

Public Document Pack

County Council

Meeting Venue
By Teams

Meeting date
Thursday, 4 March 2021

Meeting time
10.30 am

For further information please contact
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County Hall
Llandrindod Wells
Powys
LD1 5LG

26/02/2021

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

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 meeting held on 26 November 2020 as a correct record.
(Pages 5 - 24)

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.	CHAIR'S ANNOUNCEMENTS
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To receive any announcements from the Chair of Council.

5.	LEADER'S ANNOUNCEMENTS
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To receive any announcements from the Leader.

6.	CHIEF EXECUTIVE'S BRIEFING
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To receive a briefing from the Chief Executive.

7.	COUNCIL TAX RESOLUTION FOR 2021/22
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To approve the Council Tax resolution and set the Council Tax for 2021/2022.
(Pages 25 - 48)

8.	2021 ANNUAL REVIEW OF VISION 2025 OUR CORPORATE IMPROVEMENT PLAN, INCLUDING OUR STRATEGIC EQUALITY OBJECTIVES 2020-2024
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To consider the 2021 Annual Review of Vision 2025 Our Corporate Improvement Plan, including our Strategic Equality Objectives 2020-2024.
(Pages 49 - 126)

9.	PAY POLICY STATEMENT 2021/22
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To consider the Pay Policy Statement for 2021/22.
(Pages 127 - 150)

10.	NOTICE OF MOTION - STAND UP FOR CARERS
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COVID has presented so many challenges for us since March 2020. This motion focuses on an opportunity to STAND UP FOR CARERS.

At the end of 2019 in Powys there were approximately 2627 carers entitled to Carers Allowance, 1563 in receipt of allowance and 1064 of our Powys residents who care for someone unpaid.

1. Council notes for the motion:

- a. Carers – paid and unpaid, young, and old – do a remarkable and important job. They are an integral part of the Powys community. They deserve our support but are far too often forgotten and ignored.
- b. Carers in Powys and across the Wales face big challenges every single day; challenges that have been made even harder by the COVID-19 pandemic. Most are having to spend more time looking after loved ones during the pandemic; most have not been able to take a single break since it started; and most are simply exhausted.
- c. Unpaid carers save the Welsh Government at least £8 billion per year. Carers are asked to work anything from 35 hours to 168 hrs per week for the total payment of £67.25, when Council recruited paid carers can earn up to £1,176 in that same time frame.

2. Council further notes that:

- a. **At just £67.25 a week, Carer's Allowance is the lowest benefit of its kind.**

- b. In response to the Covid-19 pandemic, the Government increased the Universal Credit standard allowance and the Working Tax Credit basic element by £20 a week above the planned uprating in April 2020, but it has not increased Carer's Allowance.
- c. Many unpaid carers are facing extreme financial hardship. A recent survey by Carers UK found that more than a third of those on Carer's Allowance are struggling to make ends meet. Many have been struggling for months, often relying on foodbanks to feed themselves and the people they care for. Powys has one of the highest rates of unpaid carers in Wales. Unpaid carers amount to 41% of all carers and only Gwynedd can match that level (UK National Statistics 2019).
- d. The Carers UK survey found that **"43% of carers felt that a rise in Carer's Allowance would help them, given the financial pressures they are facing."**

3. Council resolves that:

- a. We must stand up for carers, do more to support them, and build a more caring society as we emerge from the Covid-19 pandemic.

4. Council directs the Leader of the Council to:

- a. Write to the Chancellor of the Exchequer and the Secretary of State for Work and Pensions, urging them to raise Carer's Allowance by £20 a week immediately, in line with the increase in Universal Credit.
- b. Council resolves to put out a general communication to unpaid carers, third sector organisations and community councils to encourage carers to claim Carers Allowance.
- c. Ensure that Powys County Council continues to do all it can to Stand up for Carers.

Proposed by County Councillor Jackie Charlton

Seconded by County Councillor Emily Durrant

11.	QUESTIONS IN ACCORDANCE WITH THE CONSTITUTION
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11.1. Question from County Councillor Stephen Hayes to the Portfolio Holder for Young People and Culture

On 21st August the Home Office, Department of Education, ADCS and LGA wrote to councils in relation to Unaccompanied Child Migrants (*sometimes referred to as unaccompanied asylum-seeking children*) stating that a crisis of care was arising in Kent due to the numbers of vulnerable young people requiring care.

The letter stated that: '... further emergency support is needed for the following across all parts of the UK:

- Offers of placements in your area
- Offers to take full responsibility under the Children Act 1989 for these young people

- Offers to supervise young people placed in your area
- Offers to accommodate young people directly from the Kent Intake Unit in Dover.'

(the full text can be found at

<https://www.local.gov.uk/sites/default/files/documents/20200821%20joint%20letter%20re%20Kent%20crisis.pdf>)

On 28th August it was announced in local media that Powys had rejected this appeal and would not be offering a welcome to Unaccompanied Child Migrants. Many people have contacted me to deplore this decision, emphasising the compassion they feel we, as a county and a nation, should feel and our duty to show that in action.

Could you please clarify what response was given to the letter of 21st August; what action has been taken, as a Council and in collaboration with other councils, to offer a welcome to Unaccompanied Child Migrants; and the number of such children so far assisted or for whom Powys County Council has accepted responsibility under the Children Act?

(Pages 151 - 152)

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT BY TEAMS ON
THURSDAY, 26 NOVEMBER 2020**

PRESENT

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

On behalf of the Council, the Chair expressed condolences to the family and friends of former Councillor Bob Mills who had passed away in October.

The outgoing Chair, County Councillor Beverley Baynham reflected on what had been a memorable 18 months in office. During her term of office she had represented the Council at many events across the county and had met HRH The Prince of Wales on a number of occasions, the Austrian Ambassador to the United Kingdom, K.P. Sharma Oli the Prime Minister of Nepal and King Goodwill Zwelithini, King of the Zulu Nation. She had made donations from the Chair's Fund to a number of local charities and would be making further donations of £3,000 each to her chosen charities, Radnor Young Farmers and Powys Samaritans to support them in their work. She thanked her family for their support and encouragement and also fellow councillors and officers, in particular her secretary Karen Southcott, for their help.

Members paid tribute to Councillor Baynham for the exemplary way she had represented the Council and had adapted to the new way of working, chairing remote meetings.

1.	ELECTION OF CHAIR
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RESOLVED that County Councillor Gwynfor Thomas be elected Chair for the ensuing year.

Councillor Thomas advised that his charity for the year would be the DPJ Foundation, a mental health charity working in the agricultural community. He invited members to join with him in learning Welsh so that by the end of his time in office he would be able to chair a Council meeting bilingually.

2.	ELECTION OF VICE-CHAIR
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RESOLVED that County Councillor Gareth Ratcliffe be elected Vice-Chair for the ensuing year.

3.	ELECTION OF ASSISTANT VICE-CHAIR
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RESOLVED that County Councillor Jon Williams be elected Assistant Vice-Chair for the ensuing year.

4.	APOLOGIES
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Apologies for absence were received from County Councillors M Barnes and B Davies.

5.	ALLOCATIONS, ELECTIONS AND APPOINTMENTS REQUIRED TO BE MADE AT THE ANNUAL MEETING OF COUNCIL
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Council considered the report of the Head of Legal and Democratic Services on the allocations and appointments to be made to committees and outside bodies.

Politically Balanced Appointments to Council Committees

The recommendation at paragraph 5.3 was moved by County Councillor Rosemarie Harris and seconded by County Councillor Pete Roberts

RESOLVED	Reason for decision:
To approve the allocation of seats on Council Committees to the different Political Groups in accordance with Appendix 5.	To comply with statutory requirements (including those concerning the need for political balance) and the Council's Constitution in relation to the allocation and appointment of committee seats and Chairs.

Appointment of Councillors to Committees

Council was advised that in addition to the appointments by made the political groups noted in Appendix 6 to the report, County Councillor Martin Weale had been allocated a place on the Learning and Skills Committee and County Councillor Elwyn Vaughan had been allocated a place on the Democratic Services Committee. The recommendation was moved by County Councillor Kath Roberts-Jones and seconded by County Councillor Edwin Roderick

RESOLVED	Reason for Decision:
To make appointments to Committees in accordance with the wishes of the different Political Groups as set out in Appendix 6 subject to the appointment of County Councillor Martin Weale to the Learning and Skills Committee and County Councillor Elwyn Vaughan to the Democratic	To comply with statutory requirements (including those concerning the need for political balance) and the Council's Constitution in relation to the allocation and appointment of committee seats and Chairs.

Services Committee.	
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Appointment of Chairs of Scrutiny Committees

The recommendation at paragraph 6.5 in the report was moved by County Councillor Graham Breeze and seconded by County Councillor Aled Davies

RESOLVED	Reason for Decision:
To allocate the 3 Scrutiny Committee Chairs to the Political Groups as follows: Economy, Residents, Communities and Governance Scrutiny Committee – County Councillor Matthew Dorrance Health and Care Scrutiny Committee – County Councillor Amanda Jenner Learning and Skills Scrutiny Committee – County Councillor Pete Roberts	To comply with statutory requirements (including those concerning the need for political balance) and the Council’s Constitution in relation to the allocation and appointment of committee seats and Chairs.

Appointment of Chair of Democratic Services Committee

County Councillor Elwyn Vaughan was nominated by County Councillor Michael Williams and seconded by County Councillor Edwin Roderick.

RESOLVED that County Councillor Elwyn Vaughan be appointed Chair of the Democratic Services Committee for the ensuing year.

Brecon Beacons National Park Authority (BBNPA)

The nominations set out in paragraph 8.3 of the report were moved by County Councillor Michael Williams and seconded by County Councillor Rosemarie Harris.

RESOLVED	Reason for Decision:
To make appointments to the Brecon Beacons National Park Authority in accordance with the nominations of the political groups as set out below: <u>Independent Group</u> County Councillor Michael J. Jones County Councillor Phil Pritchard County Councillor Edwin Roderick <u>Welsh Conservatives</u> County Councillor James Evans	To make appointments in accordance with statute and the Constitution.

<p><u>Welsh Liberal Democrats</u> County Councillor Gareth Ratcliffe</p> <p><u>Welsh Labour</u> County Councillor Susan McNicholas</p>	
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Welsh Local Government Association (WLGA)

County Councillors Aled Davies, Matthew Dorrance, Rosemarie Harris and Rachel Powell were nominated. Following a ballot it was

RESOLVED that County Councillors Aled Davies, Rosemarie Harris and Matthew Dorrance be appointed to the WLGA Council.

Welsh Local Government Association Executive Board

County Councillor Rosemarie Harris was nominated by County Councillor Michael Williams and seconded by County Councillor Phil Pritchard.

RESOLVED that County Councillor Rosemarie Harris be appointed to the WLGA Executive Board.

6. MINUTES

The Chair was authorised to sign the minutes of the last meeting held on 24 September 2020 as a correct record.

7. DECLARATIONS OF INTEREST

The Monitoring Officer advised that the motion on support for the wool trade was being withdrawn so members would not have to declare an interest on that. County Councillors Rosemarie Harris and Gwynfor Thomas declared an interest in the motion on the opening of gyms. County Councillor E Michael Jones declared an interest in the motion on Lucy's Law.

8. REVENUE AND CAPITAL VIREMENTS

Pay Award

A virement of £635,000 was recommended for approval to fund the additional 0.75% pay award and associated oncosts for NJC staff across the council, the total pay award being 2.75%, with 2% already included in the base budget. This additional cost would be funded from the centrally held Risk Budget.

Heol y Ffynnon, Brecon, New Build Scheme

Works on the new build scheme at Heol y Ffynnon Brecon were moving at pace so a reprofiling of the budget was requested so that £2.30 million borrowing was brought forward from the 2021/22 allocation. This would ensure that the works would be completed and funded in 2021.

Bowling Green, Newtown, New Build Scheme

This development had been successful in securing £2.19 million Innovative Housing Capital Grant, the request was to update the budget to reflect the grant received. Based on the current cost plan £1.55 million grant will be required in 2020-21. The remaining grant (£0.64 million) together with £1.20 million borrowing was required to complete the scheme in 2021/22.

The recommendation was moved by the Portfolio Holder for Finance and Transport County Councillor Aled Davies and seconded by County Councillor Dai Davies.

RESOLVED to approve the virements to ensure the 2020/21 budgets are aligned with the confirmed changes and grant amount to ensure the updated spend profile outlined above is put in place to ensure robust forecasting.

9. RECOMMENDATIONS FROM THE DEMOCRATIC SERVICES COMMITTEE

Speaking at Council Meetings

The recommendations from Democratic Services Committee were proposed by the Chair of the Democratic Services Committee County Councillor Elwyn Vaughan and seconded by County Councillor Edwin Roderick.

County Councillor James Evans proposed that recommendation 2 in the report be referred back to the Democratic Services Committee so that further consideration could be given to allowing both major and minor amendments to motions during debates at Council meetings rather than having to be submitted three days prior to a meeting. By 40 votes to 25 with 3 abstentions it was

RESOLVED to refer recommendation 2 back to Democratic Services Committee so that further consideration can be given to allowing both major and minor amendments to motions during debates at Council meetings rather than having to be submitted three days prior to a meeting.

With the exception of County Councillors Beverley Baynham and Dai Davies who felt that the proposed reduction in speaking time did not allow enough time for debate, there was general support for the remaining two recommendations.

RESOLVED

- i. to reduce the speaking time for proposers and seconders of motions from 10 minutes and 5 minutes to 5 minutes and 2 minutes respectively and that these changes be**

trialled at three Council meetings [excluding the annual meeting].

- ii. that a trial of nominated speakers on behalf of political groups be undertaken at 3 Full Council meetings, followed by a review of the trial by the Democratic Services Committee.**

Amendments to the Constitution

The Democratic Services Committee had proposed amendments to Parts 4 and 7 of the Constitution. The recommendation was moved by County Councillor Roger Williams and seconded by County Councillor Michael Williams.

RESOLVED that the amendments to Parts 4, and 7 of the Constitution be approved.

Welsh Language Forum

The Democratic Services Committee had recommended the establishment of a Welsh Language Forum. The recommendation was moved by County Councillor Myfanwy Alexander and seconded by County Councillor Elwyn Vaughan.

RESOLVED

- i. That a new cross cutting Panel to promote the Welsh Language and provide oversight for Welsh Language provision within the Council be approved.**
- ii. That the membership of the Panel as set out in the report be approved with the addition of an officer with equalities knowledge.**

Scrutiny Improvement

The Democratic Services Committee had made a number recommendations to continue the improvement of scrutiny in Powys. The recommendations were proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Rosemarie Harris.

RESOLVED

- i. That to continue the improvement of scrutiny in Powys that the following proposals be approved:**
 - Mentoring and coaching for Chairs of scrutiny initially and extended to Vice-Chairs at a later time**
 - reviews of the Committee's operation with Chairs**
 - Reviews of members of Committees**
- ii. That a mentoring / coaching and review scheme be established and implemented as set out in Appendix 4 of the report.**

Council adjourned from 13.01 to 13.30.

10.	UPDATE REPORT FROM LICENSING COMMITTEE - REVIEW OF LICENSING ACT 2003 POLICY
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Council considered the recommendation of the Licensing Act 2003 Committee to publish a revised, updated Licensing Act 2003 policy in January 2021. The policy had been out to consultation with stakeholders for six weeks and there had been no representation or comments received. The recommendation was moved by County Councillor Michael Williams, Chair of the Licensing Act 2003 Committee and seconded by the Vice-Chair County Councillor Francesca Jump.

RESOLVED to approve the revised Licensing Act 2003 policy set out at Annex A for publication and effective from 1st January 2021 To approve the revised Licensing Act 2003 policy set out at Annex A for publication and effective from 1st January 2021.

11.	NOTICE OF MOTION - SUPPORT FOR THE AGRICULTURAL SECTOR
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The motion was withdrawn.

12.	NOTICE OF MOTION - LUCY'S LAW
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County Councillor E Michael Jones declared a personal interest in this item and left the meeting while it was being considered.

Council debated the motion proposed by County Councillor James Evans and seconded by County Councillor Amanda Jenner.

This council calls upon the Welsh Government to immediately ban the deplorable practice of third-party low-welfare puppy and kitten farms, using 'Lucy's Law' (as enacted in England in April 2020) as the legislative basis for the ban. Further, this Council condemns the unnecessary delay by the Welsh Government in bringing forward this basic animal welfare legislation which should be a prerequisite to a civilised society.

County Councillor Jackie Charlton proposed an amendment:

This council calls upon the Welsh Government to immediately ban the deplorable practice of third-party low-welfare puppy and kitten farms, using 'Lucy's Law' (as enacted in England in April 2020) as the legislative basis for the ban and to support the Welsh Government to take this forward by the end of their term in April 2021.

County Councillor Pete Roberts seconded the amendment. The amendment was passed by 30 votes to 26 with 1 abstention. The amendment became the substantive motion and by 50 votes to 4 with 3 abstentions it was

RESOLVED that this council calls upon the Welsh Government to immediately ban the deplorable practice of third-party low-welfare puppy and kitten farms, using ‘Lucy’s Law’ (as enacted in England in April 2020) as the legislative basis for the ban and to support the Welsh Government to take this forward by the end of their term in April 2021.

County Councillor E Michael Jones returned to the meeting.

13. NOTICE OF MOTION - GYMS IN LOCKDOWN
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County Councillors Rosemarie Harris, Gwynfor Thomas and Michael Williams declared an interest in this item and left the meeting while it was being considered. The Vice-Chair County Councillor Gareth Ratcliffe took the Chair for this item.

Council debated the following motion proposed by County Councillor James Evans and seconded by County Councillor Karl Lewis.

“Powys County Council calls on Welsh Government to make gyms essential in any future lockdowns and firebreaks.

As a key sector of the Welsh Economy, gyms provide essential physical/mental health and well-being opportunities and solutions to a large percentage of the Powys population.

During these testing times gyms have never been more important to all age groups and demographics. Gym owners fully respect and understand the reasons for Fire Breaks and Lockdowns, but continually closing and re-opening gyms is now putting an increasing strain on their financial viability, jobs and more importantly the public who rely on gyms for a wide range of reasons, for both physical and mental health.

We now call on the Welsh Government to re-classify gyms as an ‘Essential Service’, allowing our gyms to continue operating through future lockdowns, in the interest of the public’s physical and mental health.”

The motion was passed by 29 votes to 27 with 4 abstentions.

RESOLVED that Powys County Council calls on Welsh Government to make gyms essential in any future lockdowns and firebreaks.

As a key sector of the Welsh Economy, gyms provide essential physical/mental health and well-being opportunities and solutions to a large percentage of the Powys population.

During these testing times gyms have never been more important to all age groups and demographics. Gym owners fully respect and understand the reasons for Fire Breaks and Lockdowns, but continually closing and re-opening gyms is now putting an increasing strain on their financial viability, jobs and more importantly the public who rely on gyms for a wide range of reasons, for both physical and mental health.

We now call on the Welsh Government to re-classify gyms as an 'Essential Service', allowing our gyms to continue operating through future lockdowns, in the interest of the public's physical and mental health.

County Councillors Rosemarie Harris, Gwynfor Thomas and Michael Williams returned to the meeting. Councillor Thomas took the Chair again.

14.	NOTICE OF MOTION - TO EMBRACE AND AGREE THE VICTIM SUPPORT HATE CRIME CHARTER
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Council debated the following motion proposed by County Councillor Jackie Charlton and seconded by County Councillor William Powell

Council notes for the Motion:-

1. Hate Crime is a legal process and a criminal act which the Justice system deals with regularly. Dyfed Powys Police are signed up to dealing with Hate Crime wherever it occurs.
2. Local authorities have a part to play in combating Hate Crime.
3. Training has been delivered by Victim Support across Wales throughout this year and they will continue to do so.
4. Powys CC has expertise in Hate Crime and it is recognised that rural communities in Wales are not immune to this.

Council is asked to support:-

1. The key priorities in the Hate Crime Charter.
2. The need to raise awareness of Hate Crime through education leads, social care leads and Members.
3. Schools to consider adopting awareness of Hate Crime within the curriculum wherever appropriate.
4. The provision of training for all Members and staff to understand the need to further raise awareness of crimes that include Hate Crime and the impact on rural communities in Powys. Victim Support already deliver bespoke training which can be accessed for free.

This Council therefore resolves to:-

1. Agree that Powys CC accepts the Victim Support Hate Crime Charter which includes help and support for victims and communities.

The Chief Executive advised that there was mandatory equalities and diversity training for members and officers and that if the motion was passed by Council officers would work to facilitate its implementation.

By 58 votes to 1 it was

RESOLVED to agree that Powys CC accepts the Victim Support Hate Crime Charter which includes help and support for victims and communities.

County Councillor G Thomas (Chair)

**COFNODION CYFARFOD COUNTY COUNCIL A GYNHALIWYD AR TEAMS AR
DDYDD IAU, 26 TACHWEDD 2020**

YN BRESENNOL

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

Ar ran y Cyngor, mynegodd y Cadeirydd gydymdeimlad â theulu a chyfeillion y cyn Gyngorydd Bob Mills a fu farw fis Hydref.

Bu'r Cadeirydd a oedd yn ymadael, y Cyngorydd Sir Beverley Baynham, yn myfrio ar yr hyn a fu'n 18 mis cofiadwy yn y swydd. Yn ystod ei thymor yn y swydd roedd wedi cynrychioli'r Cyngor mewn sawl digwyddiad ledled y sir ac wedi cyfarfod ag Ei Uchelder Brenhinol Tywysog Cymru ar sawl achlysur, Llysgennad Awstria i'r Deyrnas Unedig, K. P. Sharma Oli Prif Weinidog Nepal a Goodwill Zwelithini, Brenin y Genedl Zulu. Roedd wedi cyflwyno rhoddion o Gronfa'r Cadeirydd i nifer o elusennau lleol a byddai'n cyflwyno rhoddion pellach o £3,000 yr un i'w dewis elusennau, sef Ffermwyr Ifanc Maesyfed a Samariaid Powys i'w cefnogi yn eu gwaith. Diolchodd i'w theulu am eu cefnogaeth a'u hanogaeth a hefyd i'w chyd-gyngorwyr a swyddogion, yn enwedig ei hysgrifennydd Karen Southcott, am eu cymorth.

Talodd yr Aelodau deyrnged i'r Cyngorydd Baynham am y ffordd ragorol yr oedd wedi cynrychioli'r Cyngor ac wedi addasu at y ffordd newydd o weithio, gan gadeirio cyfarfodydd o bell.

1.	ETHOL CADEIRYDD
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PENDERFYNWYD ethol y Cyngorydd Sir Gwynfor Thomas yn Gadeirydd ar gyfer y flwyddyn i ddod.

Dyweddodd y Cyngorydd Thomas mai Sefydliad DPJ fyddai ei elusen am y flwyddyn, sef elusen iechyd meddwl sy'n gweithio yn y gymuned amaethyddol. Gwahoddodd yr aelodau i ymuno ag ef i ddysgu Cymraeg er mwyn iddo allu cadeirio cyfarfod o'r Cyngor yn ddwyieithog erbyn diwedd ei gyfnod yn y swydd.

2.	ETHOL IS-GADEIRYDD
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PENDERFYNWYD ethol y Cyngorydd Sir Gareth Ratcliffe yn Is-gadeirydd ar gyfer y flwyddyn i ddod.

3. ETHOL IS-GADEIRYDD CYNORTHWYOL

PENDERFYNWYD ethol y Cynghorydd Sir Jon Williams yn Is-gadeirydd Cynorthwyol ar gyfer y flwyddyn i ddod.

4. YMDDIHEURIADAU

Cafwyd ymddiheuriadau am absenoldeb gan y Cyngorwyr Sir M Barnes a B Davies.

5. DYRANIADAU, ETHOLIADAU A PHENODIADAU Y MAE'N OFYNNOL EU GWNEUD YNG NGHYFARFOD BLYNYDDOL Y CYNGOR

Ystyriodd y Cyngor adroddiad Pennaeth y Gwasanaethau Cyfreithiol a Democrataidd ar y dyraniadau a'r penodiadau sydd i'w gwneud i bwyllgorau a chyrrff allanol.

Penodiadau Gwleidyddol Gytbwys i Bwyllgorau'r Cyngor

Cynigiwyd yr argymhelliad ym mharagraff 5.3 gan y Cynghorydd Sir Rosemarie Harris a'i eilio gan y Cynghorydd Sir Pete Roberts

PENDERFYNWYD	Y Rheswm dros y Penderfyniad:
Cymeradwyo'r broses o ddyrannu seddi ar Bwyllgorau'r Cyngor i'r gwahanol Grwpiau Gwleidyddol yn unol ag Atodiad 5.	Cydymffurfio â gofynion statudol (gan gynnwys y rhai sy'n ymwneud â'r angen am gydbwysedd gwleidyddol) a Chyfansoddiad y Cyngor mewn perthynas â dyrannu a phenodi seddi a Chadeiryddion pwyllgorau.

Penodi Cyngorwyr i Bwyllgorau

Yn ogystal â'r penodiadau drwy wneud y grwpiau gwleidyddol a nodwyd yn Atodiad 6 i'r adroddiad, Rhoddwyd gwybod i'r Cyngor bod y Cynghorydd Sir Martin Weale wedi cael lle ar y Pwyllgor Dysgu a Sgiliau a bod y Cynghorydd Sir Elwyn Vaughan wedi cael lle ar y Pwyllgor Gwasanaethau Democrataidd. Cynigiwyd yr argymhelliad gan y Cynghorydd Sir Kath Roberts-Jones a'i eilio gan y Cynghorydd Sir Edwin Roderick

PENDERFYNWYD	Y Rheswm dros y Penderfyniad
Gwneud penodiadau i Bwyllgorau yn unol â dymuniadau'r gwahanol Grwpiau Gwleidyddol fel y nodir yn Atodiad 6, yn amodol ar benodi'r Cynghorydd Sir Martin Weale i'r Pwyllgor Dysgu a Sgiliau a'r Cynghorydd Sir Elwyn Vaughan i'r Pwyllgor	Cydymffurfio â gofynion statudol (gan gynnwys y rhai sy'n ymwneud â'r angen am gydbwysedd gwleidyddol) a Chyfansoddiad y Cyngor mewn perthynas â dyrannu a phenodi seddi a Chadeiryddion pwyllgorau.

Gwasanaethau Democrataidd.**Penodi Cadeiryddion Pwyllgorau Craffu**

Cynigiwyd yr argymhelliad ym mharagraff 6.5 yn yr adroddiad gan y Cyngorydd Sir Graham Breeze ac eiliwyd ef gan y Cyngorydd Sir Aled Davies

PENDERFYNWYD	Y Rheswm dros y Penderfyniad
<p>Dyrannu 3 Chadeirydd y Pwyllgor Craffu i'r Grwpiau Gwleidyddol fel a ganlyn:</p> <p>Pwyllgor Craffu'r Economi, Trigolion, Cymunedau a Llywodraethu – Y Cyngorydd Sir Matthew Dorrance</p> <p>Y Pwyllgor Craffu Iechyd a Gofal – Y Cyngorydd Sir Amanda Jenner</p> <p>Pwyllgor Craffu Dysgu a Sgiliau – Y Cyngorydd Sir Pete Roberts</p>	<p>Cydymffurfio â gofynion statudol (gan gynnwys y rhai sy'n ymwneud â'r angen am gydbwysedd gwleidyddol) a Chyfansoddiad y Cyngor mewn perthynas â dyrannu a phenodi seddi a Chadeiryddion pwyllgorau.</p>

Penodi Cadeirydd y Pwyllgor Gwasanaethau Democrataidd

Enwebwyd y Cyngorydd Sir Elwyn Vaughan gan y Cyngorydd Sir Michael Williams ac eiliwyd yr enwebiad gan y Cyngorydd Sir Edwin Roderick.

PENDERFYNWYD y dylid penodi'r Cyngorydd Sir Elwyn Vaughan yn Gadeirydd y Pwyllgor Gwasanaethau Democrataidd ar gyfer y flwyddyn i ddod.

Awdurdod Parc Cenedlaethol Bannau Brycheiniog (APCBB)

Cafodd yr enwebiadau a nodwyd ym mharagraff 8.3 o'r adroddiad eu cynnig gan y Cyngorydd Sir Michael Williams a'u hilio gan y Cyngorydd Sir Rosemarie Harris.

PENDERFYNWYD	Y Rheswm dros y Penderfyniad:
<p>Gwneud penodiadau i Awdurdod Parc Cenedlaethol Bannau Brycheiniog yn unol ag enwebiadau'r grwpiau gwleidyddol fel y nodir isod:</p> <p><u>Grŵp Annibynnol</u> Y Cyngorydd Sir Michael J. Jones Y Cyngorydd Sir Phil Pritchard Y Cyngorydd Sir Edwin Roderick</p> <p><u>Ceidwadwyr Cymru</u> Y Cyngorydd Sir James Evans</p>	<p>Gwneud penodiadau yn unol â statud a'r Cyfansoddiad.</p>

<u>Democratiaid Rhyddfrydol Cymru</u> Y Cyngorydd Sir Gareth Ratcliffe	
<u>Llafur Cymru</u> Y Cyngorydd Sir Susan McNicholas	

Cymdeithas Llywodraeth Leol Cymru (CLILC)

Enwebwyd y Cyngorwyr Sir Aled Davies, Matthew Dorrance, Rosemarie Harris a Rachel Powell. Yn dilyn pleidlais

PENDERFYNWYD y dylid penodi'r Cyngorwyr Sir Aled Davies, Rosemarie Harris a Matthew Dorrance i Gyngor CLILC.

Bwrdd Gweithredol Cymdeithas Llywodraeth Leol Cymru (CLILC)

Enwebwyd y Cyngorydd Sir Rosemarie Harris gan y Cyngorydd Sir Michael Williams ac eiliwyd yr enwebiad gan y Cyngorydd Sir Phil Pritchard.

PENDERFYNWYD y dylid penodi'r Cyngorydd Sir Rosemarie Harris i Fwrdd Gweithredol CLILC.

6. COFNODION

Awdurdodwyd y Cadeirydd i lofnodi cofnodion y cyfarfod diwethaf a gynhaliwyd ar 24 Medi 2020 fel cofnod cywir.

7. DATGANIADAU O FUDDIANT

Dywedodd y Swyddog Monitro fod y cynnig ar gefnogaeth i'r fasnach wlaen yn cael ei dynnu'n ôl fel na fyddai'n rhaid i aelodau ddatgan buddiant ar hynny. Datganodd y Cyngorwyr Sir Rosemarie Harris a Gwynfor Thomas fuddiant yn y cynnig ar agor campfeydd. Datganodd y Cyngorydd Sir E Michael Jones fuddiant yn y cynnig ar Gyfraith Lucy.

