to a more practical tool to better support conservation activities.
  - Work on Step 8 had now resumed and better reflected the current circumstances and outlook. Refinements to the original intent had been identified and implemented and the step was largely on track to deliver the revised timetable.

- Questions:

Is the purpose of step 8 now narrower than the strapline.	This was the challenge to revisit the original intent and better understand it. It may also be broadened out as a result of the forthcoming well-being assessment. The step is a co-ordination of all these activities.
The Committee expressed concern at the last meeting about the progress with the step, and also about the links between steps. Will this step look at biodiversity and pollution.	The step will look at biodiversity. There is a need to be careful not to over broaden the step so that it delivers something functional rather than being too ambitious. However this could also be drawn into other areas in future and join up in supporting other activities.
It is helpful that the step has been refocussed on a narrower area of interest with the mapping and realigning work to take it forward. Is there good engagement from other partners and is there enough resource available for the step. When will milestones and targets be set.	Resource will be an ongoing issue. Engagement has been good since the step resumed. This is why this has been narrowed to focus the aim of the step. However the focus could change again as a result of changes to the well-being plan.
Other partners are required to deliver sustainable options and organisations have their own sustainability officers. Why do these not feed into this step.	There is some of that work which falls within step 8 and other elements which fall within other steps such as step 7 (transport and fleet). The work tries to make clear that what is undertaken within step 8 does not cut across other PSB steps.
Looking at tangible outcomes and breaking that into assessment, action planning and review, is the step still at assessment stage.	That is a fair comment. Officers are trying to get through the step as quickly as possible but there is a need to get this right.
Should scrutiny have looked at the narrowing of the step.	All step leads were asked by the PSB to review their steps. There are also circumstances which have led to changes to steps.

	Although the timetable has been revised as well as a few of the actions, the intent of the step is as originally set. What has been identified is a tool to better deliver the step. The level of change in the step is not that significant.
It is helpful that engagement is good, but due to the increased pressures on partners is this impacting on resourcing the step.	The buy in is there, but the pressure is the capacity of partners.
The timescales for the delivery of actions is ambitious. In terms of moving towards 2040 the step is behind for understandable reasons and it is not yet possible to set measurable targets so it feels as if the step is still at a very high level.	This is the challenge about delivering the step and this is not just about ticking a box.

The Committee commented that the timescales for the step are ambitious but realistic and met the 5 ways of working. Whilst the foundations are in place with the step it is when actions are being undertaken that the impact on communities will become apparent.

Recommendations to the Public Service Board:

1. That if there are significant changes to steps in future, it would assist the Committee if it could be advised of the background to better understand the change.

<b>4. POWYS PSB DRAFT ANNUAL REPORT 2020-21</b>
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**Documents Considered:**

- Powys PSB Draft Annual Report 2020-21.

**Issues Discussed:**

- The report was presented for information as it has to be published by the end of July. It provided an overview of information provided to the scrutiny committee over the year. There is a recognition that some of the steps have not moved forward as anticipated due to the pandemic. It is hoped to bring the document to the Committee earlier next year for scrutiny prior to its publication.

- **Questions:**

Partnership work is always difficult. The Council has undertaken much work but the report does not show a balance regarding the role of partners. Whilst the larger organisations have undertaken most of the work the document could have included observations about the role of smaller organisations in	This is less about the report but about the engagement during the year from a cross section of partners. This is something the PSB probably needs to address.
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the achievements.	
This is just perception and its about getting a greater involvement from partners in future. The PSB needs to get more involvement from partners in terms of feedback as seeing smaller organisations involved will encourage more interest and buy-in.	
It is helpful to see that there has been progress at the end of the year despite the pandemic. The Health Board are looking at steps 11 and 12. Are steps 9 and 10 being considered together.	Steps 9 and 10 are being pulled together under the Mid Wales Growth Deal for delivery with the Council leading on these steps.

**Outcomes:**

- **Noted.**

<b>5. WORK PROGRAMME</b>
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The Committee noted that the next meeting was scheduled for 7<sup>th</sup> October, 2021. It was suggested that it might be necessary to delay the meeting to align with the Q2 PSB reporting timeline.

AGREED to move the 7<sup>th</sup> October meeting to another date to be agreed with the Chair.

Members were advised to contact the Chair and Scrutiny Officer if there were any particular steps they wished to have considered at the next meeting. The Chair suggested that the meeting could consider Step 3 as this was led by the Fire Service.

