

# Public Document Pack

## Cabinet

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Meeting Venue  
**Hybrid meeting - Zoom - County Hall**

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Meeting date  
**Tuesday, 26 July 2022**

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Meeting time  
**10.15 am**

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



County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

20/07/2022

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

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### AGENDA

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

2.	<b>MINUTES</b>
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To authorise the Chair to sign the minutes of the meetings held on 28 June and 5 July as correct records.  
(Pages 5 - 16)

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

4.	<b>QUARTER 1 PERFORMANCE REPORT</b>
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This is the link to the Sway report

<https://sway.office.com/WyEL3Vizbd1Meyup?ref=Link>

<b>5.</b>	<b>STRATEGIC RISK REGISTER FOR QUARTER 1</b>
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To consider a report by County Councillor David Thomas, Cabinet Member for Finance and Corporate Transformation.

(Pages 17 - 52)

<b>6.</b>	<b>WELSH IN EDUCATION STRATEGIC PLAN 2022 - 2032</b>
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To consider a report by County Councillor Pete Roberts, Cabinet Member for a Learning Powys.

(Pages 53 - 138)

<b>7.</b>	<b>SCHOOL OUTTURN POSITIONS 31 MARCH 2022 AND BUDGET PLANS 2022-23</b>
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To consider a report by County Councillor Pete Roberts, Cabinet Member for a Learning Powys and County Councillor David Thomas, Cabinet Member for Finance and Corporate Transformation.

(Pages 139 - 152)

<b>8.</b>	<b>FINANCIAL FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 (AS AT 30TH JUNE 2022)</b>
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To consider a report by County Councillor David Thomas, Cabinet Member for Finance and Corporate Transformation.

(Pages 153 - 180)

<b>9.</b>	<b>CAPITAL FORECAST 2022-23, AS AT 30TH JUNE 2022</b>
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To consider a report by County Councillor David Thomas, Cabinet Member for Finance and Corporate Transformation.

(Pages 181 - 190)

<b>10.</b>	<b>TRANSITION FROM IMPROVEMENT BOARDS</b>
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To consider a report from County Councillor James Gibson-Watt, Leader and Cabinet Member for an Open and Transparent Powys.

(Pages 191 - 194)

<b>11.</b>	<b>REQUEST FOR ADDITIONAL FUNDING FOR EXTERNAL DOMICILIARY CARE PROVIDERS TO PAY FOR INCREASED MILEAGE RATES FOR CARE WORKERS</b>
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To consider a report by County Councillor Sian Cox, Cabinet Member for a Caring Powys.

(Pages 195 - 200)

<b>12.</b>	<b>PROPOSAL TO INCREASE HACKNEY CARRIAGE LICENCE FARES</b>
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To consider the results of the consultation exercise which ends on 22<sup>nd</sup> July 2022.  
(To Follow)

<b>13.</b>	<b>SHARED PROSPERITY FUND: SUBMISSION OF A REGIONAL INVESTMENT PLAN FOR MID WALES</b>
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To consider a report by County Councillor David Selby, Cabinet Member for a More Prosperous Powys.  
(Pages 201 - 294)

<b>14.</b>	<b>LUF0268 MONTGOMERY CANAL RESTORATION PROJECT</b>
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To consider a report by County Councillor David Selby, Cabinet Member for a More Prosperous Powys.  
(Pages 295 - 386)

<b>15.</b>	<b>DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING</b>
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To note the delegated decisions taken since the last meeting.  
(Pages 387 - 388)

<b>16.</b>	<b>FORWARD WORK PROGRAMME</b>
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To consider the Cabinet forward work programme.  
(Pages 389 - 390)

<b>17.</b>	<b>EXEMPT ITEMS</b>
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The Monitoring Officer has determined that category 3 of the Access to Information Procedure Rules applies to the following items. His view on the public interest test (having taken account of the provisions of Rule 14.8 of the Council's Access to Information Rules) was that to make this information public would disclose information relating to the financial or business affairs of any particular person (including the authority holding that information).

These factors in his view outweigh the public interest in disclosing this information. Members are asked to consider these factors when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.

<b>18.</b>	<b>LUF0269 BRECON &amp; RADNORSHIRE STRATEGIC TOWN CENTRE INVESTMENT</b>
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To consider a report by County Councillor David Selby, Cabinet Member for a More Prosperous Powys.  
(Pages 391 - 418)



**MINUTES OF A MEETING OF THE CABINET HELD AT COUNTY HALL/HYBRID ON  
TUESDAY, 28 JUNE 2022**

**PRESENT**

County Councillor J. Gibson-Watt (Chair)

County Councillors J Charlton, R Church, S C Davies, M J Dorrance, S McNicholas,  
P Roberts, D Selby and D A Thomas

The Leader welcomed everyone to the first meeting of the new Cabinet. He thanked the previous Cabinet for their work.

<b>1.</b>	<b>APOLOGIES</b>
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Apologies for absence were received from County Councillors Jake Berriman and Sian Cox.

<b>2.</b>	<b>MINUTES</b>
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Referring to the minutes of 8<sup>th</sup> March and the Housing Revenue Account business plan, the Leader noted that a number of projects to build Council houses had been delayed due to covid and supply issues.

The Leader was authorised to sign the minutes of the meetings held on 8<sup>th</sup> and 11<sup>th</sup> March 2022 as correct records.

<b>3.</b>	<b>DECLARATIONS OF INTEREST</b>
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There were no declarations of interest reported.

<b>4.</b>	<b>DRAFT WELSH LANGUAGE STANDARDS ANNUAL REPORT 2021-2022</b>
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Cabinet considered the Draft Welsh Language Standards Annual Report which outlined the work undertaken during 2021-22 to ensure compliance with the Welsh Language Standards under the Welsh Language (Wales) Measure 2011, and performance against the requirements of the Standards.

It was noted that there had been a delay in establishing the Welsh Language Governance Group which would have oversight of Welsh language work, consider the Council's strategies and plans from a Welsh language perspective, and recommend ways of protecting, promoting, and increasing the use of the Welsh language. The Chief Executive advised that she would ensure that the group would be established as soon as possible.

In response to a Member's question, the Section 151 Officer advised that services would identify existing budget within their service area to meet the costs. If costs exceeded the available budget then the virement process would be followed to move resources as required.

**RESOLVED to approve the Draft Welsh Language Standards Annual Report 2022 (attached as Appendix A) for it to be published on the Council's public website by 30 June 2022.**

<b>5.</b>	<b>PROPOSAL TO INCREASE HACKNEY CARRIAGE FARE TARIFFS</b>
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Cabinet was advised that requests had been received from hackney carriage vehicle proprietors in Powys for the current hackney carriage fare tariff to be increased because of rising fuel prices. Powys Licensed Taxi Drivers had been consulted and there had been 33 responses of which 31 were in favour of increased tariffs. Cabinet was therefore asked to approve a tariff of fares for a fourteen-day public consultation. Cabinet asked that social media be used to publicise the consultation in addition to local press. Cabinet also asked that local access groups be consulted on the experience of their members using taxi services.

**RESOLVED that Cabinet approve the tariff of fares for hackney carriages as detailed at Appendix E of the report for a fourteen-day public consultation. Following the statutory fourteen-day public consultation period, if no objections are received, the fare tariff shall come into effect immediately. If any objections are received, then Cabinet will receive a further report to consider these and to approve the fare tariff with or without modification and to determine the date upon the revised tariff should come into effect.**

<b>6.</b>	<b>LOCAL DEVELOPMENT PLAN WORKING GROUP</b>
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**RESOLVED to appoint the Cabinet Member for a Connected Powys, the Deputy Leader and Cabinet Member for a Fairer Powys and the Cabinet Member for a Greener Powys to the LDP Working Group.**

The Cabinet Member for a More Prosperous Powys would be asked to join the group as required.

<b>7.</b>	<b>DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING</b>
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Cabinet noted the delegated decisions taken by Cabinet members since the last meeting.

<b>8.</b>	<b>FORWARD WORK PROGRAMME</b>
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Cabinet noted the forward work programme and asked for an additional column to be added to indicate whether Scrutiny would be considering an item and the date on which it would be considered.

<b>9.</b>	<b>POWYS: PROUD COUNCIL</b>
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Cabinet considered a proposal for the Council to become a member of Proud Councils, a voluntary partnership of Welsh Local Authorities who are proactive in the inclusion of Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) people. This would send a very clear signal that Powys County Council is a welcoming and inclusive employer that supports and promotes diversity across its workforce and supports the LGBTQ+ community.

County Councillor Matthew Dorrance, the Deputy Leader and Cabinet Member for a Fairer Powys said that he was very pleased to see this proposal brought forward during Pride Month. If agreed, Powys would become the first rural Welsh authority and the first outside of south Wales to join. Members spoke in support of the proposal and

**RESOLVED that Cabinet approves the recommendation to become a Proud Council.**

**County Councillor J. Gibson-Watt  
Chair**

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**MINUTES OF A MEETING OF THE CABINET HELD AT COUNTY HALL / HYBRID  
ON TUESDAY, 5 JULY 2022**

**PRESENT**

County Councillor J Gibson-Watt (Chair)

County Councillors J Berriman, J Charlton, R Church, S Cox, S C Davies,  
M J Dorrance, S McNicholas, P Roberts and D A Thomas

In attendance: County Councillors A Davies, I McIntosh, G Thomas and E Vaughan.

<b>1.</b>	<b>APOLOGIES</b>
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Apologies for absence were received from County Councillor D Selby.

<b>2.</b>	<b>DECLARATIONS OF INTEREST</b>
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County Councillor J Berriman declared a personal and prejudicial interest in agenda item 11 Llanfihangel Rhydithon CP School as he had made a financial contribution to the save the school fund.

The Monitoring Officer confirmed that County Councillor J Charlton did not have an interest in respect of item 12 Llanbedr Church in Wales School as a governor of Crickhowell High School.

<b>3.</b>	<b>ANNUAL SELF-ASSESSMENT REPORT</b>
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Cabinet considered the Annual Self-Assessment report which incorporated the annual monitoring of the Council's performance against its Corporate Improvement Plan and Strategic Equality Objectives and provided a holistic view of the organisation working towards delivering its well-being objectives. The report had been considered by the Governance and Audit Committee which believed it to be a fair and accurate representation of organisational health. The Committee had not made any formal recommendations for Cabinet consideration.

**RESOLVED**

- 1. that the Cabinet is satisfied itself that the following criteria have been met:**
  - That the Self-Assessment Report fulfils the Authority's obligations under the Local Government and Elections (Wales) Act 2021.**
  - That the conclusions presented in the Self-Assessment Report are considered corporately to be a fair and accurate evaluation of the Authority's performance in 2021/22.**
  - That the self-assessment report offers an open, balanced, and realistic picture of the Council's achievements and challenges over the previous year.**

- **That the document is clear and provides the right level of information to make it meaningful and relevant to all audiences.**

**2. That the Self-Assessment Report is recommended to Full Council for approval on 21<sup>st</sup> July 2022.**

<b>4. DISCRETIONARY COST OF LIVING SUPPORT SCHEME</b>
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Cabinet considered proposals for a discretionary cost of living support scheme in addition to the main Cost of Living Support Scheme, utilising £924,373 allocated to the Council by Welsh Government, plus any surplus from the main scheme. The report set out a proposed scheme. The discretionary nature of the scheme would allow Powys to consider other categories of people who pay Council Tax as well as tackling broader cost of living support issues that residents of Powys may have.

Cabinet also considered four recommendations from the Economy, Residents and Communities Scrutiny Committee. A formal response would be given within the agreed times, but the Deputy Leader and Cabinet Member for a Fairer Powys indicated that he was in broad agreement with the recommendations and that the Member and officer working group would have an important role in agreeing priorities, outcomes and guidelines. Cabinet also noted the need for better insulation in homes, including retrofitting.

**RESOLVED**

- 1. To approve that any underspend on the main Cost of Living Support Scheme (COLSS) is transferred to the Discretionary Scheme fund.**
- 2. To approve the establishment of a Councillor and Officer Group as advised in Section 3.3 of the report.**
- 3. To approve the Cost-of-Living crisis Discretionary Scheme set out in paragraph 3.4 of the report.**

<b>5. STRATEGIC RISK REGISTER REPORT QUARTER 4 2021/2022</b>
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Cabinet considered the Strategic Risk Register which set out details of 15 risks together with mitigating actions. Two further risks had been identified to add to the register:

PROC0008: Russian Invasion and Other Market Pressures leading to Increased risks of price variations and labour & material shortage caused by rising inflation.

ASC0069: If there is insufficient capacity to respond to the longer-term demand in children's and adults' services in timely manner.

The Head of Finance confirmed that she was arranging for an assessment of the Council's risk appetite to be carried out which she would share with Cabinet. It

was further confirmed that Senior Leadership Team met quarterly to review risks across services and that this would identify individual risks that if taken collectively would increase the level of risk for the Council, the Risk Officer also monitored risks across services. Cabinet also asked about the risk register for the housing maintenance service which had transferred back from HoWPS and was advised that a register would be maintained but the risks would be reviewed as these will change as the transition proceeds.

**RESOLVED that Cabinet notes the current Strategic Risk and COVID-19 Risk Registers and is satisfied with progress against mitigating actions for quarter 4, approves the revision of PROC0008 and escalation of ASC0069 (detailed under points 3.5 & 3.6) to the Strategic Risk Register.**

<b>6.</b>	<b>FINANCIAL OUTTURN FOR THE YEAR ENDED 31ST MARCH 2022</b>
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Cabinet considered the revenue budget outturn for the 2021/22 financial year. The final outturn produced a net underspend, after contributions to specific reserves, of £7.408 million against the £202.619 million budget a 3.7% variance (excluding Schools and the Housing Revenue Account). Cabinet noted that the Council's financial position had benefited from significant Welsh Government support but that this was not recurring funding.

The report also set out details of virements to specific reserves approved by the Chief Executive in consultation with the Head of Finance during the period after the election when there wasn't a Cabinet in place, which now needed ratifying by the Cabinet. Other budget virements were also recommended::

Transport fund – An underspend of £1,054,400 in Fleet Management Services (due to delayed replacement of the waste and recycling vehicles and keeping existing vehicles longer). The service had asked to utilise this underspend with an additional contribution to the vehicle replacement reserve to assist in managing the increasing pressure on the transport fund arising from significant inflation on purchase costs and where possible this funding would be used to purchase “green” vehicles.

During the year Fleet Management Services generated £226,086 of income from the sale of vehicles/equipment and it was requested that this be transferred to the vehicle replacement reserve to be used to fund the purchase of future vehicles and/or equipment, where possible this funding would be used to purchase “green” vehicles.

**RESOLVED**

- 1. That Cabinet note the budget position and the full year position to the end of March 2022.**
- 2. That Cabinet ratifies the approval given by the Chief Executive for the virement request to specific reserve as set out in section 6.4.4 of the report and at Appendix B.**

- 3. That the virement request set out in section 8.1.2 of the report is approved and the virement at 8.1.1 is recommended to Council for approval as this complies with the Councils' virement rules being in excess of £500,000.**

**7. CAPITAL POSITION AS AT 31ST MARCH 2022**

Cabinet noted the revised programme at the 31<sup>st</sup> March 2022 was budgeted at £94.74 million following the successful award of additional grants and the reprofiling of budgets between financial years. Actual spend amounted to £72.60 million, representing 77% of the total budget. This included the Housing Revenue Account (HRA) capital spend which totalled £19.78 million against a budget of £23.73 million.

**RESOLVED that the report is noted.**

**8. TREASURY MANAGEMENT QUARTER 4 REPORT AND ANNUAL REVIEW**

Cabinet considered the Treasury Management report for Quarter 4 and the Annual Review.

**RESOLVED that the report is noted.**

**9. DIRECTOR OF SOCIAL SERVICES ANNUAL REPORT**

The Chief Executive presented the Director of Social Services' Annual Report which Alison Bulman had written before leaving the Council to take up a post with Cornwall Council. An interim structure had been put in place, with Nina Davies being appointed as Director of Social Services and Housing and Lynette Lovell taking on the role of Director of Education and Children.