8. TROSGLWYDDIADAU REFENIW A CHYFALAF

Dyfarniad Cyflog

Argymhellwyd trosglwyddo £635,000 i'w gymeradwyo i ariannu'r dyfarniad cyflog ychwanegol o 0.75% a'r costau cysylltiedig ar gyfer staff NJC ar draws y cyngor, cyfanswm y dyfarniad cyflog oedd 2.75%, gyda 2% eisoes wedi'i gynnwys yn y gyllideb sylfaenol. Byddai'r gost ychwanegol hon yn cael ei hariannu o'r Gyllideb Risg a ddelir yn ganolog.

Heol y Ffynnon, Aberhonddu, Cynllun Adeiladau Newydd

Roedd gwaith ar y cynllun adeiladu newydd yn Heol y Ffynnon Aberhonddu yn symud yn gyflym felly gofynnwyd am ailbroffilio'r gyllideb fel bod £2.30 miliwn o

fenthyca wedi'i ddwyn ymlaen o ddyraniad 2021/22. Byddai hyn yn sicrhau y byddai'r gwaith yn cael ei gwblhau a'i ariannu yn 2021.

Bowling Green, Y Drenewydd, Cynllun Adeiladau Newydd

Roedd y datblygiad hwn wedi llwyddo i sicrhau Grant Cyfalaf Tai Arloesol gwerth £2.19 miliwn, a'r cais oedd diweddarur'r gyllideb i adlewyrchu'r grant a dderbyniwyd. Yn seiliedig ar y cynllun cost presennol bydd angen grant o £1.55 miliwn yn 2020-21. Roedd angen y grant sy'n weddill (£0.64 miliwn) ynghyd â benthyciad o £1.20 miliwn i gwblhau'r cynllun yn 2021/22.

Cynigiwyd yr argymhelliad gan Aelod Portffolio'r Cabinet ar faterion Cyllid a Thrafnidiaeth, y Cynghorydd Sir Aled Davies, ac eiliwyd ef gan y Cynghorydd Sir Dai Davies.

PENDERFYNWYD cymeradwyo'r trosglwyddiadau i sicrhau bod cyllidebau 2020/21 yn cyd-fynd â'r newidiadau a gadarnhawyd a swm y grant i sicrhau bod y proffil diwygiedig y gwariant a amlinellir uchod yn cael ei roi ar waith i sicrhau rhagolygon cadarn.

9.	ARGYMHELLION DEMOCRATAIDD	GAN	Y	PWYLLGOR	GWASANAETHAU
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Siarad yng Nghyfarfodydd y Cyngor

Cynigiwyd argymhellion y Pwyllgor Gwasanaethau Democrataidd gan Gadeirydd y Pwyllgor Gwasanaethau Democrataidd y Cynghorydd Sir Elwyn Vaughan a'u secondio gan y Cynghorydd Sir Edwin Roderick.

Cynigiodd y Cynghorydd Sir James Evans y dylid cyfeirio argymhelliad 2 yn yr adroddiad yn ôl i'r Pwyllgor Gwasanaethau Democrataidd fel y gellid rhoi ystyriaeth bellach i ganiatáu gwelliannau mawr a mân ddiwygiadau i gynigion yn ystod dadleuon yng nghyfarfodydd y Cyngor yn hytrach na gorfod cael eu cyflwyno dri diwrnod cyn cyfarfod. O 40 pleidlais i 25 gyda 3 yn ymatal,

PENDERFYNWYD cyfeirio argymhelliad 2 yn ôl at y Pwyllgor Gwasanaethau Democrataidd fel bod modd ystyried ymhellach y posibilrwydd o ganiatáu ddiwygiadau mawr a mân i gynigion yn ystod dadleuon yng nghyfarfodydd y Cyngor, yn hytrach na'u bod yn gorfod cael eu cyflwyno dri diwrnod cyn cyfarfod.

Ac eithrio'r Cynghorwyr Sir Beverley Baynham a Dai Davies a deimlai nad oedd y gostyngiad arfaethedig mewn amser siarad yn caniatáu digon o amser ar gyfer dadl, roedd cefnogaeth gyffredinol i'r ddau argymhelliad arall.

PENDERFYNWYD

- i. Lleihau'r amser siarad ar gyfer cynigwyr ac eilwyr cynigion o 10 munud a 5 munud i 5 munud a 2 funud yn ôl eu trefn a bod y newidiadau hyn yn cael eu treialu mewn tri chyfarfod o'r Cyngor [ac eithrio'r cyfarfod blynyddol].**

- ii. **bod treial o siaradwyr enwebedig ar ran grwpiau gwleidyddol yn cael ei gynnal mewn 3 chyfarfod Llawn o'r Cyngor, ac yna cynnal adolygiad o'r treial gan y Pwyllgor Gwasanaethau Democrataidd.**

Diwygiadau i'r Cyfansoddiad

Roedd y Pwyllgor Gwasanaethau Democrataidd wedi cynnig gwelliannau i Rannau 4 a 7 y Cyfansoddiad. Cynigiwyd yr argymhelliad gan y Cynghorydd Sir Roger Williams ac eiliwyd ef gan y Cynghorydd Sir Michael Williams.

PENDERFYNWYD y dylid cymeradwyo'r diwygiadau i Rannau 4 a 7 y Cyfansoddiad.

Fforwm y Gymraeg

Roedd y Pwyllgor Gwasanaethau Democrataidd wedi argymhell sefydlu Fforwm iaith Gymraeg. Cynigiwyd yr argymhelliad gan y Cynghorydd Sir Myfanwy Alexander ac eiliwyd ef gan y Cynghorydd Sir Elwyn Vaughan.

PENDERFYNWYD

- i. **Cymeradwyo Panel trawsbynciol newydd i hyrwyddo'r Gymraeg a goruchwyllo darpariaeth Gymraeg o fewn y Cyngor.**
- ii. **Cymeradwyo aelodaeth y Panel fel y'i nodir yn yr adroddiad gan ychwanegu swyddog sydd â gwybodaeth am gydraddoldeb.**

Gwella Craffu

Roedd y Pwyllgor Gwasanaethau Democrataidd wedi gwneud nifer o argymhellion i barhau i wella'r broses graffu ym Mhowys. Cynigiwyd yr argymhellion gan y Cynghorydd Sir Elwyn Vaughan ac eiliwyd hwy gan y Cynghorydd Sir Rosemarie Harris.

PENDERFYNWYD

- i. **Er mwyn parhau i wella'r broses graffu ym Mhowys, dylid cymeradwyo'r cynigion canlynol:**
 - **Mentora a hyfforddi Cadeiryddion craffu i ddechrau, ac ymestyn hyn i Is-Gadeiryddion yn ddiweddarach**
 - **adolygiadau o weithrediad y Pwyllgor gyda Chadeiryddion**
 - **Adolygiadau o aelodau Pwyllgorau**
- ii. **Sefydlu cynllun mentora / hyfforddi ac adolygu a'i weithredu fel y nodir yn Atodiad 4 i'r adroddiad.**

Cafwyd saib yn y cyfarfod rhwng 13.01 a 13.30.

10. ADRODDIAD DIWEDDARU GAN Y PWYLLGOR TRWYDDEDU - ADOLYGIAD O BOLISI DEDDF TRWYDDEDU 2003

Ystyriodd y Cyngor argymhelliad Pwyllgor Deddf Trwyddedu 2003 i gyhoeddi polisi diwygiedig wedi'i ddiweddarar ar Ddeddf Trwyddedu 2003 ym mis Ionawr 2021. Roedd y polisi wedi bod yn destun ymgynghoriad â rhanddeiliaid am chwe wythnos ac ni dderbyniwyd unrhyw gynrychiolaeth na sylwadau. Cynigiwyd yr argymhelliad gan y Cynghorydd Sir Michael Williams, Cadeirydd Pwyllgor Deddf Trwyddedu 2003 a chafodd ei eilio gan yr Is-gadeirydd y Cynghorydd Sir Francesca Jump.

PENDERFYNWYD cymeradwyo polisi diwygiedig Deddf Trwyddedu 2003 a nodir yn Atodiad A i'w gyhoeddi ac sydd mewn grym o 1 Ionawr 2021. Cymeradwyo polisi diwygiedig Deddf Trwyddedu 2003 a nodir yn Atodiad A i'w gyhoeddi ac sydd mewn grym o 1 Ionawr 2021.

11. HYSBYSIAD O GYNNIG - CYMORTH I'R SECTOR AMAETHYDDOL

Tynnwyd y cynnig yn ôl.

12. HYSBYSIAD O GYNNIG - CYFRAITH LUCY

Datganodd y Cynghorydd Sir E Michael Jones fuddiant personol yn yr eitem hon a gadawodd y cyfarfod yn ystod y drafodaeth.

Trafododd y Cyngor y cynnig a gynigiwyd gan y Cynghorydd Sir James Evans a chafodd ei eilio gan y Cynghorydd Sir Amanda Jenner.

Mae'r cyngor hwn yn galw ar Lywodraeth Cymru i wahardd arferion gwarthus lles isel o ran ffermydd cŵn bach a chathod bach trydydd parti ar unwaith, gan ddefnyddio 'Cyfraith Lucy' (fel y'i deddfwyd yn Lloegr ym mis Ebrill 2020) yn sail ddeddfwriaethol ar gyfer y gwaharddiad. At hynny, mae'r Cyngor hwn yn condemnio'r oedi diangen gan Lywodraeth Cymru wrth gyflwyno'r ddeddfwriaeth lles anifeiliaid sylfaenol hon a ddylai fod yn rhagofyniad i gymdeithas wâr.

Cynigiodd y Cynghorydd Sir Jackie Charlton welliant:

Mae'r cyngor hwn yn galw ar Lywodraeth Cymru i wahardd arferion gwarthus lles isel o ran ffermydd cŵn bach a chathod bach trydydd parti ar unwaith, gan ddefnyddio 'Cyfraith Lucy' (fel y'i deddfwyd yn Lloegr ym mis Ebrill 2020) yn sail ddeddfwriaethol ar gyfer y gwaharddiad ac yn cefnogi Llywodraeth Cymru i symud ymlaen ar y mater cyn diwedd eu tymor fis Ebrill 2021.

Eiliwyd y gwelliant gan y Cynghorydd Sir Pete Roberts. Pasiwyd y gwelliant o 30 pleidlais i 26 gydag 1 yn ymatal. Daeth y gwelliant yn gynnis o sylwedd, ac o 50 pleidlais i 4, a 3 yn ymatal,

PENDERFYNWYD bod y cyngor hwn yn galw ar Lywodraeth Cymru i wahardd arferion gwarthus lles isel o ran ffermydd cŵn bach a chathod bach trydydd parti ar unwaith, gan ddefnyddio 'Cyfraith Lucy' (fel y'i deddfwyd yn Lloegr ym mis Ebrill 2020) fel sail ddeddfwriaethol ar gyfer y gwaharddiad ac yn cefnogi Llywodraeth Cymru i symud ymlaen ar y mater cyn diwedd eu tymor fis Ebrill 2021.

Dychwelodd y Cynghorydd Sir E Michael Jones i'r cyfarfod.

13. HYSBYSIAD O GYNNIG - CAMPFEYDD DAN GLO

Datganodd y Cyngorwyr Sir Rosemarie Harris, Gwynfor Thomas a Michael Williams fuddiant yn yr eitem hon a gadawsant y cyfarfod yn ystod y drafodaeth. Daeth yr Is-gadeirydd y Cyngorwyr Sir Gareth Ratcliffe i'r Gadair ar gyfer yr eitem hon.

Trafododd y Cyngor y cynnig canlynol a gynigiwyd gan y Cyngorwyr Sir James Evans a'i eilio gan y Cyngorwyr Sir Karl Lewis.

“Mae Cyngor Sir Powys yn galw ar Lywodraeth Cymru i wneud campfeydd yn hanfodol yn ystod unrhyw gyfyngiadau symud neu doriadau tân yn y dyfodol.

Fel sector allweddol o Economi Cymru, mae campfeydd yn darparu cyfleoedd ac atebion iechyd corfforol/meddyliol a lles hanfodol i ganran fawr o boblogaeth Powys.

Yn ystod y cyfnod hwn o brysur bwyso, nid yw campfeydd erioed wedi bod yn bwysicach i bob grŵp oedran a demograffeg. Mae perchnogion campfeydd yn parchu ac yn deall yn llawn y rhesymau dros Toriadau Tân a'r Cyfyngiadau Symud, ond mae cau ac ailagor campfeydd yn barhaus bellach yn rhoi straen cynyddol ar eu hyfywedd ariannol, eu swyddi ac yn bwysicach na hynny, y cyhoedd sy'n dibynnu ar gampfeydd am ystod eang o resymau, am iechyd corfforol a meddyliol.

Rydym bellach yn galw ar Lywodraeth Cymru i ail-gategoreiddio campfeydd fel 'Gwasanaeth Hanfodol', gan ganiatáu i'n campfeydd barhau i weithredu yn ystod cyfyngiadau symud yn y dyfodol, er budd iechyd corfforol a meddyliol y cyhoedd.”

Pasiwyd y cynnig o 29 pleidlais i 27, gyda 4 yn ymatal.

PENDERFYNWYD bod Cyngor Sir Powys yn galw ar Lywodraeth Cymru i wneud campfeydd yn hanfodol mewn unrhyw gyfyngiadau symud a thoriadau tân yn y dyfodol.

Fel sector allweddol o Economi Cymru, mae campfeydd yn darparu cyfleoedd ac atebion iechyd corfforol/meddyliol a lles hanfodol i ganran fawr o boblogaeth Powys.

Yn ystod y cyfnod hwn o brysur bwysu, nid yw campfeydd erioed wedi bod yn bwysicach i bob grŵp oedran a demograffeg. Mae perchnogion campfeydd yn parchu ac yn deall yn llawn y rhesymau dros Toriadau Tân a'r Cyfyngiadau Symud, ond mae cau ac ailagor campfeydd yn barhaus bellach yn rhoi straen cynyddol ar eu hyfywedd ariannol, eu swyddi ac yn bwysicach na hynny, y cyhoedd sy'n dibynnu ar gampfeydd am ystod eang o resymau, am iechyd corfforol a meddyliol.

Rydym bellach yn galw ar Lywodraeth Cymru i ail-gategoreiddio campfeydd fel 'Gwasanaeth Hanfodol', gan ganiatáu i'n campfeydd barhau i weithredu drwy gyfyngiadau symud yn y dyfodol, er budd iechyd corfforol a meddyliol y cyhoedd.

Dychwelodd y Cyngorwyr Sir Rosemarie Harris, Gwynfor Thomas a Michael Williams i'r cyfarfod. Daeth y Cyngorydd Thomas i'r Gadair eto.

14.	HYSBYSIAD O GYNNIG - COFLEIDIO A CHYTUNO AR SIARTER TROSEDDAU CASINEB CYMORTH I DDIODDEFWYR
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Trafododd y Cyngor y cynnig canlynol a gynigiwyd gan y Cyngorydd Sir Jackie Charlton a'i eilio gan y Cyngorydd Sir William Powell

Nodiadau'r Cyngor ar gyfer y Cynnig:-

1. Mae Troseddau Casineb yn broses gyfreithiol ac yn weithred droseddol y mae'r system Gyfiawnder yn ymdrin â hi'n rheolaidd. Mae Heddlu Dyfed-Powys wedi ymrwymo i ddelio â Throseddau Casineb lle bynnag y maent yn digwydd.
2. Mae gan awdurdodau lleol ran i'w chwarae wrth fynd i'r afael â Throseddau Casineb.
3. Mae Gymorth i Ddioddefwyr wedi cyflenwi hyfforddiant ledled Cymru drwy gydol y flwyddyn hon a byddant yn parhau i wneud hynny.
4. Mae gan Cyngor Sir Powys arbenigedd mewn Troseddau Casineb a chydabyddir nad yw cymunedau gwledig yng Nghymru yn ddiogel rhag hyn.

Gofynnir i'r Cyngor gefnogi:-

1. Y blaenoriaethau allweddol yn y Siarter Troseddau Casineb.
2. Yr angen i godi ymwybyddiaeth o Droseddau Casineb drwy arweinwyr addysg, arweinwyr gofal cymdeithasol ac Aelodau.
3. Ysgolion i ystyried mabwysiadu ymwybyddiaeth o Droseddau Casineb o fewn y cwricwlwm lle bynnag y bo'n briodol.
4. Darparu hyfforddiant i'r holl Aelodau a staff er mwyn deall yr angen i godi ymwybyddiaeth ymhellach o droseddau sy'n cynnwys Troseddau Casineb a'r effaith ar gymunedau gwledig ym Mhowys. Mae Cymorth i Ddioddefwyr eisoes yn darparu hyfforddiant pwrpasol y gellir ei gyrchu am ddim.

Felly, mae'r Cyngor hwn yn penderfynu:-

1. Cytuno bod Cyngor Sir Powys yn derbyn y Siarter Troseddau Casineb Cymorth i Ddiodefwyr, sy'n cynnwys cymorth a chefnogaeth i ddiodefwyr a chymunedau.

Dywedodd y Prif Weithredwr fod hyfforddiant cydraddoldeb ac amrywiaeth gorfodol ar gael i aelodau a swyddogion ac y byddai swyddogion y Cyngor yn gweithio i hwyluso'r broses o'i weithredu pe byddai'r cynnig yn cael ei basio.

O 58 pleidlais i 1

PENDERFYNWYD cytuno bod Cyngor Sir Powys yn derbyn y Siarter Troseddau Casineb Cymorth i Ddiodefwyr sy'n cynnwys cymorth a chefnogaeth i ddiodefwyr a chymunedau.

Y Cyngorwyr Sir **G Thomas (Cadeirydd)**

CYNGOR SIR POWYS COUNTY COUNCIL.

Full Council
4th March 2021

REPORT AUTHOR: County Councillor Aled Davies
Portfolio Holder for Finance

SUBJECT: Council Tax Resolution for 2021-2022

REPORT FOR: Decision

1.0 PURPOSE

- 1.1 The purpose of this report is to meet the Council's legal obligation to approve the Council Tax resolution and to set the Council Tax charges for 2021/2022.

2.0 BACKGROUND

- 2.1 The budget for 2021/22 was agreed at Council on 25 February 2021 and an increase of 2.9% in Council Tax for the financial year 2021-22 was approved by Council as part of the budget.
- 2.2 At a meeting of the Cabinet on the 24 November 2020, the Council calculated the following Tax Base amounts for the year 2021/22 in accordance with Regulations made under Section 33 (5) of the Local Government Finance Act, 1992.
- (a) Being the amount calculated by the Council, in accordance with the Local Authorities (Calculation of Council Tax Base) (Wales) Regulations 1995, as amended, as its Council Tax Base for the year 2021/2022.
- (b) Part of the Council's area community of:

Community of:

Community	2021-22
Abbeycwmhir	127.68
Aberedw	141.72
Aberhafesp	228.94
Abermule with Llandyssil	735.75
Banwy	321.23
Bausley with Criggion	364.58
Beguildy	379.74
Berriew	759.16
Betws Cedewain	230.74

Brecon	3541.96
Bronllys	442.52
Builth Wells	1082.30
Cadfarch	451.49
Caersws	707.84
Carno	351.43
Carreghofa	320.13
Castle Caereinion	306.28
Churchstoke	875.28
Cilmery	236.70
Clyro	429.57
Cray	129.57
Crickhowell	1131.12
Cwmdu and District	563.12
Disserth & Trecoed	550.07
Duhonw	153.78
Dwyrhiw	285.24
Erwood	252.05
Felinfach	379.44
Forde	812.09
Gladestry	226.35
Glantwymyn	646.74
Glasbury	574.28
Glascwm	271.20
Glyn Tarrell	302.79
Guilsfield	865.91
Gwernyfed	483.19
Hay-on-Wye	896.62
Honddu Isaf	228.25
Kerry	978.33
Knighton	1326.18
Llanafanfawr	233.91
Llanbadarn Fawr	348.93
Llanbadarn Fynydd	140.62
Llanbister	192.56
Llanbrynmair	491.76
Llanddew	122.4
Llanddewi Ystradenny	145.72
Llandinam	447.90
Llandrindod Wells	2420.93
Llandrinio & Arddleen	735.65
Llandysilio	552.16
Llanelwedd	191.36
Llanerfyl	216.08
LLanfair Caereinion	792.06
Llanfechain	273.79
Llanfihangel	275.59
Llanfihangel Rhydithon	120.20
Llanfrynach	326.41
Llanfyllin	720.59
Llangammarch	267.11
Llangattock	569.01
Llangedwyn	199.93
Llangorse	570.00
Llangunllo	197.24

Llangurig	390.99
Llangynidr	592.92
Llangyniew	304.08
Llangynog	194.35
Llanidloes	1193.32
Llanidloes Without	316.44
Llanigon	278.47
Llanrhaeadr Ym Mochnant	599.40
Llansantffraid	718.9
Llansilin	357.71
Llanwddyn	127.18
Llanwrthwl	105.15
Llanwrtyd Wells	395.68
Llanyre	582.75
Llywel	259.03
Machynlleth	882.45
Maescar	474.47
Manafon	179.20
Meifod	708.03
Merthyr Cynog	139.43
Mochdre with Penstrowed	259.73
Montgomery	728.27
Nantmel	341.46
New Radnor	238.40
Newtown & Llanllwchaiarn	4364.04
Old Radnor	401.96
Paincastle	289.43
Pen Y Bont Fawr	263.03
Penybont & Llandegley	205.31
Presteigne & Norton	1287.30
Rhayader	909.16
St Harmon	316.14
Talgarth	737.44
Talybont-on-Usk	397.47
Tawe Uchaf	571.40
Trallong	200.73
Trefeglwys	491.85
Treflys	227.74
Tregynon	388.80
Trewern	657.31
Vale of Grwyney	497.40
Welshpool	2708.68
Whitton	213.30
Yscir	258.24
Ystradfelte	249.16
Ystradgynlais	2937.29

62,584:26

being the amounts calculated by the Council in accordance with the Regulations, as the amounts of its Council Tax Base for the year 2021/2022 for dwellings in those parts of its area to which one or more special items relate. **Appendix One** confirms the 2021/22 precept and band D charge for each Town and Community Council.

3.0 THE CALCULATION

3.1. THAT the following amounts be now calculated by the Council for the year 2021/2022 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992:

- a) £494,202,899 being the aggregate of the amounts which the Council estimates for the items set out in Section 32 (2) (a) to (e) of the Act
- b) £210,378,072 being the aggregate of the amounts which the Council estimates for the items set out in Section 32 (3) (a) to (c) of the Act
- c) £283,824,827 being the amount by which the aggregate at 2.1(a) above exceeds the aggregate at 2.1(b) above, calculated by the Council, in accordance with Section 32 (4) of the Act, as its budget requirement for the year
- d) £191,763,297 being the aggregate of the sums which the Council estimates will be payable for the year into its General Fund in respect of re-distributed Non Domestic Rates, Revenue Support Grant, special grant or additional Grant.
- e) £1,471.00 being the amount at 2.1(c) above less the amount at 2.1(d) above, all divided by the amount at 1.3(a) above, calculated by the Council, in accordance with Section 33 (1) of the Act, as the basic amount of its Council Tax for the year
- f) £4,176,705 being the aggregate amount of all special items referred to in Section 34 (1) of the Act
- g) £1,404.26 being the amount at 2.1(e) above less the result given by dividing the amount at 2.1(f) above by the amount at 1.3(a) above, calculated by the Council, in accordance with Section 34 (2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no special item relates.
- h)

BRECKNOCKSHIRE

<u>COMMUNITY</u>	<u>COUNTY & COMMUNITY COUNCIL TAX BAND D</u>
Brecon	£1,536.42
Bronllys	£1,431.38
Builth Wells	£1,498.50
Cilmery	£1,420.67
Cray	£1,442.85
Crickhowell	£1,450.09
Duhonw	£1,418.57
Erwood	£1,426.48
Felinfach	£1,438.78
Glyn Tarrell	£1,435.63
Gwernyfed	£1,421.54
Hay-on-Wye	£1,471.24
Honddu Isaf	£1,409.14
Llanafan Fawr	£1,414.95
Llanddew	£1,424.68
Cwmdu and District	£1,425.57
Llanfrynach	£1,444.09
Llangammarch	£1,444.69
Llangattock	£1,445.04
Llangorse	£1,439.35
Llangynidr	£1,437.99
Llanigon	£1,415.03
Llanwrthwl	£1,428.04
Llanwrtyd Wells	£1,453.61
Llywel	£1,442.87
Maescar	£1,435.87
Merthyr Cynog	£1,439.70
Talgarth	£1,477.49
Talybont-on-Usk	£1,442.80
Tawe Uchaf	£1,448.01
Trallong	£1,413.23
Treflys	£1,419.63
Vale of Grwyney	£1,420.34
Yscir	£1,420.26
Ystradfellte	£1,452.42
Ystradgynlais	£1,507.76

MONTGOMERYSHIRE

COMMUNITY County & Community
Council Tax Band D

Aberhafesp	£1,430.54
Banwy	£1,420.45
Bausley with Criggion	£1,428.26
Berriew	£1,417.43
Betws Cedewain	£1,433.26
Cadfarch	£1,423.53
Caersws	£1,449.50
Carno	£1,446.94
Carreghofa	£1,438.36
Castle Caereinion	£1,446.23
Churchstoke	£1,433.20
Dwyrhiw	£1,421.79
Fordeu	£1,447.81
Glantwymyn	£1,422.04
Guilsfield	£1,423.01
Kerry	£1,433.58
Llanbrynmair	£1,431.10
Llandinam	£1,464.70
Llandrinio and Arddleen	£1,429.15
Llandysilio	£1,434.76
Abermule with Llandyssil	£1,453.19
Llanerfyl	£1,425.55
LLanfair Caereinion	£1,454.76
Llanfechain	£1,422.52
Llanfihangel	£1,455.06
Llanfyllin	£1,450.06
Llangedwyn	£1,404.26
Llangurig	£1,418.84
Llangyniew	£1,434.52
Llangynog	£1,455.71
Llanidloes	£1,503.60
Llanidloes Without	£1,435.86
Llanrhaeadr ym Mochnant	£1,424.28
Llansantffraid	£1,431.38
Llansilin	£1,411.25
Llanwddyn	£1,473.45
Machynlleth	£1,621.24
Manafon	£1,427.70
Meifod	£1,426.29
Mochdre with Penstrowed	£1,433.14
Montgomery	£1,504.45
Newtown & Llanllwchaiarn	£1,581.81
Pen Y Bont Fawr	£1,453.68
Trefeglwys	£1,415.44
Tregynon	£1,442.84
Trewern	£1,435.70
Welshpool	£1,622.93

RADNORSHIRE

<u>COMMUNITY</u>	<u>COUNTY & COMMUNITY COUNCIL TAX BAND D</u>
Abbeycwmhir	£1,433.15
Aberedw	£1,410.61
Beguildy	£1,428.76
Clyro	£1,415.90
Disserth & Trecoed	£1,422.40
Gladestry	£1,417.51
Glasbury	£1,423.41
Glascwm	£1,420.30
Knighton	£1,458.10
Llanbadarn Fawr	£1,423.58
Llanbadarn Fynydd	£1,435.73
Llanbister	£1,438.68
Llanddewi Ystradenny	£1,415.24
Llandrindod Wells	£1,470.80
Llanelwedd	£1,418.37
Llanfihangel Rhydithon	£1,435.04
Llangunllo	£1,423.53
Llanyre	£1,426.26
Nantmel	£1,434.88
New Radnor	£1,436.26
Old Radnor	£1,425.47
Painscastle	£1,410.13
Penybont & Llandegley	£1,435.02
Presteigne & Norton	£1,458.26
Rhayader	£1,451.56
St Harmon	£1,463.84
Whitton	£1,420.76

being the amounts given by adding to the amount at 3.1(g) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount at 2.2 above, calculated by the Council, in accordance with Section 34 (3) of the Act, as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which one or more special items relate.