Meeting ended 15:00

**Neil Evans (Chair)**

Reporting Period:	Quarter 1 2021-2022
Overall BRAG Status of the Step:	Amber

Details				Actions/Status			Risks and Controls			Assurances
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications/ Actions for next quarter	Overall RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
3	ACFO Iwan Cray		Revision of Step 3 Delivery Plan.	A Step 3 meeting took place on Tuesday, 29 June. The Delivery Plan was discussed during the meeting, and that in order to re-focus and re-energise the Step 3 group, it would be beneficial to revise the Step 3 Delivery Plan to ensure that its priorities were relevant and achievable, particularly given the pandemic and organisations requirements to direct their resources to maintaining business as usual. The Plan was amended to reflect the key areas the group felt they could make progress in. The revised delivery plan has three action areas which are; <b>work with and influence others to improve our transport infrastructure, work with and influence others to improve our existing transport links and to work with and influence others to develop a sustainable and integrated approach for planning and delivery.</b> Group members agreed that the main area of focus for the group was to continue developing a sustainable and integrated approach for planning and delivery, particularly the installation and mapping of EV charging points, as this area of focus was making good progress.	<b>Key areas of action for next quarter are:</b> <b>** To invite representatives from Welsh Government to discuss potential funding opportunities for the group to enhance the EV charging infrastructure in Powys.</b> <b>**Continue to explore collaborative and joined up procurement with regards to electric vehicle charging points across Powys.</b> <b>**Consider EV charging point locations across organisations in Powys, to map suitable alternative locations.</b> *	Amber	Regular attendance at meetings by partners due to availability and limited resources.		Amber	

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Reporting Period:	Quarter 2 2021-2022
Overall BRAG Status of the Step:	Amber

Details				Actions/Status			Risks and Controls			Assurances
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications/ Actions for next quarter	Overall RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
3	ACFO Iwan Cray		Revision of Step 3 Delivery Plan.	<p>A Step 3 meeting took place on Tuesday 05 October 2021. Representatives from Welsh Government were in attendance and delivered a presentation on the Welsh Governments EV strategy. It was confirmed that the WG EV strategy was due to be published at the end of October. The amended Delivery Plan was discussed with agreement reached that the three priority areas were; <b>work with and influence others to improve our transport infrastructure, work with and influence others to improve our existing transport links and to work with and influence others to develop a sustainable and integrated approach for planning and delivery.</b> Group members agreed that the main area of focus for the group was to continue developing a sustainable and integrated approach for planning and delivery, particularly the installation and mapping of EV charging points, as this area of focus was making good progress. It was agreed that each representative would populate an excel spreadsheet with details of their organisations EV charging points in order for a map to be created.</p>	<p><b>Key areas of action for next quarter are:</b>  <b>** To agree actions and milestones for each priority area.</b>  <b>**Continue to explore collaborative and joined up procurement with regards to electric vehicle charging points across Powys.</b>  <b>**Populate an excel spreadsheet with each organisations EV charging point details in order to create a map of EV charging points across the county.</b>  <b>**Consider EV charging point locations across organisations in Powys, to map suitable alternative locations.</b></p>		Regular attendance at meetings by partners due to availability and limited resources.			

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**Delivery Plan Template**

**Step: 3 - Work with and influence others to improve our transport infrastructure, our existing transport links and develop a sustainable and integrated approach for planning and delivery.**

**Lead officer: Iwan Cray.**

Action	By whom	Partners	Resources (if identified)	By when	Success measures/ milestones
Work with and influence others to improve our transport infrastructure.	All	All partners.		On-going.	Long-Term – Improved transport infrastructure will enable people to walk and cycle within Powys and reduce the number of socially isolated individuals.
Work with and influence others to improve our existing transport links.	All	All partners.		On-going	Long-Term – Improved transport links to enable people to travel via a variety of transport methods across Powys and beyond and also help to attract local businesses, and encourage people to live, work and visit Powys.
Work with and influence others to develop a sustainable and	All	All partners.		On-going.	Mapping of charging point locations in Powys as a collective

integrated approach for planning and delivery.					partner process to maximise grant funding potential and deliver holistic approach to provide charging points.
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**How have you considered the 5 Ways of Ways of working while developing your actions?**

<p><b>Long term</b> – Looking to the long term so that we do not compromise the ability of future generations to meet their own needs</p>	<p>Looking at sustainable sources of energy to find vehicles through a cohesive network of charging points to travel across Powys.</p>
<p><b>Collaboration</b> – Working with others in a collaborative way to find shared sustainable solutions</p>	<p>Working across partner organisations to determine the most suitable locations for charging points, to secure funding opportunities and also to work at a strategic level for Road Safety and transportation connections for long term improvements.</p>
<p><b>Involvement</b> – Involving the diversity of the population in the decisions that affect them</p>	<p>Working with PAVO to understand the needs of the most vulnerable and hard to reach members of our communities to improve transport links to enable communities to remain comfortable and connected.</p>
<p><b>Prevention</b> – Understanding the root causes of issues to prevent them from occurring</p>	<p>Working with partners to understand road safety accident trends to introduce improvements in road surfaces, signage etc.</p>
<p><b>Integration</b> – Taking an integrated approach so that public bodies look at all the well-being goals in deciding their well-being objectives</p>	<p>Working with partners to understand current and long-term challenges to share strategic direction, funding and expertise.</p>

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Details	Step	Step number and title
	Lead	Lead contact at organisation
	Project/ Action/ Indicator	Element within step that is being reported
	Description	Description of what this element involves
Activity/ Status	Activity this quarter	What's happened?
	Implications for next quarter	What's going to happen?
	RAG	What is the overall status traffic light colour?
Risks and Controls	Main Risks	What are the risks to this element?
	Current and planned controls	How are these risks being, or going to be, controlled (mitigation, contingency, etc.)?
	Risk RAG	What is the overall risk traffic light colour?
Assurances	Recent assurance activity	What related assurance activity has occurred through scrutiny, audit, Wellbeing commissioner, etc.?