The report set out the pressures facing Children's and Adult Services as demand increased during the pandemic. The Deputy Leader and Cabinet Member for a Fairer Powys asked about press reports about children in Wales being placed in hotels or Air B&Bs because of a shortage of accommodation. The Head of Commissioning confirmed that there had been infrequent occasions when the service had to place children in unregistered settings including holiday accommodation. The service was focused on increasing the number of places in Powys and on working to keep children safely with their families.

Cabinet thanked staff for their work throughout the pandemic and the former Director, Alison Bulman.

**RESOLVED that the report is noted and referred to Council on 22 July.**

**10. MARKET STABILITY REPORT SOCIAL SERVICES 2022**

Cabinet considered the Market Stability report for Social Services which was being submitted to the Council, the Health Board, the Regional Partnership Board and Welsh Government. The report set out the challenges in the market

and proposals for actions to be taken in future years via the Area Plan and Commissioning strategies. The report showed how Powys County Council, Powys Teaching Health Board and third sector colleagues and other partners would plan for and deliver service for children, adults with disabilities and older people. Cabinet asked about the funding model for commissioning domiciliary care and was advised that officers were looking at pooled funding with the Health Board.

**RESOLVED that the report is noted and referred to Council on 22 July.**

<b>11.</b>	<b>CLEAN ME - CASE FOR DOMICILIARY CARE AGENCIES TO USE ELECTRIC VEHICLES</b>
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Cabinet considered a proposal to utilise £400,000 Welsh Government funding to enable local authorities to increase their domiciliary support service capacity through funding driving lessons and providing access to electric vehicles for domiciliary care workers.

Cabinet was advised that with domiciliary carers travelling 1.3 million miles a year, rising fuel costs were having a significant impact and that the current rate of 35p a mile was insufficient. Cabinet asked that the costs of purchasing and leasing vehicles be evaluated and that carbon savings be calculated. A pilot scheme for the purchase of e-bikes was suggested. Officers advised that a working group would work on the details of the scheme and would report back to Cabinet and to Scrutiny.

**RESOLVED**

- 1. To approve the proposed spend and governance arrangements of the unhypothecated Welsh Government funding for the purposes identified in this report.**
- 2. That a virement is approved to draw down the £400,000 funding from the specific reserve.**
- 3. That a report is brought back to Cabinet to review the outcome of the project and if it has achieved the intended outcomes.**

Councillor Church left the meeting.

<b>12.</b>	<b>LLANFIHANGEL RHYDITHON CP SCHOOL</b>
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The Leader explained that his Cabinet was committed to schools transformation but wished to achieve it in a consistent manner. They felt that it had been unwise of the previous Cabinet to take decisions without having undertaken catchment reviews and therefore had brought forward reports proposing delays in implementing the decisions to close Llanfihangel Rhydithon CP School and Llanbedr Church in Wales School.

Councillor Jake Berriman advised that he had a personal and prejudicial interest in this item as he had made a financial contribution to the save the school fund and he left the meeting while it was being considered.

Cabinet considered a proposal to delay implementation of the decision taken by the previous Cabinet to close Llanfihangel Rhydithon C.P. School from the 31<sup>st</sup> August 2022 to the 31<sup>st</sup> August 2023 to further consider the impact on the community and to identify steps that the Council could take to mitigate the impact of closure of the school on the community. This could potentially include the transfer of the school building to the community to be utilised for community use. It would also provide an opportunity to explore the viability of establishing a Welsh-medium primary school in Dolau.

The Cabinet Member for a Learning Powys explained that the Cabinet could choose either to accept the decision of the previous Cabinet, to delay the decision or to abandon it. His party had made a commitment in the elections to review the proposal, so acceptance was not an option. He argued that to simply abandon the proposal without providing evidence to the Minister would risk school closures and possible Ministerial intervention. The option to delay closure for 12 months would give time to explore the viability of establishing a Welsh medium primary school as had been recommended by the Learning and Skills Committee when he had been Chair. To be viable, demand for provision of Welsh Medium education and scope for growth would have to be demonstrated.

The Chair of the Learning and Skills Scrutiny Committee, County Councillor Gwynfor Thomas, reported the Committee's observations that whilst it was supportive of the establishment of a Welsh medium school in East Radnorshire, it was concerned at the significant cost of delaying the closure with no additional educational benefits for pupils.

County Councillor Elwyn Vaughan, the Chair of WESP Partnership, argued that it would take three years to establish a Welsh medium school and that the money would be better spent on funding Mudiad Meithrin and immersion.

County Councillor Iain McIntosh argued that the proposal was giving false hope to parents and pupils as the school would still close in 12 months.

County Councillor Aled Davies challenged the Cabinet on the costs of keeping the schools open for 12 months.

The Cabinet Member for a Learning Powys rejected the comments made by the speakers, explaining that he was seeking to provide an even playing field for those who wished to access Welsh medium education in the area. The Cabinet Member for Finance and Corporate Transformation advised that the financial implications would be covered by the contingency budget and would not have an impact on the delegated schools budgets. The additional costs of £32k in 2023/24 from the schools delegated budget were minimal when spread out amongst the budgets of all the schools.

Having considered the observations of the Scrutiny Committee and the comments of members it was moved, seconded and

**RESOLVED**

- 1. To delay implementation of the proposal to close Llanfihangel Rhydithon C.P School for 12 months to the 31<sup>st</sup> August 2023.**
- 2. To identify the steps that the Council could take to mitigate the impact of the closure on the community.**
- 3. To explore the viability of establishing a Welsh-medium primary school at Llanfihangel Rhydithon.**
- 4. A virement from delegated school contingency budget for £76,800 is approved to balance the budgets in this financial year. Noting in 2023-24 that the additional £32,300 requirement will be contained within the overall schools delegated budget.**

County Councillor Sandra Davies advised that she was abstaining.

Councillor Berriman returned to the meeting.

<b>13. LLANBEDR CHURCH IN WALES SCHOOL</b>
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Cabinet considered a proposal to delay implementation of the proposal to close Llanbedr C. in W. School from the 31<sup>st</sup> August 2022 to the 31<sup>st</sup> August 2023, and to commence an area review of the Crickhowell catchment.

The Portfolio Holder for a Learning Powys noted that a judicial review of the previous Cabinet's decision was still outstanding. He further noted that changes to senior staff in schools could result in a change to arrangements to governance arrangements at schools in the cluster. He was therefore proposing a catchment review in Crickhowell to be commenced as a priority.

County Councillor Iain McIntosh asked about the process for stopping closures and was advised that the Council would need to write to the Minister with reasons, but that the consent of the Minister was not required.

The Chair of the Learning and Skills Scrutiny Committee, County Councillor Gwynfor Thomas, reported the Committee's observations. He was concerned that staff, parents and pupils would be given false hope when the school was still earmarked for closure in August 2023. In response the Cabinet Member noted that the proposal for a cluster review was already in the programme and that the proposal would bring this forward. The proposal would remove the risk of pupils being moved to a school only to be moved again. The Director of Corporate Services confirmed that this work would be prioritised. The Committee also had concerns over the costs of keeping the school open for a year with no additional educational outcomes.

The Cabinet Member for Finance and Corporate Transformation advised that the contingency budget would cover the costs so there would be no impact on

delegated school's budgets and that there would be a minimal impact on budgets in 2023/24.

Having considered the observations of the Scrutiny Committee and the comments of members it was moved, seconded and

**RESOLVED**

- 1. To delay implementation of the proposal to close Llanbedr C. in W. School by 12 months to the 31<sup>st</sup> August 2023.**
- 2. To commence an area review of the Crickhowell catchment.**
- 3. To bring a further paper outlining the proposed way forward for the Crickhowell catchment to a future Cabinet meeting.**
- 4. A virement from delegated school contingency budget for £59,000 is approved to balance the budgets in this financial year. Noting in 2023-24 that the additional £41,000 requirement will be contained within the overall schools delegated budget.**

County Councillor Sandra Davies advised that she was abstaining.

**County Councillor J Gibson-Watt (Chair)**



## CYNGOR SIR POWYS COUNTY COUNCIL.

**CABINET EXECUTIVE**  
**Tuesday, 26<sup>h</sup> July 2022**

**REPORT AUTHOR:** County Councillor David Thomas  
 Cabinet Member for Finance and Corporate Transformation

**REPORT TITLE:** Strategic Risk Register Report Quarter 1 2022/2023

**REPORT FOR:** Decision

**1. Purpose**

- 1.1 The purpose of this report is to set out the Council's latest position on managing its key risks, contained in the Strategic Risk Register (SRR).

**2. Background**

- 2.1 Our Strategic Risk Register is key to safeguarding the organisation and building resilience into our services. At a time when the Council has faced and is still facing unprecedented challenges, the effective management of risk is needed more than ever. A risk-managed approach to decision making will help us to achieve the well-being objectives in Stronger, Fairer, Greener: Our Corporate plan, deliver services more efficiently and using innovative and cost-effective means.

**3. Advice**

- 3.1 To ensure a risk managed approach to decision making and good governance of the Council, it is proposed that Cabinet:
- Review progress to mitigate strategic risks

SLT review of Strategic Risk Register

- 3.2 SLT had a session on the strategic risk register on Wednesday 13<sup>th</sup> July where all the current and potential strategic risks, as well as global risks were discussed.

Key areas of risks to be continually monitored by SLT and Cabinet were identified as:

Health and safety

Social services (insufficient capacity to respond to the longer-term demand in children's and adults' services in timely manner, WCCIS unreliability, risk of social care provider failure and budgets)

Council budget/increased costs (living and economy)

Recruitment and retention including demography  
Climate and nature emergency (biodiversity)  
Compliance with GDPR and DPA  
Cyber security  
Regulatory/Inspections

Some of this progressive work is reflected in this report with further detailed work taking place over the next few months. This includes dedicated SLT sessions on Health and Safety, Recruitment and Retention including demography, Climate and Nature Emergency, Budget/Increased Costs to consider the risk, their intersectionality, consequences and the strategic mitigation required.

### Review of progress to mitigate Strategic Risks

- 3.3 As at the end of quarter 1 2022-2023, there are 15 risks on the strategic risk register and all strategic risk owners have been asked to provide a short summary of progress since last quarter, to give assurance that mitigating actions are being actioned and monitored.
- 3.4 Please see appendix A for full details of the 15 strategic risks including the mitigating actions identified to control them and progress reviews.
- 3.5 Please see appendix B to view a heat map which presents the results of the quarter 1 risk assessment process visually. It highlights (for the residual risks) the following:

One out of the fifteen risks has a probability of 'likely' and an impact of 'catastrophic'.

Also, three risks have a probability of 'likely' and an impact of 'major'.

### Escalation of risks to the Strategic Risk Register

- 3.6 Housing services would like to escalate:

HO0034 'Unable to provide or enable the development of enough additional homes to fulfil housing market demand'.

With potential consequences as follows:

- Economic dislocation and contraction arising from challenges recruiting and retaining staff in the context of not being able to increase the total number of homes in Powys
- Increased demand for homelessness services, with limited options to find homes for these clients, exacerbated by a diminishing ability to add to the net number of homes available in Powys
- Increased number of households registering with 'Homes in Powys' for social housing as limited new supply of all types of homes increases the cost of existing accommodation

- Contraction in locally based construction capability and capacity arising from limited opportunities to develop and build new homes

Current mitigation:

- Focus of development and enabling capacity on directly providing and enabling additional homes in areas of Powys where phosphate management has not resulted in a moratorium on new development.
- Policy and process changes across the Council to encourage and support the re-purposing of existing commercial and retail buildings and sites into homes
- Making productive use of Council-owned land and property assets to enable the development by the Council of affordable, secure homes
- Promotion by Housing Services of 'package deals' to attract direct investment by private developers of new homes, including social housing
- Development of a range of housing specifications to be able to take advantage of both private and public investment offers
- Encouragement for all agencies involved in enacting a satisfactory phosphate management regime to come to a workable and practical agreement as soon as possible

#### De-escalation of risks off the Strategic Risk Register

- 3.7 Property, Planning and Public Protection would like to de-escalate the following risk from the Strategic Risk Register and onto the services own to be managed:

PPPP007 'Heart of Wales Property Services (HOWPS) being unable to undertake contracted work in a timely and cost-effective manner'.

Heart of Wales Property Services (HOWPS) has now been integrated back into the Council as property services. Repair and maintenance work on Powys buildings and schools are now being carried out by Council staff following the successful transfer from Heart of Wales Property Service. All repairs and maintenance on the Council's housing stock, corporate buildings and schools will be carried out by staff, previously employed by Heart of Wales Property Services. Outstanding repairs recorded or started by HoWPS before the June deadline have been passed to the Council to complete however this still remains a risk due to backlog but one that the service can manage.

- 3.8 Highways Transport and Recycling would like to de-escalate the following risk from the Strategic Risk Register and onto the services own to be managed:

HTR0016 'Shortage of lorry and bus drivers'.

The initial shortage of lorry and bus drivers has been managed successfully and is now at a level the service can manage the risk and the supporting risk controls, through their own service risk register’.

#### COVID-19 risk register

- 3.9 The Council has been transitioning from business-critical activity to ‘business as usual’ and the ‘new normal’. As a result, services have incorporated, any COVID-19 risks into their own service registers to be managed and the COVID-19 risk register has been closed. However, the Council will continue to monitor the situation carefully and response accordingly.

#### **4. Resource Implications**

- 4.1 There are no direct resource implications in relation to this report however all risk owners need to consider the resource implications of managing the risk and decide if the best course of action is to tolerate or treat.
- 4.2 The Strategic Risk Register outlines the key risks to the Council’s activities, as well as risk to delivery of objectives contained within the Corporate Improvement Plan. There are no direct financial implications from the report although these may arise as new risks are identified on an on-going basis.

The Head of Finance (Section 151 Officer) notes the comment above, financial implications are identified through the relevant service and are considered through the financial management processes in line with the authorities’ financial regulations. All services are considering the financial impact of any risks that are expected to continue into 2023/24 and beyond in their Service Integrated Business Plans.

#### **5. Legal implications**

- 5.1 Legal: the recommendations can be accepted 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. Data Protection**

- 6.1 N/A

#### **7. Comment from local member(s)**

- 7.1 N/A

#### **8. Integrated Impact Assessment**

8.1 N/A. The Service Risk Register is not setting out any changes or proposals to service delivery.

**9. Recommendation**

**It is recommended that Cabinet notes the current Strategic Risk Register and is satisfied with progress against mitigating actions for quarter 1, approves escalation of HO0034 (detailed under point 3.6) to the Strategic Risk Register and de-escalation of PPPP007 and HTR0016 (detailed under points 3.7 & 3.8) from the Strategic Risk Register.**

**The recommendation above will ensure:**

- **Appropriate understanding and management of strategic risks which could prevent us from achieving our objectives**
- **A risk managed approach to decision making and good governance of the Council**

Contact Officer: Jane Thomas, Head of Finance

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Head of Service: Jane Thomas, Head of Finance

Corporate Director: Dr. Caroline Turner, Chief Executive officer.