- (i) Part of the Council's area

BRECKNOCKSHIRE**COUNTY &
COMMUNITY
COUNCIL TAX
BANDS**

	A	B	C	D	E	F	G	H	I
Brecon	£1,024.28	£1,194.99	£1,365.71	£1,536.42	£1,877.85	£2,219.27	£2,560.70	£3,072.84	£3,584.98
Bronllys	£954.25	£1,113.30	£1,272.34	£1,431.38	£1,749.46	£2,067.55	£2,385.63	£2,862.76	£3,339.89
Builth Wells	£999.00	£1,165.50	£1,332.00	£1,498.50	£1,831.50	£2,164.50	£2,497.50	£2,997.00	£3,496.50
Cilmery	£947.11	£1,104.97	£1,262.82	£1,420.67	£1,736.37	£2,052.08	£2,367.78	£2,841.34	£3,314.90
Cray	£961.90	£1,122.22	£1,282.53	£1,442.85	£1,763.48	£2,084.12	£2,404.75	£2,885.70	£3,366.65
Crickhowell	£966.73	£1,127.85	£1,288.97	£1,450.09	£1,772.33	£2,094.57	£2,416.82	£2,900.18	£3,383.54
Duhonw	£945.71	£1,103.33	£1,260.95	£1,418.57	£1,733.81	£2,049.05	£2,364.28	£2,837.14	£3,310.00
Erwood	£950.99	£1,109.48	£1,267.98	£1,426.48	£1,743.48	£2,060.47	£2,377.47	£2,852.96	£3,328.45
Felinfach	£959.19	£1,119.05	£1,278.92	£1,438.78	£1,758.51	£2,078.24	£2,397.97	£2,877.56	£3,357.15
Glyn Tarrell	£957.09	£1,116.60	£1,276.12	£1,435.63	£1,754.66	£2,073.69	£2,392.72	£2,871.26	£3,349.80
Gwernyfed	£947.69	£1,105.64	£1,263.59	£1,421.54	£1,737.44	£2,053.34	£2,369.23	£2,843.08	£3,316.93
Hay-on-Wye	£980.83	£1,144.30	£1,307.77	£1,471.24	£1,798.18	£2,125.12	£2,452.07	£2,942.48	£3,432.89
Horseshoe Isaf	£939.43	£1,096.00	£1,252.57	£1,409.14	£1,722.28	£2,035.42	£2,348.57	£2,818.28	£3,287.99
Llanafanfawr	£943.30	£1,100.52	£1,257.73	£1,414.95	£1,729.38	£2,043.82	£2,358.25	£2,829.90	£3,301.55
Llanidloes	£949.79	£1,108.08	£1,266.38	£1,424.68	£1,741.28	£2,057.87	£2,374.47	£2,849.36	£3,324.25
Cwmdu and District	£950.38	£1,108.78	£1,267.17	£1,425.57	£1,742.36	£2,059.16	£2,375.95	£2,851.14	£3,326.33
Llanfrynach	£962.73	£1,123.18	£1,283.64	£1,444.09	£1,765.00	£2,085.91	£2,406.82	£2,888.18	£3,369.54
Llangammarch	£963.13	£1,123.65	£1,284.17	£1,444.69	£1,765.73	£2,086.77	£2,407.82	£2,889.38	£3,370.94
Llangattock	£963.36	£1,123.92	£1,284.48	£1,445.04	£1,766.16	£2,087.28	£2,408.40	£2,890.08	£3,371.76
Llangorse	£959.57	£1,119.49	£1,279.42	£1,439.35	£1,759.21	£2,079.06	£2,398.92	£2,878.70	£3,358.48
Llangynidr	£958.66	£1,118.44	£1,278.21	£1,437.99	£1,757.54	£2,077.10	£2,396.65	£2,875.98	£3,355.31
Llanigon	£943.35	£1,100.58	£1,257.80	£1,415.03	£1,729.48	£2,043.93	£2,358.38	£2,830.06	£3,301.74
Llanwrthwl	£952.03	£1,110.70	£1,269.37	£1,428.04	£1,745.38	£2,062.72	£2,380.07	£2,856.08	£3,332.09
Llanwrtyd Wells	£969.07	£1,130.59	£1,292.10	£1,453.61	£1,776.63	£2,099.66	£2,422.68	£2,907.22	£3,391.76
Llywel	£961.91	£1,122.23	£1,282.55	£1,442.87	£1,763.51	£2,084.15	£2,404.78	£2,885.74	£3,366.70
Maescar	£957.25	£1,116.79	£1,276.33	£1,435.87	£1,754.95	£2,074.03	£2,393.12	£2,871.74	£3,350.36
Merthyr Cynog	£959.80	£1,119.77	£1,279.73	£1,439.70	£1,759.63	£2,079.57	£2,399.50	£2,879.40	£3,359.30
Talgarth	£984.99	£1,149.16	£1,313.32	£1,477.49	£1,805.82	£2,134.15	£2,462.48	£2,954.98	£3,447.48
Talybont-on-Usk	£961.87	£1,122.18	£1,282.49	£1,442.80	£1,763.42	£2,084.04	£2,404.67	£2,885.60	£3,366.53
Tawe Uchaf	£965.34	£1,126.23	£1,287.12	£1,448.01	£1,769.79	£2,091.57	£2,413.35	£2,896.02	£3,378.69
Trallong	£942.15	£1,099.18	£1,256.20	£1,413.23	£1,727.28	£2,041.33	£2,355.38	£2,826.46	£3,297.54
Treflys	£946.42	£1,104.16	£1,261.89	£1,419.63	£1,735.10	£2,050.58	£2,366.05	£2,839.26	£3,312.47
Vale of Grwyney	£946.89	£1,104.71	£1,262.52	£1,420.34	£1,735.97	£2,051.60	£2,367.23	£2,840.68	£3,314.13

Yscir	£946.84	£1,104.65	£1,262.45	£1,420.26	£1,735.87	£2,051.49	£2,367.10	£2,840.52	£3,313.94
Ystradfellte	£968.28	£1,129.66	£1,291.04	£1,452.42	£1,775.18	£2,097.94	£2,420.70	£2,904.84	£3,388.98
Ystradgynlais	£1,005.17	£1,172.70	£1,340.23	£1,507.76	£1,842.82	£2,177.88	£2,512.93	£3,015.52	£3,518.11

MONTGOMERYSHIRE

COMMUNITY

COUNTY & COMMUNITY COUNCIL TAX BANDS

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
Aberhafesp	£953.69	£1,112.64	£1,271.59	£1,430.54	£1,748.44	£2,066.34	£2,384.23	£2,861.08	£3,337.93
Banwy	£946.97	£1,104.79	£1,262.62	£1,420.45	£1,736.11	£2,051.76	£2,367.42	£2,840.90	£3,314.38
Bausley with Criggion	£952.17	£1,110.87	£1,269.56	£1,428.26	£1,745.65	£2,063.04	£2,380.43	£2,856.52	£3,332.61
Berriew	£944.95	£1,102.45	£1,259.94	£1,417.43	£1,732.41	£2,047.40	£2,362.38	£2,834.86	£3,307.34
Betws Cedewain	£955.51	£1,114.76	£1,274.01	£1,433.26	£1,751.76	£2,070.26	£2,388.77	£2,866.52	£3,344.27
Cadfarch	£949.02	£1,107.19	£1,265.36	£1,423.53	£1,739.87	£2,056.21	£2,372.55	£2,847.06	£3,321.57
Caersws	£966.33	£1,127.39	£1,288.44	£1,449.50	£1,771.61	£2,093.72	£2,415.83	£2,899.00	£3,382.17
Carno	£964.63	£1,125.40	£1,286.17	£1,446.94	£1,768.48	£2,090.02	£2,411.57	£2,893.88	£3,376.19
Carraghofa	£958.91	£1,118.72	£1,278.54	£1,438.36	£1,758.00	£2,077.63	£2,397.27	£2,876.72	£3,356.17
Castle Caereinion	£964.15	£1,124.85	£1,285.54	£1,446.23	£1,767.61	£2,089.00	£2,410.38	£2,892.46	£3,374.54
Cherchstoke	£955.47	£1,114.71	£1,273.96	£1,433.20	£1,751.69	£2,070.18	£2,388.67	£2,866.40	£3,344.13
Dwyrhiw	£947.86	£1,105.84	£1,263.81	£1,421.79	£1,737.74	£2,053.70	£2,369.65	£2,843.58	£3,317.51
Fordeu	£965.21	£1,126.07	£1,286.94	£1,447.81	£1,769.55	£2,091.28	£2,413.02	£2,895.62	£3,378.22
Glantwymyn	£948.03	£1,106.03	£1,264.04	£1,422.04	£1,738.05	£2,054.06	£2,370.07	£2,844.08	£3,318.09
Guilsfield	£948.67	£1,106.79	£1,264.90	£1,423.01	£1,739.23	£2,055.46	£2,371.68	£2,846.02	£3,320.36
Kerry	£955.72	£1,115.01	£1,274.29	£1,433.58	£1,752.15	£2,070.73	£2,389.30	£2,867.16	£3,345.02
Llanbrynmair	£954.07	£1,113.08	£1,272.09	£1,431.10	£1,749.12	£2,067.14	£2,385.17	£2,862.20	£3,339.23
Llandinam	£976.47	£1,139.21	£1,301.96	£1,464.70	£1,790.19	£2,115.68	£2,441.17	£2,929.40	£3,417.63
Llandrinio and Arddleen	£952.77	£1,111.56	£1,270.36	£1,429.15	£1,746.74	£2,064.33	£2,381.92	£2,858.30	£3,334.68
Llandysilio	£956.51	£1,115.92	£1,275.34	£1,434.76	£1,753.60	£2,072.43	£2,391.27	£2,869.52	£3,347.77
Abermule & Llandyssil	£968.79	£1,130.26	£1,291.72	£1,453.19	£1,776.12	£2,099.05	£2,421.98	£2,906.38	£3,390.78
Llanerfyl	£950.37	£1,108.76	£1,267.16	£1,425.55	£1,742.34	£2,059.13	£2,375.92	£2,851.10	£3,326.28
Llanfair Caereinion	£969.84	£1,131.48	£1,293.12	£1,454.76	£1,778.04	£2,101.32	£2,424.60	£2,909.52	£3,394.44
Llanfechain	£948.35	£1,106.40	£1,264.46	£1,422.52	£1,738.64	£2,054.75	£2,370.87	£2,845.04	£3,319.21
Llanfihangel	£970.04	£1,131.71	£1,293.39	£1,455.06	£1,778.41	£2,101.75	£2,425.10	£2,910.12	£3,395.14
Llanfyllin	£966.71	£1,127.82	£1,288.94	£1,450.06	£1,772.30	£2,094.53	£2,416.77	£2,900.12	£3,383.47
Llangedwyn	£936.17	£1,092.20	£1,248.23	£1,404.26	£1,716.32	£2,028.38	£2,340.43	£2,808.52	£3,276.61
Llangurig	£945.89	£1,103.54	£1,261.19	£1,418.84	£1,734.14	£2,049.44	£2,364.73	£2,837.68	£3,310.63
Llangyniew	£956.35	£1,115.74	£1,275.13	£1,434.52	£1,753.30	£2,072.08	£2,390.87	£2,869.04	£3,347.21
Llangynog	£970.47	£1,132.22	£1,293.96	£1,455.71	£1,779.20	£2,102.69	£2,426.18	£2,911.42	£3,396.66

Llanidloes	£1,002.40	£1,169.47	£1,336.53	£1,503.60	£1,837.73	£2,171.87	£2,506.00	£3,007.20	£3,508.40
Llanidloes Without Llanrhaeadr ym Mochnant	£957.24	£1,116.78	£1,276.32	£1,435.86	£1,754.94	£2,074.02	£2,393.10	£2,871.72	£3,350.34
Llansantffraid	£949.52	£1,107.77	£1,266.03	£1,424.28	£1,740.79	£2,057.29	£2,373.80	£2,848.56	£3,323.32
	£954.25	£1,113.30	£1,272.34	£1,431.38	£1,749.46	£2,067.55	£2,385.63	£2,862.76	£3,339.89

COMMUNITY

**COUNTY &
COMMUNITY
COUNCIL TAX
BANDS**

	A	B	C	D	E	F	G	H	I
Llansilin	£940.83	£1,097.64	£1,254.44	£1,411.25	£1,724.86	£2,038.47	£2,352.08	£2,822.50	£3,292.92
Llanwddyn	£982.30	£1,146.02	£1,309.73	£1,473.45	£1,800.88	£2,128.32	£2,455.75	£2,946.90	£3,438.05
Machynlleth	£1,080.83	£1,260.96	£1,441.10	£1,621.24	£1,981.52	£2,341.79	£2,702.07	£3,242.48	£3,782.89
Manafon	£951.80	£1,110.43	£1,269.07	£1,427.70	£1,744.97	£2,062.23	£2,379.50	£2,855.40	£3,331.30
Meifod	£950.86	£1,109.34	£1,267.81	£1,426.29	£1,743.24	£2,060.20	£2,377.15	£2,852.58	£3,328.01
Mochdre with Penstrowed	£955.43	£1,114.66	£1,273.90	£1,433.14	£1,751.62	£2,070.09	£2,388.57	£2,866.28	£3,343.99
Montgomery	£1,002.97	£1,170.13	£1,337.29	£1,504.45	£1,838.77	£2,173.09	£2,507.42	£3,008.90	£3,510.38
Newtown & Llanfychaiarn	£1,054.54	£1,230.30	£1,406.05	£1,581.81	£1,933.32	£2,284.84	£2,636.35	£3,163.62	£3,690.89
Pen Y Bont Fawr	£969.12	£1,130.64	£1,292.16	£1,453.68	£1,776.72	£2,099.76	£2,422.80	£2,907.36	£3,391.92
Trefeglwys	£943.63	£1,100.90	£1,258.17	£1,415.44	£1,729.98	£2,044.52	£2,359.07	£2,830.88	£3,302.69
Tregynon	£961.89	£1,122.21	£1,282.52	£1,442.84	£1,763.47	£2,084.10	£2,404.73	£2,885.68	£3,366.63
Trewern	£957.13	£1,116.66	£1,276.18	£1,435.70	£1,754.74	£2,073.79	£2,392.83	£2,871.40	£3,349.97
Welshpool	£1,081.95	£1,262.28	£1,442.60	£1,622.93	£1,983.58	£2,344.23	£2,704.88	£3,245.86	£3,786.84

RADNORSHIRE

COMMUNITY

COUNTY & COMMUNITY COUNCIL TAX BANDS

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
Abbeycwmhir	£955.43	£1,114.67	£1,273.91	£1,433.15	£1,751.63	£2,070.11	£2,388.58	£2,866.30	£3,344.02
Aberedw	£940.41	£1,097.14	£1,253.88	£1,410.61	£1,724.08	£2,037.55	£2,351.02	£2,821.22	£3,291.42
Beguildy	£952.51	£1,111.26	£1,270.01	£1,428.76	£1,746.26	£2,063.76	£2,381.27	£2,857.52	£3,333.77
Clyro	£943.93	£1,101.26	£1,258.58	£1,415.90	£1,730.54	£2,045.19	£2,359.83	£2,831.80	£3,303.77
Disserth & Trecoed	£948.27	£1,106.31	£1,264.36	£1,422.40	£1,738.49	£2,054.58	£2,370.67	£2,844.80	£3,318.93
Gladestry	£945.01	£1,102.51	£1,260.01	£1,417.51	£1,732.51	£2,047.51	£2,362.52	£2,835.02	£3,307.52
Glasbury	£948.94	£1,107.10	£1,265.25	£1,423.41	£1,739.72	£2,056.04	£2,372.35	£2,846.82	£3,321.29
Glaswrm	£946.87	£1,104.68	£1,262.49	£1,420.30	£1,735.92	£2,051.54	£2,367.17	£2,840.60	£3,314.03
Kington	£972.07	£1,134.08	£1,296.09	£1,458.10	£1,782.12	£2,106.14	£2,430.17	£2,916.20	£3,402.23
Llanbadarn Fawr	£949.05	£1,107.23	£1,265.40	£1,423.58	£1,739.93	£2,056.28	£2,372.63	£2,847.16	£3,321.69
Llanbadarn Fynydd	£957.15	£1,116.68	£1,276.20	£1,435.73	£1,754.78	£2,073.83	£2,392.88	£2,871.46	£3,350.04
Llanbister	£959.12	£1,118.97	£1,278.83	£1,438.68	£1,758.39	£2,078.09	£2,397.80	£2,877.36	£3,356.92
Llanddewi Ystradenny	£943.49	£1,100.74	£1,257.99	£1,415.24	£1,729.74	£2,044.24	£2,358.73	£2,830.48	£3,302.23
Llandrindod Wells	£980.53	£1,143.96	£1,307.38	£1,470.80	£1,797.64	£2,124.49	£2,451.33	£2,941.60	£3,431.87
Llanelwedd	£945.58	£1,103.18	£1,260.77	£1,418.37	£1,733.56	£2,048.76	£2,363.95	£2,836.74	£3,309.53
Llanfihangel Rhydithon	£956.69	£1,116.14	£1,275.59	£1,435.04	£1,753.94	£2,072.84	£2,391.73	£2,870.08	£3,348.43
Llangunllo	£949.02	£1,107.19	£1,265.36	£1,423.53	£1,739.87	£2,056.21	£2,372.55	£2,847.06	£3,321.57
Llanyre	£950.84	£1,109.31	£1,267.79	£1,426.26	£1,743.21	£2,060.15	£2,377.10	£2,852.52	£3,327.94
Nantmel	£956.59	£1,116.02	£1,275.45	£1,434.88	£1,753.74	£2,072.60	£2,391.47	£2,869.76	£3,348.05
New Radnor	£957.51	£1,117.09	£1,276.68	£1,436.26	£1,755.43	£2,074.60	£2,393.77	£2,872.52	£3,351.27
Old Radnor	£950.31	£1,108.70	£1,267.08	£1,425.47	£1,742.24	£2,059.01	£2,375.78	£2,850.94	£3,326.10
Painscastle	£940.09	£1,096.77	£1,253.45	£1,410.13	£1,723.49	£2,036.85	£2,350.22	£2,820.26	£3,290.30
Penybont & Llandegley	£956.68	£1,116.13	£1,275.57	£1,435.02	£1,753.91	£2,072.81	£2,391.70	£2,870.04	£3,348.38
Presteigne & Norton	£972.17	£1,134.20	£1,296.23	£1,458.26	£1,782.32	£2,106.38	£2,430.43	£2,916.52	£3,402.61
Rhayader	£967.71	£1,128.99	£1,290.28	£1,451.56	£1,774.13	£2,096.70	£2,419.27	£2,903.12	£3,386.97
St Harmon	£975.89	£1,138.54	£1,301.19	£1,463.84	£1,789.14	£2,114.44	£2,439.73	£2,927.68	£3,415.63
Whitton	£947.17	£1,105.04	£1,262.90	£1,420.76	£1,736.48	£2,052.21	£2,367.93	£2,841.52	£3,315.11

being the amounts given by multiplying the amounts at 3(h) above by the number which, in the proportion set out in Section 5 (1) of the Act, is applicable to dwellings listed in a particular Valuation Band divided by the number which in that proportion is applicable to dwellings listed in Valuation Band D, calculated by the Council, in accordance with Section 36 (1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different Valuation Bands.

- 3.2 THAT it be noted for the year 2021/2022 the Police and Crime Commissioner for Dyfed-Powys Police has stated the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act, 1992, for each of the categories of dwellings shown below:

Valuation Bands

A	B	C	D	E	F	G	H	I
£ 183.71	£ 214.32	£ 244.94	£ 275.56	£ 336.80	£ 398.03	£ 459.27	£ 551.12	£ 642.97

- 3.3 THAT, having calculated the aggregate in each case of the amounts at 3.1(i) and 3.2 above, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the following amounts as the amounts of Council Tax for the year 2021/2022 for each of the categories of dwellings shown below:

BRECKNOCKSHIRE

COMMUNITY

	A	B	C	D	E	F	G	H	I
Brecon	£1,207.99	£1,409.32	£1,610.65	£1,811.98	£2,214.64	£2,617.30	£3,019.97	£3,623.96	£4,227.95
Bronllys	£1,137.96	£1,327.62	£1,517.28	£1,706.94	£2,086.26	£2,465.58	£2,844.90	£3,413.88	£3,982.86
Builth Wells	£1,182.71	£1,379.82	£1,576.94	£1,774.06	£2,168.30	£2,562.53	£2,956.77	£3,548.12	£4,139.47
Cilmery	£1,130.82	£1,319.29	£1,507.76	£1,696.23	£2,073.17	£2,450.11	£2,827.05	£3,392.46	£3,957.87
Cray	£1,145.61	£1,336.54	£1,527.48	£1,718.41	£2,100.28	£2,482.15	£2,864.02	£3,436.82	£4,009.62
Crickhowell	£1,150.43	£1,342.17	£1,533.91	£1,725.65	£2,109.13	£2,492.61	£2,876.08	£3,451.30	£4,026.52
Duhonw	£1,129.42	£1,317.66	£1,505.89	£1,694.13	£2,070.60	£2,447.08	£2,823.55	£3,388.26	£3,952.97
Erwood	£1,134.69	£1,323.81	£1,512.92	£1,702.04	£2,080.27	£2,458.50	£2,836.73	£3,404.08	£3,971.43
Felinfach	£1,142.89	£1,333.38	£1,523.86	£1,714.34	£2,095.30	£2,476.27	£2,857.23	£3,428.68	£4,000.13
Glyn Tarrell	£1,140.79	£1,330.93	£1,521.06	£1,711.19	£2,091.45	£2,471.72	£2,851.98	£3,422.38	£3,992.78
Gwernyfed	£1,131.40	£1,319.97	£1,508.53	£1,697.10	£2,074.23	£2,451.37	£2,828.50	£3,394.20	£3,959.90
Hay-on-Wye	£1,164.53	£1,358.62	£1,552.71	£1,746.80	£2,134.98	£2,523.16	£2,911.33	£3,493.60	£4,075.87
Honddu Isaf	£1,123.13	£1,310.32	£1,497.51	£1,684.70	£2,059.08	£2,433.46	£2,807.83	£3,369.40	£3,930.97
Llanafanfawr	£1,127.01	£1,314.84	£1,502.68	£1,690.51	£2,066.18	£2,441.85	£2,817.52	£3,381.02	£3,944.52
Llanddew	£1,133.49	£1,322.41	£1,511.32	£1,700.24	£2,078.07	£2,455.90	£2,833.73	£3,400.48	£3,967.23
Cwmdu and District	£1,134.09	£1,323.10	£1,512.12	£1,701.13	£2,079.16	£2,457.19	£2,835.22	£3,402.26	£3,969.30
Llanfrynach	£1,146.43	£1,337.51	£1,528.58	£1,719.65	£2,101.79	£2,483.94	£2,866.08	£3,439.30	£4,012.52
Llanfyllfach	£1,146.83	£1,337.97	£1,529.11	£1,720.25	£2,102.53	£2,484.81	£2,867.08	£3,440.50	£4,013.92
Llanfyllt	£1,147.07	£1,338.24	£1,529.42	£1,720.60	£2,102.96	£2,485.31	£2,867.67	£3,441.20	£4,014.73
Llanfylltorrh	£1,143.27	£1,333.82	£1,524.36	£1,714.91	£2,096.00	£2,477.09	£2,858.18	£3,429.82	£4,001.46
Llanfynydd	£1,142.37	£1,332.76	£1,523.16	£1,713.55	£2,094.34	£2,475.13	£2,855.92	£3,427.10	£3,998.28
Llanigon	£1,127.06	£1,314.90	£1,502.75	£1,690.59	£2,066.28	£2,441.96	£2,817.65	£3,381.18	£3,944.71
Llanwrthwl	£1,135.73	£1,325.02	£1,514.31	£1,703.60	£2,082.18	£2,460.76	£2,839.33	£3,407.20	£3,975.07
Llanwrtyd Wells	£1,152.78	£1,344.91	£1,537.04	£1,729.17	£2,113.43	£2,497.69	£2,881.95	£3,458.34	£4,034.73
Llywel	£1,145.62	£1,336.56	£1,527.49	£1,718.43	£2,100.30	£2,482.18	£2,864.05	£3,436.86	£4,009.67
Maescar	£1,140.95	£1,331.11	£1,521.27	£1,711.43	£2,091.75	£2,472.07	£2,852.38	£3,422.86	£3,993.34
Merthyr Cynog	£1,143.51	£1,334.09	£1,524.68	£1,715.26	£2,096.43	£2,477.60	£2,858.77	£3,430.52	£4,002.27
Talgarth	£1,168.70	£1,363.48	£1,558.27	£1,753.05	£2,142.62	£2,532.18	£2,921.75	£3,506.10	£4,090.45
Talybont-on-Usk	£1,145.57	£1,336.50	£1,527.43	£1,718.36	£2,100.22	£2,482.08	£2,863.93	£3,436.72	£4,009.51
Tawe Uchaf	£1,149.05	£1,340.55	£1,532.06	£1,723.57	£2,106.59	£2,489.60	£2,872.62	£3,447.14	£4,021.66
Trallong	£1,125.86	£1,313.50	£1,501.15	£1,688.79	£2,064.08	£2,439.36	£2,814.65	£3,377.58	£3,940.51
Trefllys	£1,130.13	£1,318.48	£1,506.84	£1,695.19	£2,071.90	£2,448.61	£2,825.32	£3,390.38	£3,955.44
Vale of Grwyney	£1,130.60	£1,319.03	£1,507.47	£1,695.90	£2,072.77	£2,449.63	£2,826.50	£3,391.80	£3,957.10
Yscir	£1,130.55	£1,318.97	£1,507.40	£1,695.82	£2,072.67	£2,449.52	£2,826.37	£3,391.64	£3,956.91
Ystradfellte	£1,151.99	£1,343.98	£1,535.98	£1,727.98	£2,111.98	£2,495.97	£2,879.97	£3,455.96	£4,031.95
Ystradgynlais	£1,188.88	£1,387.03	£1,585.17	£1,783.32	£2,179.61	£2,575.91	£2,972.20	£3,566.64	£4,161.08

MONTGOMERYSHIRE

COMMUNITY

	A	B	C	D	E	F	G	H	I
Aberhafesp	£1,137.40	£1,326.97	£1,516.53	£1,706.10	£2,085.23	£2,464.37	£2,843.50	£3,412.20	£3,980.90
Banwy	£1,130.67	£1,319.12	£1,507.56	£1,696.01	£2,072.90	£2,449.79	£2,826.68	£3,392.02	£3,957.36
Bausley with Criggion	£1,135.88	£1,325.19	£1,514.51	£1,703.82	£2,082.45	£2,461.07	£2,839.70	£3,407.64	£3,975.58
Berriew	£1,128.66	£1,316.77	£1,504.88	£1,692.99	£2,069.21	£2,445.43	£2,821.65	£3,385.98	£3,950.31
Betws Cedewain	£1,139.21	£1,329.08	£1,518.95	£1,708.82	£2,088.56	£2,468.30	£2,848.03	£3,417.64	£3,987.25
Cadfarch	£1,132.73	£1,321.51	£1,510.30	£1,699.09	£2,076.67	£2,454.24	£2,831.82	£3,398.18	£3,964.54
Caersws	£1,150.04	£1,341.71	£1,533.39	£1,725.06	£2,108.41	£2,491.75	£2,875.10	£3,450.12	£4,025.14
Cardo	£1,148.33	£1,339.72	£1,531.11	£1,722.50	£2,105.28	£2,488.06	£2,870.83	£3,445.00	£4,019.17
Cardeghofa	£1,142.61	£1,333.05	£1,523.48	£1,713.92	£2,094.79	£2,475.66	£2,856.53	£3,427.84	£3,999.15
Castle Caereinion	£1,147.86	£1,339.17	£1,530.48	£1,721.79	£2,104.41	£2,487.03	£2,869.65	£3,443.58	£4,017.51
Cherestoke	£1,139.17	£1,329.04	£1,518.90	£1,708.76	£2,088.48	£2,468.21	£2,847.93	£3,417.52	£3,987.11
Dwyniwr	£1,131.57	£1,320.16	£1,508.76	£1,697.35	£2,074.54	£2,451.73	£2,828.92	£3,394.70	£3,960.48
Forden	£1,148.91	£1,340.40	£1,531.88	£1,723.37	£2,106.34	£2,489.31	£2,872.28	£3,446.74	£4,021.20
Glantwymyn	£1,131.73	£1,320.36	£1,508.98	£1,697.60	£2,074.84	£2,452.09	£2,829.33	£3,395.20	£3,961.07
Guilsfield	£1,132.38	£1,321.11	£1,509.84	£1,698.57	£2,076.03	£2,453.49	£2,830.95	£3,397.14	£3,963.33
Kerry	£1,139.43	£1,329.33	£1,519.24	£1,709.14	£2,088.95	£2,468.76	£2,848.57	£3,418.28	£3,987.99
Llanbrynmaur	£1,137.77	£1,327.40	£1,517.03	£1,706.66	£2,085.92	£2,465.18	£2,844.43	£3,413.32	£3,982.21
Llandinam	£1,160.17	£1,353.54	£1,546.90	£1,740.26	£2,126.98	£2,513.71	£2,900.43	£3,480.52	£4,060.61
Llandrinio and Arddleen	£1,136.47	£1,325.89	£1,515.30	£1,704.71	£2,083.53	£2,462.36	£2,841.18	£3,409.42	£3,977.66
Llandysilio	£1,140.21	£1,330.25	£1,520.28	£1,710.32	£2,090.39	£2,470.46	£2,850.53	£3,420.64	£3,990.75
Abermule with Llandyssil	£1,152.50	£1,344.58	£1,536.67	£1,728.75	£2,112.92	£2,497.08	£2,881.25	£3,457.50	£4,033.75
Llanerfyl	£1,134.07	£1,323.09	£1,512.10	£1,701.11	£2,079.13	£2,457.16	£2,835.18	£3,402.22	£3,969.26
LLanfair Caereinion	£1,153.55	£1,345.80	£1,538.06	£1,730.32	£2,114.84	£2,499.35	£2,883.87	£3,460.64	£4,037.41
Llanfechain	£1,132.05	£1,320.73	£1,509.40	£1,698.08	£2,075.43	£2,452.78	£2,830.13	£3,396.16	£3,962.19
Llanfihangel	£1,153.75	£1,346.04	£1,538.33	£1,730.62	£2,115.20	£2,499.78	£2,884.37	£3,461.24	£4,038.11
Llanfyllin	£1,150.41	£1,342.15	£1,533.88	£1,725.62	£2,109.09	£2,492.56	£2,876.03	£3,451.24	£4,026.45
Llangedwyn	£1,119.88	£1,306.53	£1,493.17	£1,679.82	£2,053.11	£2,426.41	£2,799.70	£3,359.64	£3,919.58
Llangurig	£1,129.60	£1,317.87	£1,506.13	£1,694.40	£2,070.93	£2,447.47	£2,824.00	£3,388.80	£3,953.60
Llangyniew	£1,140.05	£1,330.06	£1,520.07	£1,710.08	£2,090.10	£2,470.12	£2,850.13	£3,420.16	£3,990.19

Llangynog	£1,154.18	£1,346.54	£1,538.91	£1,731.27	£2,116.00	£2,500.72	£2,885.45	£3,462.54	£4,039.63
Llanidloes	£1,186.11	£1,383.79	£1,581.48	£1,779.16	£2,174.53	£2,569.90	£2,965.27	£3,558.32	£4,151.37
Llanidloes Without	£1,140.95	£1,331.10	£1,521.26	£1,711.42	£2,091.74	£2,472.05	£2,852.37	£3,422.84	£3,993.31

COMMUNITY

	A	B	C	D	E	F	G	H	I
Llanrhaeadr ym Mochnant	£1,133.23	£1,322.10	£1,510.97	£1,699.84	£2,077.58	£2,455.32	£2,833.07	£3,399.68	£3,966.29
Llansantffraid	£1,137.96	£1,327.62	£1,517.28	£1,706.94	£2,086.26	£2,465.58	£2,844.90	£3,413.88	£3,982.86
Llansilin	£1,124.54	£1,311.96	£1,499.39	£1,686.81	£2,061.66	£2,436.50	£2,811.35	£3,373.62	£3,935.89
Llanwddyn	£1,166.01	£1,360.34	£1,554.68	£1,749.01	£2,137.68	£2,526.35	£2,915.02	£3,498.02	£4,081.02
Machynlleth	£1,264.53	£1,475.29	£1,686.04	£1,896.80	£2,318.31	£2,739.82	£3,161.33	£3,793.60	£4,425.87
Manafon	£1,135.51	£1,324.76	£1,514.01	£1,703.26	£2,081.76	£2,460.26	£2,838.77	£3,406.52	£3,974.27
Meifod	£1,134.57	£1,323.66	£1,512.76	£1,701.85	£2,080.04	£2,458.23	£2,836.42	£3,403.70	£3,970.98
Mochdre with Penstrowed	£1,139.13	£1,328.99	£1,518.84	£1,708.70	£2,088.41	£2,468.12	£2,847.83	£3,417.40	£3,986.97
Montgomery	£1,186.67	£1,384.45	£1,582.23	£1,780.01	£2,175.57	£2,571.13	£2,966.68	£3,560.02	£4,153.36
Newtown & Llanllwchaiarn	£1,238.25	£1,444.62	£1,651.00	£1,857.37	£2,270.12	£2,682.87	£3,095.62	£3,714.74	£4,333.86
Pen-y-Bont Fawr	£1,152.83	£1,344.96	£1,537.10	£1,729.24	£2,113.52	£2,497.79	£2,882.07	£3,458.48	£4,034.89
Trefeglwys	£1,127.33	£1,315.22	£1,503.11	£1,691.00	£2,066.78	£2,442.56	£2,818.33	£3,382.00	£3,945.67
Trefynon	£1,145.60	£1,336.53	£1,527.47	£1,718.40	£2,100.27	£2,482.13	£2,864.00	£3,436.80	£4,009.60
Trewern	£1,140.84	£1,330.98	£1,521.12	£1,711.26	£2,091.54	£2,471.82	£2,852.10	£3,422.52	£3,992.94
Welshpool	£1,265.66	£1,476.60	£1,687.55	£1,898.49	£2,320.38	£2,742.26	£3,164.15	£3,796.98	£4,429.81