Reporting Period:	Quarter 2 July to September 2021
Overall BRAG Status of the Step:	AMBER

Details				Actions/Status			Risks and Controls			Assurances
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications for next quarter	Overall RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
Step 1: Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040.	Cllr Rosemarie Harris (Powys County Council) Emma Palmer, Powys County Council	Development and publication of PSB Annual Report 2021, in line with statutory legislation deadlines.		PSB Annual Report 2020-21 was developed and signed off. The document was published on the Council's PSB webpage in July and all partners were asked to publish on their websites.	Next report is due July 2022	Not Applicable			GREEN	Quarterly Reports being submitted by the majority of Step Leads to gather information and evidence for the Annual Report.
Step 1: Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040.	Cllr Rosemarie Harris (Powys County Council) Emma Palmer, Powys County Council	Development and implementation of a Public Engagement Platform.		Use of the Engagement HQ platform is well under way with various internal and external engagement projects. As of 28th September there have been 10,197 total site visits and 3,446 participants across the three engagement hubs since the launch date. Q2 specific figures: 4,024 visits and 1,378 participants.	Admins to continue to use the site for internal and external engagement projects.	GREEN				
Step 1: Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040.	Cllr Rosemarie Harris (Powys County Council) Emma Palmer, Powys County Council	Develop Communications and Engagement Plan		Work started with Co-Production Network Wales following successful bid for 5-year support including staff support implementing co-production. PSB members met with Co-pro Wales to find out more but a decision was taken to end the partnership given the current work pressures and increased demand due to COVID.	Other Steps continue to carry out Engagement independently, rather than looking for opportunities to collaborate.	RED		PCC Comms and Engagement Officer to attend future Delivery Groups for Steps 4, 7 and 8 to identify opportunities for joint engagement and communications. Work	AMBER	PSB coordinator has contacted operational STEP Leads to discuss requirements around updating Delivery Plans.
Step 1: Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040.	Cllr Rosemarie Harris (Powys County Council) Emma Palmer, Powys County Council	Develop Engagement Project (and associated communication) to inform the wellbeing assessment and plan		The 'Living in Powys' engagement project ran from 8th June - 31st July. The survey was promoted internally and externally by PCC, PTHB and PAVO. There were a total of 475 responses, 5 of which were in Welsh. A report was published and is being used to inform the wellbeing plan. Key population groups have been targeted across the partnership and various steering groups/forums are feeding into the assessment. Work continues to gather all relevant data/insights to ensure the assessment is representative and robust.	Drafted wellbeing plan will go out for comment/consultation	GREEN				
Step 1: Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040.	Cllr Rosemarie Harris (Powys County Council) Emma Palmer, Powys County Council	Support the PSB Scrutiny function to ensure engagement from key stakeholders.		The PSB Scrutiny Committee met on 7th July to discuss the Step 8 Delivery Plan and to note the contents of the PSB's Annual Report 2020-2021. The meeting timetable for 2022 has been set to ensure PSB Scrutiny are able to feed into each PSB meeting.	Support PSB Scrutiny with effective review of quarterly performance reports and to ensure any recommendations are fed back in timely way to the Public Service Board for consideration.	GREEN	N/A	N/A	N/A	N/A

Reporting Period:	Quarter 2 July to September 2021
Overall BRAG Status of the Step:	AMBER

Details				Actions/Status			Risks and Controls			Assurances
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications/ Actions for next quarter	Overall RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
3. Work with and influence others to improve our transport infrastructure, our existing transport links and develop a sustainable and integrated approach for planning and delivery.	ACFO Iwan Cray		Revision of Step 3 Delivery Plan.	A Step 3 meeting took place on Tuesday 05 October 2021. Representatives from Welsh Government were in attendance and delivered a presentation on the Welsh Governments EV strategy. It was confirmed that the WG EV strategy was due to be published at the end of October. The amended Delivery Plan was discussed with agreement reached that the three priority areas were; <b>work with and influence others to improve our transport infrastructure, work with and influence others to improve our existing transport links and to work with and influence others to develop a sustainable and integrated approach for planning and delivery.</b> Group members agreed that the main area of focus for the group was to continue developing a sustainable and integrated approach for planning and delivery, particularly the installation and mapping of EV charging points, as this area of focus was making good progress. It was agreed that each representative would populate an excel spreadsheet with details of their organisations EV charging points in order for a map to be created.	<b>Key areas of action for next quarter are:</b> <b>** To agree actions and milestones for each priority area.</b> <b>**Continue to explore collaborative and joined up procurement with regards to electric vehicle charging points across Powys.</b> <b>**Populate an excel spreadsheet with each organisations EV charging point details in order to create a map of EV charging points across the county.</b> <b>**Consider EV charging point locations across organisations in Powys, to map suitable alternative locations.</b>		Regular attendance at meetings by partners due to availability and limited resources.			