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## Strategic Risk Register

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ASC0064  Nina Davies  Escalated From :- Powys County Council  Page 23	WCCIS Unreliability - IF the unreliability of WCCIS is not resolved THEN	Veracity of decision making around adults and children in Powys will be compromised, leading to poor outcomes <ul style="list-style-type: none"> <li>The safeguarding of children and adults in Powys will be compromised</li> <li>There will be significant delays in securing time critical packages of care</li> <li>Our ability to manage transfers of people from hospital to the community will be compromised</li> <li>We will not be able to respond effectively to out of hours emergencies</li> <li>There will be delays in making decision and taking action to keep children safe</li> <li>Staff morale will be affected further, leading to increased sickness absence and staff leaving</li> <li>Increased reputational damage to the council and negative impact on our ability to recruit and retain social workers</li> </ul>	<b>11/07/2022</b> 1st Qtr 22/23 Review Summary: An options appraisal is being finalised ready for consideration through appropriate channels. <b>04/04/2022</b> Qtr 4 21/22 Review Summary: Agreement from Cabinet to move to a soft market testing exercise. In addition, agreement that digital services and corporate change/improvement resource will be deployed to support any transition to a new system and resulting changes to processes/ways of working. <b>29/12/2021</b> Review Summary: Independent review and options appraisal of current system has now been completed. HoS for Children's, Adults and Corporate Director meeting with Digital Services in January 2022 to discuss next steps. <b>29/09/2021</b> Qtr 2 21/22 Review Summary: Performance has become less unsatisfactory since last review.  Awaiting findings of independent review of current system to determine what future client management system will be used.	Cllr Sian Cox  Nina Davies	12	12	<ul style="list-style-type: none"> <li>Performance issues raised to Welsh Government through SBAR</li> <li>Monthly Contract review meetings with Supplier</li> <li>Internal Review</li> <li>Follow correct change management processes</li> </ul>	Action In Progress  Action In Progress  Action In Progress  Control In Place

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ASC0066  Dylan Owen  <b>Escalated</b> From :- Powys County Council  Page 24	Risk of social care provider failure. Risk of care homes, domiciliary care providers, supported living providers and others becoming unsustainable for human and financial resource challenges. This is multifactorial with the main reason being the wider impact of the pandemic. There is a risk of harm to residents in having to be moved or having care provider unavailability; financial risk to residents, Council and local economy; risk of reputational damage.  People Plus (the contracted Direct Payment Support Scheme provider) is experiencing difficulties in recruiting and retaining staff to undertake their work of administering payroll and invoice payments on behalf of Powys County Council. This is leaving some care staff unpaid occasionally, but is being managed. However, there is	Risk of care services becoming unviable and not sustainable, resulting in requirement to support residents to access different services/care homes etc.  Risk of care staff not being paid.	<b>15/07/2022</b> Review Summary: Amending 3 month review to fall in line with PMQAF timetable. <b>09/05/2022</b> 1st Qtr 22/23 Review Summary: The risk continues. There have been recent instances where care providers have closed at short notice. <b>07/03/2022</b> 4th Qtr 121/22 Review Summary: The risk continues. However, work is ongoing with care providers in order to ensure that financial fee uplifts for 2022/23 onward are suitable and support sustainability. <b>01/12/2021</b> Review Summary: This risk continues. The new variants cause concern and the care homes and care providers are experiencing the ongoing challenges.	Cllr Sian Cox  Nina Davies	20	16	<ul style="list-style-type: none"> <li>• Direct Payment Support Scheme</li> <li>• Care Home Support</li> <li>• Care Home Staffing and Resilience Review</li> <li>• Joint Support for Residents and Care Homes</li> </ul>	Action In Progress  Action In Progress  Action In Progress  Control In Place



Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
	a significant risk of increased failure and a large number of care staff not being paid appropriately.							

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ASC0069  Jan Coles  Escalated From :- Powys County Council	If there is insufficient capacity to respond to the longer term demand in children's and adults' services in timely manner	then the Local Authority will be unable to discharge its statutory duty and safeguard children, young people and adults.	<b>12/07/2022</b> 1st Qtr 22/23 Review Summary: CS are actively working on their recovery plan and exit strategy for utilising managed social work teams. The service is implementing new models of working in some of the social work teams strengthening existing capacity/mitigation the lack of qualified social work capacity. This year (sept 22) we are going to be offering degree sponsorships to 12 staff across children and adult services.	<i>Cllr Sandra Davies</i>  <b>Nina Davies</b>	25	20	<ul style="list-style-type: none"> <li>Increase inhouse domiciliary care capacity</li> <li>Agency Staff and Managed Team in both Adults and Children's Services</li> <li>Prioritise Adult Social services critical functions in line with business continuity planning</li> <li>Rota in Children's Services for Section 47 assessments</li> </ul>	<p>Action In Progress</p> <p>Action In Progress</p> <p>Action Completed</p> <p>Withdrawn</p>

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
CS0081 Jan Coles  <b>Escalated From :-</b> Powys County Council	BUDGET: If Children's Services are unable to manage within budget due to:  - Market sufficiency for children's placements - Reliance on agency social workers - Inflationary costs and management of pressures - Surge in demand due to COVID-19 - Ending of grant funding	Then this will have implications for the whole Council:  - Unable to meet statutory duties - Leaving service users at risk - Reputational damage to the Authority - Unable to manage within financial envelope	<b>12/07/2022</b> 1st Qtr 22/23 Review Summary: Recovery and exit strategy is on going and looking to reshape existing capacity and reduce the need for agency social workers. The grow our own strategy continues to scale up with 5 students qualifying this summer. Review of the IDS service is taking place and will develop the strategies in respect of continuing care. <b>07/07/2022</b> Review Summary: admin <b>25/04/2022</b> Review Summary: End of the financial year, out turn is an overspend of £57,000 for Children's Services. This is largely due to accessing additional Grant funding but much more positive forecast than previously thought. <b>11/01/2022</b> Review Summary: No change from previous review.	Cllr Susan McNicholas  Nina Davies	12	9	<ul style="list-style-type: none"> <li>• Ensure Continuing Care for Children and Young People protocol being applied correctly and consistently</li> <li>• Ensure market within Powys is sufficient to meet demand</li> <li>• Make best use of Welsh Government Funding and other available resources</li> <li>• Work to reduce reliance on agency social workers</li> <li>• Integrated budget planning</li> <li>• Develop early intervention and prevention services in order to mitigate demand on longer term services</li> <li>• Ability to meet the requirements of the MTFS / Retaining grant funding around posts within Children's Services</li> <li>• Work with service providers to limit impact of supreme court legal judgement</li> </ul>	Action In Progress Action In Progress Action In Progress Action In Progress Control In Place Control In Place Withdrawn Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ED0022  Lynette Lovell  <b>Escalated</b> From :- Powys County Council	The council will be unable to manage the schools' budget without ongoing adjustments to the distribution formula and improving financial management. If they are unable to manage the budget, there will be a significant compromise to the quality of education for Powys learners.	Some schools will have escalating deficits which will have a financial impact on the rest of the Council and the learners in their care.	<p><b>10/07/2022</b> 1st Qtr 22/23 Review Summary: Quarter 1 Review: The year end position for schools moved significantly since the previous forecast, this is due to the allocation of over £5.936 million grant to support schools core costs. Schools planned to utilise £0.577m of reserve but actually put in to reserve £5.732m, an overall movember of £6.289m.</p> <p><b>18/05/2022</b> Review Summary: Qtr 4 2021-22:</p> <p>Primary: The forecast contribution from reserves for the Primary Sector is currently £505k which has reduced by £107k since last month.</p> <p>Secondary: The Secondary sector has a forecast contribution to reserves currently of £17k. This has increased by £302k since last month. Officers have been working effectively with the Secondary sector and as a result there is a reduction in deficit balances.</p> <p>All Through: The all age sector has a forecast contribution to reserves of £145k which has increased by £62k since last month.</p> <p>Special: The special sector has a £102k forecast contribution to reserves. This has decreased by £29k since last month.</p> <p>Surgery sessions are ongoing with all schools and school budget positions are being effectively monitored and issues are being escalated quickly by officers.</p> <p>Powys County Council have received a substantial amount of Education grant funding into the Authority during the Spring Term to be spent by the end of the financial year. This may have a positive impact on the schools' delegated outturn position for 2021-22.</p>	<p><i>Cllr Pete Roberts</i></p> <p><b>Lynette Lovell</b></p>	12	9	<ul style="list-style-type: none"> <li>• Progress Funding Formula review.</li> <li>• Effective use of the Scheme for Financing Schools</li> <li>• Implementation of R5 in the PIAP</li> <li>• PIAP</li> </ul>	<p>Action In Progress</p> <p>Action In Progress</p> <p>Action Completed</p> <p>Action Completed</p>



Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p><b>12/04/2022</b> Qtr 4 2021-22 Review Summary:</p> <p>Primary: The forecast contribution from reserves for the Primary Sector is currently £505k which has reduced by £107k since last month.</p> <p>Secondary: The Secondary sector has a forecast contribution to reserves currently of £17k. This has increased by £302k since last month. Officers have been working effectively with the Secondary sector and as a result there is a reduction in deficit balances.</p> <p>All Through: The all age sector has a forecast contribution to reserves of £145k which has increased by £62k since last month.</p> <p>Special: The special sector has a £102k forecast contribution to reserves. This has decreased by £29k since last month.</p> <p>Surgery sessions are ongoing with all schools and school budget positions are being effectively monitored and issues are being escalated quickly by officers.</p> <p>Powys County Council have received a substantial amount of Education grant funding into the Authority during the Spring Term to be spent by the end of the financial year. This may have a positive impact on the schools' delegated outturn position for 2021-22.</p>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p><b>21/01/2022</b> Review Summary: Decision taken by EMT and gold command to stand down on qtr 3 21/22 reporting</p> <p>Qtr 3 2021/22 Review Summary:</p> <p>Schools submitted their approved budgets to the Authority on 1st May 21. Budget plans have now been reviewed by the Chief Education officer and the Section 151 officer and actions following that review are in progress and a report went to Cabinet on the 13th July 21. Officers continue to work with Schools in deficit to bring budget plans back to a balanced in year position.</p> <p>Primary: The forecast contribution from reserves for the Primary Sector is currently £612k which has reduced by £54k since last month.</p> <p>Secondary: The Secondary sector has a forecast call on reserves currently of £285k. This has decreased by £41k since last month. Officers have been working effectively with the Secondary sector and as a result there is a reduction in deficit balances.</p> <p>All Through: The all-age sector has a forecast contribution to reserves of £83k which has decreased by £11k since last month.</p> <p>Special: The special sector has a £131k forecast contribution to reserves. This has increased by £1k since last month.</p> <p>We have seen a reduction in the call on the schools ring-fenced reserves and schools are working effectively with Finance and School Improvement Advisors to improve the forecasted outturn position. Surgery sessions have been held with all schools throughout the Autumn term. Schools budget positions are being effectively monitored and issues are being escalated quickly by officers. Powys County Council have received a substantial amount of Education grant</p>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>funding into the Authority at the end of quarter 3 to be spent by the end of the financial year. This may have a positive impact on the Schools' delegated outturn position for 2021-22.</p>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
FIN0001 Jane Thomas  Escalated From :- Powys County Council	The Council is unable to deliver a financially sustainable budget over the short and medium term. The continued impact of Covid coupled with the more recent events around rising inflation, energy costs and the situation in Ukraine impacting on supply chains and prices all increase the risk on the Council financial resilience.	<ul style="list-style-type: none"> <li>- The Council is unable to fulfil its legal obligation in setting a balanced budget</li> <li>- The Council will not be financially resilient or sustainable</li> <li>- Council reputation damaged</li> <li>- Inability to fulfil our statutory requirements</li> </ul>	<p><b>07/07/2022</b> 1st Qtr 22/23 Review Summary: SLT and Cabinet have started to consider the impact of this years budget setting and pressures arising, ongoing meetings and completion of the FRM by the end of August should allow time to consider how the budget gap will be addressed.</p> <p><b>04/04/2022</b> 4th Qtr 21/22 Review Summary: The council has approved the revenue budget for 2022/23 and the financial position for the new year will be monitored through the existing reporting mechanisms. EMT will begin reviewing the 5 year budget plan in April to address the ongoing budget gap for the next few years. Indicative funding settlements for the next 2 years do provide some certainty but we cannot underestimate the challenge that still remains. Rising inflation, energy costs and supply chain issues arising from the war in Ukraine will provide further challenge during 2022/23.</p> <p><b>21/01/2022</b> Review Summary: Decision taken by EMT and gold command to stand down on qtr 3 21/22 reporting</p> <p><b>13/10/2021</b> Qtr 2 21/22 Review Summary: Budget development continues, IBP's have been completed by all services and the financial pressures falling on each service is now identified. Continuing costs and income loss due to the pandemic are clearly understood. The budget model has been updated to reflect the position and SLT and Cabinet continue to develop the budget further in order to bridge the budget gap that is estimated. We continue to model the budget on a number of scenarios as we do not yet have any further information on the level of WG settlement for 2022/23. We continue to work through the Welsh Local Government Association (WLGA) and Society of Welsh Treasurers (SWT) to keep WG abreast of the financial pressures falling on Local Authorities.</p>	Cllr David Thomas  Jane Thomas	16	12	<ul style="list-style-type: none"> <li>• Revise the Medium Term Financial Strategy</li> <li>• Ongoing discussion with WG and WLGA through Society of Welsh Treasurers for Future Funding of Local Government</li> <li>• Service Integrated Business Plans will be reviewed and refreshed</li> <li>• Keen focus on procurement issues - sharing information and knowledge across the LA/WLGA network</li> <li>• WG claims for Hardship and lost income continue and expect to remain in place til march 2021</li> <li>• Cell in place to monitor rising costs, supply chain issues and sharing of information across the Council</li> <li>• Regularly monitor and review the financial position on monthly basis.</li> <li>• Cost Recovery work</li> <li>• 3rd party spend reduction</li> <li>• Income Generation</li> <li>• Monthly reports to cabinet and Management Team on budget progress and progress on savings</li> <li>• Budget Challenge Events</li> <li>• Moved to a 3 year balanced budget</li> <li>• Reassessment of the activities of the Council through the Recovery Coordination Group</li> <li>• Review budget position at end of first quarter and consider changes to the 2020/21 budget</li> </ul>	<ul style="list-style-type: none"> <li>Action In Progress</li> <li>Action In Progress</li> <li>Action Completed</li> <li>Action Completed</li> <li>Action Completed</li> <li>Control In Place</li> <li>Control In Place</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> </ul>



Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
HO0024  Andy Thompson  Escalated From :- Powys County Council	Failing to meet all applicable statutory requirements providing for the health and safety of the occupants in Powys County Council Housing Stock .	<ul style="list-style-type: none"> <li>Increased risk of death &amp; serious injury.</li> <li>Reputational risk.</li> <li>Failure to support well-being and peace of mind of residents and tenants</li> </ul>	<p><b>15/07/2022</b> Review Summary: 1st Qtr 22/23 - 07.07.22: The Housing Service has a robust process to follow and court injunctions are served if required to gain access to properties where it has not been possible to visit to undertake the required services. This key indicator is expected to see improvements over the coming quarters as engineers are recruited to the service and the non-access process is pursued with vigour.</p> <p><b>27/04/2022</b> Review Summary: The Compliance One Hundred Team manage each element of compliance for the Housing Service and report on a monthly basis to the Housing Compliance Project Board and Housing Services Improvement Board Welsh Government have stated that significant progress has been made, however, meetings continue on a bi-monthly basis to ensure progress continues. Also as part of the Moving on Up housing restructure a permanent compliance team has been added so the Compliance One Hundred project can continue and standards can be maintained. All officers are in post.</p> <p><b>04/10/2021</b> Qtr 2 21/22 Review Summary: The Compliance One Hundred Team manage each element of compliance for the Housing Service and report on a monthly basis to the Housing Compliance Project Board and Housing Services Improvement Board Welsh Government have stated that significant progress has been made, however, meetings continue on a bi-monthly basis to ensure progress continues. Key focus remains with the Compliance On Hundred Team and staff contracts have been extended until December 2021. Also as part of the Moving on Up housing restructure a permanent compliance team has been added so the Compliance One Hundred project can continue and standards can be maintained.</p>	Cllr Matthew Dorrance  Nina Davies			<ul style="list-style-type: none"> <li>Continued delivery of Compliance One Hundred project to drive up compliance and quality assurance with clear focus on...</li> <li>Fire Safety; Asbestos Management; Fixed Electrical Installations; LOLER; Water Systems; Heating Systems.</li> </ul>	Action In Progress  Action In Progress