RADNORSHIRE

COMMUNITY

	A	B	C	D	E	F	G	H	I
Abbeycwmhir	£1,139.14	£1,329.00	£1,518.85	£1,708.71	£2,088.42	£2,468.14	£2,847.85	£3,417.42	£3,986.99
Aberedw	£1,124.11	£1,311.47	£1,498.82	£1,686.17	£2,060.87	£2,435.58	£2,810.28	£3,372.34	£3,934.40
Beguildy	£1,136.21	£1,325.58	£1,514.95	£1,704.32	£2,083.06	£2,461.80	£2,840.53	£3,408.64	£3,976.75
Clyro	£1,127.64	£1,315.58	£1,503.52	£1,691.46	£2,067.34	£2,443.22	£2,819.10	£3,382.92	£3,946.74
Disserth & Trecoed	£1,131.97	£1,320.64	£1,509.30	£1,697.96	£2,075.28	£2,452.61	£2,829.93	£3,395.92	£3,961.91
Gladestry	£1,128.71	£1,316.83	£1,504.95	£1,693.07	£2,069.31	£2,445.55	£2,821.78	£3,386.14	£3,950.50
Glasbury	£1,132.65	£1,321.42	£1,510.20	£1,698.97	£2,076.52	£2,454.07	£2,831.62	£3,397.94	£3,964.26
Glascwm	£1,130.57	£1,319.00	£1,507.43	£1,695.86	£2,072.72	£2,449.58	£2,826.43	£3,391.72	£3,957.01
Knitton	£1,155.77	£1,348.40	£1,541.03	£1,733.66	£2,118.92	£2,504.18	£2,889.43	£3,467.32	£4,045.21
Llanbadarn Fawr	£1,132.76	£1,321.55	£1,510.35	£1,699.14	£2,076.73	£2,454.31	£2,831.90	£3,398.28	£3,964.66
Llanbadarn Fynydd	£1,140.86	£1,331.00	£1,521.15	£1,711.29	£2,091.58	£2,471.86	£2,852.15	£3,422.58	£3,993.01
Llanbister	£1,142.83	£1,333.30	£1,523.77	£1,714.24	£2,095.18	£2,476.12	£2,857.07	£3,428.48	£3,999.89
Llanddewi									
Ystradenny	£1,127.20	£1,315.07	£1,502.93	£1,690.80	£2,066.53	£2,442.27	£2,818.00	£3,381.60	£3,945.20
Llandrindod Wells	£1,164.24	£1,358.28	£1,552.32	£1,746.36	£2,134.44	£2,522.52	£2,910.60	£3,492.72	£4,074.84
Llanelwedd	£1,129.29	£1,317.50	£1,505.72	£1,693.93	£2,070.36	£2,446.79	£2,823.22	£3,387.86	£3,952.50
Llanfihangel									
Rhydithon	£1,140.40	£1,330.47	£1,520.53	£1,710.60	£2,090.73	£2,470.87	£2,851.00	£3,421.20	£3,991.40
Llangunllo	£1,132.73	£1,321.51	£1,510.30	£1,699.09	£2,076.67	£2,454.24	£2,831.82	£3,398.18	£3,964.54
Llanyre	£1,134.55	£1,323.64	£1,512.73	£1,701.82	£2,080.00	£2,458.18	£2,836.37	£3,403.64	£3,970.91
Nantmel	£1,140.29	£1,330.34	£1,520.39	£1,710.44	£2,090.54	£2,470.64	£2,850.73	£3,420.88	£3,991.03
New Radnor	£1,141.21	£1,331.42	£1,521.62	£1,711.82	£2,092.22	£2,472.63	£2,853.03	£3,423.64	£3,994.25
Old Radnor	£1,134.02	£1,323.02	£1,512.03	£1,701.03	£2,079.04	£2,457.04	£2,835.05	£3,402.06	£3,969.07
Paincastle	£1,123.79	£1,311.09	£1,498.39	£1,685.69	£2,060.29	£2,434.89	£2,809.48	£3,371.38	£3,933.28
Penybont & Llandegley	£1,140.39	£1,330.45	£1,520.52	£1,710.58	£2,090.71	£2,470.84	£2,850.97	£3,421.16	£3,991.35
Presteigne & Norton	£1,155.88	£1,348.53	£1,541.17	£1,733.82	£2,119.11	£2,504.41	£2,889.70	£3,467.64	£4,045.58
Rhayader	£1,151.41	£1,343.32	£1,535.22	£1,727.12	£2,110.92	£2,494.73	£2,878.53	£3,454.24	£4,029.95
St Harmon	£1,159.60	£1,352.87	£1,546.13	£1,739.40	£2,125.93	£2,512.47	£2,899.00	£3,478.80	£4,058.60
Whitton	£1,130.88	£1,319.36	£1,507.84	£1,696.32	£2,073.28	£2,450.24	£2,827.20	£3,392.64	£3,958.08

4.0 Resource Implications

- 4.1 The figures contained within the report have been calculated in accordance with the Final Settlement from Welsh Government and the Council Tax rate approved by Council and included in the budget decision of 25 February 2021.
- 4.2 Upon the resolution being adopted the annual billing process will commence immediately to ensure households receive their 2021/22 annual demand in a timely manner, adequate workforce numbers are in place to undertake this task and to administer the billing, collection and recovery of Council Tax throughout 2021/22.
- 4.3 There are no known ICT, customer services or physical implications. Front line services have been made fully aware of the charges for the financial year 2021-22.
- 4.4 Communications commented: The report is of public and service user interest and requires use of proactive news release and appropriate social media activity to publicise the decision. A statutory notice will also be placed in local newspapers circulating in the county.
- 4.5 The Head of Finance (Section 151 Office) supports the recommendation. This report is required by legislation to ensure the Council sets Council Tax rates for the forthcoming year so that it can collect income to fund services. It is important that Members note this is in effect a ‘technical’ report required by legislation and does not reopen the budget process.

5.0 Legal Implications Options Considered/Available

- 5.1 Legal commented: “the proposals satisfy the duty on the Council to set a Council Tax level for the forthcoming financial year”.
- 5.2 The Head of Legal and Democratic Services (Monitoring Officer) “The recommendation satisfy the requirement of the Council to set the Council Tax in accordance with Section 30(6) of the Local Government Finance Act 1992”.

6.0 Data Protection

- 6.1 No data protection implications within the proposal.

7.0 Local Members(s)

- 7.1 The Head of Legal and Democratic Services (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.

8.0 Integrated Impact Assessment

- 8.1 An integrated impact assessment was undertaken as part of the budget setting process which incorporated the Council Tax increase agreed by Council within the budget set.

9.0 Recommendation

- 9.1 THAT the amounts contained in paragraph 3.1 above be accepted by the Council for the year 2021/2022 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992
- 9.2 THAT, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the amounts contained in paragraph 3.3 as the amounts of Council Tax for the year 2021/2022 for each of the categories of dwellings shown.

Contact Officer	David Morris
Tell No	01597 826127
Email	david.morris@powys.gov.uk
Head of Service	Jane Thomas

APPENDIX ONE

Town/Community Council	Precept set for 2021/22	Band D Charge
Abbeycwmhir	3,688.68	28.89
Aberedw	900.00	6.35
Aberhafesp	6,017.00	26.28
Abermule with Llandyssil	36,000.00	48.93
Banwy	5,200.00	16.19
Bausley with Criggion	8,749.92	24.00
Beguildy	9,304.00	24.50
Berriew	10,000.00	13.17
Betws Cedewain	6,691.46	29.00
Brecon Town	468,120.00	132.16
Bronllys	12,000.00	27.12
Builth Wells Town	102,000.00	94.24
Cadfarch	8,700.00	19.27
Caersws	32,021.19	45.24
Carno	15,000.00	42.68
Carreghofa	10,915.00	34.10
Castle Caereinion	12,854.00	41.97
Churchstoke	25,334.43	28.94
Cilmery	3,885.00	16.41
Clyro	5,000.00	11.64
Crai	5,000.00	38.59
Crickhowell Town	51,843.00	45.83
Cwmdu and District	12,000.00	21.31
Disserth & Trecoed	9,981.00	18.14
Duhonw	2,200.00	14.31
Dwyrhiw	5,000.00	17.53
Erwood	5,600.00	22.22
Felinfach	13,100.00	34.52
Forden	35,369.00	43.55
Gladestry	3,000.00	13.25
Glantwymyn	11,500.00	17.78
Glasbury	11,000.00	19.15
Glascwm	4,350.00	16.04
Glyn Tarrell	9,500.00	31.37
Guilfield	16,235.00	18.75
Gwernyfed	8,350.00	17.28
Hay-on-Wye Town	60,056.00	66.98
Honddu Isaf	1,115.00	4.88
Kerry	28,684.00	29.32
Knighton Town	71,400.00	53.84
Llanafan Fawr	2,500.00	10.69

Llanbadarn Fawr	6,741.33	19.32
Llanbadarn Fynyddd	4,424.61	31.47
Llanbister	6,627.00	34.42
Llanbrynmair	13,200.00	26.84
Llanddew	2,500.00	20.42
Llanddewi Ystradenny	1,600.00	10.98
Llandinam	27,070.00	60.44
Llandrindod Wells Town	161,096.00	66.54
Llandrinio	18,310.00	24.89
Llandysilio	16,840.00	30.50
Llanelwedd	2,700.00	14.11
Llanerfyl	4,600.00	21.29
Llanfair Caereinion	40,000.00	50.50
Llanfechain	5,000.00	18.26
Llanfihangel	14,000.00	50.80
Llanfihangel Rhydithon	3,700.00	30.78
Llanfrynach	13,000.00	39.83
Llanfyllin Town	33,000.00	45.80
Llangammarch	10,800.00	40.43
Llangattock	23,202.00	40.78
Llangedwyn	0.00	0.00
Llangorse	20,000.00	35.09
Llangunllo	3,800.00	19.27
Llangurig	5,700.00	14.58
Llangynidr	20,000.00	33.73
Llangyniew	9,200.00	30.26
Llangynog	10,000.00	51.45
Llanidloes Town	118,540.00	99.34
Llanidloes Without	10,000.00	31.60
Llanigon	3,000.00	10.77
Llanrhaeadr-ym-Mochnant	12,000.00	20.02
Llansantffraid	19,500.00	27.12
Llansilin	2,500.00	6.99
Llanwddyn	8,800.00	69.19
Llanwrthwl	2,500.00	23.78
Llanwrtyd Wells Town	19,527.00	49.35
Llanyre	12,820.50	22.00
Llywel	10,000.00	38.61
Machynlleth Town	191,475.00	216.98
Maescar	15,000.00	31.61
Manafon	4,200.00	23.44
Meifod	15,598.00	22.03
Merthyr Cynog	4,940.85	35.44
Mochdre with Penstrowed	7,500.00	28.88
Montgomery Town	72,965.00	100.19
Nantmel	10,456.00	30.62

New Radnor	7,628.80	32.00
Newtown & Llanllwchaiarn Town	774,844.00	177.55
Old Radnor	8,525.57	21.21
Painscastle	1,700.00	5.87
Penybont & Llandegly	6,315.00	30.76
Penybont Fawr	13,000.00	49.42
Presteigne & Norton Town	69,514.20	54.00
Rhayader Town	43,000.00	47.30
St Harmon	18,837.00	59.58
Talgarth Town	54,000.00	73.23
Talybont-on-Usk	15,320.00	38.54
Tawe Uchaf	25,000.00	43.75
Trallong	1,800.00	8.97
Trefeglwys	5,500.00	11.18
Treflys	3,500.00	15.37
Tregynon	15,000.00	38.58
Trewern	20,665.00	31.44
Vale of Grwyney	8,000.00	16.08
Welshpool Town	592,307.05	218.67
Whitton	3,519.00	16.50
Yscir	4,132.00	16.00
Ystradfellte	12,000.00	48.16
Ystradgynlais Town	304,000.00	103.50

£4,176,704.59

CYNGOR SIR POWYS COUNTY COUNCIL.

COUNTY COUNCIL

4th March 2021

REPORT AUTHOR: County Councillor Rosemarie Harris
Leader of Council

REPORT TITLE: 2021 Annual Review of Vision 2025 Our Corporate Improvement Plan, including our Strategic Equality Objectives 2020-2024

REPORT FOR: Decision

1. Purpose

1.1 The purpose of this report is to present an **update of Vision 2025: Our Corporate Improvement Plan (CIP)** (outlined in Appendix A) for consideration and approval. The updated CIP is the result of an in-depth review of the current objectives and performance measures, carried out as part of the annual business planning and budget setting process.

1.2 The council took the decision to integrate its Strategic Equality Objectives into the 2020 update of the CIP that was published last April. A review of the actions and measures supporting these objectives has also been undertaken and are included in Appendix A.

2. Background

2.1 Vision 2025: Our Corporate Improvement Plan 2018-2023 was first published in April 2018, setting out a series of public commitments for how the council will deliver its Vision, which is, **“By 2025 Powys will be widely recognised as a fantastic place in which to work, live and play”**. To help deliver the vision and improve outcomes for residents and communities, the council set four priority ‘Well-being Objectives’, these are:

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

- *We also have an internal facing objective called Making it Happen.*

2.2 We review Vision 2025: Our CIP annually, reflecting on the progress we have made and updating our plans to ensure that we are on track to deliver

the commitments contained within it and to achieve the Well-being objectives we set in 2018. Given the challenges that Powys residents, the council and our partners have faced during 2020, never has it been so important to review our plans for the future and ensure they are reflective of the things that matter most to our communities. Therefore, during quarter 3 of 2020/2021, in line with our strategic planning and budget setting process, each service has undertaken an in-depth review of the objectives they are responsible for. In doing so, they have considered:

- Current performance and expected progress in delivering the objectives and targets for 2020-21
- Views from consultation and engagement exercises
- Covid-19 Impact Assessment
- Resources
- Risk Register
- Statutory duties
- Future Generations Commissioner's Future Generations Report 2020
- Coronavirus Recovery Strategy
- Findings from the work of our regulators

2.3 The current environment means planning is more challenging than in previous years, with a great degree of uncertainty about the immediate future. However, it is intended that the CIP Update 2021 will provide an ambitious vision for the coming year, setting out commitments the Council will seek to deliver, whilst also continuing to respond to the pandemic. As a result of the review, services have proposed some changes to the planned activities to ensure we focus on the biggest priorities and those that we can realistically afford.

2.4 The CIP Update 2021 details the revised activities that will be undertaken from April 2021 up to 2025 to deliver our Well-being objectives, within the context of the current Covid-19 pandemic and the council's Recovery Strategy. Reviewing and publishing our CIP for the start of the next financial year, will ensure we meet our statutory obligations in the Well-being of Future Generations (Wales) Act 2015. This requires the council to implement well-being objectives in accordance with the 5 Ways of Working and show how it will maximise its contribution to the 7 Well-being goals. The CIP Update 2021 also ensures that the Council meets its statutory obligations under the Local Government (Wales) Measure 2009 (Part 1) and the Equality Act 2010 (including the Specific Public Sector Equality Duties for Wales). The new Local Government and Elections (Wales) Act will also place similar duties on Local Authorities from 2021, as part of the performance provisions.

2.5 The objectives and improvement targets within the CIP Update 2021 will be included in relevant Service Integrated Business Plans for 2021-2024. These plans set out the detailed actions that will be taken to achieve each objective and the resources required.

2.6 A Joint Scrutiny Working group met on 10th February 2021 to consider the Annual Update of the CIP. Their comments and responses from Heads of Service is attached at Appendix B.

3. Advice

3.1 It is proposed that the **2021 update to Vision 2025: Our CIP** (Appendix A) is approved for publication and is implemented and reported from 1st April 2021. *Please note the Section 3: Financial Strategy element of the document is currently omitted, pending Council decision on the budget. Details of this section will follow and will be included in the report prior to publication.*

3.2 Annually reviewing the objectives and measures in the CIP ensures that they are still the most relevant for delivering improved outcomes for Powys residents and communities as well as ensuring the plan remains realistic and achievable within the current financial climate.

3.3 During Quarter 2 2020-2021, and as part of the Council's Recovery Planning approach, the council reviewed its Vision 2025 Outcomes. As a result, the original 40 outcomes in the CIP have been replaced with five specific outcomes that will ensure the Council maintains a clear focus and has an achievable Vision.

3.4 The recommended changes to the CIP, ensures that objectives are aligned to the five new outcomes. They will also aim to ensure that the CIP is streamlined going forward, that it focusses on key transformation and improvement activity, rather than business as usual and that it removes duplication in terms of reporting.

3.5 It is advised that the council continues to integrate its Strategic Equality Objectives into the CIP, to ensure that equality is integral to how we plan and act and provides the basis for delivering the Vision 2025 outcomes.

3.6 The CIP should also remain aligned to the Powys Public Service Board Well-being Plan and the Regional Partnership Board Area Plan to ensure that partners are working towards the same outcomes for the people of Powys.

4. Resource Implications

4.1 The development of the Integrated Business Plans for each service ensures that the financial and workforce requirements for the delivery of each CIP activity are identified and considered. This ensures that resources are prioritised to deliver the objectives of the CIP and the Vision 2025 outcomes.

4.2 The Section 151 Officer can support the recommendations on this basis.

5. Legal implications

5.1 Legal: The recommendation can be supported from a legal point of view.

5.2 The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report".

6. Comment from local member(s)

6.1 N/A

7. Integrated Impact Assessment

7.1 An Impact Assessment of the CIP Update 2021 has not been undertaken. However, each service is required to undertake an Impact Assessment of the individual activities within the CIP, as part of developing their Integrated Business Plan.

8. Recommendation

8.1 It is recommended that the 2021 Annual Update to Vision 2025: Our CIP (as outlined in Appendix A) is approved for publication, with implementation from April 2021.

8.2 The recommendations above will ensure:

- Vision 2025: Our CIP has a clear delivery plan and that all activity is focussed on delivery of the intended outcomes.
- That the council meets its statutory obligations as outlined in the Well-being of Future Generations (Wales) Act 2015, Local Government (Wales) Measure 2009 (Part 1) and the 2010 Equality Act and more specifically, the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

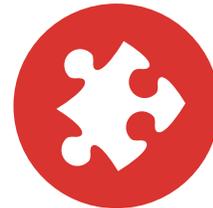
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Head of Service: Emma Palmer, Head of Transformation and Communications

Corporate Director:

Corporate Improvement Plan 2021-25

VISION 2025



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

Published April 2021

In April 2018 we launched Vision 2025: Powys County Council's Corporate Improvement Plan which set out our seven-year vision for the county and our plans for how we would achieve it.

We review Vision 2025 annually, reflecting on the progress we have made and updating our plans to ensure that we are on track to deliver the commitments contained within it and to achieve the well-being objectives we set in 2018. In 2020, for the first time, we also incorporated our Strategic Equality Objectives into Vision 2025 to ensure they are fully embedded in our plans.

You can track our recent performance against Vision 2025 by looking at the performance management reports that go to Cabinet on a quarterly basis. We also publish an Annual Performance Report, [which can be viewed here.](#)

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ACCESSIBILITY / CONTACTING US

We are committed to making our services including our websites and applications accessible to all, removing barriers (where reasonable) and giving due regard to all groups when making decisions.

Please let us know what you think of this plan or about any problems you have experienced or are currently experiencing. We value your views and will use them to change and improve services in the future. Get in touch using the contact details to the right.

If you would like this publication in an alternative format or larger font please contact us using the details on this page.



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business_intelligence@powys.gov.uk

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BY POST:

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[Powys County Council,](#)
[County Hall,](#)
[Llandrindod Wells,](#)
[Powys, LD1 5LG](#)

BY PHONE:

[01597 826000](#)



ABOUT US

The Cabinet: Powys County Council's Cabinet is made up of the Leader of the Council and seven other county councillors, called Cabinet Members.

Each Cabinet Member looks after an individual area of responsibility, called a portfolio. They make decisions on how your money is spent and how services are delivered. The Cabinet drives forward Vision 2025: Our Corporate Improvement Plan and oversees its delivery. A full list of all Powys County Councillors, including information about how to find your local Councillor, is available on our

website:

<https://en.powys.gov.uk/findmycouncillor>

The Cabinet drives forward Vision 2025: Our Corporate Improvement Plan and oversees its delivery.



Leader of Powys County Council
Cllr Rosemarie Harris



Deputy Leader and Portfolio Holder for Finance, Countryside and Transport
Cllr Aled Davies



Portfolio Holder responsible for Education and Property
Cllr Phyl Davies



Portfolio Holder responsible for Environment
Cllr Heulwen Hulme



Portfolio Holder responsible for Adult Social Care and Welsh Language
Cllr Myfanwy Alexander



Portfolio Holder responsible for Young People and Culture
Cllr Rachel Powell



Portfolio Holder responsible for Corporate Governance, Engagement and Regulatory Services
Cllr Graham Breeze



Portfolio Holder responsible for Economic Development, Planning and Housing
Cllr Iain McIntosh



98% of Powys' population are white, with a small mix of other ethnicities; highest BME populations living in Brecon and Newtown (Wales: 94%)

The predominant religion is Christianity (62%) but there are small areas where other religions are more represented

In Powys, we have more than triple the rate of people with a registered disability compared to Wales; in 2018, Powys' average rate per 1,000 population was 35.67 (Wales 9.17)

Heterosexual (around 97%) and 1-2% of people identify as Gay/Lesbian or Bisexual



25.5% of Powys residents are Welsh speakers. However, Welsh language proficiency varies widely across the county, for example 51% of residents in Glantwymyn lower super output area (LSOA*) can speak, read and write in Welsh compared to 3% of people in Churchstoke LSOA.

'Ystradgynlais 1' LSOA ranks lowest in Powys on the Welsh index of multiple deprivation (WIMD) and there are known pockets of deprivation throughout Powys. In 2017-18 it was estimated that 17% of all households in Wales were fuel poor.

***Definition of a Lower Super Output Area (LSOA):** An LSOA is a geographical area designed to improve the reporting of small area statistics. The minimum population is 1000 and the mean population is 1500 people. The Office for National Statistics produce output areas based on postcodes.



2,850 employees
2,900 school staff

all of whom provide a large range of services to meet the needs of local people.

73 elected Councillors representing 73 council wards
Male: 69% Female: 31%

County Councillors play a key role in determining future plans and representing the residents' voice. One of the key ways they do this is through scrutiny committees and working groups

As corporate parents all Councillors also have a collective responsibility to ensure that Children Looked After and care leavers can have the outcomes every good parent would want for their children.

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SECTION 1: INTRODUCTION

OUR VISION:

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

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OUR WELL-BEING AND EQUALITY OBJECTIVES:

- We will develop a vibrant **ECONOMY** (Well-being Objective 1)
 - We will enable people with a disability to have improved opportunities for valued occupation including paid employment (Equality Objective 1)
 - We will ensure equality of opportunity for all our staff and take action to close the pay gap (Equality Objective 2)
- We will lead the way in providing effective, integrated **HEALTH AND CARE** in a rural environment (Well-being Objective 2)
 - We will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations (Equality Objective 3)
 - We will help people to get the support they need to prevent homelessness (Equality Objective 4)
- We will strengthen **LEARNING AND SKILLS** (Well-being Objective 3)
 - We will improve opportunities and outcomes for children living in poverty (Equality objective 5)
- We will support our **RESIDENTS AND COMMUNITIES** (Well-being Objective 4)
 - We will improve opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life (Equality Objective 6)



OUR COVID-19 RECOVERY PRIORITIES:

During 2020-2021 we set three priorities for managing the way we respond to and recover from the COVID-19 pandemic.

We will continue to deliver these priorities, alongside our well-being and equality objectives, as we adapt to the changes and challenges ahead.



1 RESPONDING TO COVID-19

Understanding the impact of the COVID-19 pandemic on the Council and the county, and working with partners to develop and implement a robust recovery plan for the county.

2 KEEPING OUR COMMUNITIES SAFE AND RESILIENT

Minimising the risk to the population and Council staff from COVID-19, and supporting communities and businesses to recover from the impact of 2020 emergencies (i.e. COVID-19 and flooding).

3 RUNNING THE COUNCIL

Co-ordinating the recovery of services and identifying appropriate changes to our traditional ways of working.

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OUR VALUES



Professional

Whatever role we play in the council, we act with professionalism and



Positive

We take a positive attitude in all we do



Progressive

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



Open

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



Collaborative

We work constructively and willingly on joint initiatives

OUR APPROACH:

WE ARE AN OPEN AND ENTERPRISING COUNCIL:

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

OUR GUIDING PRINCIPLES

LONG-TERM - Balancing short-term needs with the need to safeguard the ability to also meet long-term needs

PREVENTION - Putting resources into preventing problems occurring or getting worse

INTEGRATION (CROSS-CUTTING) - Considering how our priorities may impact upon one another, on the well-being goals and on the priorities of other public bodies

COLLABORATION - Working together with other partners to deliver our priorities

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

INVOLVEMENT (COMMUNICATIONS AND ENGAGEMENT) - Involving those with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area

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



A MESSAGE FROM THE COUNCIL LEADER

Welcome to the 2021 update of our Corporate Improvement Plan, one of the Council's most important documents, which sets out our long-term vision for improving well-being in Powys: **Vision 2025: "By 2025 Powys will be widely recognised as a fantastic place in which to work, live and play"**

As a council, we need to be at the heart of our communities, and we are confident that the well-being objectives set out in this plan will enable us to deliver better outcomes for Powys residents as well as contribute to the wider well-being goals for Wales. There are many positive ways in which we plan to make a difference, from supporting economic projects such as the Mid Wales Growth Deal, to making the county ready for the digital economy and helping our vulnerable residents and supporting businesses to get back on their feet.

As with communities up and down the country, the coronavirus pandemic (COVID-19) has hit Powys hard, and we now need to ensure that we prioritise helping our businesses and residents by giving them as much support as we can so they can recover from this unprecedented situation. Councils across Wales have been on the front line of the COVID-19 response, alongside our partners in the health board, police, and voluntary services. We are very proud of the resilience, responsiveness and flexibility of the Council's workforce during this time and want to build on the innovation that has been displayed to ensure we can continue to provide sustainable services that our residents rely on. In 2020, we had to deliver services very differently due to the global pandemic, focusing resources on providing essential services and protecting vulnerable residents. As an open and enterprising council, we have embraced new ways of working and delivering services and we are committed to work with communities, residents, businesses and partner organisations to future-proof Powys.

During 2020, we invoked the Council's Business Continuity Plan, which meant that we had to put aspects of our improvement plan (Vision 2025) on hold. We have since reviewed our Corporate Improvement Plan to check whether our current objectives are still relevant or whether we need to focus on new priorities until 2025. We have considered the impacts of COVID-19 and the challenges and opportunities that it may present, including working towards a sustainable recovery and incorporating new ways of working and delivering our services. As a council, our finances have been seriously affected. The estimated cost of responding to the pandemic in additional spend and lost income during the first six months of the 2020-21 financial year will be close to £10 million. Emergency funding has been needed, for example to care for older and vulnerable people, while at the same time income has been lost from many areas. We are currently running at a deficit which could create a funding gap as high as £0.75 million. We are also likely to need to make savings of at least £ 37.3 million over the next five years so that we can balance our budget in the medium term.



Councillor Rosemarie Harris,
Leader of Powys County Council

As part of our recovery, we remain committed to promoting equality and diversity and improving our services and employment practices to meet the different needs of our residents and employees. In doing so, we aim to contribute towards improving outcomes for those who experience disadvantages in life. During 2020 we focused on six key equality objectives which included: improving outcomes for children living in poverty, preventing homelessness, enabling people with a disability to gain valued occupation, and improving the availability of accessible homes. 2021 sees the introduction of the Socio-Economic Duty across Wales to reduce the inequalities of outcome for people who suffer socio-economic disadvantage. To prepare for the introduction of the Duty and support its implementation within the Council we have integrated it within our impact assessment process.

Our plan is ambitious, but we have the commitment to achieve real change and believe in the spirit of partnership working and supporting each other to have a council everyone can be proud of. Since the start of our plan in 2018 we have:

- ➔ Received nearly a thousand independent living queries through AskSara (<https://asksara.dlf.org.uk/?auth=powys>). Ask Sara is an award-winning online self-help guide providing expert advice and information on products and equipment for carers, older and disabled adults.
- ➔ Prescribed technology enabled care to more than 1,500 unique individuals (between April 2018 to September 2020)
- ➔ Vacated Neuadd Maldwyn freeing up the building to provide much-needed extra care facilities as part of the North Powys Wellbeing Programme.
- ➔ Started work on 100 new Council owned homes, including 32 at Heol y Ffynon (Cradoc Close) in Brecon, 7 in Sarn, 26 at the Bowling Green site in Newtown, 22 on the site of the old cattle market in Llanidloes and 13 in Clyro.
- ➔ Made substantial progress from working with Care Inspectorate Wales over the last three years and enhanced monitoring arrangements are no longer required.
- ➔ Developed and approved a new Strategy for Transforming Education in Powys.
- ➔ Opened the county's first new build secondary school in Brecon with another £20 million+ investment.
- ➔ Developed Y Lanfa/The Wharf, which is the new co-located library and Powysland museum in Welshpool
- ➔ Spent nearly £100 million with local businesses as part of our Powys Pound initiative
- ➔ Achieved £22.9 million cost reductions by becoming more efficient

Over the next year I am looking forward to continuing to work with my Cabinet, our dedicated workforce, and our partners to make further progress on our transformation and improvement journey. A decade of austerity has taken its toll on council services and our financial position. The Council will continue to balance its budget while at the same time investing in vital services, as we continue to ensure that our most vulnerable children and adults are safe.

We hope you find our plan inspiring and exciting and that you will work with us to achieve our shared vision for Powys in 2025.

We would welcome your views about how we can deliver a plan that matters to you.