Reporting Period:		Quarter 2 July to September 2021								
Overall BRAG Status of the Step:		GREEN								
Details		Actions/Status		Risks and Controls	Assurances					
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications for next quarter	RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
STEP 6: Develop a holistic approach to skills and lifelong learning, which offers a range of formal and informal opportunities including apprenticeships and traineeships	Dr Caroline Turner Sarah Page	Schools' transformation and post-16 options	The council's Transforming Education Strategy sets out a number of Strategic Aims and Objectives to shape the council's work to transform the Powys education system over the coming years. The requirement to improve post-16 provision falls under Strategic Aim 2: "we will improve learner entitlement and experience for post-16 learners". The initial focus of Strategic Aim 2 is to "Focus on enhanced collaboration between schools to ensure a high-quality post-16 curriculum that is accessible to all learners and is affordable within the funding received from the Welsh Government. This will include more digital learning opportunities where learners are taught via video-conferencing across more than one school. The council established the "Post-16 Workstream" in June 2020 to take forward Strategic Aim 2 of the Strategy. The workstream is taking a proposal to Cabinet in May 2021 to introduce a new structure for the strategic management of Powys post-16 provision. If approved this will comprise a High-level Strategic Management Board (SMB) and two "Powys Post-16 Centre" cluster groups with Operational Management Boards (OMBs). The cluster groups will operate in the north and south of the county and will be attended by Headteachers (or their deputies) from each Powys post-16 centre in the cluster area. The SMB will have delegated authority to determine how the Welsh Government post-16 funding for Powys will be allocated. The primary function of the SMB will be to commission providers ( sixth forms, colleges and other providers) to deliver high quality academic and vocational provision. The secondary function of the SMB will be to oversee quality assurance of the provision it commissions to ensure that provision is of the highest calibre. To achieve these ends the SMB will publish policy and guidance documents which will set parameters around provision and value for money. Subject to approval of the proposal, the Post-16 workstream will work to support the establishment and operation of the new structure. It is intended that the SMB and OMBs will be in place ready to set a provision offer for the September 2022 Year 12 intake which meets the Learner Entitlement criteria. This offer is expected to be ready for applications by Christmas 2021.	<p><b>July - September 2021</b></p> <ul style="list-style-type: none"> <li>A curriculum planner has been designed and built in excel for the Operational Management Boards (OMBs) to complete (one for the North and one for the South). The planner asks for course information for both year 12 and year 13 for September 2022 and associated teaching hours as well as learner numbers per course and per school. The planner uses the financial model that was built and tested together with head teachers before the summer holidays to estimate the costs of each course identified and to provide a cumulative total.</li> <li>A branding and marketing plan has been developed, based on the requirements set out by a working group of the OMBs.</li> <li>The name "Chwedled Powys Sketh" has been agreed by Head Teachers and an associated logo is in development</li> <li>The domain name "powyskymn" has been purchased and the "Powys Learning Pathways" site will be transferred to the new domain name ready for September 2022 applications</li> <li>Branding is also in development with a plan to ask current year 11 students (September 2021 year 12 students) for their vote on their favourite design.</li> </ul> <p>The head teachers have met informally ahead of the first formal OMB meetings taking place toward the end of September. The curriculum planner has been presented and the OMBs are scheduled to meet informally mid-September to review the planner and start to plan their new curriculum offer and to consider who their Chair persons will be.</p> <p>The SMB will meet formally in October once the OMBs have met formally and elected their Chair persons.</p> <p>A survey has been designed and is currently being tested, to help identify a suitable course offer for learners with Additional Learning Needs.</p> <p>The workstream has reviewed and set out the requirements for the next year and has prioritised it's work up to December 2021, focusing on establishing a learner voice forum, identifying a mechanism for selecting and selecting learner representatives to attend the SMB (1 per OMB), curriculum planning, marketing and branding, website updates, facilities review and lessons learned so far from the September 2021 intake.</p> <p>The new lead for 14+ has started in post and is actively involved in the workstream.</p>	<p>Confirmation and advertisement of the September 2022 curriculum offer is expected by the end of Q3</p> <p>Confirmation of the logo and branding (following student vote) is expected by the end of Q3</p> <p>Confirmation of the selection process for learner representatives to attend the SMB meetings is expected by the middle of Q3</p> <p>Establishment of the learner voice forum is expected during Q3</p> <p>The facilities review shall continue during Q3</p>	Green	<p>There is a risk that the curriculum planning deadline may not be met if schools are significantly impacted by higher priorities e.g. responding to covid-related issues.</p> <p>There is a risk of delay due to the council entering back into business continuity and also due to covid-19</p>	<p>Prioritisation of the workstream workload means that time is being focused where it is most needed</p> <p>Recruitment of post-14 lead</p> <p>Recruitment of post-16 officer</p> <p>Pre-scheduling of weekly OMB meetings to assist with curriculum planning</p> <p>Development and provision of curriculum planning tool to help focus on key requirements and to provide a streamlined and easy to use platform for designing the curriculum</p>	Amber	Recent assurance activity
6	Dr Caroline Turner Lynne Griffin	Apprenticeship Talent pool	This was launched in 2019 and is a new initiative where people can register their interest in future apprenticeship opportunities within Powys County Council	We have recruited 2 more apprentices from the apprenticeship talent pool in this quarter and currently have 96 active applicants. We continue work with Communities for Work and Careers Wales and to inform AWP Applicants of opportunities available at Powys County Council as well as other opportunities within the County.	We will continue to work with service areas to make them aware of the benefits of offering apprenticeship opportunities and provide support and guidance to ensure that opportunities are successfully realised. We will continue to update all pool applicants with opportunities available at Powys County Council and also in the County of Powys as a whole.	Amber	<p>A lack of suitable apprenticeship positions identified within the Council due to service areas not considering apprenticeship opportunities when advertising for new posts.</p> <p>A lack of effective succession planning to enable identification of positions which may become vacant in the future.</p>	We will continue to work with service areas and the recruitment team in order to identify vacancies that may be suitable for apprenticeship positions and provide advice and guidance on workforce planning.	Amber	Workforce Futures Board
6	Dr Caroline Turner Lynne Griffin	Raise Awareness of Apprentices	Raise Awareness of Apprenticeships to Powys learners	We have taken part in School interview days and shared information relating to apprenticeships (including video interviews with apprentices at PCJ) with Careers Wales to promote apprenticeship awareness in school settings.	We will continue to liaise with schools and Careers Wales to provide information and promote apprenticeships and make school staff and pupils aware of opportunities available at Powys County Council.	Amber	Apprenticeships are still viewed by many as not suitable for learners with high grade profiles and therefore are not considered by all learners who may benefit from an apprenticeship scheme.	Work with schools and colleges, through site visits and online presentations to promote the benefits of apprenticeships, the opportunities available at Powys County Council and ways to apply.	Amber	Workforce Futures Board
6	Dr Caroline Turner Lynnette Lovell	Adult Community Learning	The Powys Adult and Community Learning Partnership works collectively to meet the Welsh Government's vision for increased participation by addressing the needs of anyone aged 16 and above accessing an AGL basic skills and/or ESOL programme, including contextualised basic skills and citizenship courses and those learners who wish to acquire or improve their Welsh as a language and those who wish to study through the Welsh Medium	The Powys Adult Learning Delivery Plan 2021/22 was developed in collaboration with NPTC and will provide a wide range of courses during the 2021-22 academic year including: <ul style="list-style-type: none"> <li>Environmental Conservation</li> <li>ICT for Users</li> <li>Hospitality and Catering</li> <li>ESOL</li> <li>Adult Basic Education</li> <li>Health, Public Services and Care</li> <li>Agriculture, Horticulture and Animal Care</li> <li>Engineering and Manufacturing Technologies</li> <li>Construction, Planning and the Built and Environment</li> <li>Languages, Literature and Culture</li> <li>Retail and Commercial Enterprise</li> <li>Leisure, Travel and Tourism</li> <li>Independent Living Skills</li> <li>Business Administration and Law</li> </ul> <p>Units have been identified and planned to support vocational employment routes and also to support health and wellbeing. Provision has also been planned to support work skills and requirements by parents with regards to supporting children with Welsh and IT skills. The delivery has been planned in accordance with: <ul style="list-style-type: none"> <li>Welsh Government priority areas</li> <li>Information through EMSI labour market intelligence</li> <li>Job centre requests and to support the Syrian re-settlement programme.</li> </ul> <p>Delivery is in various locations across Powys including 5 location in Brecon, Crickhowell Community Centre, Ystradgynlais Youth Centre / Golwg y Cwm Primary School, 2 locations in Welshpool, Machynlleth Community Centre, 3 locations in Newtown, 2 locations in Llandindris and 1 in Llanidloes.</p> </p>	<p>Delivery of the Powys Adult Learning Delivery Plan 2021/22 will have commenced.</p> <p>The Joint Powys Adult Community Learning (ACL) and Neath Port Talbot (NPT) Learning and Skills Network (LSN) is due to meet on the 1 October 2021 to discuss and agree a collaborative action plan to monitor existing provision and drive improvements.</p>	Green	<p>* Continued impact of COVID on adult community learning participation</p>	* Blended delivery to accommodate Welsh Government guidance	Amber	Schools Service Management Team (SSMT) NPT Learning Skills Network and Powys AGL Management Group
6	Dr Caroline Turner Aggie Caesar-Horden	Skills in Powys	The development of a Regional Skills Partnership for Mid Wales is key to developing a demand side driven skills agenda. The Joint Committee agreed the Terms of Reference in November 2020, and work is ongoing to establish a RSP Board and infrastructure, and then develop a detailed skills plan for the Mid Wales Region.	<p><b>July - September 2021</b></p> <p>The RSP Board has been established with the inaugural meeting held on 12th May 2021. Adrian Watson, Head of School, Centre for Alternative Technology, was appointed as the Interim RSP Board Chair and on 21st September 2021 the Growing Mid Wales Board approved his appointment as substantive Chair until the annual RSP Board meeting in May 2022. Activity has begun to receive nominations for the RSP Board Deputy Chair with a decision expected on 20th October 2021.</p> <p>The RSP Manager, Aggie Caesar-Horden, commenced in role on 8th June 2021.</p> <p>Following a successful recruitment campaign the RSP Employer Engagement Officer has been appointed and will commence in post on 4th October 2021.</p> <p>Recruitment of an RSP Data Development Officer has been unsuccessful. We are currently considering options in regard to this role. In the interim, the provision of data from Data Cymru will provide additional support in the form of analysis using labour market intelligence to identify economic trends and understand skills gaps and shortages across the region, desk-based research and discussions into current developments, infrastructure projects, and policies, comparisons of the position of the regional economy and its skills requirements with educational provision to support curriculum planning recommendations and support the RSP in developing the Covid-19 reports to submit to WG.</p> <p>Discussion are being held with Data Cymru to establish a Skills Observatory to ensure robust LMI, aligned to economic and employer intelligence.</p> <p>The RSP Chair and Partnership Manager have been holding 1:1 meetings with RSP Board members and partners to identify priorities and opportunities for apprenticeships based upon employer intelligence.</p> <p>The RSP Manager is developing relationships with key partners such as Careers Wales, Working Wales, DWP, and Secro (Restart). Regular joint meetings are being held with the RSP manager and Welsh Government officials. Currently awaiting a comprehensive report from WG detailing current provision and pipeline courses on offer across the region.</p> <p>The Covid 19 report was submitted to WG in July 2021. Following approval, the invoice for the RSP claim has been submitted to WLGA for payment.</p>	<p><b>September - December 2021.</b></p> <p>Activity for next quarter includes a review of RSP Board Membership and the appointment of a Deputy Chair as well as establishing sector cluster groups as agreed with the GMW Board on 21st September 2021.</p> <p>To undertake an update/refresh of the Terms of Reference and Governance arrangements.</p> <p>Working with Data Cymru to provide baseline data for FE planning, using employer led intelligence and LMI data, and to provide a regional perspective to inform national and UK sector skills strategies.</p> <p>In agreement with Welsh Government, the next Covid report submission by RSPs will be submitted to Welsh Government at the end of October 2021. This will be reflective of the proposed end of the Furlough scheme and its impact on the labour market. Discussions are ongoing with the Regional Engagement Team and local officers to develop an employability network group to sit alongside the RSP cluster groups.</p> <p>Development of a communications plan to ensure wide ranging engagement with the Business Sector, Further and Higher Education Sectors and other skills providers across the region.</p> <p>Whilst excellent progress has been made in setting up and establishing the RSP, with the recruitment of the Employer Engagement Officer there will be enhanced capacity to ensure that progress continues to be made at speed.</p>	Green	<p>Discussion between the four RSP Managers across Wales has highlighted the funding pressures that RSPs face.</p> <p>Staff structure for the Mid Wales Partnership replicates that of other RSPs, and the funding from Welsh Government is the same, it appears the staff costs may exceed this sum in future years once the Data Development Officer has been recruited. Discussions are ongoing with WG regarding top-up funding to support additional functions of the RSPs such as providing secretariat support to the Regional Employment and Response Groups (RERGs) to the Wales Employment and Skills Board (WESB) from September onwards.</p>	<p>Close liaison is taking place between the Finance Service and the RSP Manager to ensure the budget available is not exceeded.</p> <p>Close liaison with WG Officers in respect of progress against the objectives to ensure both parties are aware of expectations and progress.</p>	Amber	Meetings with WG Officers and Council Finance Service with regular reports to the Growth Deal Management Group and the Regional Joint Committee (Powys/Ceredigion).
6	Dr Caroline Turner Awenen Orrells	Careers Advice	Reflecting on the lessons learnt from Covid-19 and the effective use of online services; to ensure that all Powys learners are provided with effective, accurate, progressive and engaging careers advice regarding options available for further education, life long learning, apprenticeships and employment opportunities. Engagement should include advice around application methods and good practice and should consider face to face, online and social media engagement with all Powys secondary phase learners.	<p>Powys Secondary and Special schools received £176,493 funding from Welsh Government to provide transition support for year 11, year 12 and year 13 learners transitioning to the next steps in their educational journey. This was allocated to all Secondary and Special schools on a per learner basis and guidance shared with schools. For example, for year 11 pupils, schools joined the Powys virtual Post 16 event and also undertook their own virtual school based virtual event to outline the academic and vocational opportunities available. Schools also undertook bespoke face to face engagement events for identified pupils. For year 12 and year 13 learners, schools ensured induction events, mentoring support, guidance advice with UCAS applications, careers advice, Oxbridge and Seren support was provided for their learners.</p>	<p>Develop Powys pupil voice to ensure Powys learners feel valued and have a say in their needs. Provide further support to Powys pupils to make informed decisions regarding employment, apprenticeships and further education.</p>	Green	Further disruption due to Covid-19.	Planning for ensuring ongoing online / remote support and where available, face to face meetings with Career Advisers.	Green	Schools Service Management Team (SSMT)