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p><b>05/07/2021</b>            1st Qtr 2021/22. Review Summary: The Compliance One Hundred Team manage each element of compliance for the Housing Service and report on a monthly basis to the Housing Compliance Project Board and Housing Services Improvement Board. Welsh Government have stated that significant progress has been made, however, meetings continue on a bi-monthly basis to ensure progress continues. Key focus remains with the Compliance On Hundred Team and staff contracts have been extended until December 2021.</p>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
HTR0016  Matthew Perry  <b>Escalated From</b> :- Powys County Council	Shortage of lorry and bus drivers	Unable to deliver statutory service e.g. Waste and recycling, domestic and commercial collections, school transport and the knock on effect on delivering highways maintenance ie flooding and winter maintenance, hedge cutting, potholes. increase complaints	<p><b>15/07/2022</b> 1st Qtr 22/23 Review Summary: The initial shortage of lorry and bus drivers has been managed successfully and is now at a level the service can manage the risk and the supporting risk controls, through their own service risk register.</p> <p><b>10/04/2022</b> Qtr 4 21/22 Review Summary: This is still an high risk, but services are managing at present.</p> <p><b>21/01/2022</b> Review Summary: Decision taken by EMT and gold command to stand down on qtr 3 21/22 reporting</p>	<p><i>Cllr Jackie Charlton</i></p> <p><b>Nigel Brinn</b></p>	12	9	<ul style="list-style-type: none"> <li>Consider retention bonus for existing drivers and market supplement for new drivers</li> <li>Recruitment of drivers and upskilling of existing staff</li> <li>Pay staff for accrued holidays</li> <li>Prioritise services and pay over time</li> <li>Prioritise transport routes and pay over time</li> <li>Investigate temporarily amending drivers contracts to enable them to drive the full legal requirement of 10 hours a day</li> <li>Redeployment of Highways drivers</li> </ul>	<p>Action In Progress</p> <p>Action In Progress</p> <p>Action In Progress</p> <p>Action In Progress</p> <p>Action In Progress</p> <p>Action In Progress</p> <p>Control In Place</p>





Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
							<ul style="list-style-type: none"> <li>• Cyber Security Certification</li> <li>• Staff Training</li> <li>• Detection and Response Tools</li> </ul>	Control In Place Control In Place Control In Place

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Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PCC0003  Caroline Turner	The council receives a negative regulatory / inspection report	<ul style="list-style-type: none"> <li>- Meeting regulatory and legislative duties</li> <li>- Ability to provide a good quality of service to service users</li> <li>- Managing demand on the service</li> <li>- Recruitment and retention of staff</li> <li>- Staff morale</li> <li>- Reputational damage</li> </ul>	<p><b>15/07/2022</b> 1st Qtr 22/23 Review Summary: Rating have been reviewed and the residual score now sits as a 6. This is on the basis that the CIW Improvement Check that took place in May was satisfied with the progress that we've made (their letter is due to be published 3rd week of July).</p> <p><b>08/04/2022</b> 4th Qtr 21/22 Review Summary: Positive report received from Estyn, Education Service no longer requires enhanced monitoring. Also received positive reports from HIW/CIW on Mental Health Services, and from HMIPP on Youth Justice Service.</p> <p>Recently notified of forthcoming CIW improvement check of Adult Services and Children Services this will take place during May, report anticipated in the summer. It is likely that the improvement check will find gaps in provision and records due to the well-documented pressures on both Services since July 2021, due to the impact of COVID, increase in demand and staffing issues.</p> <p><b>21/01/2022</b> Review Summary: Decision taken by EMT and gold command to stand down on qtr 3 21/22 reporting</p> <p><b>21/10/2021</b> Review Summary: HIW / CIW will be undertaking an inspection of Mental Health services in December.</p> <p>Estyn Monitoring Visit was held in October and we are awaiting their report.</p>	Cllr James Gibson-Wat  t  Caroline Turner	9	6	<ul style="list-style-type: none"> <li>• Monitoring improvements within key Services to be undertaken by Cabinet, with Scrutiny undertaking a challenge role</li> <li>• Monitoring key recommendations through the Corporate Regulatory Tracker</li> <li>• Improvement Board for HTR</li> <li>• Improvements to be identified and undertaken by each Service, and captured as part of their Integrated Business Plans &amp; progress</li> <li>• Communications strategy (internal/external)</li> <li>• Maintain close working relationships with all Inspectorates and Regulators as well as Welsh Government</li> <li>• Corporate support provided to all Services</li> </ul>	<ul style="list-style-type: none"> <li>Control In Place</li> <li>Control In Place</li> <li>Control In Place</li> <li>Control In Place</li> <li>Control In Place</li> <li>Control In Place</li> <li>Control In Place</li> </ul>

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PCC0005 Nigel Brinn	The impact to Powys residents, services and Council staff as a result of a COVID-19 (Coronavirus) epidemic	Increased staff absenteeism; Increase demand for services from residents Increased workload for council staff as a result of staff absence and increased service demand Closure of Council premises resulting in reduced services to residents and office accommodation	<p><b>15/07/2022</b> Review Summary: amending date to fall in line with PMQAF</p> <p><b>08/07/2022</b> 1st Qtr 22/23 Review Summary: Cases continue to impact the community and a reduced TTP team continue to trace the vulnerable and Health and Social Care. This risk will remain on the register whilst we monitor the impact over the Autumn/Winter 2022/2023</p> <p><b>27/05/2022</b> Review Summary: Case numbers have significantly reduced on the CRM but there is still evidence of cases within the Community. Due to the vaccine, these cases are not impacting the Council as they were at the beginning of the Pandemic. This case will remain on the register whilst we monitor the impact over the Autumn/Winter 2022/2023</p> <p><b>12/05/2022</b> Review Summary: Gold command meetings were stood down on 30th April 2022. Covid is still evident in our community but due to a reduction in testing, numbers coming through the CRM have dropped and the impact Covid is having on our communities, schools and workforce has reduced. Covid does still pose a risk for PCC so this risk is still current. We are unsure what will happen going forward and need to get through the Autumn before we have a clear picture.</p>	Cllr James Gibson-Wat t  Nigel Brinn	16	9	<ul style="list-style-type: none"> <li>Update Business Continuity Plans (at Service and Corporate Level);</li> <li>Establishment of an Internal Silver Command</li> <li>Powys County Council Representation on Powys Teaching Health Board Gold and Silver Command;</li> <li>Liaison with all Local Resilience Forum (LRF) Partners;</li> <li>PCC Liaison with Welsh Government and Public Health Wales;</li> <li>Communication and engagement with schools.</li> <li>Communications to residents, staff and members</li> </ul>	<ul style="list-style-type: none"> <li>Action Completed</li> <li>Action Completed</li> <li>Control In Place</li> <li>Control In Place</li> <li>Control In Place</li> <li>Control In Place</li> </ul>



Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PPPP0007  Gwilym Davies  Escalated From :- Powys County Council	Heart of Wales Property Services (HOWPS) being unable to undertake contracted work in a timely and cost effective manner.	<ul style="list-style-type: none"> <li>- Failure of statutory functions (Compliance). Potential for prosecution (HSE) and prohibition notices.</li> <li>- Failure to perform repairs and maintenance. Could lead to legal action against the authority.</li> <li>- Reputational damage to PCC (client credibility).</li> <li>- Cost to PCC for poor performance.</li> <li>- Officer time costs (due to additional workload).</li> <li>- Financial Risk to HRA and wider Authority.</li> <li>- Critical Wales Audit Office Report.</li> <li>- Non-delivery of key projects due to lack of resources.</li> <li>- Health and safety risks.</li> </ul>	<p><b>11/07/2022</b> 1st Qtr 22/23 Review Summary: HOWPS transferred to PCC on the 4th July 2022. Outstanding operational and contractual issues remain in the process of being resolved. The potential financial risk to HRA and wider authority remains a concern. Work is being undertaken to better understand and resolve this issue.</p> <p><b>05/07/2022</b> Review Summary: HOWPS transferred to PCC on the 4th July 2022. Outstanding operational and contractual issues in the process of being resolved.</p> <p><b>09/05/2022</b> Review Summary: The Risk has been reviewed and it is considered that the controls and actions are still appropriate. It is accepted that the situation is fluid and needs to be kept under constant review. Controls and actions to continue to be implemented.</p> <p>It is acknowledged that training is required for HOWPS staff prior to their transfer to PCC. This has the potential to impact of the ability of HOWPS to undertake compliance and remedial work. Appropriate communication is to take place with HOWPS to understand and manage this impact.</p> <p><b>08/04/2022</b> 4th Qtr 21/22 Review Summary: The Risk has been reviewed and it is considered that the controls and actions are still appropriate. It is accepted that the situation is fluid and needs to be kept under constant review. Controls and actions to continue to be implemented.</p>	Cllr Jake Berriman     Nigel Brinn	16	16	<ul style="list-style-type: none"> <li>• Close monitoring by Directors, Chief executive and Portfolio Holders.</li> <li>• Potential to invoke step in clauses for specific parts of the contract in line with contract</li> <li>• Awaiting consultation resource plan.</li> <li>• Head of Service on HOWPS Board of Directors.</li> <li>• Portfolio Holder on HOWPS Board of Directors.</li> <li>• Escalation of risk and concerns to Chief Executive and Strategic Directors.</li> <li>• Rectification plan(s) to be secured and monitored by PCC when submitted by HOWPS.</li> <li>• Additional resources allocated by Kier and PCC.</li> <li>• Performance monitoring (Contract management forum, Board etc.)</li> <li>• Utilisation of contract document to escalate issues.</li> <li>• Development of evidence and fall-back systems (transition plans).</li> <li>• Introduced weekly officer level meetings</li> <li>• Development of contingency plans for contract failure</li> </ul>	<ul style="list-style-type: none"> <li>Action In Progress</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> <li>Withdrawn</li> </ul>

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PROC0008  Vincent Hanly  Escalated From :- Powys County Council	Russian Invasion of Ukraine and Other Market Pressures leading to Increased risks of price variations and labour & material shortage caused by rising inflation.	Effect on capital and revenue budget but mainly effecting supplies of materials relating to any contract or project. Unable to deliver statutory and non statutory services which could result in a backlog of work, reputational damaged, quality of buildings and knock-on consequences. Examples of a key consequence: delayed or cancelled housing development reduces capacity to address homelessness and other housing needs, Delays or affordability of delivery of schools transformation etc	<b>13/07/2022</b> 1st Qtr 22/23 Review Summary: The Ukraine Cell continues to meet and requests for increases are managed through the processes put in place and maintain delivery and manage budget pressures with services. <b>13/04/2022</b> Qtr 4 21/22 Review Summary: A Ukraine/ Price Volatility Cell has been set up with terms of reference. Proformas to identify pressure has been drafted and to consider effects on budgets. The group will meet fortnightly in the first instance to address any which impact on front line service delivery and to report to EMT/Gold as required <b>22/12/2021</b> Review Summary: This risk still being monitored and managed where requests for increase being made. Commercial Services is advising services when required to minimise effect and consider company pressures against inflationary indices. The overall effect is minimal but in light of increasing inflation this may then show increases on tendered costs and so will be continually monitored.	Cllr David Thomas  Jane Thomas	15	12	<ul style="list-style-type: none"> <li>Material substitution</li> <li>Develop a Process for approval by S151 officers for minimising effect of Price Increases</li> <li>Value engineering</li> <li>Ukraine Cell Set up to report to Gold on consequences and to manage</li> <li>Re-evaluate project timescales</li> </ul>	Action In Progress Action In Progress Control In Place Control In Place Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p><b>12/10/2021</b></p> <p>Qtr 2 21/22 Review Summary: We are carefully monitoring the potential for prices increases in procurement and have asked (via S151 Officer) that all services notify us of any which are potentially affecting contract prices for any ongoing arrangement above and beyond the terms of the contract and the inflationary indices within. There are some supply issues emerging such as purchase of vehicles and plant (long lead times) and some construction materials (rationed supply) which will need careful monitoring and oversight.</p> <p>Prices are increasing within the market for key commodities such as to timber steels concrete and key construction products as well as Fuel/ Food and many other products. Discuss with Section 151 Officer of how these can be approved and linked to current indices so we don't overpay but also reflect increase or avoid effects within budgets(e.g substitution reduce service etc)</p>					



Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p><b>01/04/2022</b></p> <p>Review Summary: The Workforce Futures Strategic Framework is in place and is being implemented.</p> <p>The Council's Transforming Education Programme which sets out a ten year strategy is also being implemented.</p> <p>The Council has established an apprenticeship programme which is being progressed and the numbers recruited being ahead of target (i.e. 11 against the 10 planned).</p> <p>In Social Care a much enhanced grow our own programme for the next 5 years is in place and being implemented for social workers</p> <p>In addition we are widening access to the health and care sector in Powys by / through:</p> <ul style="list-style-type: none"> <li>- an employability skills hub project (NPTC delivering employability skills training to a range of groups including staff currently within the health and care system, carers, volunteers and new staff trying to access employment in the sector)</li> <li>- any available governmental schemes, such as the former Kickstart programme</li> <li>- Apprenticeships – by widening the apprenticeship offer</li> <li>- Access for carers and volunteers to statutory education packages (NHS E-learning) to start a foundation of learning pre-employment</li> <li>- Exploring a health and social care induction framework that provides the foundation skills for Health Care Support Workers coming into the sector (programme aligned to the SCW induction framework and Health clinical induction framework)</li> </ul>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p><b>12/01/2022</b></p> <p>Qtr 4 21/22 Review Summary:            The Workforce Futures Strategic Framework is in place and is being implemented.            The Council's Transforming Education Programme which sets out a ten year strategy is also being implemented.            The Council has established an apprenticeship programme which is being progressed albeit progress has been adversely impacted to a degree by the COVID19 pandemic            In Children's Services an enhanced grow our own programme is in place and being implemented for social workers</p> <p>In addition we are widening access to the health and care sector in Powys by / through:</p> <ul style="list-style-type: none"> <li>- the Arwain Employability skills hub project (NPTC delivering employability skills training to a range of groups including staff currently within the health and care system, carers, volunteers and new staff trying to access employment in the sector)</li> <li>- the Kickstart programme (government initiative to provide work experience to 16-24 years through a 6 month fully supported work placement)</li> <li>- Apprenticeships – widening the apprenticeship offer in Social care 5 additional post in this financial year</li> <li>- Access for carers and volunteers to statutory education packages (NHS E-learning) to start a foundation of learning pre-employment</li> <li>- Exploring a health and social care induction framework that provides the foundation skills for Health Care Support Workers coming into the sector (programme aligned to the SCW induction framework and Health clinical induction framework)</li> </ul>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p><b>04/10/2021</b></p> <p>2nd Qtr 21/22 Review Summary: The Workforce Futures Strategic Framework is in place and is being implemented. The Council's Transforming Education Programme which sets out a ten year strategy is also being implemented. The Council has established an apprenticeship programme which is being progressed albeit progress has been adversely impacted to a degree by the COVID19 pandemic</p> <p>In Children's Services a grow your own programme is in place and continues to be implemented for social workers</p> <p>In addition we are widening access to the health and care sector in Powys by / through:</p> <ul style="list-style-type: none"> <li>- the Arwain Employability skills hub project (NPTC delivering employability skills training to a range of groups including staff currently within the health and care system, carers, volunteers and new staff trying to access employment in the sector)</li> <li>- the Kickstart programme (government initiative to provide work experience to 16-24 years through a 6 month fully supported work placement)</li> <li>- Apprenticeships – widening the apprenticeship offer in Social care 5 additional post in this financial year</li> <li>- Access for carers and volunteers to statutory education packages (NHS E-learning) to start a foundation of learning pre-employment</li> <li>- Exploring a health and social care induction framework that provides the foundation skills for Health Care Support Workers coming into the sector (programme aligned to the SCW induction framework and Health clinical induction framework)</li> </ul>					

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# Heatmap Inherent and Current