CHIEF EXECUTIVE'S INTRODUCTION

2020-21 has been a uniquely challenging year, which saw the county face the COVID-19 pandemic with the rest of UK. However, it was reassuring to see how well communities, residents, and partners responded, and I am grateful for the collaborative relationships with the Council that have enabled our most vulnerable to be supported. Each year we look back and review our progress in the previous year to learn what has worked well and what could be improved. We listen to what our residents, members, regulators, and workforce are telling us, and we review our services and financial performance. The extraordinary challenges presented by COVID-19 forced the Council, residents, and businesses of Powys to adapt quickly and make significant changes to the way many of us worked and lived. In March 2020, the Council invoked its Business Continuity Plan, which meant that a range of services were either adapted, suspended or, in some instances, established for the first time.

Pages 66-69 **help us better understand the immediate and long-lasting impacts of the pandemic on our communities we undertook a COVID-19 Impact Assessment in July 2020.** This told us that our economy would undoubtedly be affected, with an increase in people claiming Universal Credit, and a sizeable number of people within Powys being furloughed. It was also projected that the services sector, including accommodation and food, arts, entertainment, and recreation industries, would be particularly impacted by lockdowns and social distancing requirements. Unfortunately, the assessment indicated that we may see a rise in homelessness, in the need for additional community food bank support, and in the number of children that are eligible for free school meals. Throughout the pandemic the number of referrals to Adult Social Care have increased, and while there have been no significant increases in the number of Children Looked After or on the Child Protection Register, it is anticipated that this may increase in the long term due to the wider socio-economic impact of COVID-19.



Dr Caroline Turner,
Chief Executive

During 2020 we also carried out engagement and consultation with residents and businesses in Powys to gather their views about the pandemic and what additional support may be needed, including an online business survey, conducted in June/July 2020. Moreover, we have taken key actions to provide additional support to the Powys economy, including processing over £50 million in grant support to local businesses, introducing free parking over the summer, free planning advice for tourism and hospitality businesses, and campaigns to #SupportLocalPowys and #DiscoverPowys. In December 2020 we launched our month-long engagement exercise 'Future-Proofing Powys', and welcomed feedback from residents that will help shape the longer-term vision for the Council.

COVID-19 has caused huge changes in the way we all work and, for some of us, the location from which we work. We used staff surveys to ask council staff to share how they felt about the situation, their well-being, the challenges, and the opportunities since they had started working from home and responding to the pandemic. The shift to a more digital way of working brought about huge changes throughout the Council, and we are using the feedback to ensure we can best support our staff and deliver our services in the future.

We have used the findings of the assessment together with surveys and resident feedback to help inform the annual review of our Corporate Improvement Plan. As a result of the review, we have changed some aspects of Vision 2025: Our Corporate Improvement Plan to ensure we remain on course to deliver our well-being and equality objectives within the resources that we expect to be available to us. .

Looking forward, our key goals include effective budget planning in an uncertain economy, and key transformation and improvement objectives, with a focus on our five new outcomes, which are:

- ➔ The Powys economy is thriving and sustainable
- ➔ Powys residents start well, live well and age well
- ➔ Powys residents are capable, confident and fulfilled
- ➔ Powys communities are vibrant, resourceful and connected
- ➔ Powys County Council is high performing and well run

Why is this plan important for our residents, employees and partners?

Vision 2025 is the overarching plan for the Council, setting out our vision for the future of Powys, the well-being and equality objectives we need to priorities and the activities we will take to get us there. It lets our stakeholders know where we plan to invest our resources and what improvements they can expect to see when our plans are delivered. It provides a vision for the workforce from which service plans and individual objectives can be drawn to ensure that as an organisation we are all working towards the same outcomes. And, it sets out our commitment to work with partners to deliver programmes and projects aligned to Vision 2025 through the Powys Public Service Board Well-being Plan (Towards 2040) and Regional Partnership Board's Health and Care Strategy (Healthy, Caring Powys).



Vision 2025 is supported by the Council's Medium-Term Financial Strategy and is underpinned by our workforce and digital strategies. The Plan is translated into service area operational integrated business plans for 2021-24. It does not include everything the Council does but focusses on the things that matter most to our residents and actions that we believe will have the greatest impact.

Informing you of our plans is important to us, as is ensuring that it shows how we will meet our duties under the following legislation:



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Well-being of Future Generations (Wales) Act 2015 which requires the council to publish well-being objectives and a supporting statement by the beginning of each financial year to show how it will contribute to the seven national well-being goals set out in the Act.

The council's four well-being objectives contribute to one or more of the well-being goals that will help us improve Powys now and over the long term. We must also demonstrate how we are adopting the 'sustainable development' principle in the way we plan and deliver our objectives.

Local Government and Elections (Wales)

Act provides for the establishment of a new and reformed legislative framework for local government elections, democracy, governance and performance. Under part 6 of the Act, which relates to performance and governance, the Council must:

- ★ keep its performance under review to the extent to which:
 - it is exercising its functions effectively
 - it is using its resources economically, efficiently, and effectively
 - its governance is effective for securing the above
- ★ consult local people etc. on performance
- ★ report on its performance
- ★ arrange panel performance assessment
- ★ respond to report of panel performance assessment
- ★ respond to Auditor General's recommendations

Equalities Act 2010 (including the Socio-Economic Duty) which places a general duty on public sector organisations to have 'due regard' to the need to:

- ★ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- ★ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- ★ Foster good relations between persons who share a relevant protected characteristic² and persons who do not share it



The Specific Public Sector Equality Duties for Wales which requires the council to: set equality objectives and publish a Strategic Equality Plan; engage with people in relation to the protected characteristics; collect and publish information relevant to compliance with the General Duty; carry out equality impact assessments and publish the results; annually publish employment monitoring information; promote knowledge and understanding of the General Duty amongst staff and provide training; set a gender pay equality objective where a gender pay difference is identified and establish relevant conditions to meet the general duty in procurement processes.

OUR TRANSFORMATION JOURNEY

To successfully achieve the aspirations in Vision 2025, fundamental changes are needed in key areas.

That's why we have established a transformation programme which brings together nine key projects for transforming Powys.

You will find more detail about each project in section 2 of this plan, as well as other activities we have planned to help achieve our vision.

With continuing financial pressures, there's no doubt that the council of the future will be smaller, more agile, with a greater emphasis on performance and delivery. It will be very different from the Council of the past, but I am confident we can deliver the outcomes our residents expect and deserve.



SECTION 2: OUR PLANS FOR 2021 ONWARDS

WELL-BEING OBJECTIVE 1:

We will develop a vibrant economy



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WHAT OUTCOME ARE WE AIMING TO ACHIEVE?

The Powys economy is thriving and sustainable. Strengthening the economy of Powys is at the heart of Vision 2025. A strong, vibrant, enterprising economy will provide high quality jobs, create and nurture our local companies, attract inward investment and encourage people of all ages to work and live in Powys.



DURING 2021-2025, WE WILL: PROVIDE SUPPORT FOR BUSINESSES TO GROW

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
By 2022, we will develop business units at the Abermule business park for local businesses to establish and expand (subject to design measures).	By 2022, we will have developed nine business units at the Abermule Business Park (subject to design measures).	9 business units	Not Applicable	Not Applicable	Not Applicable
We will support businesses with recovery and the growth of new and established businesses.	Number of businesses assisted by the Council's Economic Development Team or referrals to partner organisations.	50 businesses	60 businesses	70 businesses	80 businesses
By 2025 we will ensure our policies and processes make it easier for local private and third sector companies to become suppliers to the council.	<p>By March 2025 we will have increased in real terms the total amount spent with Powys based suppliers year on year from 2021 by 0.5% each year (this was 38% at the end of 2019-20). above the total amount spent in 2019-20.</p> <p>By March 2025, we will have increased the number of local suppliers engaged in the council's procurement process (from 526 in 2019-20) and will increase the number of tenders awarded to local suppliers</p> <p>We will monitor the number of Community Benefits and social value targets set and included in contracts worth more than £2 million (this will be reliant on the number of capital projects and other procurement being taken forward in any one year).</p>	<p>0.5% increase on 2020-21 actual.</p> <p>10% increase on 2019-20 actual.</p> <p>Baseline to be established</p>	<p>0.5% increase on 2021-22 actual.</p> <p>5% increase on 2020-21 actual.</p> <p>To be agreed</p>	<p>0.5% increase on 2022-23 actual.</p> <p>5% increase on 2021-22 actual.</p> <p>To be agreed</p>	<p>0.5% increase on 2023-24 actual.</p> <p>5% increase on 2022-23 actual.</p> <p>To be agreed</p>
By March 2022, a procurement strategy will be put in place for the next 4 years, to deliver the Council Vision and objectives and embrace the requirements of the Well Being of Future Generations (Wales) Act 2015.	By March 2022, a procurement strategy will be drafted, together with an action plan and indicators to measure progress against the strategy.	Strategy drafted.	Actions / indicators dependant on agreed strategy.	Actions / indicators dependant on agreed strategy.	Actions / indicators dependant on agreed strategy.

PROMOTE POWYS AS A PLACE TO LIVE, VISIT AND DO BUSINESS

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
We will support the development and promotion of Powys as a tourism destination.	Total number of visitor days to Powys for tourism purposes (as measured by STEAM annual survey) * these targets will be subject to lockdown restrictions	4.5 million visitor days	5 million visitor days	5.5 million visitor days	5.8 million visitor days

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TRANSFORMATION PROJECT -Mid Wales Growth Deal



We will work in partnership with Ceredigion County Council, the private sector, Welsh Government, UK Government and other partners to develop a Mid Wales Growth Deal to help drive transformational economic growth in the region over the next decade.

1709671

THIS TRANSFORMATION WILL ACHIEVE:

An investment programme over 10-15 years that delivers focused, transformational economic growth which is strategically aligned, innovative, additional and unique to the mid Wales region.

The proposed Growth Deal themes are:

- ➔ Agriculture, food and drink
- ➔ Advanced research and innovation
- ➔ Tourism
- ➔ Energy
- ➔ Supporting Enterprise
- ➔ Transport
- ➔ Skills and employment
- ➔ Digital

HOW WE WILL KNOW WE ARE SUCCEEDING:

By March 2022 we will have developed a Portfolio Business Case for regional submission to secure Final Deal Agreement.

From March 2021 on we will develop a series of initial Programme/Project Business Cases (This will be implemented as a rolling programme over the next 15 years and dates will be added when the Council is in position to do so).

Following Final Deal Agreement in March 2022 we will start to deliver interventions, as identified (This will be implemented as a rolling programme over the next 15 years and dates will be added when the Council is in position to do so).



IMPROVE THE AVAILABILITY OF AFFORDABLE AND SUSTAINABLE HOUSING

<p>TRANSFORMATION PROJECT -Affordable Housing</p>	<p>THIS TRANSFORMATION WILL ACHIEVE:</p>	<p>HOW WE WILL KNOW WE ARE SUCCEEDING:</p>
<div data-bbox="322 359 555 593" data-label="Image"> </div> <p data-bbox="100 646 757 874"> We will ensure there is an increased range of affordable housing, so people have greater variety of where to live and stay in their communities. *This project also contributes to our Equality Objective 3. </p>	<ul style="list-style-type: none"> <li data-bbox="788 335 1328 414">➔ Increased and better-quality output of affordable homes <li data-bbox="788 443 1317 523">➔ Increased housing that meets need at affordable, social rent levels <li data-bbox="788 552 1402 632">➔ Homes that make significant contributions to the lives and well-being of their occupants <li data-bbox="788 660 1408 820">➔ New homes will be energy efficient, and where possible, use locally sourced materials and locally based tradespeople in their construction 	<p data-bbox="1469 327 2119 486">By the end of 2025 we will have built 250 new council-owned homes (dependant on availability of WG grant funding) (50 during 2021-22, 50 during 2022-23, 75 during 2023-24, and 75 during 2024-25).</p> <p data-bbox="1469 518 2119 678">The number of additional affordable housing units delivered per 10,000 households will be 29 in 2021-22, 23 in 2022-23, 46 in 2023-24, and 36 in 2024-25 (at the end of 2019-20 this was 12.4).</p>



IMPROVE OUR INFRASTRUCTURE TO SUPPORT REGENERATION AND ATTRACT INVESTMENT

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
We will actively compete for any grant funding opportunities, and subject to such funding, deliver transport infrastructure projects, develop active travel, support suitable transport options and improve road safety	Secure £1 million in grant funding for transport infrastructure Capital projects, of which 95% will be spent annually.	95% Spend	95% Spend	95% Spend	95% Spend
We will secure, implement and claim grant revenue and capital funding for flood alleviation schemes.	Secure £500,000 in grant funding for flood alleviation Capital projects, of which 95% will be spent annually.	95% Spend	95% Spend	95% Spend	95% Spend
We will support the delivery of improved digital connectivity and encourage businesses and communities to take advantage of technology.	Number of communities and industrial estates supported to gain access to good quality reliable broadband.	4	2	6	7
We will look for opportunities to secure external grant funding to support economic development and regeneration initiatives.	Number of funding applications submitted to support Powys communities and the local economy.	5 applications	5 applications	5 applications	5 applications
We will work with Ceredigion County Council, the Welsh Government Energy Service, and regional stakeholders to develop a delivery plan for implementing the Mid Wales Energy Strategy.	Measures to be determined once the strategy has been finalised.	Not applicable	Not applicable	Not applicable	Not applicable

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IMPROVE SKILLS AND SUPPORT PEOPLE TO GET GOOD QUALITY JOBS

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
We will help support people into work and better paid employment opportunities.	Number of people progressing to employment as a result of taking part in employability activities.	50 people	50 people	50 people	50 people

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EQUALITY OBJECTIVE 1: BY 2024 WE WILL ENABLE PEOPLE WITH A DISABILITY TO HAVE IMPROVED OPPORTUNITIES FOR VALUED OCCUPATION INCLUDING PAID EMPLOYMENT.

Why is this objective important and how will it support people with protected characteristics?

- ➔ Disabled people's employment rate is less than half that for non-disabled people and disabled people are less likely than non-disabled people to work in managerial or professional occupations, which tend to have higher pay.
- ➔ UK-wide research indicates that employment rates for disabled people vary considerably according to the type of disability or health condition, and that people with mental health conditions and those with learning difficulties have the lowest rates (Brown and Powell, 2018).
- ➔ Disabled people are more likely to live in poverty and experience severe material deprivation than non-disabled people. Median hourly earnings were higher in 2016/17 for non-disabled (£10.67) than for disabled (£9.72) employees, a disability pay gap of 8.9%.
- ➔ As well as helping disabled people to become independent, self-sufficient and feel valued, paid employment will provide social opportunities and support them to live full and productive lives.
- ➔ Findings from our regional engagement showed that the groups rated as having the worst experiences of work, compared with the population as a whole were disabled people and older people.

What we will do

By March 2022, we will explore commissioning options to ensure that people have optimum opportunity to gain employment

By March 2023, we will use strengths-based approaches to ensure that supported employment converts to independent employment where possible.

By March 2022, we will create a work, leisure and learning partnership (including citizens and carers) to lead to the development of employment opportunities.

How we will know we are succeeding

Number of Adults with a disability being supported to undertake employment. Information recording mechanisms being developed and will be used to baseline appropriate targets when available.

EQUALITY OBJECTIVE 2: BY 2024 WE WILL CREATE EQUALITY OF OPPORTUNITY FOR ALL OUR STAFF AND TAKE ACTION TO CLOSE THE PAY GAP

Why is this objective important and how will it support people with protected characteristics?

- ➔ Women continue to earn less than men on average. The council's mean gender pay gap in hourly pay for males is £13.34 and females £12.04, a difference of £1.31 (for full time relevant employees). The underlying reasons for this are often quite complex and not necessarily addressed through processes such as Job Evaluation which do promote like-for-like pay but do not address other issues such as part time and flexible working.
- ➔ According to the 'Is Wales Fairer- The State of Equality and Human rights Report 2018', seven out of 10 mothers in Wales have had a negative or possibly discriminatory experience during pregnancy or maternity leave, or on returning from maternity leave.
- ➔ The council believes in creating a diverse and gender balanced workforce which reflects the residents and communities we serve. We believe in job opportunities for everybody regardless of gender and will challenge ourselves to be more inclusive as a public organisation.
- ➔ Findings from our regional engagement showed that the groups rated as having the worst experiences of rates of pay than the population as a whole were younger people, disabled people, females and pregnant women or those who had recently given birth. Males and Welsh speakers are perceived to have better experiences of rates of pay in comparison to the wider population.

What we will do

During 2021-2024, we will ensure that all interview panels have a member who is safer recruitment trained.

During 2021-2024, we will continue to review the gender pay gap and action plan. The action plan can be found in Appendix B.

During 2021-2024, we will collect and identify information about differences in pay and their causes between employees who have a protected characteristic and those who do not.

By December 2021, we will establish an Equality workforce forum.

By March 2022, we will promote Leadership and Development training for all staff.

By March 2024, we will maintain and develop a range of workplace flexibilities for all staff and ensure our Senior Leadership Team role model flexible working.

By March 2024, we will promote and advertise jobs to encourage all applicants, whether part-time, job-share or full-time.

How we will know we are succeeding

➔ Monitor recruitment panels and ensure that at least one member of the panel has received safer recruitment training. (Recruitment Team will check interview paperwork to check the safer recruitment officer has signed paperwork and chaired the interview), (Baseline to be established in 2021-2022).

➔ Each year we will continue to reduce the gender pay gap.

➔ We will seek views and feedback from the Equality Workforce Forum on relevant equality and diversity issues, annually.

➔ Having introduced leadership and management development programmes from ILM2 to ILM7 in 2020/2021 we are aiming to encourage 40 learners to start the programmes in 2021/2022.

➔ An increasing number of staff being deployed in flexible working arrangements and / or working from home on a regular basis (Baseline to be established in 2021-2022).

➔ An increasing number of visible adverts and promotions of the availability of flexible working in the Council (Baseline to be established in 2021-2022).

SECTION 2: OUR PLANS FOR 2021 ONWARDS

WELL-BEING OBJECTIVE 2:

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



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WHAT OUTCOME ARE WE AIMING TO ACHIEVE?

Powys residents start well, live well and age well. High quality health and care services are a priority for all of us and we are committed to working with our partners in the NHS and the third sector to provide seamless health and social care services at the right time and in the right place. We will continue to do all we can to provide as many caring services within the boundaries of Powys, whilst using a strengths-based approach to promote independence and self-care wherever possible.



DURING 2021 – 2025, WE WILL: Ensure that Powys children and young people are safe, healthy, resilient, learning, fulfilled and have their voices heard, valued and acted on

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
Promote access to a range of Early Help services, which families can access, preventing the need for statutory intervention.	→ 70% of children, young people and their families will report that they achieve their family goal through accessing Early Help.	70%	70%	70%	70%
	→ 75% of audits will demonstrate that the child's voice is evidenced in the child's plan.	75%	75%	75%	75%
	→ Feedback using the Distance Travel Tool from 75% young people demonstrates satisfaction with the service for children and young people.	75%	75%	75%	75%
Focus on early intervention and prevention ensuring access to the right support at the right time to keep families together, where possible and children safe; intervening at the earliest opportunity to ensure that children and young people do not suffer harm. .	→ 85% of children who the Intervention and Prevention Service work with around family breakdowns will remain with their families safely.	85%	85%	85%	85%
	→ 75% of audits will demonstrate that the child's voice is evidenced in the child's plan.	75%	75%	75%	75%
	→ 75% of young people who used the Intervention and Prevention services demonstrate positive progression.	75%	75%	75%	75%
	→ 85% of children who the Intervention and Prevention Service work with around placement stability will remain in placement	85%	85%	85%	85%
	→ The proportion of young people using the Child Exploitation Service that are stepped out because of improved outcomes	Baseline to be established	Baseline to be established	Baseline to be established	Baseline to be established
'Work with' children, young people and their families rather than 'do to', to co-produce plans which will bring about the change's children need as quickly as possible.	→ 75% of audits will demonstrate that the child's voice is evidenced in the child's plan.	75%	75%	75%	75%
	→ 90% of statutory visits for Children Looked After will be carried out on time.	90%	90%	90%	90%
	→ Feedback using the Distance Travel Tool from 75% young people demonstrates satisfaction with the service for children and young people.	75%	75%	75%	75%



<p>Provide and commission a flexible and affordable mix of high-quality placements for children who are looked after to meet the diverse range of their needs and circumstances, keeping children as close to home as possible.</p>	<ul style="list-style-type: none"> ➔ Percentage of Children Looked After placed out of County, with Independent Fostering Agencies or residential placements will be lower than in 2020-21. ➔ There will be an increased number of Powys foster carers (as at the end of QUARTER 4 there were a total of XX full time foster carers). ➔ Increase the proportion of 16+ young people in accommodation in county. 	<p>Target measured against previous reporting period</p> <p>Target measured against previous reporting period</p> <p>Baseline to be established</p>	<p>Target measured against previous reporting period</p> <p>Target measured against previous reporting period</p> <p>Baseline to be established</p>	<p>Target measured against previous reporting period</p> <p>Target measured against previous reporting period</p> <p>Baseline to be established</p>	<p>Target measured against previous reporting period</p> <p>Target measured against previous reporting period</p> <p>Baseline to be established</p>
<p>Achieve the best possible outcomes for those children in our care by providing good corporate parenting, specialist support and clearly planned journeys through care into adulthood.</p>	<ul style="list-style-type: none"> ➔ 75% of audits will demonstrate that the child’s voice is evidenced in the child’s plan. ➔ The number of Children Looked After who have had 3 or more placement moves during the year. ➔ 90% of statutory visits for Children Looked After will be carried out on time. ➔ Feedback using Distance Travel Tool from 75% young people demonstrates satisfaction with the service for children and young people. 	<p>75%</p> <p>10%</p> <p>90%</p> <p>75%</p>	<p>75%</p> <p>10%</p> <p>90%</p> <p>75%</p>	<p>75%</p> <p>10%</p> <p>90%</p> <p>75%</p>	<p>75%</p> <p>10%</p> <p>90%</p> <p>75%</p>
<p>Ensure that the service has a skilled, supported workforce, equipped to provide a high-quality service to children, young people and their families, which is compliant with the legislative framework and in line with best practice.</p>	<ul style="list-style-type: none"> ➔ The number of qualified social worker vacancies will be lower (than the Q4 figure XX) ➔ Percentage of Powys child care providers offered business support by Childrens Commissioning Childcare Business Support Team. ➔ Grow our own: increase in the number of staff undertaking the social worker qualification (Open University Year 1 and Year 2 and the MA route). ➔ Audit: Increase the proportion of audits that are graded ‘good’. 	<p>Target measured against previous reporting period</p> <p>Baseline to be established</p> <p>Target measured against previous reporting period</p> <p>Baseline to be established</p>	<p>Target measured against previous reporting period</p> <p>Baseline to be established</p> <p>Target measured against previous reporting period</p> <p>Baseline to be established</p>	<p>Target measured against previous reporting period</p> <p>Baseline to be established</p> <p>Target measured against previous reporting period</p> <p>Baseline to be established</p>	<p>Target measured against previous reporting period</p> <p>Baseline to be established</p> <p>Target measured against previous reporting period</p> <p>Baseline to be established</p>



What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
<p>Front Door – Adult Social Care operate an effective front door which provides information, advice and signposting which enables residents to make informed choices in relation to their care and well-being. A service which focuses on resolution at the earliest opportunity for the resident.</p>	<ul style="list-style-type: none"> ➔ We will establish the percentage of new contacts who are referred to or receive: Information and advice ➔ Percentage of adult safeguarding enquiries will be completed within statutory timescales. 	<p>To improve or maintain performance compared to the previous year’s actual performance</p>			
<p>Hospital - To work with NHS Partners to have in place a set of arrangements that allow for the speedy transfer of people home from hospital, to achieve the best possible outcomes for those people.</p>	<ul style="list-style-type: none"> ➔ The number of persons (per 1000 population) aged 75 and over who experience a delay in returning to their own home or social care setting following hospital treatment. ➔ The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over. 	<p>To improve or maintain performance compared to the previous year’s actual performance</p>			
<p>Community - There is timely, targeted and effective use of reablement, rehabilitation and support that has a focus on enabling independence and self-management and avoiding the over-prescription of care.</p>	<p>We will establish:</p> <ul style="list-style-type: none"> ➔ The percentage of adults who complete a period of reablement and have a reduced package of care and support six months later. ➔ The percentage of adults who complete a period of reablement and have no package of care and support six months later. 	<p>To improve or maintain performance compared to the previous year’s actual performance</p>			



<p>Long Term Care - People with long-term care needs have a care and support plan with a focus on achieving the maximum possible independence (as is realistic and possible for their individual circumstances) and delivers the desired outcome. Plans are regularly reviewed based on outcomes achieved.</p>	<ul style="list-style-type: none"> ➔ The number of unique adult clients supported in their own home through assistive technology will be higher. (This measure also supports Equality Objective 6.) ➔ The number of adults receiving direct payments. . 	<p>To improve or maintain performance compared to the previous year's actual performance</p>
<p>Workforce – The workforce is fully trained and supported to work with people needing social care which fits with the ethos and principles of the organisation.</p>	<ul style="list-style-type: none"> ➔ Number of staff supported by the Local Authority to commence a vocational health and social care qualification in Adult Services. 	<p>To improve or maintain performance compared to the previous year's actual performance</p>

TRANSFORMATION PROJECT -Extra Care	THIS TRANSFORMATION WILL ACHIEVE:	HOW WE WILL KNOW WE ARE SUCCEEDING:
 <p>We will work with partner housing associations to secure the development of extra care housing schemes across the county .</p>	<ul style="list-style-type: none"> ➔ Improved range of accommodation options available to older people across Powys. ➔ Reduced council reliance on the provision of residential care for vulnerable older people. ➔ In time, enable the council to review spend on residential care provision. ➔ Significant investment in the communities where extra care housing is proposed. 	<ul style="list-style-type: none"> ➔ New extra care facilities are open and utilised by mid- 2023 with 66 additional apartments in use ➔ Reduction in admissions into residential care ➔ Delayed admissions into residential care (increasing average age on admission)

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Work with our partners through the Regional Partnership Board and continue to play our part in delivering the priorities set out in the Joint Area Plan:

- FOCUS ON WELL-BEING**
- PROVIDING JOINED UP CARE**
- DEVELOP A WORKFORCE FOR THE FUTURE**
- INNOVATIVE ENVIRONMENTS**
- DIGITAL SOLUTIONS**
- WORKING IN PARTNERSHIP**



TRANSFORMATION PROJECT
-North Powys Well-being Programme

THIS TRANSFORMATION
WILL ACHIEVE:

HOW WE WILL KNOW WE
ARE SUCCEEDING:



Aim to transform Health and Well-being services through a new integrated model of Care and Well-being along with further progressing the development of a Rural Regional Centre and Community Well-being Hub.

Acceleration of change to support pandemic and recovery response including:

- Well-being, early help and support and collaborative working for children and young people. Building on the success of existing projects Powys together (children's first), Bach a lach, Repatriation of children looked after.
- Development of an Integrated Community model to keep people out of hospital and in their own home whilst reducing the demand on long term service needs.
- Rehabilitation - focus on pre-rehab and digital opportunities to promote self-care.
- Outpatients modernisation -enhance the use of virtual clinics and bring care closer to home with key focus on respiratory and ophthalmology.

Complete the detailed service design for the multiagency Wellbeing campus

- Service Demand, Capacity and Financial modelling.
- Health and Social pathway re-design.
- Service plans and evidence base.
- Revenue Business case.

- Improved accessibility to services and community infrastructure that meet the needs of the population.
- Improved integration of services, partnership working and confidence in leadership.
- Increased focus on prevention and health promotion.
- Increased emotional and behavioral support for families, children and young people to build resilience and support transition into adulthood.
- Strengthen peoples ability to manage their own health and wellbeing and make healthier choices.
- Increased independence and participation within communities.
- Improve the opportunity for people to access education, training and learning opportunities.

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Capital Business Cases.

- Programme Business case
- Strategic Outline Case, Outline Business case - Education, Health and Care, Infrastructure, Housing and Community.

Underpinning whole system change

- Co-production with key stakeholders.
- Partnership arrangements .
- Workforce, and organisational development.
- Programme Assurance, Benefits, Evaluation, Monitoring.

PSB Step 11

- Implement more effective structures and processes that enable multiagency community focused response to wellbeing, early help and support.

PSB Step 12

- Develop our organisations' capacity to improve emotional health and well-being within all our communities.



EQUALITY OBJECTIVE 3: BY 2024, WE WILL IMPROVE THE AVAILABILITY OF ACCESSIBLE HOMES, ADAPTABLE HOMES AND LIFE-TIME HOMES, THAT PROVIDE SUITABLE AND SUSTAINABLE ACCOMMODATION FOR FUTURE GENERATIONS

Why is this objective important and how will it support people with protected characteristics?

- ➔ Disabled people face a shortage of accessible and adaptable homes and long delays in making existing homes accessible.
- ➔ Powys is recording a high number of applicants that are in need of appropriate accommodation due to a medical need or a disability and whose existing home is not appropriate.
- ➔ The Equality and Human Rights recent housing inquiry showed that disabled people are demoralised and frustrated by the housing system and living in homes that do not meet their right to live independently.
- ➔ Disabled people can experience serious deterioration in their mental wellbeing due to living in unsuitable accommodation. Nearly three times as many disabled people report poor mental health than non-disabled people. By providing disabled people with suitable accommodation we aim to reduce the number of disabled people reporting poor mental health.
- ➔ Findings from our regional engagement showed that the groups rated as having the worst experiences of accessing housing than the population as a whole were, younger people and disabled people. Other groups were seen to have an approximately neutral experience of housing.

What we will do

Between 2021 and 2024, the 'Fit for Life' programme will improve access arrangements to 500 homes. .

Between 2021 and 2024 the Disabled Facilities Grants programme will improve the quality of homes for 40 households each year.

We will ensure there is an increased range of affordable housing, so people have greater variety of where to live and stay in their communities.

How we will know we are succeeding

➔ By March 2022, 168 homes will benefit from the Fit for Life programme, followed by 168 by March 2023, and 164 by March 2024.

➔ We will deliver aids, adaptations and disabled facility grant funded works within 130 calendar days.

➔ By the end of 2025 we will have built 250 new council-owned homes (dependant on availability of WG grant funding) (50 during 2021-22, 50 during 2022-23, 75 during 2023-24, and 75 during 2024-25). (This measure also supports the Affordable Housing Transformation Project.)



EQUALITY OBJECTIVE 4: BY 2024, WE HELP PEOPLE TO GET THE SUPPORT THEY NEED TO PREVENT HOMELESSNESS

Why is this objective important and how will it support people with protected characteristics?

- ➔ Rough sleeping has increased, and levels of homelessness remain a concern.
- ➔ Between February 2019 and January 2020, 697 people across Powys have sought advice and assistance with regards to homelessness. 515 (74%) of these are age 25+ and 182 (26%) are aged 16-24.
- ➔ Anyone might be at risk of being homeless, however the young, single men, single females and single females with children are more likely to be in need. The top two reasons for being at risk of homelessness in Powys were a breakdown in relationship, followed by parents no longer able, or willing to accommodate their children.
- ➔ Findings from regional engagement showed that the group rated as having the worst experience of accessing housing were younger people, reflecting the difficulties of young people finding affordable housing.