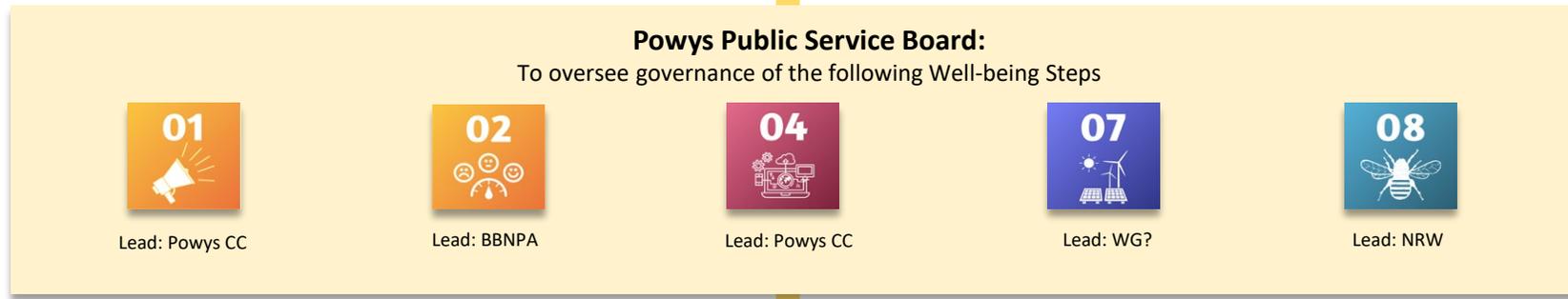
Reporting Period:	Quarter 2 July to September 2021
Overall BRAG Status of the Step:	GREEN