Inherent Ratings Summary Heatmap

Residual Ratings Summary Heatmap

Probability



Insignificant    Minor    Moderate    Major    Catastrophic

Insignificant    Minor    Moderate    Major    Catastrophic

Impact

Impact

## Detailed Risk Information

Residual and Target Rating Changes since 19/01/2022

Risk Ref	Risk Identified	Owner	Service Area	Prev Inherent	->	Inherent Rating	Prev Residual Rating	->	Residual Rating
ASC0069	If there is insufficient capacity to respond to the longer term demand in children 's and adults' services in timely manner	Jan Coles	Powys County Council	No Previous		25	No Previous		20
WO0021	The Council is unable to recruit, retain and commission the workforce it requires, in the short term due to increased staff absences and a challenging UK labour market, and in the longer term due to an expected long term decrease in the local working age population	Paul Bradshaw	Powys County Council	25	➔	25	16	➔	16
ASC0066	Risk of social care provider failure. Risk of care homes, domiciliary care providers, supported living providers and others becoming unsustainable for human and financial resource challenges. This is multifactorial with the main reason being the wider impact of the pandemic. There is a risk of harm to residents in having to be moved or having care provider unavailability; financial risk to residents, Council and local economy; risk of reputational damage.  People Plus (the contracted Direct Payment Support Scheme provider) is experiencing difficulties in recruiting and retaining staff to undertake their work of administering payroll and invoice payments on behalf of Powys County Council. This is leaving some care staff unpaid occasionally, but is being managed. However, there is a significant risk of increased failure and a large number of care staff not being paid appropriately.	Dylan Owen	Powys County Council	20	➔	20	16	➔	16
PPPP0007	Heart of Wales Property Services (HOWPS) being unable to undertake contracted work in a timely and cost effective manner.	Gwilym Davies	Powys County Council	20	➡ -4	16	20	➡ -4	16
FIN0004	The Council is unable to deliver a financially sustainable budget over the short and medium term. The continued impact of Covid coupled with the more recent events around rising inflation, energy costs and the situation in Ukraine impacting on supply chains and prices all increase the risk on the Council financial resilience.	Jane Thomas	Powys County Council	16	➔	16	12	➔	12
ICT0009	Cyber Security Threat. Risk of financial loss, disruption or damage to the reputation of Powys County Council from a failure of its information technology systems and or/loss of Data due to a cyber attack or Incident.	Diane Reynolds	Powys County Council	16	➔	16	12	➔	12
PROC0008	Russian Invasion of Ukraine and Other Market Pressures leading to Increased risks of price variations and labour & material shortage caused by rising inflation.	Vincent Hanly	Powys County Council	15	➔	15	12	➔	12
ASC0064	WCCIS Unreliability - IF the unreliability of WCCIS is not resolved THEN	Nina Davies	Powys County Council	20	➡ -8	12	20	➡ -8	12
ICT0010	Non compliance with data protection legislation UK General Data Protection Regulations (GDPR) and Data Protection Act (DPA) 2018	Diane Reynolds	Powys County Council	12	➔	12	12	➔	12
PCC0005	The impact to Powys residents, services and Council staff as a result of a COVID-19 (Coronavirus) epidemic	Nigel Brinn	Powys County Council	25	➡ -9	16	15	➡ -6	9
CS0081	BUDGET: If Children's Services are unable to manage within budget due to:  - Market sufficiency for children's placements - Reliance on agency social workers - Inflationary costs and management of pressures - Surge in demand due to COVID-19 - Ending of grant funding	Jan Coles	Powys County Council	12	➔	12	9	➔	9
ED0022	The council will be unable to manage the schools' budget without ongoing adjustments to the distribution formula and improving financial management. If they are unable to manage the budget, there will be a significant compromise to the quality of education for Powys learners.	Lynette Lovell	Powys County Council	12	➔	12	9	➔	9
HTR0016	Shortage of lorry and bus drivers	Matthew Perry	Powys County Council	15	➡ -3	12	15	➡ -6	9

## Detailed Risk Information

Residual and Target Rating Changes since 19/01/2022

Risk Ref	Risk Identified	Owner	Service Area	Prev Inherent	->	Inherent Rating	Prev Residual Rating	->	Residual Rating
HO0024	Failing to meet all applicable statutory requirements providing for the health and safety of the occupants in Powys County Council Housing Stock .	Andy Thompson	Powys County Council	12	→	12	6	→	6
PCC0003	The council receives a negative regulatory / inspection report	Caroline Turner	Powys County Council	12	↘ -3	9	9	↘ -3	6

### Report Selection Criteria

( REP\_RECORD\_CROSSCUT.Business Unit Code = @StrategicBusinessUnitCode AND ( REP\_RECORD\_CROSSCUT.Status Flag <> "WITHDRAWN" ) ) and REP\_RECORD\_CROSSCUT.Record Type=1

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## CYNGOR SIR POWYS COUNTY COUNCIL.

## CABINET EXECUTIVE

26<sup>th</sup> July 2022

**REPORT AUTHOR:** County Councillor Pete Roberts  
Portfolio Holder for a Learning Powys

**REPORT TITLE:** Welsh in Education Strategic Plan 2022-2032

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**REPORT FOR:** Decision

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**1. Purpose**

- 1.1 The purpose of this report is to share with Cabinet the final version of the Council's Welsh in Education Strategic Plan (WESP) for 2022-2032, which has been submitted to Welsh Government.
- 1.2 The report is supported by the following appendices:
- **Appendix A** – Final Welsh in Education Strategic Plan for 2022-2032
  - **Appendix B** – Feedback received from the Welsh Government on the post-consultation version of the WESP
  - **Appendix C** – Strategy for Developing Welsh-medium Education in Powys

**2. Background**

Statutory Background

- 2.1 The *School Standards and Organisation Wales Act 2013* requires local authorities to prepare a Welsh in Education Strategic Plan (WESP) to set out how it will improve the planning of Welsh-medium education. Initially, the requirement was for local authorities to prepare three yearly WESPs. The Council has previously prepared two three-year WESPs, for 2014-17 and 2017-2020. These two WESPs were prepared in accordance with the *Welsh in Education Strategic Plans and Assessing the Demand (Wales) Regulations 2013*.
- 2.2 In 2019, the *Welsh in Education Strategic Plans (Wales) Regulations 2019* were made, which replace the 2013 Regulations. The 2019 Regulations require local authorities to prepare a ten-year Welsh in Education Strategic Plan instead of the previous three-year plans. In response to the Covid-19 pandemic, the 2019 Regulations were amended by the *Welsh in Education Strategic Plans (Wales) (Amendment) (Coronavirus) Regulations 2020*, which make changes to the start date of the next WESP – in accordance with the amended

Regulations, all local authorities are required to prepare a new ten-year WESP which will be operational from 1 September 2022.

### Preparation of the new ten-year WESP

- 2.3 In December 2020, the Council's Cabinet approved a new Strategy for Developing Welsh-medium Education in Powys. This Strategy, along with the Council's Strategy for Transforming Education in Powys, provided the basis for the Council's new ten-year WESP. The Strategy for Developing Welsh-medium Education in Powys is attached as Appendix C.
- 2.4 Discussions took place with stakeholders when developing the new WESP, including a workshop with headteachers and discussions with members of the Council's Welsh-medium Education Forum.
- 2.5 The *Welsh in Education Strategic Plans (Wales) Regulations 2019* requires local authorities to set a ten year target outlining the expected increase in Year 1 children taught through the medium of Welsh in the local authority's area during the lifespan of the Plan. Welsh Government have set out an expectation that Powys achieve an increase of 10-14+% in the percentage of Year 1 children taught through the medium of Welsh by 2030/31. This would require an increase from 22.2% of Year 1 pupils taught through the medium of Welsh in 2019/20 to between 32% and 36% pupils taught through the medium of Welsh in 2030/31. The content of the WESP has been developed in order to contribute towards achieving this target.
- 2.6 The Plan is arranged based on 7 Outcomes which reflect a learner's education journey, and which are consistent with the policy areas of Cymraeg 2050 and Education in Wales: Our National Mission. These are as follows:

**Outcome 1:** More nursery children / three year olds receive their education through the medium of Welsh

**Outcome 2:** More reception class children / five year olds receive their education through the medium of Welsh

**Outcome 3:** More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

**Outcome 4:** More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

**Outcome 5:** More opportunities for learners to use Welsh in different contexts in school

**Outcome 6:** An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018

**Outcome 7:** Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

- 2.7 The first version of the Council's new 10 year Welsh in Education Strategic Plan was considered by the Cabinet on the 21<sup>st</sup> September 2021, when approval was given to carry out consultation in accordance with the Regulations.

#### Consultation

- 2.8 The Regulations include a requirement for local authorities to carry out consultation on its WESP for no less than 8 weeks with key stakeholders which are listed in the Regulations.
- 2.9 Further to the decision made by the Cabinet on the 21<sup>st</sup> September 2021, consultation on the authority's draft Welsh in Education Strategic Plan (WESP) for 2022-2032 was carried out between the 24<sup>th</sup> September and the 18<sup>th</sup> November 2021.
- 2.10 106 responses were received to the consultation exercise.
- 2.11 The WESP was updated to reflect the feedback received during the consultation exercise, and a post-consultation version was approved by Cabinet on the 25<sup>th</sup> January 2022.

#### Welsh Government consideration of post-consultation WESP

- 2.12 Following Cabinet approval, the post-consultation WESP was submitted to the Welsh Government before the end of January 2022, as is required by the Welsh in Education Strategic Plans (Wales) Regulations 2019.
- 2.13 As outlined in the paper considered by Cabinet in January 2022, the next step was for the Welsh Government to consider the WESP, with further discussions to take place with local authorities as required.
- 2.14 Feedback was received from the Welsh Government in May 2022. This is attached as Appendix B.
- 2.15 The feedback received included a request that an updated version of the document was submitted to Welsh Government in June 2022.
- 2.16 The WESP has been updated to reflect the feedback received, and the updated document has been submitted to Welsh Government as required. However, the timescales for submitting the updated version to

Welsh Government did not allow for the WESP to be brought to Cabinet before being submitted to Welsh Government.

- 2.17 The following is an overview of the main changes made to the document in response to the feedback received from the Welsh Government:
- Additional data provided in respect of transition from Cylchoedd Meithrin to Welsh-medium primary provision;
  - Information added in respect of Flying Start provision;
  - Information about Trochi provision updated to reflect developments since the previous version of the WESP was approved, and future plans;
  - Information added in respect of the new Welsh language categories that are currently being introduced including:
    - o which of the new categories Powys schools are expected to transfer to
    - o the expectations for schools transferring into transitional categories
  - Information added about the steps the Council will undertake to improve its monitoring of Welsh-medium provision in the secondary sector, to ensure the provision does not deteriorate in the future;
  - Information added about Welsh language activities being offered by partners such as Mentrau Iaith and the Urdd;
  - Targets added in respect of how the Council will increase Welsh-medium ALN provision;
  - Information added about the current Welsh language skills of school staff, as provided by the School Workforce Annual Census (SWAC);
  - Further information about 'Where do we expect to be at the end of our ten year plan?' added for each Outcome.

### Next steps

- 2.18 Welsh Government will further consider the WESP over the summer, with the expectation that it is approved by the Welsh Ministers over the summer, and comes into force on the 1<sup>st</sup> September 2022.
- 2.19 The feedback received from the Welsh Government (Appendix B) also indicates that once the WESP has been approved, local authorities will be expected to prepare an action plan for the first 5 years by the end of the autumn term 2022.
- 2.20 After the new WESP comes into force, local authorities will be required to submit a review report to the Welsh Government by no later than 31 July each year.

## **3. Advice**

- 3.1 It is advised that Cabinet approves the updated Welsh in Education Strategic Plan (WESP) for 2022-32 which has been submitted to Welsh



Government to comply with the requirements of the Welsh in Education Strategic Plans (Wales) Regulations 2019.

- 3.2 It is noted, however, that the current WESP was prepared and approved by the Council's previous administration and may not reflect the ambition of the new administration in respect of developing Welsh-medium provision in Powys. The new administration is committed to achieving and exceeding the ambition shown in the current WESP.

#### **4. Resource Implications**

- 4.1 There are additional costs associated with implementation of the WESP, in particular start-up costs for new Welsh-medium provision, mostly related to staffing, rolling out the 'Trochi' programme, and capital expenditure for new Welsh-medium schools. Recent start up costs for new Welsh-medium Reception class in an English-medium primary school is approximately £60,000 p.a. The 'Trochi' Programme costs approximately £90,000 p.a. for staffing. These are currently being funded from a variety of sources including the Corporate Transformation budget and 21<sup>st</sup> Century Schools Grant. In addition, a bid for a specific grant to support the costs of the Trochi provision in 2021-22 was successful and a further bid is being submitted for 2022-23.
- 4.2 Once new Welsh medium provision in an English medium school is embedded, there would need to be a process, involving consultation, to change the category of the school from English medium to dual stream and the resources implications associated with this and their funding would need to be considered in detail at this stage.
- 4.3 Any new capital developments would need to be costed on a case-for-case basis, and subject to business case approval.
- 4.2 The Head of Finance (Section 151 Officer) notes the content of the report. The recommendation is to adopt the updated WESP. The implementation of the WESP will incur costs and this will need to be considered as the Council develops its financial plans for future years.

#### **5. Legal implications**

- 5.1 Legal: the recommendations can be accepted 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. Data Protection**

- 6.1 N/A

**7. Comment from local member(s)**

7.1 N/A

**8. Impact Assessment**

8.1 Impact assessments were considered by Cabinet when developing the WESP.

8.2 An initial impact assessment was considered along with the draft WESP in September 2021. This was updated to reflect comments received during the consultation and the updated WESP document, and an updated version was considered by Cabinet in January 2022.

**9. Recommendation**

- To approve the updated Welsh in Education Strategic Plan for 2022-2032 as contained in Appendix A.

Contact Officer:	Sarah Astley
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Email:	sarah.astley@powys.gov.uk
Head of Service:	Georgie Bevan
Corporate Director:	Lynette Lovell

# WELSH IN EDUCATION STRATEGIC PLAN

Name of Local Authority

POWYS COUNTY COUNCIL

Period of this Plan

1 September 2022 – 31 August 2032

## **FINAL VERSION – JUNE 2022**

This Welsh in Education Strategic Plan is made under Section 84 of *The School Standards and Organisation (Wales) Act 2013* and the content complies with the *Welsh in Education Strategic Plans (Wales) Regulations 2019<sup>1-2</sup>*. We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Signed: Lynette Lovell

Date: 30/06/2022

(Post-consultation version to be signed by the Chief Education Officer before submission to Welsh Government)

<sup>1</sup> [The Welsh in Education Strategic Plans \(Wales\) Regulations 2019](#)

<sup>2</sup> [The Welsh in Education Strategic Plans \(Wales\) \(Amendment\) \(Coronavirus\) Regulations 2020](#)

## Our ten year vision for increasing and improving the planning of the provision of Welsh-medium education in our area

### Background

In April 2020, Powys County Council set out a clear ambition for its schools, that:

“All children and young people in Powys will experience a high quality, inspiring education to help develop the knowledge, skills and attributes that will enable them to become healthy, personally fulfilled, economically productive, socially responsible and globally engaged citizens of 21st century Wales.”

The Council’s Strategic Aim for Welsh-medium education is ‘to improve access to Welsh-medium provision across all key stages’, as outlined in the Strategy for Transforming Education in Powys April 2020. This recognises the particular geographic and linguistic nature of a large, rural and sparsely populated county where there are some areas which are traditionally Welsh-speaking areas and other areas where little or no Welsh is spoken. The Council has a duty to ensure that all learners in Powys have the same entitlement and experience, regardless of the medium of their education.