What we will do

Expand and improve the effectiveness of locality-based support to help prevent homelessness and social isolation.

Develop housing options for people with special accommodation needs (including young people, those with learning disabilities, people experiencing domestic or sexual abuse and people with disabilities and sensory impairment).

Improve services to help people whose well-being and tenancy sustainability is at risk as a consequence of hoarding behaviours impairment).

How we will know we are succeeding

- ➔ Total number of people who received Housing Related Support in the quarter. (This will be Housing Support Grant and Homelessness Prevention Grant funded activity).
- ➔ Total number of service users no longer requiring support and/or who have moved on from their current support services.
- ➔ Quarterly reports on the causes and incidence of homelessness, and the impact of work to prevent people becoming homeless .
- ➔ Total number of service users no longer requiring support and/or who have moved on from their current support services.
- ➔ Total number of people who received Housing Related Support in the quarter. (This will be Housing Support Grant and Homelessness Prevention Grant funded activity).
- ➔ Total number of service users no longer requiring support and/or who have moved on from their current support services.
- ➔ Quarterly reports on the causes and incidence of homelessness, and the impact of work to prevent people becoming homeless.

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SECTION 2: OUR PLANS FOR 2021 ONWARDS

WELL-BEING OBJECTIVE 3:

We will strengthen learning and skills



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WHAT OUTCOME ARE WE AIMING TO ACHIEVE?

Powys residents are capable, confident and fulfilled. Learning and skills is a cornerstone of our vision, providing high quality educational opportunities for all our learners. We need to embrace the challenges of being a large rural organisation and use technology to improve access for all.



Objectives and measures marked with a star (*) below may not be reported during 2021-22 due to the impact of the COVID-19 pandemic on normal educational assessments, for example exam results.

Whilst the COVID-19 pandemic has provided additional challenges, we are delivering quality blended learning to accommodate local, partial or full school closures. Digital devices with Mi-Fi connectivity are provided, where needed, to ensure that learners have the same access to learning.

Schools have identified learners in need of support due the disruption in learning that may have been caused by the pandemic and are using the Welsh Government's Accelerated Learning Provision grant to address these areas. We will develop support programmes to assist schools in addressing the needs of learners with a focus on progress in learning and wellbeing.

We will be working with our schools to support them in their curriculum design as they prepare for the Curriculum for Wales. This will be in line with the expectations set out by the Welsh Government in their documents "Curriculum for Wales: the Journey to 2022" and "Curriculum for Wales: Implementation Plan".



DURING 2021 – 2025 WE WILL: IMPROVE EDUCATIONAL ATTAINMENT OF ALL PUPILS

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
We will improve pupil outcomes in secondary schools particularly Capped 9 scores and A-A*. (Not reportable during 2021-22)	<p>→ By July 2023, 70% of secondary schools will have an average capped 9-point score above 385 (this was 27% in July 2019) and 40% will have an average score above 400 (this was 9% in 2019). (Not reportable during 2021-22)</p> <p>→ Through increased challenge and support from the council, nine secondary schools will have above 20% of pupils with 5A*-A GCSEs (this was 4 schools in 2019), eight secondary schools above 22% pupils with 5A* - A GCSEs (this was one in 2019) and two secondary schools above 25% by July 2024. (Not reportable during 2021-22)</p>	Not reportable	>2019-20	70% >385 40% >400	Not applicable
We will support all schools to improve pupil attendance rates.	→ Improve attendance rates in secondary schools from 94% (2018/19) to 95%^ and in primary schools from 95.1% (2018/19) to 95.5% by July 2023.	Not applicable	Not applicable	>95% (secondary) >95.5% (primary)	Not applicable
We will ensure that secondary school aged young people have access to high-quality counselling services to support their emotional health and wellbeing.	→ By March 2022, all young people are able to access a counselling service within 4 weeks of making contact.	100%	Not applicable	Not applicable	Not applicable



IMPROVE THE EVALUATION, PLANNING AND COORDINATION OF **PROVISION FOR LEARNERS WITH SPECIAL EDUCATIONAL NEEDS** AND OTHER PUPILS WHO MAY REQUIRE EXTRA SUPPORT

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
We will implement a joined-up system for supporting children and young people with Special Educational Needs (SEN)/ Additional Learning Needs (ALN) to improve their experiences and outcomes by 2024.	<ul style="list-style-type: none"> → In 2021-22 a baseline will be established so that we can work to decrease reports of service dissatisfaction from the public → Increase head teacher satisfaction with the quality of guidance and support provided to schools by 2023-2024 	Baseline to be established	>baseline	>baseline	Not applicable



TRANSFORMATION PROJECT
-Transforming Education
(21st Century Schools)

**THIS TRANSFORMATION
WILL ACHIEVE:**

**HOW WE WILL KNOW WE
ARE SUCCEEDING:**



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We will improve learner entitlement and experience by:

- ➔ Developing a network of all-age schools based around the 13 current secondary school locations.
- ➔ Reconfiguring and rationalise primary provision

- ➔ By March 2025, we will establish 8 new all-age schools in the county.
- ➔ By March 2025, we will reduce the number of primary schools in the county by 20 schools

We will improve learner entitlement and experience for post-16 learners by:

- ➔ Implementing short-term improvements (outlined in the Cabinet report of 18th September 2019), including improved marketing, roll out of digital learning, and enhanced partnership working.
- ➔ Reorganising sixth form provision across the county by developing sixth form centres that deliver a wide range of provision across all subject areas

- ➔ By May 2021, we will develop and publish a new approach to sixth form provision in Powys
- ➔ By May 2021, we will engage with pupil representatives from all Powys sixth forms about our plans to transform post-16 education in Powys.
- ➔ By March 2022, all learners in Powys sixth forms will be offered a laptop to ensure they are digitally equipped to carry out their studies. (100% of incoming year 12 learners will be able to apply for a laptop. Uptake of the offer will be measured).

We will implement our Strategy for Transforming Education in Powys 2020-30 by:

- ➔ Improving access to Welsh-medium provision across all key stages.
- ➔ Moving schools along the language continuum i.e., to provide more Welsh-medium provision
- ➔ Developing new primary and secondary school provisions
- ➔ Working with Mudiad Meithrin to establish new early years provision.
- ➔ Developing immersion opportunities i.e., a model of education that supports children and young people who may not have any Welsh language abilities to develop a level of proficiency in the language.

- ➔ By March 2025, 6 schools will have moved along the language continuum.
- ➔ By March 2025, we will have established 2 new Welsh Medium provisions.
- ➔ The number of pupils educated through the medium of Welsh in Year 1 will increase by 1% year on year.
- ➔ Year on year, the number of learners continuing from Year 11 into a Powys sixth form will increase by 2% (the baseline is 44% average retention).



We will implement our Strategy for Transforming Education in Powys 2020-30 by:

- Improving the provision for learners with Special Educational Needs / Additional Learning Needs (SEN/ALN).
- Developing a new county-wide network of specialist SEN/ALN provision, including post-16

We will implement our Strategy for Transforming Education in Powys 2020-30 by:

- Implementing a major capital investment programme in schools

→ By May 2021, the newly developed Early Intervention model will be well established across Powys and draft proposals will have been developed for the future of the four pre-school centres.

→ By May 2021, will have clear plans and feasibility studies to improve Pupil Referral Unit (PRU) accommodation.

→ By May 2021, we will have reviewed the current training offer and planned the training offer for 2021-2022 (academic year).

→ By July 2021, nurture programmes will have been piloted and evaluated in at least one geographical area.

→ By August 2021, we will have developed firm proposals for the future of the specialist centres.

→ By September 2021, we will have developed a satellite of one of the special schools.

→ By July 2022, schools will have begun converting all current Individual Educational Plans (IEPs) into Individual Development Plans (IDPs) using the electronic IDP system, and the Council will have begun converting all statements of Special Educational Need into IDPs using the electronic IDP system.

→ By August 2022, 14 teachers in Powys should have completed a post-graduate diploma in an area of SEN/ALN.

→ By March 2025, we will have increased the number of new school builds in Powys in 'condition A/B' by 8 schools.

→ By March 2025, we will have sought Welsh Government approval of another 4 Full Business Cases for new school builds



IMPROVE THE **SKILLS AND EMPLOYABILITY** OF YOUNG PEOPLE AND ADULTS

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
We will improve routes to employability into the Council through an apprenticeship scheme, promoted to schools and people who want to return to employment across the County, as part of this we will strengthen work based learning across the council and provide opportunities for work experience and employment / development in apprenticeship roles.	→ By March 2024, the Council will employ a further 27 apprentices as part of a new programme due to commence during 2021-22	10 Apprentices employed	12 Apprentices employed (total of 22 apprentices in the Council)	15 Apprentices employed (total of 27 in the council. The 10 employed in 2021-22 will have completed their apprenticeship)	To be agreed.
We will support all schools to improve routes to employability and further education.	→ By March 2025, the percentage of 16 years olds who are NOT in education, employment or training will be maintained below 2% (this was 1.7% in 2018/19).	<2%	<2%	<2%	<2%
	→ By July 2025, all Powys schools will have maintained a transition rate of above 70% between upper sixth and University, where the university course is completed in full.	>70%	>70%	>70%	>70%



EQUALITY OBJECTIVE 5: BY 2024, WE WILL IMPROVE OPPORTUNITIES AND OUTCOMES FOR CHILDREN LIVING IN POVERTY.

Why is this objective important and how will it support people with protected characteristics?

- Poverty has increased and a quarter of adults and a third of children are now living in poverty in Wales. In 2015/16 one in three (34.1%) children in Wales was living in poverty.
- In 2016, 9% of households across Wales were classified as 'food insecure'. Evidence from food banks suggests their use continues to rise. In 2017/18, the Trussell Trust's network of food banks in Wales provided 98,350 three-day emergency food supplies to people in crisis compared with 85,656 in 2015/16, an increase of 13%
- A survey of Trussell Trust food bank users across Britain found that certain groups may be more affected by food poverty. Single male households were the most common household type (38%), followed by female lone parents with children (13%).
- Features of socio-economic disadvantage are complex and are often interlinked. Early adverse life experiences, such as community or family poverty, have a detrimental effect on young adults' social economy attainment, such as income, assets and job quality.
- As part of developing our equality objectives, targeted focus groups were run with some mother and toddler groups and feedback from these confirmed that this should be a priority area for the council.

What we will do

During 2021 to 2024 we will support effective use of the Pupil Development Grant (PDG) to improve literacy and numeracy skills. This will include:

- Working with our schools to appropriately target the PDG and undertake an annual evaluation of the effectiveness / impact.

How we will know we are succeeding

- The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator will be 75% by July 2023.
- The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 2 will be 75% by July 2023.
- The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 3 will be 78% by July 2023.
- The average Capped 9-point score of pupils in receipt of Free School Meals will be 340 points by July 2023.



During 2021 to 2024 we will support school to ensure all children in Powys are able to attend school without the associated financial costs. Our actions (outlined below) will lead to equality of opportunity for all.

- ➔ During 2021-22, we will undertake an engagement exercise with schools and pupils about the establishment of a schools savings scheme (and work to establish the scheme in 2022-23).
- ➔ By March 2022, we will trial a programme of youth outreach and virtual support.
- ➔ By March 2023, we will ensure that the Welsh Government's Period Dignity programme is fully supported in all our schools.
- ➔ By March 2024, we will raise awareness of Free School Meals entitlement and our Income and Awards department will identify children who are entitled to free school meals and target advice to encourage take up.
- ➔ By 2024, we will increase the number of schools that participate in the School Holiday Enrichment Programme (SHEP).
- ➔ We will continue to provide Pupil Development Grant Access grants to eligible parents for school uniform, other clothing worn at school such as sports kits, equipment for out-of-school-hours trips (including outdoor learning) and equipment for activities within the curriculum such as design and technology.

During 2021 to 2024 we will provide families with support and advice to help them reduce costs of living. This will include:

- ➔ By March 2022, we will provide Financial Hardship support through a Council Tax scheme.
- ➔ By 2022, we will provide Housing Support through a Discretionary Housing Payment Scheme.
- ➔ Between 2021 and 2024, we will undertake a fuel poverty take up exercise with NEST.
- ➔ We will explore providing additional support by reducing council tax for foster carers.
- ➔ We will support families who are in 'in work' poverty in individual cases through debt / budgeting / benefits optimisation and fuel support.

- ➔ Between 2021 and 2025, an increased number of children that are entitled to Free School Meals will take up the service.

- ➔ Increased number of pupils using the School Holiday Enrichment Programme (SHEP) over the summer holidays which benefits their health & wellbeing. (This objective also supports Well-being Objective 4.)

- ➔ Between 2021 and 2025, we will report on the value of Pupil Development Grant Access grants provided.

- ➔ Between 2021 and 2025, we will identify the number of families that receive financial (debt / budgeting / benefits) advice from the Council.



SECTION 2: OUR PLANS FOR 2021 ONWARDS

WELL-BEING OBJECTIVE 4:

We will support our residents and communities



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WHAT OUTCOME ARE WE AIMING TO ACHIEVE?

Powys communities are vibrant, resourceful and connected. We want communities to feel supported, have a say in what is provided for them locally and feel they play a key role in local service delivery, which is why this objective centres on engaging and working with our community and third sector partners to promote and strengthen community relationships, development and resilience.



DURING 2021 – 2025 WE WILL: STRENGTHEN COMMUNITY DEVELOPMENT AND RESILIENCE

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
By March 2025, we will continue to improve the quality of the environment that our housing tenants live in and the services they receive through the delivery of the 'Love Where You Live' tenancy sustainability strategy.	→ In the 2021-2022 STAR survey, overall tenant satisfaction with the housing services provided by the Council will exceed 75%, and in the 2023-24 survey tenant satisfaction will increase to 81%.	75%	Not applicable as survey undertaken every other year.	81%	Not applicable as survey undertaken every other year.

STRENGTHEN OUR RELATIONSHIP WITH RESIDENTS AND COMMUNITIES

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
We will work with partners and organisations to support and deliver a range of opportunities for culture and leisure throughout Powys, with a focus on the health and well-being agenda.	→ At least 2% more people are physically active throughout Powys per year as a result of participating in the range of schemes on offer.*	1,573,134	1,604,596	1,636,688	1,669,421
	→ Attendance (footfall) at libraries and museums (includes virtual visits for libraries*)	200,000	210,000	220,000	230,000
	→ Participation in arts & cultural events; activities; workshops*	8,500	8,500	8,500	8,500
	→ Attendance at arts and cultural events; performances; exhibitions (including virtual)*	Libraries: 1,000 Arts: 150,000	Libraries: 1,100 Arts: 150,000	Libraries: 1,200 Arts: 150,000	Libraries: 1,300 Arts: 150,000
	→ Increased number of pupils using the School Holiday Enrichment Programme (SHEP) programme over the summer holidays which benefits their health & wellbeing.	400 pupils (10 schools)	600 pupils (15 schools)	800 pupils (20 schools)	1,000 pupils (25 schools)
* these targets will be subject to lockdown restrictions.					

SAFEGUARD AND ENHANCE THE NATURAL ENVIRONMENT FOR RESIDENTS AND COMMUNITIES

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
We will implement steps to actively maintain and enhance biodiversity when delivering our services, to comply with our duties under Section 6 of the Environment (Wales) Act 2016.	→ By March 2022, we will prepare a greenspace improvement strategy for Housing Services owned sites.	Strategy prepared	To be agreed	To be agreed	To be agreed
	→ During 2021-2022, we will consult with all Council services to review and collate the actions being taken to maintain or enhance biodiversity.	Action Plan prepared	To be agreed	To be agreed	To be agreed
Meet Welsh Government recycling rates and contribute Towards Zero Waste outcomes; sustainable and prosperous society.	→ The percentage of waste reused, recycled or composted, meeting the Welsh Government Statutory target.	64%	64%	64%	70%
We will aim to become a zero carbon Council by 2030.	→ % change in the Council's carbon emissions against baseline.	% change in the Council's carbon emissions against baseline	To be agreed	To be agreed	To be agreed



EQUALITY OBJECTIVE 6: BY 2024, WE WILL IMPROVE OPPORTUNITIES FOR OUR RESIDENTS AND COMMUNITIES TO BECOME MORE DIGITALLY INCLUSIVE, ENABLING THEM TO EASILY ACCESS THE SERVICES THEY NEED AND PARTICIPATE FULLY IN EVERYDAY LIFE.

Why is this objective important and how will it support people with protected characteristics?

- ➔ Those who are considered “digitally excluded” are not able to enjoy the benefits of being online and use technology confidently to improve their day-to-day lives.
- ➔ Digital is unavoidable in our daily lives. Digitally excluded people miss out on the social and economic benefits the internet provides.
- ➔ With increasing digitalisation of services and communication, being older, a disabled person, having no qualifications, low income or living in social housing remain risk factors for digital exclusion, particularly in rural areas of Wales. The proportion of older people who use the internet was 22% in 2012/13 increasing to 40% in 2016/17. In 2016/17 they remained the age group with the lowest proportion of internet users.
- ➔ In Wales, households in social housing were less likely to have access to the internet in 2016/17 (72%) compared with those in privately rented or owner-occupied housing (88% and 87%).
- ➔ Findings from our regional engagement survey showed that the groups rated as having the worst experiences of access to information and digital services than the population as a whole were older People, disabled people and BME people. Younger people were perceived to have a much greater positive experience of accessing information and digital services.

What we will do

Through the Hwb programme we will enable safe smart technology in schools and give pupils equitable access, through improved network infrastructure by March 2022.

By March 2022, we will implement integrated telephony and web channels to improve accessibility and user experience when contacting the Council.

By 2024, we will understand how to inspire and encourage our local digital economy to use the transformative power of technology and encourage engineers and developers to build the next wave of inclusive technology for people with disabilities, by research to understand the gap in provision.

How we will know we are succeeding

➔ By March 2022, all schools will have an environment to deliver blended learning (classroom and home based together) through digital technology.

Measures to be determined.

Measures to be determined.



HOW DO OUR WELL-BEING OBJECTIVES CONTRIBUTE TO THE SEVEN WELL-BEING GOALS?

A PROSPEROUS WALES

Economy	Providing effective support and suitable premises will enable existing businesses to grow, generating wealth and jobs. Supporting vocational training and apprenticeships will provide opportunities for people to develop their skills and meet local business needs. Supporting the delivery of improved digital connectivity and helping businesses to take advantage of the technology will generate greater economic opportunities. Transport improvements is a key driver for the economy, especially in Mid-Wales which is a rural county with many Small and Medium-sized Enterprises (SMEs) across the county. Transport relies on good infrastructure and a high standard of frequent transport services.
Health and care	Our health and care services will provide local job opportunities. Children and young people will be supported to have the best start in life, laying the foundations for good qualifications and securing employment.
Learning and skills	Providing effective learning interventions will support schools to improve and produce well-qualified individuals, more able to contribute to the prosperity of the county. Good education is a key driver in removing the negative impact of poverty on young people's life chances.
Health and care	Using new technology enabled care (telecare and telehealth) we aim to reduce the need for carers to travel, reducing the impact on the environment.
Learning and skills	We are committed to modernising our schools to provide sustainable, low-carbon buildings with high quality educational environments fit for the 21st Century.
Residents and communities	Through implementation of our Section 6 Plan, we will look for opportunities to maintain and enhance biodiversity.
Economy	Using our influence to develop a healthy and enterprising economy with good quality job opportunities and good quality housing will be major contributors to improving social and mental well-being.
Health and care	Working with our partners in Powys Teaching Health Board to provide an integrated approach to health and care will enable people to make healthier choices, feel supported and connected to health and care providers.
Learning and skills	Through implementation of the new education curriculum, we will support improvement of good quality, targeted education which will allow individuals to make more informed healthy life choices throughout their lives.

RESILIENT WALES

A HEALTHIER WALES



A MORE EQUAL WALES

Economy	Encouraging the growth of businesses and jobs in the county will provide better job opportunities and increased wage rates, which in turn will reduce deprivation and in-work poverty.
Health and care	Providing integrated health and care will help to reduce health inequality and ensure services meet individual needs.
Learning and skills	We are committed to ensuring our learners have equitable access to education provision regardless of their background or where they live.
Residents and communities	Retaining valued local services such as culture and leisure facilities will ensure they are more accessible to the communities they serve.

A WALES OF COHESIVE COMMUNITIES

Economy	Supporting local events and festivals will help to strengthen communities and bring cultures together.
Health and care	Helping people to stay healthier for longer will enable them to contribute to their communities in a range of ways. Providing suitable accommodation will ensure that people can remain within their communities and stay connected to family and friends. Carers feel valued and supported as a vital part of their community.
Learning and skills	Where possible, the council will work to ensure the co-location of council services and other services on school sites, as part of new build projects so that they are central to community life.
Residents and communities	Working with communities will increase community engagement, capacity building and cohesion. As part of this work we will support our communities to develop the skills, capabilities and confidence necessary to be able to 'do things for themselves'. We will also support communities to have a voice and feel confident they are listened to.

A WALES OF VIBRANT CULTURE AND THRIVING WELSH LANGUAGE

Health and care	We will improve the Welsh language offer across health and social care services to improve equity. We are committed through our early intervention and prevention approach to encourage participation in arts, sports and recreation.
Learning and skills	Implementing our Welsh in Education Strategic Plan will improve equality of access to Welsh medium education and provide the best possible opportunities for our children and young people.
Residents and communities	Building on the arts and cultural opportunities available will encourage participation by all and contribute to the local economy.

A GLOBALLY RESPONSIBLE WALES

Economy	Better access to improved digital connectivity will provide global market opportunities for Powys businesses.
Residents and communities	Through the Love Where You Live project, the council and Powys residents will be focused on looking after and maintaining their environment.





WHAT OUTCOME ARE WE AIMING TO ACHIEVE?

Powys County Council is a high performing and well-run council. Our well-being and equality objectives set out how we plan to deliver our vision for Powys, but we recognise that in order to make our vision happen, there are key building blocks we must have in place to transform how we work, find innovative ways to improve and reduce our costs.

Engage and communicate - Listen, share information and build trust with our residents, communities and staff

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
We will ensure the reputation of the Council is protected and enhanced by proactively providing positive professional communication, engagement, and Welsh language information in support of the council's Vision 2025 and transformational projects.	➤ Number of positive news stories published in appropriate local media as result of proactive news release.	320 media releases	330 media releases	To be agreed	To be agreed
	➤ Percentage of media enquiries responded to within deadline.	96%	97%	97% or above	97% or above
	➤ Number of engagement and consultation activities undertaken to engage residents and staff - (30 done in 2019/20 and 23 in 2020-21 (up to Dec 2020)).	30 or more	30 or more	30 or more	30 or more
We will promote and increase the use of services provided in Welsh by the Council and ensure the Welsh language is considered in Council decisions.	➤ Increase in the percentage of staff able to provide a service in Welsh, to help facilitate providing the Active Offer (10.9% as at December 2020).	6.3%	7%	8%	8%
	➤ Increase the number of staff undertaking Welsh language training courses, to develop their Welsh language skills for the workplace (the provisional figure for 2020-21 is 92 people having completed or enrolled on a course)	60 or above	60 or above	60 or above	To be agreed

STRENGTHEN LEADERSHIP AND GOVERNANCE - OUR STAFF AND MEMBERS WORK TOGETHER WITH OUR PARTNERS, USING THE RIGHT SYSTEMS AND INFORMATION TO MAKE SURE THE COUNCIL IS WELL-RUN

TRANSFORMATION PROJECT -Workforce Futures



THIS TRANSFORMATION WILL ACHIEVE:

- ➔ To support the development of a confident, capable and healthy workforce which invests its talents and energy into transforming and improving the services the Council delivers to the people and communities of Powys.
- ➔ To develop a leadership style based on a collaborative and compassionate approach, adopting a range of developmental opportunities to encourage and support the workforce to adopt this approach.

HOW WE WILL KNOW WE ARE SUCCEEDING:

- ➔ Improved number of employees who are proud to work for Powys County Council (this was 77% in 2019).
- ➔ Improved number of employees who feel valued by the Council and their team (84% felt valued by their teams and 81% felt valued by the council in 2019).
- ➔ Increased number of staff who report they know why they did what they did (this was 78% in 2019).
- ➔ Increased number of staff who report they enjoy their job (this was 79% in 2019).
- ➔ The cumulative average days sickness per full time equivalent employee will be 9 days or less (end October 8.7 days). * this does not include COVID-19 related sickness.



CHANGE HOW WE WORK – MAKE BEST USE OF WHAT WE HAVE AND WORKING IN NEW, INNOVATIVE WAYS TO DELIVER OUR PRIORITIES FOR THE BENEFIT OF THE COUNTY’S RESIDENTS AND COMMUNITIES

What we will do	How we will know we are succeeding	2021-22 Target	2022-23 Target	2023-24 Target	2024-25 Target
We will review and re-design our services to ensure that they are more efficient and focus on our customers' requirements, including re-designing via digital solutions.	<ul style="list-style-type: none"> By March 2023, the value of efficiencies identified through reviewing and re-designing our services, including through digital solutions will be greater than or equal to £783,000 by 2021-22 and £633,000 by 2022/23. By March 2023, customer satisfaction will improve in the services we have reviewed and re-designed through digital solutions. 	£783,000 Increased satisfaction rates after re-design of services, compared to before.	£633,000 Increased satisfaction rates after re-design of services, compared to before.	To be agreed Increased satisfaction rates after re-design of services, compared to before.	To be agreed Increased satisfaction rates after re-design of services, compared to before.
We will continue to embed a Performance Management and Quality Assurance framework to ensure we have a robust and timely way of monitoring and measuring performance against our strategic plans.	<ul style="list-style-type: none"> An increase in the percentage of CIP objectives delivered to plan. Number of staff successfully completing the Strategic Planning and Performance Management Online Training. Increase the number of report views within the Power BI Service (a tool used by the council to report and assess data). 	57% Baseline to be established Baseline to be established	60% To be agreed To be agreed	65% To be agreed To be agreed	To be agreed To be agreed To be agreed
We will implement and oversee an effective Appraisal and Mandatory Training process for all staff to ensure they are meeting expected objectives and outcomes, are able to carry out their roles safely and effectively; are working according to the council's values and behaviours and are supporting the council to become high performing and well run.	<ul style="list-style-type: none"> % of Staff Annual appraisals completed, including a discussion on values and behaviours. Number of posts completing Mandatory Training as part of their role will increase to 80% by 2022. The cumulative average days sickness per full time equivalent employee will be 9 days or less (end October 8.7 days). * this does not include COVID-19 related sickness. Year on year reduction in the number of corporate complaints the council receives (in 2019/20 there were 575 complaints and between April and November 2020 there were 205). 	90% 80% <9 days Decrease on 2020-21 actual	> 90% 90% <9 days Decrease on 2021-22 actual	> 90% 90% <9 days Decrease on 2022-23 actual	> 90% 100% <9 days Decrease on 2023-24 actual

TRANSFORMATION PROJECT -Digital Powys



We will implement our Digital Powys strategy, which includes ambitious projects to ensure residents can access council services using multi channels (including face to face and telephony) and those that have a broadband or mobile signal can access information and services 24 hours a day. Our projects are focussed on delivering:

- A digital workforce
- Digital infrastructure and systems
- Customer Centred; Digital Solutions
 - Under this workstream we will develop digital solutions to promote independent living, which is an activity that will also support our equality objective 5.
- Information Excellence
- Digital Places – Under this workstream we will support communities to gain digital skills, which is an activity that will also support our equality objective 5.

THIS TRANSFORMATION WILL ACHIEVE:

- Ensure our processes and interactions are designed around our customers and what they need through their preferred method (e.g., digital, face to face or on the telephone)
- Develop our capability and capacity - creating leaders that are digitally focussed and developing the digital capability in our workforce and our communities
- Provide a fit, robust and safe infrastructure to support digital capability and an agile workplace
- Use digital capabilities in decision making to enable value-driven choices, working closer with our partners, and making our information open and accessible wherever possible
- Create location-specific digital services across Powys to connect and support businesses, communities and individuals
- Maximise joint digital opportunities and improve data sharing capacity and capability for the benefit of our businesses, communities and citizens.

HOW WE WILL KNOW WE ARE SUCCEEDING:

- By March 2022, all schools will have an environment to deliver blended learning (classroom and home based together) through digital technology.
- By March 2022, we will improve open access to data regularly sought through Freedom of Information requests by improving our Powys Well-being Information Bank from our current 36 dashboards (2019) to 100.
- The number of automated processes available to our customers will have increased from 17 to 73 by March 2022 and 93 by March 2023.
- The number of residents with a My Powys Account will have increased from 28,000 to 45,000 by March 2022 and 50,000 by March 2023.
- By March 2023, the percentage of our leaders who are digitally capable and reach the Gold Standard will increase to 100%.
- By March 2023, we will create the capability to share data with our partners where this can improve customer outcomes.
- By March 2025, broadband take-up for fibre to the cabinet (Open Reach telephone exchanges situated on streets and in villages) will improve from 53% to 67% by March 2022, 70% by March 2023, 73% by March 2024 and 75% by March 2025.

TRANSFORMATION PROJECT - Integrated Business Planning



We will make evidence-based decisions underpinned by accurate information; focus our service, financial and workforce planning on the outcomes the Council has committed to achieve instead of activity; and make the best use of resources by improving productivity and continually improving customer satisfaction.

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THIS TRANSFORMATION WILL ACHIEVE:

- ➔ Develop a single plan that connects the council's Corporate Improvement Plan/ statutory obligations to service area operational plans, budget and workforce plans
- ➔ Develop and implement a model using Outcomes Based Budgeting to allocate resources to achieve the council's key priorities
- ➔ Make best use of the Council's financial and workforce resources by investing available funding and staff time in activities that will have the greatest impact on the outcomes we are seeking to achieve while also delivering our statutory obligation

HOW WE WILL KNOW WE ARE SUCCEEDING:

- ➔ By March 2022, the Council will have integrated performance, finance and workforce ICT systems using Power BI
- ➔ By March 2024, the Council will have set an outcome-based budget for the whole council for the year 2024/25. For each of the next three years we will introduce a phased approach and introduce outcome based budgets using pilot schemes with services, until the whole Council budget is set as an outcome based approach

SECTION 4: PLANNING, MONITORING AND REVIEW

HOW WE SET OUR OBJECTIVES

To help us set our well-being objectives we used the information from the Powys Public Services Board's Well-being Assessment which gave us a clear picture of our assets, opportunities and challenges. Key findings included:

- ➔ Powys has a high proportion of micro businesses, but they don't tend to develop into larger ones. Those that do grow often move out of county
- ➔ Powys is the 6th most expensive local authority in Wales to buy a house, based on a ratio of full-time earnings compared to Land Registry house prices.
- ➔ Older people want to live independently for as long as possible and need a good choice of accommodation options. At the moment, provision is available but not necessarily in the right place
- ➔ There is not enough consistency in the quality and breadth of provision across our High Schools making it difficult for some pupils to achieve their full potential.
- ➔ Powys has one of the most challenging remits in Wales in terms of access to services, in particular access to areas by foot or public transport is poor.