Details				Actions/Status			Risks and Controls			Assurances
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications for next quarter	Overall RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
<b>NB - both Steps 9 and 10 are now being taken forward through the work of the Mid Wales Growth Deal</b>										
<b>9 - Undertake market research and establish an effective infrastructure to support active enjoyment of the environment and adventure tourism</b>	Diane Reynolds	Develop the Powys and Mid Wales visitor economy through suitable interventions identified as part of the Mid Wales Growth Deal	Complete and achieve full deal agreement for the Mid Wales Growth Deal by December 2021, including actions to strengthen the Mid Wales tourism offer.	6 x project business cases for the development of the tourism offer submitted by 30/06/21. 4 projects were shortlisted for inclusion in Tranche 1, while the other 2 projects remain on the long list pending further development. Tourism Feasibility Study Brief developed and Leader Co-operation funding approved to enable this work to happen in Autumn 2021. The contract procurement started in September 2021.	Feedback from UK and Welsh Government expected in Q3, with ongoing progress being made toward their approval of the Portfolio Business Case.	Green	Resources required, particularly staffing	Senior Management briefed about resource implications	Amber	Draft PBC approved by GMW Board in Sept 2021
<b>10 - Develop a strong brand to promote and attract inward investment into Powys</b>	Diane Reynolds	Develop the Powys and Mid Wales economy and its inward investment offer through the delivery of the Mid Wales Growth Deal	Complete and achieve full deal agreement for the Mid Wales Growth Deal by December 2021, including actions to strengthen the Mid Wales economy and attract inward investment	Detailed project business cases across key identified economic sectors submitted for consideration on 30.06.21, with key projects shortlisted into Tranche 1 of the Portfolio Business Case, and agreed by the Growing Mid Wales Board in September 2021.	Feedback from UK and Welsh Government expected in Q3, with ongoing progress being made toward their approval of the Portfolio Business Case.	Green	Resources required, particularly staffing	Senior Management briefed about resource implications	Amber	Draft PBC approved by GMW Board in Sept 2021
				<p><b>MWGD General Progress Update:</b></p> <p>Progress across the Deal's development overall is good, with a number of strands of activity in place across the priority workstreams. Work is underway to develop the Portfolio in the manner expected by Government. There are live conversations with both Governments as to the detail expected in the Portfolio Business Case, Programme and Project proposals for submission for Full Deal Agreement by December 2021. A workshop took place to assess and agree a milestone plan towards FDA in July 2021.</p> <p>Three of the four members of staff appointed to the Portfolio Management Office have now commenced in their roles.</p> <p>Activity will intensify throughout this year as projects are assessed/shortlisted and the wider Portfolio takes shape. Approval for the draft Portfolio was formally approved by the Growing Mid Wales Board in September 2021, and is now being reviewed by both UK and Welsh Government, with the aim of their approval of the PBC by December 2021.</p>						