The challenges of delivering equitable Welsh-medium provision in Powys are recognised in the Vision for Developing Fully Bilingual Learners in Powys, which was approved by Cabinet in December 2020:

- *Not all parts of Powys have easily accessible primary or secondary education through the medium of Welsh – currently there is no provision in the Presteigne, Crickhowell or Gwernynyfed areas.*
- *Many schools that do provide a dual-stream approach do not deliver enough of their curriculum in Welsh to satisfy their learners. Provision is patchy, and unequal in too many of the secondary schools. It is common for under half of the curriculum to be available in their language of choice for learners in the Welsh stream of secondary education from year 7.*
- *The choice of subjects taught through the medium of Welsh becomes smaller as the learner gets older, and at post-14 the provision is very poor or non-existent. This includes deficiencies in the provision by the Further Education provider. In some secondary Welsh streams, fewer than 5 GCSE subjects are delivered through the medium of Welsh, and in one case only one non-language course is taught in Welsh.*
- *There is evidence that some parents in Powys avoid choosing an education through the medium of Welsh because they are concerned that the progression available for their child within the authority will be limited.*
- *At a time when bilingual/Welsh education has grown across Wales and is often a showcase sector for other counties, Powys has been stagnant, and in some key indicators the local authority has been going backwards. This*

*has happened despite commitments made in the Powys Welsh in Education Strategic Plans over recent years.*

- *Powys has a smaller percentage of its children learning through the medium of Welsh than the percentage of Welsh speakers in the wider population. It is believed to be the only authority in Wales where this is the case.*

In order to address these issues, this WESP, aligned with the Strategy for Transforming Education in Powys, provides a vital opportunity to develop Welsh-medium education across the county for the next ten years. The education system is the key driver for increasing the number of Welsh speakers in Powys and the Council's contribution towards the target of a million Welsh speakers by 2050. The Council's mission will be to facilitate this growth and to promote the opportunities of bilingualism, and to do so in a planned, co-ordinated, proactive and ambitious manner.

The Council welcomes the new language categories that are being introduced by the Welsh Government this year which will provide a clearer framework for the development of Welsh-medium provision. It is recognised that Welsh-medium schools provide the best opportunity for children to become fully bilingual, whilst also creating a dynamic outward-looking cultural environment. These are schools that operate in Welsh, and which meet the needs of learners from diverse backgrounds, including learners who arrive in the county after they have started their education. However, the Council is also supportive of the positive contribution of dual-stream schools, especially in areas where there may not be access to Welsh-medium schools – supporting these dual-stream schools to move along the language continuum is a key component of this plan as well.

Whilst the WESP is clearly focused on the education sector, there is also an opportunity to ensure that the development of Welsh-medium education is central to all Council policies and strategies across all service areas, including the Powys Local Development Plan, the Welsh Language Strategy, and economic regeneration plans such as the Mid Wales Growth Deal. The Council's School Admissions Policy and the Home-to-School Transport Policy are also key policies to enable improved access to Welsh-medium education.

## **TARGET FOR POWYS**

**By 2032, Powys County Council's (PCC) target is to increase the year 1 pupils being taught through the medium of Welsh in Powys by 14 percentage points to 36%. This is the maximum target for the range suggested by the Welsh Government for Powys, and the Council's ambition is to exceed this target.**

Based on the latest PLASC information<sup>3</sup>, 277 year 1 pupils in Powys were being taught through the medium of Welsh. The total number of year 1 pupils in Powys was 1223, therefore 22.6% of Year 1 pupils were taught through the medium of Welsh. Based on the total number of Year 1 pupils in Powys in 2020-2021, to

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<sup>3</sup> PLASC 2021 – Study Welsh as a first language

increase by 14 percentage points to 36% would require an increase of 163 Year 1 pupils, based on the total number of Year 1 pupils in Powys in January 2021.

***The Council plans to meet, and exceed, this target by implementing a programme of transformational change as follows:***

- Ensuring that more parents and families are aware of the benefits of Welsh-medium education and bilingualism from birth, are signposted to Welsh-medium provision with clear progression routes throughout all key phases of education
- Ensuring that there is access to Welsh-medium early years and primary provision in all 13 localities in Powys by:
  - Establishing new Welsh-medium early years provision (Cylchoedd Ti a Fi and Cylchoedd Meithrin)
  - Supporting English-medium/bilingual early years providers to move along the language continuum
  - Establishing new Welsh-medium primary schools
  - Supporting dual-stream/English-medium primary schools to move along the language continuum so that they can provide Welsh-medium immersion education until the age of seven or eleven
- Establishing Welsh-medium secondary provision in at least 3 localities in Powys. In the context of the Welsh Government's 'Guidance on school categories according to Welsh-medium provision' that was published in December 2021, this is defined as provision which meets the definition for a Category 3 Welsh-medium secondary school.
- Providing high-quality 'trochi' (immersion) provision to support pupils who move into Powys and don't have Welsh-language skills, and also for pupils who choose to move from an English-medium stream/school within Powys to Welsh-medium education
- Providing high-quality provision for learners with ALN through the medium of Welsh
- Developing the workforce to ensure that there's a good supply of childcare staff, schools staff and authority staff able to provide their services through the medium of Welsh

***Note: Any changes to schools that require a statutory school reorganisation process are included in this WESP without prejudice to any decisions that the Cabinet may make in relation to that process.***

Once the WESP has been approved, officers will develop a detailed action plan for each outcome which will be monitored by the Welsh-medium Education Forum.

## Outcome 1:

### More nursery children/ three year olds receive their education through the medium of Welsh

#### Where are we now?

#### **Childcare Sufficiency Assessment**

- Childcare provision is provided either at private day nurseries, registered childminders, and also Cylchoedd Meithrin. Childcare is an important step in the journey towards Welsh-medium education and needs to start as early as possible. The last Childcare Sufficiency Assessment took place in 2014 – a new assessment was carried out in the autumn of 2021, for submission to Welsh Government in 2022, and information from this assessment will be used to inform the next round of tendering for pre-school provision. The outcome of the assessment is not yet available for inclusion within the WESP.

#### **Pre-school Provision for 3 and 4 year old children**

- As part of the Welsh Government's Childcare Offer for Wales, the local authority receives funding to ensure that all children have access to ten hours of early years education from the beginning of the term following the child's third birthday. The education is provided in approved, funded pre-school education settings, which include playgroups, Cylchoedd Meithrin, day nurseries and school-based settings. In addition, 20 hours of childcare is available for eligible working parents for up to 48 weeks a year.
- There are currently 144 providers offering the Childcare Offer in Powys. There are 74 pre-school providers, 18 of which are Welsh-medium settings. This has increased from 14 in 2014 to 18 in 2020. There are 2 pre-school providers who deliver through the medium of Welsh and are not members of Mudiad Meithrin – Dechrau Disglair at Ysgol Gymraeg Dyffryn y Glowyr and Meithrinfa Pontsenni in Sennybridge.
- The number of 3 year olds in the Welsh-medium settings during 2020/21 can be found below:

Date	Number of Welsh-medium funded early years places	Total funded early years places	% of pupils accessing Welsh-medium settings
Sept 2020	358	1,466	24.4%
Jan 2021	372	1,536	24.2%
April 2021	390	1,600	24.4%

- Since the authority took over the management of early years admissions in 2019, more Welsh-medium early years sessions have been offered in Ystradgynlais, Newtown and Builth Wells to meet demand.

### **Flying Start**

- The most recent Flying Start childcare tender was completed in January 2022. Whilst the authority had hoped to award a Welsh-medium provider in each of the Flying Start areas, this was not possible in all areas:
  - In Welshpool, a tender was received from 1 Welsh-medium provider, however they did not pass the requirements of the tender process therefore could not be offered the contract
  - In Brecon, no Welsh-medium providers applied, therefore the tender could not be awarded to a Welsh-medium provider
- Flying Start provision is currently provided at the following locations in Powys<sup>4</sup>:

<b>Locality</b>	<b>Provider</b>	<b>No of places</b>	<b>No of children attending</b>	<b>Medium</b>
Brecon	Enfys Fach	N/A <sup>5</sup>	4	English
Llandrindod Wells	Cylch Meithrin Llandrindod	12	5	Welsh
	Jigsaws	12	11	English
	Trefonnen Early Years	12	6	English
Newtown	Cylch Meithrin Drenewydd	16	17	Welsh
	Maldwyn Day Nursery	16	16	English
	Hope Day Nursery	12	12	English

<sup>4</sup> June 2022

<sup>5</sup> The setting is currently being constructed. Once the setting has been constructed, there will be 16 places. 4 places are currently being funded at Priory pre-school as part of a one off arrangement for this half term.



	Trehafren	16	14	English
	Treowen	12	11	English
Welshpool	Tiny Tots	12	14	English
	Open Door	12	9	English
Ystradgynlais	Meithrinfa Dechrau Disglair	8 <sup>6</sup>	4	Welsh- medium
	Ser Bach y Cwm	16 <sup>7</sup>	11	English- medium

- All funded spaces are flexible and reactive to parent choice. If more children wanted to access Welsh-medium provision, the funded spaces would be increased.
- The following table provides information about the number of children accessing Welsh-medium Flying Start provision over the last few years:

Academic Year	Number of children accessing FS childcare through the medium of English	Number of children accessing FS childcare through the medium of Welsh	Percentage of children accessing FS childcare through the medium of Welsh
<b>2018-2019</b>	119	45	37.82%
<b>2019-2020</b>	127	41	32.28%
<b>2020-2021</b>	109	35	32.11%
<b>2021-2022</b>	112	30	26.79%

### **Early Years providers**

- There are 17 'Cylch Meithrin' providers in Powys. The aim of the Cylch Meithrin is to promote the education and development of children from two years old to school age. There are another three providers who are not registered with Mudiad Meithrin that also provide Welsh-medium provision – Dechrau Disglair, Ystradgynlais; Mes Bach Trannon, Trefeglwys and Sennybridge Early Years.

<sup>6</sup> Expected to increase to 24 from September 2022.

<sup>7</sup> Expected to increase to 20 from September 2022.

<b>Locality</b>	<b>Welsh-medium providers</b>	<b>Number of places</b>	<b>Number of children attending</b>
Brecon	Cylch Meithrin Aberhonddu	Sep 20: 30 Jan 21: 30 Apr 21: 30	Sep 20: 10 Jan 21: 24 Apr 21: 29
	Meithrinfa Pontsenni	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 5 Jan 21: 8 Apr 21: 11
Builth Wells	Cylch yn yr Ysgol Llanfair-ym-Muallt	Sep 20: 32 Jan 21: 32 Apr 21: 40	Sep 20: 31 Jan 21: 39 Apr 21: 48
Crickhowell	No provision	N/A	N/A
Gwernyfed	No provision	N/A	N/A
Llandrindod Wells	Cylch Meithrin Llandrindod	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 13 Jan 21: 14 Apr 21: 15
	Cylch Meithrin Dolau	Not funded for early years education but registered for 10 places	Sep 20: 7 Jan 21: 7 Apr 21: 10
	Cylch Meithrin Rhaeadr	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 14 Jan 21: 15 Apr 21: 19
Llanfair Caereinion	Cylch Meithrin Dyffryn Banw	Sep 20: 8 Jan 21: 8 Apr 21: 8	Sep 20: 3 Jan 21: 6 Apr 21: 6
	Cylch Meithrin Pontrobert	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 12 Jan 21: 13 Apr 21: 15
	Cylch Meithrin Llanfair Caereinion	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 15 Jan 21: 17 Apr 21: 18
Llanfyllin	Cylch Meithrin Llanfyllin	Sep 20: 16 Jan 21: 16	Sep 20: 7 Jan 21: 10

		Cylch Meithrin Penybontfawr	Apr 21: 16 Sep 20: 16 Jan 21: 16 Apr 21: 16	Apr 21: 10 Sep 20: 5 Jan 21: 8 Apr 21: 11
		Cylch Meithrin Llanrhaeadr-ym- Mochnant	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 9 Jan 21: 11 Apr 21: 17
Llanidloes		Mes Bach, Dyffryn Trannon	Not funded for early years education but registered for 19 places	Sep 20: 19 Jan 21: 20 Apr 21: 17
Machynlleth		Cylch Meithrin Machynlleth	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 15 Jan 21: 19 Apr 21: 25
		Cylch Meithrin Glantwymyn	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 12 Jan 21: 20 Apr 21: 21
		Cylch Meithrin Llanbrynmair	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 5 Jan 21: 5 Apr 21: 5
		Cylch Meithrin Carno	Not funded for early years education but registered for 12 places	Sep 2020: 12 Jan 21: 11 April 21: 13
Newtown		Cylch Meithrin Y Drenwydd	Sep 20: 36 Jan 21: 40 Apr 21: 40	Sep 20: 30 Jan 21: 40 Apr 21: 49
Presteigne		No provision	N/A	N/A
Welshpool		Cylch Meithrin Y Trallwng	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 8 Jan 21: 12 Apr 21: 14

Ystradgynlais	Dechrau Disglair	Sep 20: 60 Jan 21: 70 Apr 21: 80	Sep 20: 54 Jan 21: 76 Apr 21: 88
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### **Mudiad Meithrin Progression Data into Welsh-medium Education**

- Information about transition from Cylch Meithrin provision to Welsh-medium primary education is received annually from the Welsh Government, based on information provided by Mudiad Meithrin.
- The information for 2020 and 2021 is provided in the following tables:

<b>2020</b>			
<b>Cylch</b>	<b>Number of children that transferred to school</b>	<b>Number of children that transferred to WM primary provision</b>	<b>% that transferred to WM provision</b>
Aberhonddu (Brecon)	39	19	48.7%
Arch yr Enfys (Rhayader)	9	9	100.0%
Cylch yn yr Ysgol (Builth Wells)	20	10	50.0%
Dechrau Disglair (Ystradgynlais)	36	35	97.2%
Dolau	4	0	0%
Llandrindod	10	10	70.0%
Carno	4	4	100.0%
Dyffryn Banw	4	4	100.00%
Glantwymyn	10	10	100.0%
Llanbryn-mair	8	7	87.5%
Llanfair Caereinion	13	8	61.5%
Llanfyllin	11	6	54.6%
Llanrhaeadr ym Mochnant	11	6	54.6%
Machynlleth	11	9	81.8%
Mes Bach	11	11	100.0%
Penybontfawr	15	15	100.0%
Pontrobert	9	9	100.0%
Y Drenewydd (Newtown)	36	34	94.4%
Y Trallwng (Welshpool)	16	12	75.0%
<b>Total</b>	<b>277</b>	<b>218</b>	<b>78.7%</b>

**2021**

<b>Cylch</b>	<b>Number of children that transferred to school</b>	<b>Number of children that transferred to WM primary provision</b>	<b>% that transferred to WM provision</b>
Aberhonddu (Brecon)	27	14	51.9%
Arch yr Enfys (Rhayader)	15	12	80.0%
Cylch yn yr Ysgol (Builth Wells)	29	9	31.0%
Dechrau Disglair (Ystradgynlais)	41	41	100.0%
Dolau	5	4	60.0%
Llandrindod	17	16	94.1%
Carno	6	4	66.7%
Dyffryn Banw	8	8	100.0%
Glatwymyn	13	13	100.0%
Llanbryn-mair	4	4	100.0%
Llanfair Caereinion	14	11	78.6%
Llanfyllin	12	7	58.3%
Llanrhaeadr ym Mochnant	6	4	66.7%
Machynlleth (Ty Melfed)	12	12	100.0%
Mes Bach Dyffryn Trannon	14	14	100.0%
Penybontfawr	6	6	100.0%
Pontrobert	14	14	100.0%
Trannon	11	11	100.0%
Y Drenewydd (Newtown)	27	25	92.6%
Y Trallwng (Welshpool)	10	10	100.0%
<b>Total</b>	<b>291</b>	<b>238</b>	<b>81.8%</b>

### **Cylch Ti a Fi Groups**

- There are 24 'Cylch Ti a Fi' groups in the county, and one in Oswestry. The Cylch Ti a Fi provides activities promoting the development of children from birth to school age. It's an opportunity for parents/carers to meet to socialise and share experiences in an informal Welsh atmosphere. These are in the following locations:

<b>Locality</b>	<b>Ti a Fi Groups</b>
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Brecon	Brecon Crai
Builth Wells	Builth Wells
Crickhowell	No provision
Gwernyfed	Hay-on-Wye
Llandrindod Wells	Llanbister Dolau Llandrindod Wells Rhaeadr
Llanfair Caereinion	Dyffryn Banw Pontrobert
Llanfyllin	Llanfyllin Penybontfawr Llanrhaeadr-ym-Mochnant Llansilin (Oswestry)
Llanidloes	Dyffryn Trannon
Machynlleth	Glantwymyn Llanbryn-mair Carno
Newtown	Newtown Abermule
Presteigne	No provision
Welshpool	Welshpool Buttington
Ystradgynlais	Ystradgynlais Abercraf

### **Other Developments**

- The facilities at Ysgol Dafydd Llwyd's Ysgol Feithrin provision have been expanded. The setting can now provide 56 places.
- A new early years centre has been built at Ysgol Dyffryn y Glowyr, Ystradgynlais. The centre provides 120 additional Welsh-medium places, including Flying Start provision, in a purpose-built facility. This project has been funded through the Welsh Government's Childcare Offer Grant and Infant & Class Size Grant.
- New facilities have been provided for Cylch Meithrin Rhaeadr through the Childcare Offer Capital Grant and it is intended that Cylch Meithrin Penybontfawr benefit from this Grant as well.
- Welsh-medium Flying Start provision is now available at Cylch Meithrin Ysgol y Bannau in Brecon.