We listen to feedback from residents through an ongoing programme of engagement and consultation. We also act on feedback from our key regulators and work in partnership with them to ensure our plans and objectives focus on the required service improvements. We also use information in the Welsh Government's Future Trends report to inform whether our well-being objectives need to be refined.

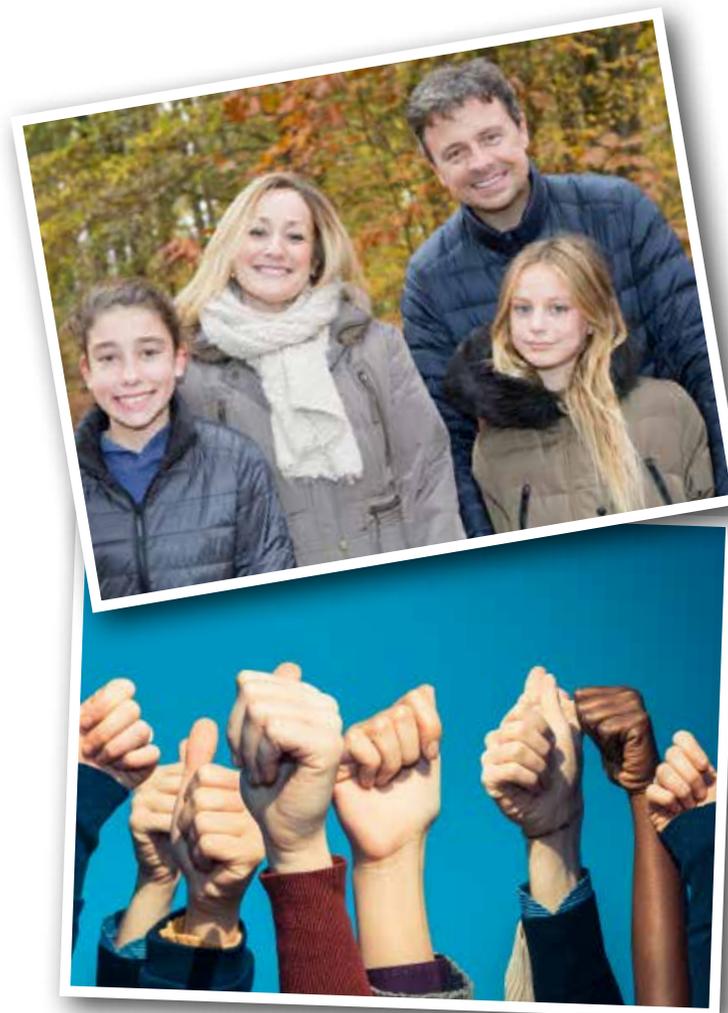
Similarly, our equality objectives were developed using evidence from research conducted by the Equality and Human Rights Commission (EHRC), published in their 2018 report called "is Wales Fairer?". This looked at people's experiences of important areas of life such as health, education, work, justice and individuals' role in society. Where possible, we also captured Powys level data to identify areas of greatest need. We used feedback received from residents via a partnership survey conducted with colleagues from councils, health boards, the police and fire service across Powys, Ceredigion, Carmarthenshire and Pembrokeshire. Views were sought on whether certain groups of people were likely to receive a better or worse outcome in key service areas like education, housing and social care. The survey also asked about employment and community cohesion. Powys residents who responded to the survey told us that in their view:

- ➔ disabled and older people had a worse experience in trying to gain employment than the other groups listed in the survey.
- ➔ young, old and single people had much more difficulty in obtaining suitable housing
- ➔ the increase in the digital information channels excludes certain sections of society and the biggest division relates to age and disability.

We also asked for resident's views on our draft equality objectives through an online survey and a series of face to face engagement sessions, targeting groups who may be affected by the proposals.

The survey helped to clarify and check if residents supported the draft equality objectives, and actions being put forward or if they had any concerns or alternative ideas. Objective two is an internal objective for the council and as such was not featured in the public consultation. The findings told us:

- Most respondents were supportive of all objectives. There were slightly more respondents agreeing strongly with **Objective 4 and 5**.
- Fewer respondents felt strongly about Objective 6 but overall, all five were supported. One or two residents disagreed with each of the objectives however after considering all the engagement feedback the council feels these are the right priorities.
- 84% of respondents agreed that “improving the availability of accessible homes” should be a priority.
- 91% of respondents felt similarly regarding the objective to “improve outcomes for children living in poverty.”
- 93% of respondents agreed that “preventing homelessness” should be a priority.
- 73% of respondents felt that “enabling communities in Powys to become more digitally inclusive” was an important objective.
- 87% of respondents agreed that providing disabled residents with paid employment was a priority objective.
- Some supporting actions were altered as a result of the engagement and a new one created.



We have not taken the approach of setting an individual objective for each protected characteristic but have set overarching objectives based on the needs and issues that people with protected characteristics face.

Where a specific protected characteristic is particularly disadvantaged, we have recorded this in the **‘Why is this objective important and how will it support people with protected characteristics?’** The issue of ‘equality’ as a whole is now much more focused on fairness for people and communities, rather than individual ‘equality strands’. The table below shows which of our objectives aims to positively impact which protected characteristics.

Objective	Sex	Age	Disability	Race	Gender reassignment	Religion/Belief	Sexual Orientation	Pregnancy and Maternity	Marriage & civil partnership
1			✓						
2		✓	✓						
3	✓	✓							
4		✓							
5		✓	✓						
6	✓	✓	✓	✓	✓	✓	✓	✓	✓

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IMPACT ASSESSMENT ARE ALSO AN IMPORTANT TOOL

we use to determine how our planned objectives, services and policies impact upon different types of people. Before key decisions are made the impact assessment process requires us to consider potential negative and positive impacts including equalities, Socio-economic disadvantage, Welsh language, the Well Being of Future Generations Wales Act, sustainable development principles, communication and engagement.

We are committed to supporting the Welsh language in the area and are committed to delivering our Welsh language promotion strategy, which is available in **English** and **Welsh**.

The purpose of this Strategy is to develop and build on this work, and to establish an infrastructure that will ensure that more people are able to speak Welsh; to make it easier and normal for people to use the Welsh language; and to provide more opportunities to use the Welsh language. We will ensure the Welsh language is considered fully in the development of policies and services and that people are aware of their rights to receive services through the medium of Welsh, and that they can have confidence in the services provided through the medium of Welsh. The council appreciates the importance of the maintenance of Welsh as a community language and will work to support the areas linguistic status.



The diagram below shows the key steps in the council’s annual business planning cycle, which is used to set and review our objectives.

INTEGRATED BUSINESS PLANNING CYCLE

OUR ANNUAL ROAD TRIP

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VISION 2025



[MONITOR IMPACT ON OUTCOME]

VISION 2025: Our Corporate Improvement Plan Annual Performance Report is published, letting residents know **HOW WE HAVE PERFORMED**

APRIL >>



[GATHER FACTS]

CLARIFY needs of the community (Population and Well-being Assessments)

ASSESS strengths, weaknesses, opportunities and threats



[SET DIRECTION]

DEFINE the long-term vision, outcomes and changes that we want for residents, communities and businesses

[PLAN DIRECTION]

CONSIDER what activities will help deliver our vision & how much will they cost

Each service develops an Integrated Business Plan setting out agreed activities, costs and success measures, to deliver improved outcomes

VISION 2025 OUR CORPORATE IMPROVEMENT PLAN IS PUBLISHED



<< MARCH

[DELIVER PLANS AND ACTIVITIES]

Individual staff objectives are developed through **ANNUAL APPRAISALS**

PLANS IMPLEMENTED through programmes and projects



THE WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015

places a duty on local councils' to consider how it can work more sustainably across 7 core areas of change. This means, thinking more about the long term, collaborating better with people, partners and communities, involving people and other stakeholders in decision making, trying to prevent problems occurring or getting worse, and taking a more integrated approach. The council made a commitment to adopt these five ways of working as its overarching guiding principles and continues to look for opportunities to be more innovative and forward thinking.

In May 2020, the Future Generations Commissioner published her first Report, which analyses the progress of all public bodies in implementing the Well-being of Future Generations (Wales) Act. The report sets out a vast number of recommendations for public bodies to focus on over the next five years, representing substantial opportunities to work towards the kind of Wales we all wish to see in the future. However, we are keen to manage expectations and know we cannot try and do everything at once. As a council we have decided to focus on the recommendations that we believe are most significant to delivering our well-being objectives and in future proofing Powys. The table below outlines the recommendations we will focus on in the short term and how these will support us to work more sustainably.



WELL-BEING GOAL/ PRIORITY	FUTURE GENERATIONS COMMISSIONER RECOMMENDATION	SUSTAINABLE DEVELOPMENT PRINCIPLE				
		LONG-TERM	INTEGRATION	INVOLVEMENT	COLLABORATION	PREVENTION
A More Equal Wales	Enabling people to develop the skills and knowledge to be fulfilled	✓				✓
	Actively encouraging leaders and senior managers to have an equity mindset which permeates through their teams.		✓	✓	✓	✓
	Focusing on prevention of inequalities, including through education and harnessing the skills and resilience of people who have lived experience of relevant issues.			✓		✓
A Prosperous Wales	Adopting repair and re-use targets to incentivise circular economy over recycling.	✓				✓
	Work with others to support the development of skills for the future.		✓			
A Resilient Wales	Align their actions and reporting on this goal with their commitment under section 6 duty of the Environment (Wales) Act (2016).	✓	✓			
	Seek to improve water and air quality, making the environment healthier for both wildlife and people.	✓				✓
	Seek to maintain and enhance the natural environment through managing land and sea appropriately to create healthy functioning biodiverse ecosystems and encourage others to do the same.			✓	✓	
A Wales of Cohesive Communities	Enable people to be active in their communities by creating the conditions where they can do the things that matter to them.	✓				✓
	Building on their work to help tackle loneliness and isolation and mainstream approaches like these within their service delivery. This requires taking a longer-term, preventative approach.			✓		
	Continue to build on the work they are doing and ensure they involve a wide range of people, organisations and service users in their communities to help inform and shape their services	✓				✓

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A Wales of Vibrant Culture and Thriving Welsh Language	Go beyond statutory requirements when setting objectives relating to culture and Welsh language.	✓				
Page 113 COVID-19 Supplementary	Invest in better ways to connect and move people through improving digital connectivity, active travel and public transport.	✓				
	Invest in nature and prioritise funding and support for large-scale habitat and wildlife restoration, creation and connectivity throughout Wales – including for natural flood defences, to implement the new national forest, and to ensure land use management and agriculture supports secure local food chains and distribution.	✓			✓	✓
	Invest in the industries and technologies of the future, and support for businesses that will help Wales to lead the low carbon revolution and lock wealth and jobs into local areas with investment in the foundational economy.	✓			✓	✓
Decarbonisation	Prioritising local sustainable and active travel schemes.	✓				
Housing	Embedding values of kindness compassion in their work on housing and ensure these values are embraced by their workforce.			✓		
Land Use Planning and Place Making	Ensure resources and training are provided by planning authorities to improve involvement in the design of their local plans.			✓		
		▼	▼	▼	▼	

Page 114	Skills for the Future	Develop skills, promote our culture, heritage and status as a bilingual nation particularly as creativity will be one of the most attractive skills for the future.	✓				
		Recognise the different skill sets that we will need to meet our targets to reduce carbon emissions and exploit opportunities in a 'green' and circular economy; with renewable energy, less waste and more responsible businesses.	✓			✓	
		Collaborating with other public, private and voluntary sector organisations to support teaching and learning, provide work experience opportunities and apprenticeships.				✓	✓
		Putting in place mechanisms to support and encourage lifelong learning, workforce learning, apprenticeships and work experiences.	✓				✓
		Undertake their own workforce audits and skills gap analyses, looking through the lens of the seven well-being goals, including Welsh language skills needs, to identify any gaps to be filled.		✓			✓
The Role of the Public Sector in Wales	Put in place arrangements to ensure staff understand how and why the Act should be applied.			✓			
Transport	Prioritising the development of active travel infrastructure from the onset of all new developments.	✓	✓				

WHAT ARE OUR KEY EQUALITY PRINCIPLES?

GATHERING DATA AND SHARING INFORMATION

We aim to collect effective quantitative and qualitative equality data and information to inform our decision making and service delivery, as it is important that our plans are based on sound evidence. To determine where inequality exists over time, we need to continually gather relevant equality information and data for analysis. This means services need to ensure systems are in place to capture, analyse and share appropriate data and decide how best to use that information to design and deliver services to meet users' needs. We will continue collecting workforce data to embed equality-related evidence into our employment policies and practices. The well-being of our future generations needs to be considered in the design of our services. To enable this our data must look at trends over time along with information from our service users to understand future requirements. This will enable us to plan for future scenarios to meet the needs of our service users in the future.

PUBLISHING INFORMATION

To ensure that we are treating people fairly and fulfilling the requirements of the General Duty in our employment practices, we will conduct equalities monitoring and analysis of staff, and those who apply for positions.

We will publish an employment information report at the end of each financial year based on the figures as of the 31 March which can be found on our website:

www.powys.gov.uk/equalities.



PROMOTING KNOWLEDGE, AWARENESS AND TRAINING

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

HOW WILL WE IMPLEMENT THE SOCIO-ECONOMIC DUTY?

To ensure we consider how our decisions might help reduce the inequalities associated with socio-economic disadvantage and fulfilling the requirements of the Socio-economic Duty, we have incorporated the duty into our Impact Assessment process. This means that all strategic proposals will need to consider the socio-economic costs and benefits before a decision is made. We will also continue to educate our staff and members through training and communications campaigns to raise awareness of the new duty. We will continue to improve the way we gather and analyse data, to enable us to better understand local issues and support the most vulnerable in our society. The new duty which came into effect on the 31st March 2021, will help by focusing on how major decisions like the type of housing we build, our education strategies and investment plans can narrow the gaps between the most and the least advantaged in Powys.



HOW WE MONITOR AND SCRUTINISE OUR PERFORMANCE

In order to know whether we are achieving the outcomes and objectives set out in this plan, we must have a robust and timely way of monitoring and measuring performance against them.

We have in place a **Performance Management and Quality Assurance Framework** under which we operate a regular reviewing cycle that effectively monitors our performance and helps us to learn from what is working, and what is not. Self-evaluation is an important part of our performance framework. It allows us to effectively evaluate our work and provides assurance to our regulators and residents that we are doing the right thing. Performance information allows us to direct resources to the right areas to improve outcomes.

Page 17
 We ensure we give sufficient challenge to service improvement and we also have in place scrutiny arrangements that:

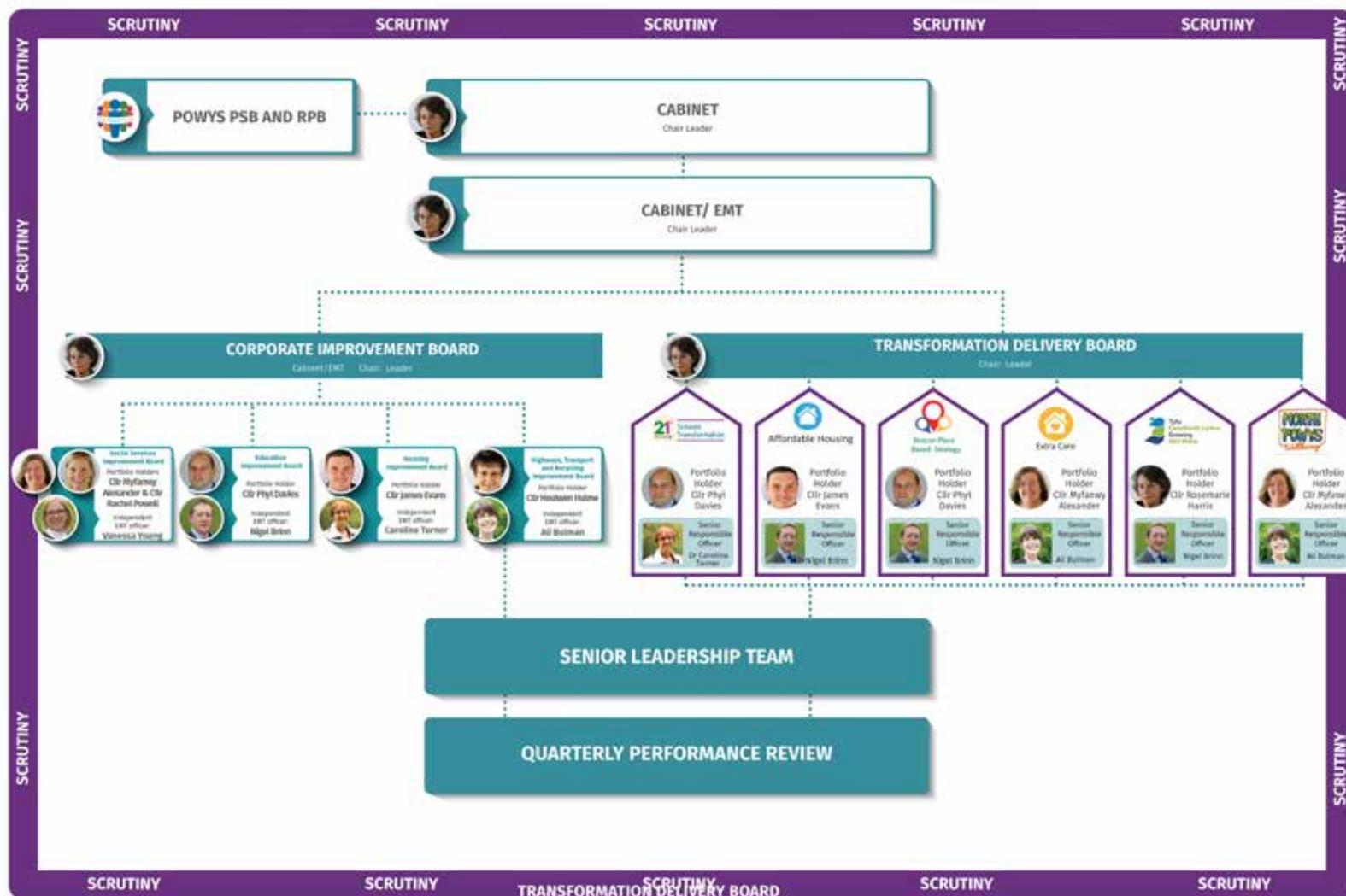
- ➔ continuously ask whether we are doing what we set out to do, and whether we are doing it well
- ➔ Are member-led, including the views of the public, partners and regulators
- ➔ Balance community concerns with issues of strategic risk and importance
- ➔ Are well communicated allowing the voice of citizens to be heard in the decision-making process



HOW WE GOVERN THE DELIVERY OF OUR PLAN

It is important that we are held to account on the delivery of our plan, and that is why we have a clear governance framework in place for its implementation, monitoring and reporting. The framework sets out the different roles and responsibilities of individuals/ groups in delivering the objectives in Vision 2025, as well as other key service improvements.

During 2020, we have strengthened our governance arrangements to ensure a more robust framework for managing delivery of our Transformation Programme and key Service Improvements in Social Services, Education, Housing and Highways, Transport & Recycling. The diagram below sets out the different boards that we currently have in place to manage delivery of key objectives and to improve performance.



POWYS PUBLIC SERVICES BOARD (PSB):

This is the statutory partnership body required under the Well-being of Future Generations (Wales) Act 2015. The PSB is responsible for developing the Well-being plan for Powys in response to the well-being assessment. The council is accountable for delivery of steps within the Well-being Plan.

REGIONAL PARTNERSHIP BOARD (RPB):

This is the statutory partnership required under the Social Services and Well-being (Wales) Act 2014 whose role is to manage and develop services to secure strategic planning and partnership working between local authorities and local health boards and to ensure effective services, care and support are in place to best meet the needs of their respective population.

CABINET:

The Cabinet is accountable for delivery of Vision 2025 and receives quarterly overview of performance information to provide assurance against its delivery. The Cabinet is responsible for making strategic decisions to manage delivery of agreed outcomes.

TRANSFORMATION DELIVERY BOARD:

This board will manage the delivery of cross cutting transformation projects within Vision 2025 to ensure the outcomes identified are realised.

TRANSFORMATION PROJECT BOARDS:

Each transformation project within the overarching programme has its own board, who's responsibility is to manage the day to day running of the project and ensure the agreed outputs and outcomes are delivered to timescale. Each project has a Project Lead and Senior Responsible Owner. The projects report into the overarching Transformation Delivery Board.

CORPORATE IMPROVEMENT BOARD (CIB):

The CIB is responsible for providing leadership as a lever for improvement, with focus on the Council's improvement plans (Social Services, Education, Housing and Highways, Transport and Recycling). The role of the Corporate Improvement Board is to engage in strategic dialogue, to progress issues and opportunities regarding collective impact.

SERVICE IMPROVEMENT BOARD:

The council currently has four service improvement boards responsible for the four key improvement plans (Social Services, Education, Housing and Highways, Transport and Recycling). The role of the boards is to assist the organisation in driving forward the required change and improvement needed within the services with effective Corporate support.

SENIOR LEADERSHIP TEAM:

This is a team made up of the councils Chief Executive Officer, Corporate Directors and Heads of Service, who are accountable for ensuring effective action plans and resources are put in place to deliver the council's well-being objectives. They are also responsible for evaluating and challenging the performance of their individual teams' performance against delivery of strategic outcomes.

QUARTERLY SERVICE PERFORMANCE REVIEWS:

Each quarter, all council services hold a review meeting. The meetings are attended by the Head of Service, Corporate Director and Portfolio Holder(s) who's role is to evaluate performance and quality assurance against the services agreed standards and objectives, to ensure activities and performance improvement is on track.

HOW WE WORK IN PARTNERSHIP

POWYS PUBLIC SERVICE BOARDS VISION 2040

The council is a key partner of the Powys Public Service Board – a partnership responsible for delivering improvements for local people and communities by combining their knowledge and resources.

PSB partners have made a commitment to work together to deliver ‘Towards 2040 – The Powys we want’. This identifies long term well-being objectives for improving the social, economic, environmental and cultural well-being of Powys:

- ➔ People in Powys will experience a stable and thriving economy
- ➔ People in Powys will enjoy a sustainable and productive environment
- ➔ People in Powys will be healthy, socially motivated and responsible
- ➔ People in Powys will be connected by strong communities and a vibrant culture

The council is currently leading on delivery of four out of the 12 PSB well-being steps, which are aligned to the activities in this plan. More detail can be found in Towards 2040, The Powys Well-being Plan.

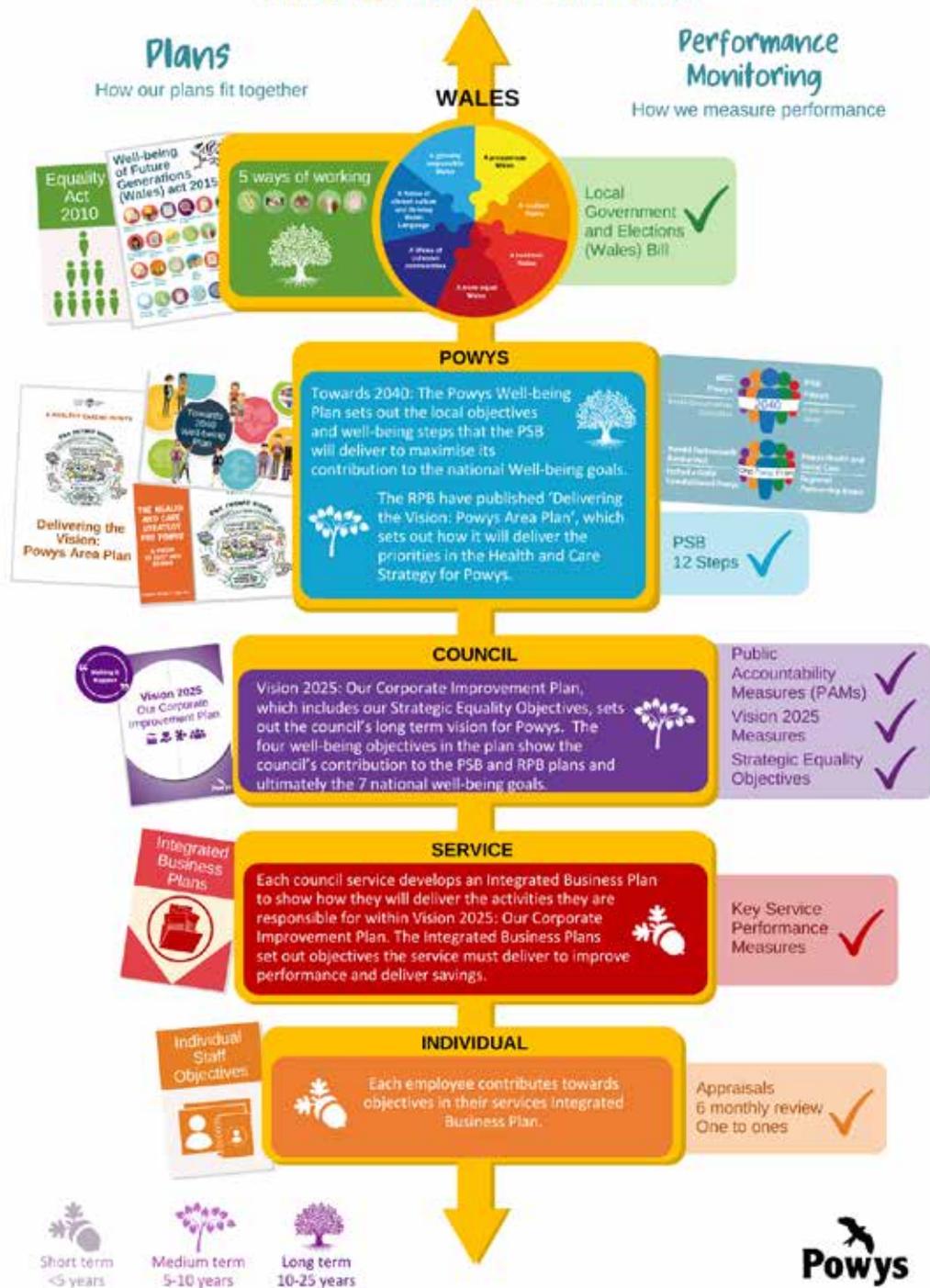
POWYS REGIONAL PARTNERSHIP BOARD

The council is also a key partner of the Powys Regional Partnership Board - its key role is to identify key areas of improvement for care and support services in Powys. The Board has also been legally tasked with identifying integration opportunities between Social Care and Health.

We will continue to play our part in delivering the priorities set out in the RPB Joint Area Plan. More detail about these priorities can be found here <https://en.powys.gov.uk/article/1741/Powys-Regional-Partnership-Board>



The Golden Thread



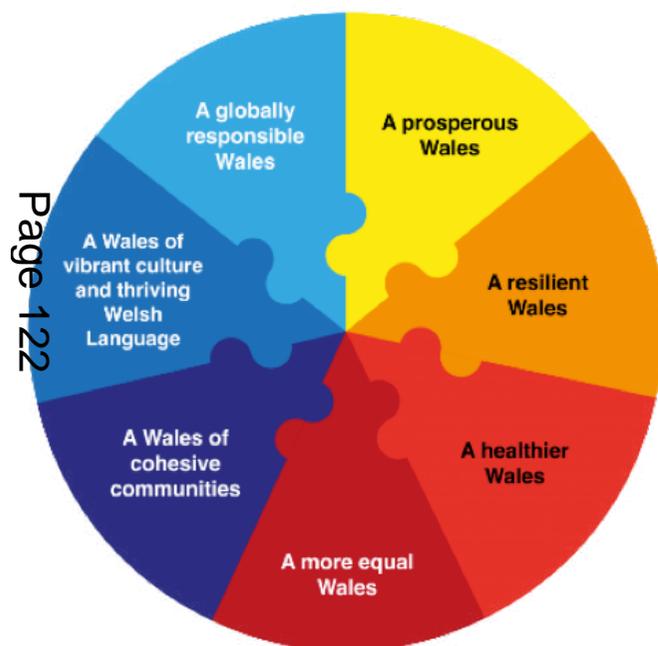
We have ensured that our own well-being objectives are aligned to achieving our shared long-term vision for Powys.

The Golden Thread diagram shows how our plans fit together.

APPENDIX A

THE WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015

Seven Well-being goals:



A PROSPEROUS WALES - An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

A RESILIENT WALES - A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).

A HEALTHIER WALES - A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.

A MORE EQUAL WALES - A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio- economic background and circumstances).

A WALES OF COHESIVE COMMUNITIES - Attractive, viable, safe and well-connected communities.