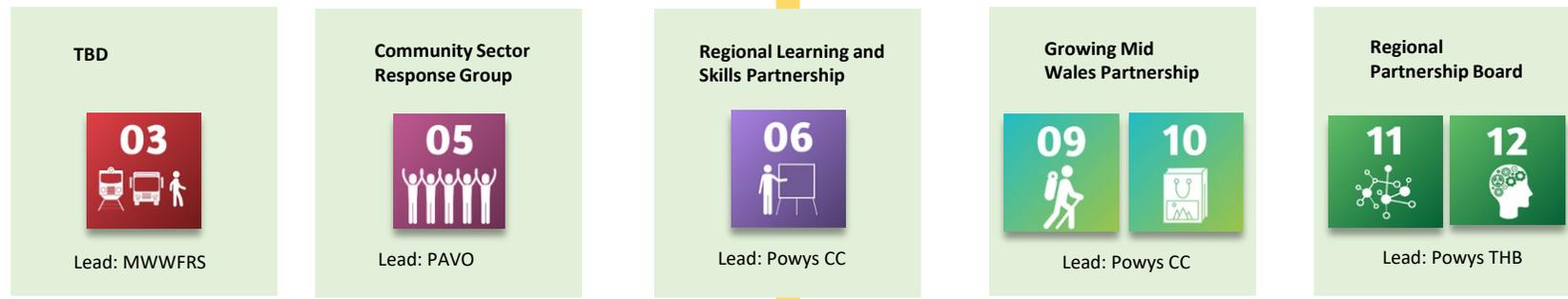
# Prioritisation and Governance of Powys PSB Well-being Steps 2020-2021



## Towards 2040 : Our Local Objectives:



### Quarterly Reporting to PSB



**GOLDEN THREAD**

# Well-being 12 steps



We have agreed an initial 12 well-being steps to deliver our local objectives in this first plan. These are collective steps, where we need to work together and enhance the work we're doing as individual organisations and communities. Again more detailed information about the steps is provided later in this plan.