### **Promotion of Welsh-medium education/benefits of bilingualism**

- A new webpage and brand has been developed to promote Welsh-medium education and the benefits of bilingualism – this has been promoted widely, and, as a result, many parents are beginning to understand the advantages of Welsh-medium education:

<https://en.powys.gov.uk/article/10742/Destination-bilingual-the-benefits-of-choosing-a-Welsh-medium-education>

### **Workforce Development**

- Post-16 students will be able to complete BTEC Child Care, Learning & Development level 3 through the medium of Welsh from September 2021.

### **Where do we aim to be within the first 5 years of this Plan and how we propose to get there?**

#### **Local authority**

The local authority's next round of tendering for early years provision will take place in 2022-23. The authority will ensure that this round:

- Invites tenders to provide Welsh-medium provision in key strategic areas e.g. Machynlleth, Llanfair Caereinion, Builth Wells, Llanfyllin to ensure that a high-quality full provision in Welsh is available within reasonable travelling distance for every child.
- Aligns with the authority's plans to support schools to move along the language continuum as part of the Strategy for Transforming Education in Powys.

To prepare for the next round of tendering, the authority will:

- Work collaboratively with the staff and leaders of all settings to ensure that their provision will have an increasingly Welsh-medium emphasis.
- Work with those settings currently operating in English but with some bilingual elements to support them to develop their Welsh-medium provision further. This would mean identifying staff who would benefit from improving their Welsh-medium skills and facilitating language training.
- Work with umbrella organisations and signpost providers to UORGs for support in developing the Welsh language by 2023 and moving towards becoming a Welsh medium provider from 2024.

Access to Welsh-medium Flying Start provision will be expanded as part of the expansion of the Flying Start programme in Wales, which has a particular emphasis on strengthening Welsh-medium provision:

- The Council's plan for Phase 1 of the expansion has been submitted to Welsh Government. This outlines a plan to expand provision within the town of Ystradgynlais. The expansion will be within the LSOA of Cwmtwrch, which has a purpose built early years unit that has recently been built adjacent to Ysgol Gymraeg Dyffryn y Glowyr. Flying Start is predicting that an additional 14 Welsh-medium spaces will be funded here.
- The Phase 1 expansion plan outlines how Flying Start will work with providers and families to further promote the benefits of speaking more than one language from an early age:

- The Welsh medium childcare provision hosts an extremely popular Ti a Fi group in the school hall, which is facilitated by Flying Start childcare staff, enabling the building of relationships and strong links with families prior to their child/children reaching 2 year of age
  - Families can visit the Flying Start childcare provision to understand what is on offer to the child/children and families once they reach their funded age
  - Families are invited to 'Bore Coffi' and open events at the setting and school to promote food family links and allow opportunities to promote the importance and value of the Welsh language. Partners such as Mudiad are in attendance.
- Phase 2 and Phase 3 of the expansion will be planned for once guidance has been received. The authority is aware of the need to focus on the expansion of the Welsh-medium provision in any area identified for expansion.
  - If Welsh-medium provision is not available within any area, the Flying Start childcare team will continue to work with the education department and other organisations such as Mudiad Meithrin.
  - In addition, through the Flying Start Advisory team, we will work with all Flying Start Childcare providers to deliver bilingual learning during their sessions, often through activities like singing Welsh songs or learning Welsh words. The team are planning to develop or fund appropriate Welsh language training to further develop the skills of staff working in the English-medium settings. Emphasis on learning the language to support children through play, developing schemas and routines will be prioritised.

In addition, the authority will:

- Ensure effective early years provision that is designed to meet the needs of all children, mindful of their particular circumstances, language requirements or any special or additional learning needs.
- Aim for high quality provision in each part of Powys for learners from all linguistic background. Include a notion of an "active offer" (an offer is made by all officials to explain the benefits and availability of Welsh-medium education). This will enable a growing number of children to access Welsh-medium education at an early age.

### **Mudiad Meithrin**

The authority will:

- Continue to work with Mudiad Meithrin to establish at least 5 new Cylch Ti a Fi and/or Cylch Meithrin provision via their 'Sefydlu a Symud' project in the following areas where no Welsh-medium provision currently exists:
  - Hay-on-Wye
  - Crickhowell
  - Presteigne



- Llanidloes
- North Powys border area (Arddleen, Four Crosses, Llandysilio, Carreghofa)

- Aim for 100% progression from existing Cylchoedd Meithrin into Welsh-medium primary provision by 2029.
- Continue to work with Mudiad Meithrin to support the Cylchoedd Meithrin to provide the Childcare Offer and wrap around services.
- Continue to work with Mudiad Meithrin to provide Flying Start provision. There will be an increase in Welsh-medium Flying Start places in the Ystradgynlais area from September 2022 in line with the phase 1 plan. It is expected that there will be 14 additional spaces. The aim is to increase places in the Welshpool and Brecon areas by 2027.
- Work with Mudiad Meithrin to provide support to settings other than Cylch Meithrins that need to increase their Welsh-medium skills to move along the language continuum, with a target of increasing Welsh medium providers (non-Cylch) by an additional 3 settings by 2027.

**In addition, the authority will carry out the following actions:**

#### **Promotion of Welsh-medium education/benefits of bilingualism**

- Further development of promotional campaign, to include working with the health board, Powys Family Information Service and the authority's admissions team to ensure that information is shared with parents by Spring 2024.
- Targeted localised campaigns to support specific developments e.g. establishment of new provision, change in provision during 2022-24.
- Work with partners such as Mudiad Meithrin, Welsh for Adults to facilitate the availability of Welsh language classes for parents alongside Welsh-medium early years provision from September 2022 onwards.

#### **Workforce Development**

- Audit the language skills of all early years staff in Powys by December 2022 to identify where additional training is needed through schemes such as Camau.
- Ensure all early years staff have Welsh language competency which is at least equivalent to level 4 (PCC level): 'I can interact with a degree of fluency and spontaneity that makes interaction with native speakers possible. I can take an active part in discussion in familiar contexts' by 2032
- Continue to work with and fund Mudiad Meithrin to provide a professional learning programme to support staff that need further development of effective language immersion methods in the early years (Croesi'r Bont) – this will ensure that most early years staff can support children's language development successfully
- Ensure that the authority's new Post-16 Strategic Management Board works with Mudiad Meithrin, schools and further education providers to promote

the benefits of bilingualism in the workplace, and to ensure that young people can access childcare courses through the medium of Welsh.

- Ensure that post-16 learners can access work experience at Cylchoedd Meithrin

### **Capital Developments**

- In accordance with the Council's vision to develop all-age schools, ensure that early years provision is an integral part of the all-age concept with facilities that enable the provision of Welsh-medium early education and childcare wraparound services.
- New Ysgol Gymraeg Y Trallwng building, which will open in 2022, will include remodelled facilities for Welsh-medium early years provision.
- New Ysgol Bro Hyddgen building, which will open in 2026, will include two purpose built areas for early years provision, which will also provide childcare and wraparound provision.
- The Council also plans capital investment to support Welsh-medium provision in the following areas which will include facilities to provide early years education and childcare and wraparound provision:
  - Llandrindod Wells/Builth Wells area
  - Brecon catchment area
  - Llanfyllin catchment area

However, these are subject to consultation and Cabinet approval, along with Welsh Government funding approval.

### **Where do we expect to be at the end of our ten year Plan?**

We will review our achievements at the 5 year stage and plan activity for the next 5 years in order to meet the target that 44% of 3-year olds receive their education through the medium of Welsh by 2032.

To achieve this, the authority would expect the following to be in place by the end of this 10 year plan:

- Welsh-medium early years provision will be available in at least one location in each of the 13 localities
- Improved access to Welsh-medium Flying Start provision
- Better awareness of Welsh-medium education and the benefits of bilingualism
- More staff able to work through the medium of Welsh in the early years sector.

It is acknowledged that continuing to work closely with Mudiad Meithrin and other partners will be essential in order to achieve this.

Continued progress in respect of this Outcome will be key to support the ongoing viability and development of Welsh-medium provision in other phases of education,

and therefore the authority's progress in respect of other Outcomes, in particular Outcome 2.

### Key Data

The following tables set out the targets in respect of the number / % of 3 year olds receiving their education through the medium of Welsh which the local authority will aim to achieve within the 10 years of this plan. The target number of pupils are based on the total number of 3 year olds in Powys in the summer term 2021.

#### Numbers and % of 3-year olds receiving their education through the medium of Welsh

<b>2022-2023</b>		<b>2023-2024</b>		<b>2024-2025</b>		<b>2025-2026</b>		<b>2026-2027</b>	
416	26%	448	28%	480	30%	512	32%	544	34%
<b>2027-2028</b>		<b>2028-2029</b>		<b>2029-2030</b>		<b>2030-2031</b>		<b>2031-2032</b>	
576	36%	608	38%	640	40%	672	42%	704	44%

## Outcome 2:

### More reception class children/ five year olds receive their education through the medium of Welsh

#### Where are we now?

Welsh medium primary provision is available at a number of schools or streams across Powys. The providers and the number of pupils accessing Welsh-medium provision during 2020/21 is outlined below:

School	Total Welsh-medium pupils (R-Yr6) <sup>8</sup> PLASC 2021	Total English-medium pupils (R-Yr6) PLASC 2021
<b>Welsh-medium schools</b>		
Ysgol Carno	45	N/A
Ysgol Cwm Banwy <sup>9</sup>	46	N/A
Ysgol Llanbrynmair	59	N/A
Ysgol Pontrobert	41	N/A
Ysgol Glantwymyn	70	N/A
Ysgol Pennant	84	N/A
Ysgol y Bannau	111	N/A
Ysgol Dafydd Llwyd	153	N/A
Ysgol Gymraeg Dyffryn y Glowyr	400	N/A
Ysgol Gymraeg y Trallwng	79	N/A
<b>Dual stream schools</b>		
Builth C.P. School	92	109
Rhayader C.in W. School	65	138
Sennybridge C.P. School	56	79
Ysgol Dyffryn Trannon	113	18
Ysgol Llanfyllin	63	76
Ysgol Llanrhaeadr-ym-Mochnant	39	34
Ysgol Rhiw Bechan	61	107
Ysgol Trefonnen	91	117
Llanfair Caereinion	85	77
Ysgol Bro Hyddgen (Primary)	112	53
<b>TOTAL</b>	<b>1,865</b>	

<sup>8</sup> PLASC 2021 – Study Welsh as a First Language.

<sup>9</sup> Ysgol Cwm Banwy was established in September 2020 following the merger of Banw C.P. School and Ysgol Llanerfyl. The figures for both Banw C.P. School and Ysgol Llanerfyl are provided for 2018-2020.

During 2020/21, a total of 9,541 pupils were receiving primary education in Powys. 1,865 of these were receiving their education through the medium of Welsh. This is 19.5%.

During 2020/21, 250 reception aged pupils were accessing Welsh-medium provision in Powys. This is 20.2% of the reception aged pupils<sup>10</sup>.

	Number	%
Reception aged pupils receiving their education through the medium of Welsh	250	20.2%
Total reception aged pupils	1,236	N/A

### Overview of what has been achieved during the previous plan period:

#### Provision

- Ysgol Gymraeg y Trallwng established in September 2017 as a new Welsh-medium primary school in Welshpool.
- Ysgol Cwm Banwy established in September 2020 following the merger of Banw C.P. School and Ysgol Llanerfyl.
- New Welsh-medium reception class established in Ysgol y Cribarth, Ystradgynlais from September 2021.

#### Support for latecomers (Trochi)

- Support is provided to latecomers to Welsh-medium provision in the primary sector in response to requests from individual schools. The support is delivered through a combination of teacher support and classroom assistant support.
- Following their Welsh-medium immersion education and effective after care trochi support, pupils are expected to be able to follow the whole curriculum through the medium of Welsh. The aim is that every pupil will follow the Welsh first language programme of study.
- In order to improve the provision and provide more access for pupils, a virtual immersion programme has been piloted successfully during the Covid pandemic. The Swyddogion y Gymraeg resources and weekly input are having a positive impact on the language acquisition of most learners. Positive feedback has been received by the schools. A new cohort (latecomers to Welsh attending Ysgol Pennant and Cwm Banwy) started the virtual immersion provision on in May 2021.
- The authority established a new Welsh language Trochi (immersion) centre to support pupils who move into Powys with little or no Welsh language skills as a pilot in the autumn term 2021 and also until the February half term 2022 so that the pupils had the 12-week immersion provision. The Trochi

<sup>10</sup> PLASC 2021 – Study Welsh as a First Language.

Pilot Centre was set up for key stage 2 pupils that are latecomers to Welsh language education at Ysgol Dafydd Llwyd. The provision has been evaluated with effective after care provided for the pupils by the Swyddogion y Gymraeg and the Trochi Learning Support Assistant. The plan is to establish further immersion centres in other areas of the county, according to need, for example Ysgol Llanfyllin.

- The impact of the virtual Trochi provision that has been piloted during the spring and summer term of 2021 has been evaluated. Due to the geographical challenges, the authority continues to provide virtual trochi support for latecomers to prepare them for immersion provision and also as aftercare support for the pupils that were at the centre.

### **Promotion**

- A new webpage and brand has been developed to promote Welsh-medium education and the benefits of bilingualism – this has been promoted widely, and, as a result, many parents are beginning to understand the advantages of Welsh-medium education:  
<https://en.powys.gov.uk/article/10742/Destination-bilingual-the-benefits-of-choosing-a-Welsh-medium-education>
- All primary leaders have been provided with the Welsh Government's Siarter Iaith posters outlining the key advantages of Welsh-medium education. As primary schools are working successfully on the Siarter Iaith targets, there is an increased emphasis from schools on offering effective support for parents, via RhAG and other partners and on promoting Welsh lessons in the community for parents and carers. As a result, many parents are beginning to understand the advantages of bilingual education.

### **Staff Development**

- Training has been provided by the Authority for all Welsh-medium primary schools on the 'Tric a Chlic' phonics programme. As a result, most practitioners follow a systematic programme to support learners to develop their phonological knowledge to a good standard in the foundation phase.

### **Home-to-School Transport Policy**

- The authority approved a revised Home-to-School Transport Policy in 2020. The new policy now provides transport to a learner's nearest school but also provides transport to Welsh-medium provision. This has changed from the previous policy which provided transport to the nearest school 'in the language of choice.' This improves access to Welsh-medium provision.

### **Capital Projects**

- A new school was built for Ysgol Carno in 2018 and Ysgol Glantwymyn was also remodelled as part of the Sustainable Communities for Learning Programme.
- A new building for Ysgol Gymraeg Y Trallwng is nearing completion, and is expected to open by the end of 2022.

## **School categories according to Welsh-medium provision (Welsh Government)**

The Welsh Government has recently published new guidance on school categories according to Welsh-medium provision. The authority is working with schools to identify which new category it is anticipated schools will transfer to, so that these can start to be used from September 2022.