A WALES OF VIBRANT CULTURE AND THRIVING WELSH LANGUAGE - A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

A GLOBALLY RESPONSIBLE WALES - A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

APPENDIX B

POWYS COUNTY COUNCIL - GENDER PAY ACTION PLAN 2021 / 2022

	Issue	Action	Status / Outcome / Achievement	Success criteria / measurement	Lead officer	Delivery date
Recruitment	Ensure that PCC is an attractive place for all employees to work and appeals equally to all genders.	Ensure all job adverts are free from bias (gender neutral)	Reviewed, discussions taken place with communications, and all job adverts are free from bias	Nil complaints	Recruitment Manager - Organisation Design and Development	Ongoing. Constant check per recruitment advert / campaign.
		Write case studies and publish on the jobs pages that will appeal gender, where roles are currently dominated by one gender.	Case studies have been completed – need to ensure they are continually updated and published	Publish Case studies online. Positive news stories in press. Declaring gender is not mandatory on application form, therefore cannot accurately set KPI	Recruitment Manager - Organisation Design and Development	Ongoing. Constant review and ensure case studies are updated.
		Promotion at Career Fairs using examples of all employees given the opportunity to flourishing in a typically gender dominated areas. e.g. HTR female apprenticeship gaining permanent roles	Constant review and ensure case studies are updated.	Increase in school leaver applications, attracting female/males to dominated roles. Gender nor date of birth is not mandatory on application form, therefore cannot accurately set KPI	Recruitment Manager - Organisation Design and Development	March 2022

		Introduce work experience / Apprenticeships programmes to attract to ensure all roles are attractive, regardless of gender	Work with Service Area to identify roles where apprenticeships / work experiences are possible. New apprenticeship programmes launched – apprenticeship pool where all apprentices are given the same opportunity to apply for a job role, regardless of gender	Increase in number of apprenticeships	Training & Skills Business Development Manager	March 2024
		Review exit questionnaires, with particular focus on understanding reasons why employees leave PCC.	Leavers (excluding dismissals) are sent exit questionnaires to complete. Now been reviewed and are available as an electronic document	Retention of staff, skills – less job turnover etc Staff survey for Perception of working for Council increases. Staff feeling valued	HR & Recruitment – Employee Relations Case Worker & Recruitment Advisor	Ongoing review as exit interviews are completed.
Career Progression	Need to understand barriers to career progression	Explore our employment data and the experience of staff through appropriate surveys to identify if and what barriers may exist.	Evaluating the results of the survey and to revisit the actions and measure in light of this.	Understand barriers to ensure retention of staff.	Head of Workforce and Organisation	March 2022
	Increase the proportion of internal promotion opportunities	Correlating the TNA and workforce planning information to identify internal succession planning opportunities	We are currently evaluating this from the current IBP / WP process and in particular reviewing the succession planning activities in each.	An increasing number of staff being recruited to / promoted form within the Council.	Organisational Design and Development Manager	December 2020 - annual Cycle (TNA completed July 2019; Workforce Plans November 2019; IBP September 2019)

Retention	Support part-time and flexible working	Ensure part-time and flexible working is built into all posts (where possible) and advertised accordingly. Encourage managers to consider flexible working / job share posts.	We challenge managers when all jobs are advertised (is it hard to fill, would they consider job share) and have secured staff in more flexible roles over the past year.	Staff survey, employee satisfaction	Recruitment Manager - Organisation Design and Development	June 2021
	Support all returners to PCC	Enable returners to register for refresher training e.g. former teachers/social workers Offering work shadowing opportunities in areas of interest Audit and review training available in the workplace – professional areas for refresher training	Continue to raise at HoS level, forms part of some Service Area recruitment strategies. Being discussed at CSC meetings but needs to be discussed wider in the authority. The response to the pandemic has encouraged ex health and social care workers to undertake refresher training and to return to service during the crisis.	Increase numbers of returners in their professions	Organisational Design and Development Manager	August 2021
	Review Family Friendly and Work-life balance policies to ensure best opportunities	Continual policy review to ensure policies encourage best practice	Policy Schedule of Work to ensure policies are continually reviewed or created where required – reported through Achievements, Issues and Actions.	Link to policy review re: Agile Working Pulse surveys – increase Reduction in staff turnover Reduction in absence levels Exit questionnaires	Professional Lead - Human Resources Management and Development	December 2021

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CYNGOR SIR POWYS COUNTY COUNCIL**County Council****04 March 2021****REPORT AUTHOR: Chief Executive and Head of Paid Service****SUBJECT: Pay Policy Statement 2021/22**

REPORT FOR: Information

1. Background and Purpose

All English and Welsh Local Authorities are required under local government legislation to produce and publish a Pay Policy Statement each financial year.

This Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. It takes account of the Revised Guidance relating to Pay Policy statements issued by the Welsh Government on 25th February 2014, on Pay Accountability in Local Government in Wales.

The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding those working in local authority schools) by identifying the methods by which salaries of all employees are determined. This requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for each financial year detailing:

- The Council's policies towards all aspects and elements of the remuneration of Chief Officers;
- The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
- The Council's policy on the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
- The relationship between the remuneration of its Chief Officers and other employees.

2. Legislative Framework

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. The Council will aim to ensure there is no pay discrimination within its pay structures by complying with Equal Pay requirements and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

3. Proposal

The attached Pay Policy Statement sets out the Council's arrangements for the pay and remuneration of its employees for financial year 2021-22.

It is proposed that the Council approves the Pay Policy Statement to ensure compliance with Section 38 (1) of the Localism Act 2011.

4. Statutory Officers

The Head of Finance (Section 151 Officer) comments that:

“The attached statement ensures we comply with the relevant legislative requirements.”

The views of the Head of Legal and Democratic Services (Monitoring Officer) are:

“The Council is required by the Localism Act 2011 to have a Pay Policy Statement.”

Members' Interests

Recommendation:	Reason for Recommendation:
To approve the attached pay policy statement.	<p>Ensure compliance with section 38 (1) of the Localism Act 2011.</p> <p>To respond to the legal requirements under the Standing Orders (Wales) Amendment Regulations 2014, the Local Government (Wales) Act 2015 and related advice from Welsh Government</p>

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

Relevant Local Member(s):	Cllr Aled Wyn Davies Cllr Graham Breeze
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Person(s) To Implement Decision:	Graham Evans – Professional Lead, Employment Services
Date By When Decision To Be Implemented:	1 st April 2021

Contact Officer Name:	Tel:	Fax:	Email:
Graham Evans – Professional Lead, Employment Services	01597 826609		graham.evans@powys.gov.uk

Background Papers used to prepare Report:

- Localism Act 2011 Sections 38 to 43
- Pay Accountability in Local Government in Wales: Welsh Government 2017 (Guidance under Section 40 of the Localism Act 2011)
- Transparency of Senior Remuneration in the Devolved Welsh Public Sector: Welsh Government December 2015
- Government Spending Review 2020
- The Local Government Elections (Wales) Act 2021

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POWYS COUNTY COUNCIL

Pay Policy Statement 2021/22

POWYS COUNTY COUNCIL

Pay Policy Statement 2021/22

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POWYS COUNTY COUNCIL

Pay Policy Statement 2021/22

1. Introduction and Purpose

- 1.1** This Pay Policy statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 (1) of the Localism Act 2011. The Act requires English and Welsh local authorities to produce and publish a pay policy statement each financial year, detailing:
- The authority's policies towards all aspects and elements of the remuneration of chief officers
 - Their approach to the publication of and access to information relating to all aspects of the remuneration of chief officers
 - The authority's policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)The relationship between the remuneration of its chief officers and other employees.
- 1.2** Local authorities are large complex organisations with multi-million-pound budgets. They have a very wide range of functions and provide and/or commission a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. It will also need to be flexible when required to address a variety of changing circumstances whether foreseeable or not.
- 1.3** The Council will continue to develop a Pay Policy and Strategy in this context and will seek to align rewards systems with business objectives. Once approved by the full Council, as required by the legislation prior to 31 March 2021, this pay policy statement will come into effect from 1 April 2021, and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

2. Legislative Framework

- 2.1** In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes:
- Equality Act 2010
 - Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
 - The Agency Workers Regulations 2010
 - Transfer of Undertakings (Protection of Earnings) Regulations.
- 2.2** With regard to the Equal Pay requirements contained within the Equality Act, the Council will ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality

proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

3. Scope of the Pay Policy

- 3.1** The Localism Act 2011 requires authorities to develop and make public their pay policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the authority, explaining their policy on the relationship between remuneration for Chief Officers and other groups.
- 3.2** Nothing within the provisions of the Localism Act 2011 detracts from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers.
- 3.3** In the interests of transparency and accountability, the Council has taken a broader approach and has produced a policy covering all employee groups with the exception of School teachers (the pay for this group is directly under local authority control).

4. Development of Pay and Reward Strategy

- 4.1** The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the organisation can perform at its best. The biggest challenge for the council in the current circumstances is to maximise productivity and efficiency within current resources. The pay policy then is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the authority's very wide range of posts, and ensuring that the burden on the taxpayer does not become greater than can be fully and objectively justified.
- 4.2** In this context it does need to be recognised that at the more senior grades in particular, remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the council will often be seeking to recruit in competition with other good public and private sector employers.
- 4.3** In addition the council is a major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of the County. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy.
- 4.4** In designing, developing and reviewing Pay and Reward strategy the council will seek to balance these factors appropriately to maximise outcomes for the organisation and the community it serves, while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs.

5. Specific Local Factors Affecting Pay Policy

5.1 Local Labour Market Factors

Data from the 2011 Census and other statistics relating to Powys population trends and labour market information indicates a low birth rate and a large outward migration of young people coupled with a large inward migration of older people. Powys is seen as an attractive place to retire and there are limited opportunities for higher education and employment opportunities for young people. Currently the Council employs very few young people under the age of 21 and opportunities for school leavers and graduates have been limited, mainly due to the economic climate and the constraints on budgets. The Council's workforce reflects the community which is steadily getting older. The Council has reacted to this trend by introducing employment and training opportunities for young people, through increasing the number of apprentices. In this way the Council aims to have sufficient skills to sustain services in the future.

5.2 Current Recruitment and Retention Issues

Traditionally Powys County Council has difficulties attracting large numbers of candidates for 'hard to fill' posts in a number of areas across the Council. Examples are in the areas of Social Care, in particular, Social Workers and Children's Residential Care Workers. This difficulty also exists with Chief Officer roles and in other professionally qualified areas such as Planning, Engineering, Legal, Human Resources, Health and Safety and Finance. The Council also has an ageing population in comparison to other Local Authorities in Wales and this, combined with the rural nature of the county and large geographic area, means that the Council can experience difficulties with recruitment and retention. As such the Council has introduced an Apprenticeship initiative including career graded pay rates.

6. Pay Structure – National Joint Council / Single Status Staff

6.1 Current Position

The Council applies the National Joint Council (NJC) negotiated pay spine as the basis for its main grading structure. This determines the salaries of the larger majority of the workforce.

On 24th August 2020, agreement was reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from 1 April 2020.

The NJC pay agreement, effective from 1 April 2021 has yet to be agreed with discussion between Trade Unions and the Employers side on-going. Once agreed, the Council are contractually obliged to implement.

6.2 Job Evaluation

The Council's systematic approach to determining the value and worth of posts that are currently subject to the NJC nationally agreed pay spine was implemented from the 1st April 2013. This revised pay and grading structure was subject to an equal pay audit. Payment protection paid to staff suffering a detriment was agreed for a 12-month period and ended on the on 31st March 2014. All qualifying posts continue to be job evaluated to ensure that the integrity of the single status is maintained, ensuring that staff are remunerated fairly whilst also protecting the Council from any future Equal Pay claims.

6.3 Terms and Conditions

In conjunction with the job evaluation process a review of associated terms and conditions has been undertaken which has consolidated the range of nationally and locally negotiated terms which have been agreed through previous collective bargaining. The objective is to apply a single status approach across the authority which is fair for all staff and which also complies with the equality impact assessment.

6.4 National Living Wage / National Minimum Wage

Through contractually adopting the NJC pay rates with a minimum of £9.25 per hour (currently based on 2020 pay rates), the Council continues to pay the lowest paid staff well above the Statutory National Living Wage and National Minimum Wage rates, which are as follows:

Year	National Living Wage (Age 23+)	21-22 Year Old Rate	18-20 Year Old Rate	16-17 Year Old Rate	Apprentice Rate
1 st April 2021	£8.91	£8.36	£6.56	£4.62	£4.30

6.5 Living Wage Foundation

Through the 2019/20 Pay Policy, Council agreed that any pay rates falling below the non-statutory Living Wage Foundation (LWF) rate should '*increase in-line with the Living Wage Foundation Rate in future years*'. This agreement continued in 2020/21.

Whilst there was no impact from 1st April 2019 as both rates were £9.00 per hour, the 2020 LWF rate increased to £9.30 per hour resulting in the Council uplifting the hourly rate of the lowest paid staff by 5p per hour. As the National Pay Bodies are yet to agree the pay rates from 1st April 2021, Council employees receiving less than increased 2021 LWF rate of £9.50 per hour will have their rates uplifted accordingly, effective from 1st April 2021. This impacts on scale point 1 and scale point to 2 of the Council pay Grades, which based on 2020 rates are currently £9.25 and £9.43 per hour respectively.

6.6 Acting Up/Honoraria

On occasions when employees undertake additional responsibilities for a limited period of time, the Head of Service will have the discretion to award an honorarium or acting up payment. This will be applied in line with the Guidance attached at Appendix B.

6.7 Pay and Performance

The Council introduced a new appraisal process in October 2018 and expects high levels of performance from all its' employees. Individual performance is managed and supported by line managers, with the relationship between line manager and staff member being key to ensuring we have engaged and motivated staff, who are enabled in their work and can utilise their ideas to improve services. This is vital to ensure all employees and services contribute to meeting the priorities set out in the Councils Vision 2025. There are no bonus related pay incentives in place.

6.8 Pensions

All Council employees (with the exception of Teachers) are entitled to join the local government pension scheme (LGPS). If employees are eligible, they will automatically become a member of the scheme (to join they must have a contract for at least 3 months and be under the age of 75). Employees can decide to opt out of the scheme. The benefits and contributions payable as part of the scheme are set out in the LGPS regulations.

7. Accountability and Decision Making

- 7.1** In accordance with statutory requirements and the Constitution of the Council policies relating to the recruitment, pay, terms and conditions, and severance arrangements of all employees of the Council is the responsibility of the Council.

8. Chief Officer Remuneration

8.1 Definition of Chief Officer:

For the purposes of this statement, 'chief officers' are as defined within S43 of the Localism Act. The posts falling within the statutory definition are set out below

- Chief Executive (Head of Paid Service)
- Corporate Director (Children & Adults) (Director of Social Services)
- Corporate Director (Resources and Transformation)
- Corporate Director (Economy and Environment)
- Head of Commissioning (Children & Adults)

- Head of Legal and Democratic Services (Monitoring Officer)
- Head of Transformation and Communications
- Head of Childrens Services
- Head of Finance (Section 151 Officer)
- Head of Highways, Transport and Recycling
- Head of Workforce and Organisational Development
- Head of Adult Services
- Head of Housing and Community Development
- Head of Property, Planning and Public Protection
- Head of Digital Services
- Interim Head of Education

The above posts are governed by JNC terms and conditions of employment.

The 2020-21 nationally agreed pay award applied a 2.75% uplift to salaries from 1st April 2020. The JNC pay agreement, effective from 1 April 2021, has yet to be agreed with discussion between Trade Unions and the Employers still on-going. Once agreed, the Council are contractually obliged to implement.

The Council also has a category of employees employed on Senior Manager (SM) grades. These grades fall between the top of the NJC pay spine and the bottom of the Head of Service range. These posts are governed by NJC terms and conditions of employment, with national pay awards applied accordingly.

The grades ranges for all the above posts are agreed locally and are attached at Appendix C.

The Council has a number of posts within the Schools Service and Youth Service that are employed under Soulbury or Youth & Community terms and conditions. The Soulbury grades are attached at Appendix D, with Youth & Community attached at Appendix E. The last pay award agreed for both bodies was 2.75% effective from 1st September 2020. The pay award effective from 1st September 2021 is yet to be agreed at national level.

8.2 Recruitment of Chief Officers

The Council's policy and procedures with regard to the recruitment of Chief Officers is set out within Section 11 of the Constitution. When recruiting to all posts the Council will take full and proper account of its Equal Opportunities, Recruitment and Redeployment policies. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

8.3 Policy on the Payment of Chief Officers on ceasing to hold office or to be employed by the Council

Should a Chief Officer be in a redundancy situation and no alternative employment can be found they will, like all other employees, be entitled to compensation in line with the Council's Redundancy Compensation Scheme.

The Councils approach to statutory and discretionary payments on termination of employment of chief officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Retirement and Redundancy Policy, in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and when an enhanced redundancy payment of up to 30 weeks would be granted (Regulation 6). Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).

Decisions relating to any other payments falling outside the provisions or the relevant periods of contractual notice will be taken by those officers and members authorised to do so by the Constitution.

9. Re-employment of Staff

9.1 The Council has a Re-employment of Former Employees Policy which came in to effect from 1 September 2014, updated in November 2018.

9.2 The purpose of the policy is to set out the Council's approach to the re-employment of certain categories of ex-employees.

9.3 Redundancy / Efficiency Cases

The Council will not engage such former employees on a contract of employment, or through an employment agency, nor engage them in a "contract for services", for a period of 12 months from the date of termination of their employment. After this period, restrictions on their re-employment are removed.

9.4 Engagement in a "contract for services" means appointing a genuinely self-employed individual such as a consultant where the relationship between the parties is not that of employer and employee.

Exceptions – Redundancy and Efficiency

9.5 Where there is a compelling case for re-employment or re-engagement inside the 12-month period, driven by the needs of the Council (for example, because of the skills and experience of a particular individual) or the circumstances of the former employee, approval must be sought from the Head of Workforce and Organisational Development.

9.6 The recruiting manager must submit a case in writing stating why an exception to the general policy should be made. No offer of employment, or contract for services, may be offered, nor arrangement with an employment agency be made until the Head of Workforce and Organisational Development has given express written permission to do so.

- 9.7 The following factors may make it likely that a request for re-employment or a contract for services will be agreed, although not guaranteed:
- The new employment is for a short period (temporary), or casual, or for very few hours a week, and/or is on a lower job grade than the original job;
 - The new employment is in a markedly different capacity (job role or service area) to the original job;
 - The employee has scarce skills which the Service has demonstrated (through a detailed business case) it cannot secure easily elsewhere.
- 9.8 There is no right of appeal against the decision of the Head of Workforce and Organisational Development.

9.9 **Misconduct/ Lack of Capability Cases:**

The Council will not re-employ such ex-employees, nor engage their services through an employment agency nor under a contract for services, and there is no qualifying period, subject to the following exceptions outlined below.

Exceptions – Misconduct or Lack of Capability Cases

- 9.10 The Council recognises that there may be a case for re-employment in some circumstances, although it is highly unlikely.
- 9.11 The Council will not normally re-employ an employee who was dismissed on the grounds of gross misconduct. However, there may be very exceptional circumstances (such as a significant period of time since the dismissal) when re-employment may be considered. The final decision rests with the Head of Workforce and Organisational Development who will take account of the reasons for dismissal and the potential and/or likelihood for future misconduct.
- 9.12 The Council may re-employ an ex-employee who was dismissed on the grounds of lack of capability, or on grounds of misconduct short of gross misconduct. Re-employment will be subject to an assessment by the respective Head of Service and the Head of Workforce and Organisational Development of the applicant's suitability for the new role in the light of the previous case.

10. Remuneration at the Lowest Grades

- 10.1 The lowest paid employees employed under a contract of employment with the Council, are remunerated on full time equivalent salaries in accordance with the minimum NJC spinal column point currently in use within the Council's grading structure. From 1st April 2021 this is spinal column point 1, currently £17,843 FTE per annum (£9.25 per hour) until the 2021 pay award is agreed. This hourly rate will however increase in-line with the Living Wage Foundation Rate (see paragraph 6.5), resulting in the lowest paid employees being paid at least £9.50 per hour (£18,329 FTE per annum).

- 10.2 The Council does run an apprenticeship scheme where individuals are engaged under a fixed term contract for a period of up to three years. During this time their rates of pay comply with the nationally applied rates for an apprentice and therefore they do not fall into the category of lowest grade or lowest paid in the council.
- 10.3 The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement

11. Pay Relativities within the Authority

- 11.1 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the Organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Authority's workforce.
- 11.2 The multiples of pay for Powys County Council are as follows:
1. The multiple between the lowest paid full time equivalent employee (£17,943) and the chief executive (£141,769) is 1:7.90
 2. The multiple between the lowest paid employee (£17,943) and mean average chief officer including the Chief Executive (£90,611) is 1:5.05 (*mean average Chief Officer includes Chief Executive*)
 3. The multiple between the lowest paid employee (£17,943) and mean average chief officer excluding the Chief Executive (£86,957) is 1:4.85 (*mean average Chief Officer excludes Chief Executive*)
 4. The multiple between the median (average) full time equivalent earnings (£23,080) (excluding schools) and the chief executive (£141,769) is 1:6.14
 5. The multiple between the median (average) full time equivalent earnings (£23,080) (excluding schools) and mean average chief officer including the Chief Executive (£90,611) is 1:3.93
 6. The multiple between the median (average) full time equivalent earnings (£23,080) (excluding schools) and mean average chief officer excluding the Chief Executive (£86,957) is 1:3.77

(information based on Payroll data February 2021)

12. Publication

- 12.1 Upon approval by the full Council, this statement will be published on the Council's website before 31 March 2021.
- 12.2 The Council's Annual Statement of Accounts will also include additional information as required by the Accounts and Audit (Wales) Regulations 2005 (as amended) and in respect of posts where remuneration is £60,000 or more per annum.

13. Partnership with Trade Unions

- 13.1 The Council will endeavour to maintain the constructive partnership approach that it has developed with the recognised Trade Unions and will continue to work closely with them on pay related matters. Collective bargaining will be followed as appropriate for any proposed changes to pay and /or allowances.

14. Reviewing the Policy

- 14.1 This Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed over the next year to ensure that it meets the principles of fairness, equality, accountability and value for money for the citizens of Powys. The Policy will be reviewed annually and reported to Council.

APPENDIX A

Pay Scales for NJC Employees – applicable from 1 April 2021*

(*2020 rates shown, 2021 National Pay Award not yet confirmed)

The Council adopts the Living Wage Foundation (LWF) rate of £9.50 per hour

NEW Scale Point (SCP)	Grade	FTE Salary	Hourly Rate
1	Grade 1	17,842 (LWF) 18,329	9.2477 9.5004
1	Grade 2	17,842 (LWF) 18,329	9.2477 9.5004
2		18,198 (LWF) 18,329	9.1801 9.5004
3	Grade 3	18,562	9.6211
4		18,933	9.8133
5	Grade 4	19,312	10.0099
6		19,698	10.2101
7	Grade 5	20,092	10.4141
8		20,493	10.6223
9		20,903	10.8348
11	Grade 6	21,748	11.2726
12		22,183	11.4979
13		22,627	11.7280
14		23,080	11.9628
15	Grade 7	23,541	12.2020
16		24,012	12.4459
17		24,491	12.6946
18		24,982	12.9486
19		25,481	13.2075
19	Grade 8	25,481	13.2075
20		25,991	13.4716
21		26,511	13.7411
22		27,041	14.0159
23	Grade 9	27,741	14.3791
24		28,672	14.8617
25		29,577	15.3303
27	Grade 10	31,346	16.2474
28		32,234	16.7076
29		32,910	17.0580
30	Grade 11	33,782	17.5102
31		34,728	18.0007
32		35,745	18.5274
33	Grade 12	36,922	19.1377
34		37,890	19.6394
35		38,890	20.1576
37	Grade 13	40,876	21.1871
38		41,881	21.7080
39		42,821	22.1953
41	Grade 14	44,863	23.2535
42		45,859	23.7701
43		46,845	24.2809

APPENDIX B

Acting Up / Honoraria and Relief Arrangements

Cover for Managers /Supervisors

Acting up allowances will be paid in the event of a temporary and unforeseen absence of a manager or supervisor where an employee is required to cover the duties of the post for more than one calendar month. Cover provided for absences less than this will not be paid.

Where an absence is likely to be lengthy, e.g Maternity Leave, managers must consider making an appointment to the temporary vacancy through advertisement to a wider field of potential applicants.

Once cover extends beyond one month then employees will be paid the difference between their own rate and the job evaluated rate for the job being covered, backdated to the beginning of the period of cover. A minimum of one spinal column point higher will be paid. A percentage of the difference in rate may be made to reflect a lesser range of responsibilities being covered. Percentage acting up allowances may be paid to more than one member of a team if responsibilities are being shared. Where full duties are shared the acting allowances should be equal to the full difference in salary.

Honoraria

On occasion when employees undertake additional responsibilities for a limited period of time the Head of Service will have the discretion to award an honorarium. This will not be a full job evaluated rate given the time limits on the responsibilities however the job evaluation scheme can be used to help establish a reasonable honoraria rate. If the additional duties are outside the usual knowledge and skill requirements it maybe necessary to use market information (in accordance with the market supplement policy) to establish a payment level. Honoraria should cease after 12 months. If the additional duties continue then an evaluated rate must be established, if necessary with a market premium, in accordance with the market Supplement Policy.

Relief / Casual Arrangements

Where there is a business requirement for a relief duty officer e.g as part of a duty roster a single fixed job evaluated rate for the relief role should be established and paid as a change of rate for the period during which the employee covers the duty requirements.

Casual workers are entitled to the evaluated rate for the job unless they are not required to cover the full duties of the job. If this is the case then a casual worker job evaluated rate must be established. The casual worker is entitled to any allowances arising from non-standard working in the same circumstances as an established employee.

APPENDIX C

Chief Officer & Senior Manager Pay Scales National Pay Rates applicable from 1 April 2021*

(*2020 rates shown, 2021 National Pay Award not yet confirmed)

Senior Manager 2	SM2	003	£52,369
		004	£54,358
		005	£54,957
		006	£56,351
Senior Manager 1	SM1	009	£59,737
		010	£61,328
		011	£62,923
		012	£64,517
Heads of Service 3	HS3	013	£64,468
		014	£66,048
		015	£67,613
		016	£69,189
Heads of Service 2	HS2	017	£70,066
		018	£72,404
		019	£74,736
		020	£77,074
Heads of Service 1	HS1	021	£79,407
		022	£81,744
		023	£84,080
		024	£86,415
Director 2	D2	025	£87,851
		026	£90,265
		027	£92,677
		028	£95,092
Director 1	D1	029	£99,654
		030	£102,067
		031	£104,480
		032	£106,893
Strategic Director	SD1	033	£107,242
		034	£109,658
		035	£109,873
		036	£112,238
Chief Executive	CE1	037	£135,666
		038	£138,718
		039	£141,769
		040	£144,822

The Chief Executive is also the Returning Officer and payment for these duties for each electoral division or community ward is made as follows:

Contested Election	£110
Uncontested Election	£ 55

Returning Officer fees for national elections and referenda are paid by central government.

APPENDIX D

Soulbury Pay Agreement National Pay Rates applicable from 1 September 2020 Educational Improvement Professionals (EIPs)

Spinal point	Rates effective from 1-Sep-20
001	36,419
002	37,723
003	38,955
004	40,203
005	41,443
006	42,684
007	43,988
008	45,243
009	46,705
010	48,009
011	49,295
012	50,541
013	51,951
014	53,209
015	54,598
016	55,854
017	57,114
018	58,350
019	59,625
020	60,283
021	61,549
022	62,653
023	63,867
024	64,956
025	66,121
026	67,257
027	68,419
028	69,597
029	70,777
030	71,956
031	73,124
032	74,311
033	75,498
034	76,714
035	77,927
036	79,174
037	80,402
038	81,642
039	82,866
040	84,089
041	85,318
042	86,546
043	87,773
044	89,006
045	90,236
046	91,468
047	92,705
048	93,930
049	95,160
050	96,392

Educational Psychologists

SCALE A

SCP	01-Sep-20
1	38,197
2	40,136
3	42,075
4	44,012
5	45,951
6	47,889
7	49,714
8	51,538
9	53,247
10	54,959
11	56,554

SCALE B

SCP	01-Sep-20
1	47,889
2	49,714
3	51,538
4	53,247
5	54,959
6	56,554
7	57,209
8	58,433
9	59,646
10	60,880
11	62,090
12	63,323
13	64,577
14	65,790
15	67,061
16	68,318
17	69,585
18	70,850

Young People's / Community Service Managers Spine

SCP	01-Sep-20
1	37,772
2	39,008
3	40,243
4	41,505
5	42,786
6	44,036
7	45,314
8	46,767
9	47,568
10	48,806
11	50,036
12	51,269
13	52,493
14	53,729
15	54,966
16	56,207
17	57,455
18	58,695
19	59,927
20	61,186
21	62,469
22	63,782
23	65,120
24	66,486

APPENDIX E

JNC for Youth & Community Workers National Pay Rates applicable from 1 September 2020

Support Worker Range

SCP	01/09/2020
1 - 4	obsolete
5	19,308
6	19,631
7	19,992
8	20,589
9	21,439
10	22,104
11	23,178
12	24,228
13	25,313
14	26,437
15	27,202
16	28,001
17	28,787

Professional Range

SCP	01/09/2020
13	25,313
14	26,437
15	27,202
16	28,001
17	28,787
18	29,579
19	30,364
20	31,152
21	32,036
22	33,039
23	34,015
24	34,997
25	35,985
26	36,973
27	37,961
28	38,961
29	39,953
30	40,947
31	41,617
32	42,718

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CYNGOR SIR POWYS COUNTY COUNCIL

County Council
4 March 2021

REPORT AUTHOR: County Councillor Rachel Powell, Portfolio Holder for Young People and Culture

SUBJECT: Question from County Councillor Stephen Hayes

On 21st August the Home Office, Department of Education, ADCS and LGA wrote to councils in relation to Unaccompanied Child Migrants (*sometimes referred to as unaccompanied asylum-seeking children*) stating that a crisis of care was arising in Kent due to the numbers of vulnerable young people requiring care.

The letter stated that: ‘... further emergency support is needed for the following across all parts of the UK:

- Offers of placements in your area
- Offers to take full responsibility under the Children Act 1989 for these young people
- Offers to supervise young people placed in your area
- Offers to accommodate young people directly from the Kent Intake Unit in Dover.’

(the full text can be found at

<https://www.local.gov.uk/sites/default/files/documents/20200821%20joint%20letter%20re%20Kent%20crisis.pdf>)

On 28th August it was announced in local media that Powys had rejected this appeal and would not be offering a welcome to Unaccompanied Child Migrants. Many people have contacted me to deplore this decision, emphasising the compassion they feel we, as a county and a nation, should feel and our duty to show that in action.

Could you please clarify what response was given to the letter of 21st August; what action has been taken, as a Council and in collaboration with other councils, to offer a welcome to Unaccompanied Child Migrants; and the number of such children so far assisted or for whom Powys County Council has accepted responsibility under the Children Act.

Response

Housing advised Cllr Hayes last September that: “The Housing Service would not, I’m afraid, be in position on its own to welcome or accommodate Unaccompanied Child Migrants. I would suggest that our Children’s Services team would be best

placed to advise whether or not the Council has a whole could either directly accommodate or enable others to do so.”

Housing Services is not able to provide accommodation for unaccompanied children, regardless of the child’s background. This is because people under the age of 18 cannot hold a legal interest in a property by means of a tenancy agreement. Any accommodation for a 16 or 17 old unaccompanied child, if considered a ‘child in need of care and support’, would usually be provided by Children’s Services which may ask Housing Services to help source a suitable property. For unaccompanied children aged 15 or less, Children’s Services are responsible for meeting a child’s care and support needs, including accommodation.

In order for Children’s Services to accept responsibility for an unaccompanied asylum seeking child from Kent we would need to identify a placement in which a child can live.

We are working hard to increase the placement capacity but given the increase in CLA numbers during the pandemic, we have needed to place more children out of County.

We do not have suitable supported/ semi-independent accommodation in County.

These issues together mean that identifying a suitable placement is a real challenge.

We had begun to look at the options for placements so that we could offer support but following discussion between the All Wales Heads of Children’s Services, there is a proposal for Powys to take part in a National (Wales) approach to respond to the National (UK) Transfer Scheme. This will provide a solution that will better suit the needs of young people.