<p><b>01</b></p>	<p>     </p> <p>Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040</p> <p>Cllr. Rosemarie Harris – PCC</p>	<p><b>07</b></p>	<p>   </p> <p>Develop a carbon positive strategy that maximises green energy production</p> <p>WG</p>
<p><b>02</b></p>	<p>     </p> <p>Establish a simple and effective performance management framework to monitor progress in delivering the well-being steps and achieving the vision</p> <p>Julian Atkins – BBNPA</p>	<p><b>08</b></p>	<p>     </p> <p>Develop a sustainable environment strategy</p> <p>Martin Cox – NRW</p>
<p><b>03</b></p>	<p>   </p> <p>Work with and influence others to improve our transport infrastructure, our existing transport links and develop a sustainable and integrated approach for planning and delivery</p> <p>Iwan Cray – MWWFRS</p>	<p><b>09</b></p>	<p>    </p> <p>Undertake market research and establish an effective infrastructure to support active enjoyment of the environment and adventure tourism</p> <p>Nigel Brinn – PCC</p>
<p><b>04</b></p>	<p>   </p> <p>Work with and influence others to ensure improved digital infrastructure for Powys</p> <p>Diane Reynolds – PCC</p>	<p><b>10</b></p>	<p>     </p> <p>Develop a strong brand to promote and attract inward investment into Powys</p> <p>Nigel Brinn – PCC</p>
<p><b>05</b></p>	<p>     </p> <p>Develop a joint approach to community resilience by co-ordinating existing support and building the skills and capacity within communities helping them do the things they can do for themselves</p> <p>Stuart Bourne – PTHB</p>	<p><b>11</b></p>	<p>     </p> <p>Implement more effective structures and processes that enable multiagency community focused response to wellbeing, early help and support</p> <p>Carol Shillabeer – PTHB</p>
<p><b>06</b></p>	<p>     </p> <p>Develop a holistic approach to skills and lifelong learning, which offers a range of formal and informal opportunities, including apprenticeships and traineeships</p> <p>Dr Caroline Turner – PCC</p>	<p><b>12</b></p>	<p>    </p> <p>Develop our organisations' capacity to improve emotional health and well-being within all our communities</p> <p>Carol Shillabeer – PTHB</p>

Fig.2

## **Scrutiny of PSB Performance**

**Scrutiny Committee:**

**Date of meeting:**

**Reporting Period under consideration:**

It is proposed that Scrutiny consider the following key questions as part of analysing the performance information:

### PSB Performance Report

1. Overall, does the detail provided in the performance report provide a meaningful and balanced account of progress against planned milestones and targets in Towards 2040? Does it clearly articulate; how well we are doing?; how do we know?; what and how can we do better? Is the commentary written in clear, plain and understandable language?
2. Are the BRAG status' that have been given for the objectives fair and appropriate? Do they align with the detail that is provided in the AIA commentary?
3. Given current and previous performance against the measures, are future targets realistic/ sufficiently challenging? Are there specific areas of concern, for example objectives/ measures that have not made progress from one quarter to the next?
4. Are the actions for getting red and amber objectives/ measures back on track robust enough? (taking account of available resources and prioritisation). Are the timescales for completing the actions realistic and appropriate?
5. Are the objectives and measures the right ones to achieve the end goals/ outcomes? Are there any other SMART measures scrutiny would like to recommend for monitoring?
6. Any other comments

Comment by:	Comment:	Response

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**Public Service Board Scrutiny Committee**  
**Scrutiny of the Well-Being Steps Delivery Plans**

In undertaking the scrutiny of the delivery plans the Committee is asked to consider the following questions:

- a. Does the plan have clearly defined actions to deliver the step, which cover the short to medium term?
- b. Are the actions clearly aligned to delivery of the step and will they support the intended outcomes (as set out in Towards 2040)?
- c. Does the delivery plan reflect collective action/collaboration, where relevant partners are playing their part in delivery?
- d. Have the necessary resources been secured to deliver the plan?
- e. Are the timescales for delivering the actions ambitious enough/ realistic?
- f. Is it clear how the delivery plan has been set in accordance with the sustainable development principle (5 Ways of Working).
- g. Have relevant stakeholders been consulted on the plan?
- h. Have appropriate measures been set which will help demonstrate the impact the step is having on residents and communities?
- i. Are there any other performance measures which you think should be monitored?
- j. Does the delivery plan reflect learning from the pandemic and set out an approach to support recovery?
- k. Does the delivery plan identify links between Steps?

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