It is expected that primary providers will transfer to the new categories as outlined below:

- i) Primary schools currently categorised as Welsh-medium will transfer to the new **Category 3 – Welsh-medium school**. This will apply to the following schools:

**Ysgol Carno  
Ysgol Cwm Banwy  
Ysgol Llanbryn-mair  
Ysgol Pontrobert  
Ysgol Glantwymyn  
Ysgol Pennant  
Ysgol y Bannau  
Ysgol Dafydd Llwyd  
Ysgol Gymraeg Dyffryn y Glowyr  
Ysgol Gymraeg Y Trallwng**

- ii) Primary schools currently categorised as dual stream primary schools / providers will be in two categories, either

**Category 1 – English-medium school and Category T3 – Transitional**

or

**Category 1 – English-medium school and Category 3 – Welsh-medium school.**

This will depend on the school's current provision, and whether or not the Welsh-medium provision meets the definition for a Category 3 Welsh-medium school. This will apply to the following schools:

**Builth C.P. School  
Rhayader C. in W. School  
Sennybridge C.P. School  
Ysgol Bro Caereinion (Primary phase)  
Ysgol Llanfyllin (Primary phase)  
Ysgol Llanrhaeadr-ym-Mochnant  
Ysgol Rhiw Bechan  
Ysgol Trefonnen**

The authority is currently working with these schools to agree which of these categorisations is most appropriate for each school.

The intention is that all of these schools will meet the requirements to be categorised as Category 1 – English-medium school and Category 3 – Welsh-medium school within a period of 10 years.

- iii) **Ysgol Bro Hyddgen (Primary phase)** and **Ysgol Dyffryn Trannon** will transfer to the **T3 Transitional** category, following Cabinet approval in 2021 to change the language categories of these schools from dual stream to Welsh-medium on a phased basis starting in September 2022.

Once this transition is complete, the schools will transfer to the new Category 3 – Welsh-medium school.

- iv) **Ysgol y Cribarth** will transfer to the **T2 Transitional** category following the introduction of Welsh-medium provision on a pilot basis in September 2021.
- v) Primary schools currently categorised as English-medium will transfer to the new **Category 1 – English-medium school**. This will apply to all other primary schools not named above.

### Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

**Currently<sup>11</sup> 20.2% of Reception aged / 5 year old pupils in Powys. This equates to 250 pupils. By 2027, 30% of Reception aged / 5 year old pupils will receive their education through the medium of Welsh.**

#### **Provision**

It is widely recognised that an immersive Welsh-medium education provides the best opportunity for children to become fully bilingual, whilst also creating a dynamic outward-looking cultural environment. These are schools that operate in Welsh, and which meet the needs of learners from diverse backgrounds, including learners who arrive in Wales after they have started their education. In order to meet the target of more 5 year olds receiving their education through the medium of Welsh, the authority needs to establish more Welsh-medium primary provision. In the first half of this ten year Strategic Plan, the authority will work with and support schools to develop their Welsh-medium provision, and will consult with stakeholders with the aim of establishing new Welsh-medium provision in the 13 localities within the ten year period of this Plan.

<sup>11</sup> PLASC 2021 – Study Welsh as a First Language.



Within the first five years of the Plan, the authority will focus on developing new Welsh-medium primary provision in the following areas where no provision currently exists:

- Hay-on-Wye
- Crickhowell
- Presteigne
- North Powys border area

In addition, the authority will focus on developing more Welsh-medium provision in the following catchment areas:

- Llanfair Caereinion
- Llanfyllin
- Ystradgynlais
- Brecon
- Llandrindod Wells/Builth Wells
- Newtown
- Llanidloes

This will be achieved in a variety of ways, dependent on the particular circumstances within each area, and will be aligned with the Welsh Government's new language categories for schools which have recently been published, as outlined below.

- The authority will work with schools transferring to the transitional categories to develop a plan to enable these schools to transfer into one of the main categories within a maximum of 10 years.
- The authority will develop a programme of moving schools along the language continuum to improve access to Welsh-medium provision. This will include the following:
- Identifying English-medium schools to move into the T2 Transitional category to enable them to increase their Welsh-medium provision so that they meet the definition of a Category 2 Dual Language School, a Category 3 Welsh-medium School or a school that is within two categories – Category 1 and Category 3. This could be achieved in a similar way to the pilot started at Ysgol y Cribarth in September 2021, where a new Welsh-medium Reception class was introduced.
- Identifying schools which currently offer Welsh-medium and English-medium provision to move into the T3 Transitional category with the aim of becoming Category 2 – Dual Language schools or Category 3 – Welsh-medium schools.
- Where required, the authority will establish new designated Welsh-medium primary provision which meets the definition of a 'Category 3 – Welsh-medium' school. To ensure that any new provision is well placed to stimulate demand, it is expected that this type of provision would be located in Powys' main centres of population.

Changes to the language categories of schools require the publication of proposals as per the School Organisation Code. It is therefore not appropriate at this stage to identify what these proposals will be. However, further detail about the actions to be undertaken will be outlined in the Council's action plan for the first five years. This will include consideration of any statutory processes required to support these developments.

The authority will ensure that the development of Welsh-medium primary provision is done in partnership with the schools involved, and will also ensure that there is alignment with plans to develop early years provision.

In addition to the above, the local authority will:

- Identify good practice that exists in language acquisition and share this practice across the LA, with reference to Estyn's Thematic Report on Welsh Language Acquisition.
- Support schools to establish strong bilingual communication channels with parents and carers from an early age to enable them to support their children at home as they acquire the Welsh language.
- Support early years / Mudiad Meithrin practitioners to establish strong partnerships with parents / carers to support their decision to pursue Welsh-medium education for their children. As a result of the leaders' purposeful planning and action, many parents and carers choose Welsh-medium education for their children.
- Establish an 'Ambassador' programme where Welsh-medium schools play a lead role within a locality to support other schools to enhance their Welsh-medium ethos, provide support to other staff, share best practice etc.

### **Promotion**

- The authority will actively promote the availability and benefits of Welsh medium education to parents, from all linguistic backgrounds. When parents apply for a school place, they will automatically receive information about Welsh-medium provision.
- Promotion will also take place via the PCC website, admission booklets, information leaflets, videos and social media so that every family is clear about the opportunities for bilingual and Welsh language learning that will be available for their young infant in Powys.
- Training will be provided to the Council's School Admission Team so that there is a consistent and proactive approach to sharing information about Welsh-medium provision with parents
- Promotional materials will also be made available to estate agents and housing associations so that they are able to provide these to prospective new buyers/tenants.
- Increase awareness and accountability of governors, and share best practice, by establishing a Welsh-medium education governors group.

### **Staff Development**

- The authority will support staff to develop their Welsh language skills through participation in WG sabbatical courses / language acquisition training programmes.

### **Support for latecomers (Trochi)**

- The authority welcomes learners who wish to choose a Welsh-medium education after initially choosing English medium provision for their child by offering opportunities for immersion and an opportunity to join and be fully integrated into a Welsh-medium / bilingual classroom.
- Trochi immersion centres will be set up in schools that identify a need for trochi provision, for example in a dual stream all age school that is promoting the benefits of bilingual education and parents make requests to change to the Welsh stream. As a result there will be an increase in the number of pupils educated in the Welsh stream. This will lead to an increase in the number of pupils accessing bilingual education in the secondary phase. Latecomers to bilingual education in the primary phase across two clusters – Llanfyllin and Caereinion, will be given the opportunity to access this trochi provision.
- The authority will also work closely with neighbouring authorities such as Ceredigion and Gwynedd to provide immersion support for pupils.
- Where schools are moving along the language continuum, a bespoke immersion programme will be provided, which would be a combination of education at a Centre and virtual immersion education, building on the successful virtual provision which was rolled out during the pandemic.
- Trochi provision will be introduced in accordance with the following timeline:

<b>Welsh-medium language Centres for effective immersion</b>	<b>Timeline</b>
Ensure successful communication regarding the immersion provision and the benefits of bilingualism.	Annually – ongoing throughout the 10yr plan
Pilot a Welsh-medium language centre in a designated area, in line with the Transformation agenda or the level of need. Evaluate impact.	Before September 2022
Set up Welsh-medium language centre/centres annually according to the need. Target at least one a year within the first five years.	From September 2022 – July 2027
Consider utilising the virtual immersion provision according to need.	From September 2021 onwards
Pilot a Year 6, 12 week trochi provision, during the summer term, for pupils from English medium primary schools who want to access bilingual education at secondary level. A Trochi class will be set up in Year 7 with all	Summer 2023 onwards

pupils receiving effective aftercare immersion support so that they can access the Welsh medium offer for their qualifications. This will increase the number of pupils accessing bilingual education in Year 7.	
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**Capital Developments**

Any applications for Welsh Government capital grant funding for schools will consider the target to increase the number of Year 1 children taught through the medium of Welsh.

The following capital projects are underway as part of the Sustainable Communities for Learning Programme:

- Ysgol Gymraeg y Trallwng – opening September 2022
- Ysgol Bro Hyddgen Community Campus – opening September 2024

As stated in Outcome 1, the Council also plans capital investment to support Welsh-medium provision in the following areas, which would include facilities to provide early years education, childcare and wraparound provision:

- Llandrindod Wells/Builth Wells area
- Brecon catchment area
- Llanfyllin catchment area

However, these are subject to consultation and Cabinet approval, along with Welsh Government funding approval.

**Where do we expect to be at the end of our ten year Plan?**

We will review our achievements at the 5 year stage and plan activity for the next 5 years in order to meet the target that 40% of 5-year olds receive their education through the medium of Welsh by 2032.

To achieve this, the authority would expect changes in the Welsh language categorisation of schools. In particular:

- All primary providers that initially transfer to a transitional category will have completed the transition to a substantive category
- Additional primary providers will have moved to the transitional categories and plans will be in place to support their transition to one of the other substantive categories, including carrying out any statutory processes required

In addition,

- Pupils across Powys will be able to access Trochi provision as required to facilitate a move into Welsh-medium education
- Where the Council identifies a need for capital investment to develop new Welsh-medium provision, this will be prioritised within the Council's future capital programme and the Sustainable Communities for Learning Programme.

Continued progress in respect of this Outcome will be key to support the ongoing viability and development of Welsh-medium secondary provision in Powys, and therefore the authority's progress in respect of other Outcomes, in particular Outcomes 3 and 4.

### Key Data

The following tables set out the targets in respect of the number / % of 5 year olds receiving their education through the medium of Welsh which the local authority will aim to achieve within the 10 years of this plan. The target number of pupils are based on the total number of Reception aged pupils in Powys based on PLASC 2021 data.

#### Numbers and % of 5-year olds receiving their education through the medium of Welsh<sup>12</sup>

2022-2023		2023-2024		2024-2025		2025-2026		2026-2027	
272	22%	297	24%	321	26%	346	28%	371	30%
2027-2028		2028-2029		2029-2030		2030-2031		2031-2032	
396	32%	420	34%	445	36%	470	38%	494	40%

<sup>12</sup> The numbers provided are the numbers that would be needed to achieve the indicated percentages based on the total number of Reception aged pupils in Powys based on PLASC 2021 data.

## Outcome 3:

### More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

#### Where are we now?

- Welsh-medium secondary provision is currently provided in a number of dual stream schools located across Powys. Pupils from some areas, in particular the Ystradgynlais area and other parts of south Powys, transfer to out of county to access Welsh-medium provision at Ysgol Gyfun Ystalyfera.
- Rates of transition from Welsh-medium provision in year 6 to Welsh-medium provision in year 7 vary greatly across the county. The number of pupils accessing Welsh-medium provision in year 6 that continued to access Welsh-medium provision in year 7 in 2020-2021 was as follows:

School	Number of pupils accessing Welsh-medium education in year 6 (PLASC 2020)	Transferring to Welsh-medium	Transferring to English-medium	% of pupils that continued to access Welsh-medium provision in year 7 (PLASC 2021)
Dyffryn Banw	5	3	2	60%
Carno	5	4	1	80%
Llanbryn-mair	8	6	2	75%
Llanfair Caereinion	12	9	3	75%
Pontrobert	4	4	0	100%
Dyffryn Trannon	15	13	2	87%
Llanfyllin	11	11	0	100%
Glantwymyn	11	11	0	100%
Pennant	5	5	0	100%
Builth Wells	15	13	2	87%
Sennybridge	1	0	1	0%
Ysgol y Bannau	13	9	4	69%
Rhiw-Bechan	10	10	0	100%
Llanrhaeadr-ym-Mochnant	9	9	0	100%
Dafydd Llwyd	23	20	3	87%
Dyffryn y Glowyr	33	29	4	88%

Ysgol Gymraeg Y Trallwng	9	2	7	22%
Trefonnen	7	1	6	14%
Rhaeadr	7	7	0	100%
Llanerfyl	3	2	1	66%
Ysgol Bro Hyddgen	19	19	0	100%
<b>TOTAL</b>	<b>225</b>	<b>187</b>	<b>37</b>	<b>83%</b>

- Collaboration between schools in their clusters has improved significantly over the last few years and this was further strengthened since the pandemic began in early 2020. However, transition planning between primary and secondary Welsh-medium provision is an area identified for improvement with a clear plan needed to improve transition from Year 5 through to Year 8.
- It is acknowledged that the lack of dedicated Welsh-medium secondary provision in Powys impacts on the transfer rates from Welsh-medium primary provision to Welsh-medium secondary provision, and is contributing to the losses seen in Welsh-medium pupils on transfer to the secondary sector.
- As stated in Outcome 1, the authority has developed a new webpage and brand to promote Welsh-medium education and the benefits of bilingualism – this has been promoted widely, and, as a result, many parents are beginning to understand the advantages of Welsh-medium education: <https://en.powys.gov.uk/article/10742/Destination-bilingual-the-benefits-of-choosing-a-Welsh-medium-education>
- The authority has also facilitated effective training for primary and key stage 3 leads on the importance of ‘Cynefin’ in the new curriculum. The training - ‘Dim Dreigiau, Dim Defaid’, was provided by Mererid Hopwood, Tudur Dylan and Ceri Wyn Jones. Resources have been shared with schools. It is too early to evaluate the impact on effective pedagogy and progression in key skills from key stage 2 to 3

### **School categories according to Welsh-medium provision (Welsh Government)**

The Welsh Government has recently published new guidance on school categories according to Welsh-medium provision.

The authority is working with schools to identify which new category it is anticipated schools will transfer to, so that these can start to be used from September 2022.

It is expected that secondary providers will transfer to the new categories as outlined below:

- The majority of dual stream secondary providers will transfer to the new transitional categories, and the authority will work with them to develop a

plan to meet the definition of a Category 2 – Dual language school within a maximum of 10 years. This will apply to the following schools:

**Brecon High School  
Llanidloes High School  
Ysgol Calon Cymru  
Ysgol Llanfyllin (Secondary phase)**

- **Ysgol Bro Caereinion** will open as a new all-age school from September 2022. When the school opens, the provision in the secondary phase will be categorised as Category 2 – Dual language.
- **Ysgol Bro Hyddgen (Secondary phase)** will transfer to the T3 Transitional category, following Cabinet approval in 2021 to change the language categories of these schools from dual stream to Welsh-medium on a phased basis starting in September 2022.
- Secondary schools currently categorised as English-medium will transfer to the new Category 1 – English-medium school. This will apply to the following schools:

**Crickhowell High School  
Gwernyfed High School  
Newtown High School  
Welshpool High School  
Ysgol Maesydderwen**

**Where do we aim to be within the first 5 years of this Plan and how we propose to get there?**

**By 2027, 92% of pupils that access Welsh-medium provision in year 6 in Powys will continue to access Welsh-medium provision in year 7.**

A number of the actions outlined for Outcomes 1 and 2 will contribute to Outcome 3.

### **Provision**

It is acknowledged that the Welsh-medium secondary provision currently available in Powys does not provide appropriate access to learners, and limits the progress that can be made on Outcomes 1 and 2.

Based on the information about the language categories secondary providers are expected to transfer into as outlined above, it is acknowledged that the current arrangements do not provide appropriate access to Welsh-medium secondary provision to Powys learners, and limits the progress that can be made on Outcomes 1 and 2.



The authority has recently completed the statutory process to change the language category of Ysgol Bro Hyddgen, which will ensure that in the future, secondary provision which meets the definition of 'Category 3 – Welsh-medium' will be provided at this school. However this will not be accessible to all Powys learners, therefore there will be a need to provide access to Category 3 – Welsh-medium provision at 2 other locations in Powys.

In the first 5 years of this plan, the authority will carry out the following to improve access to Welsh-medium secondary provision for Powys learners:

- Work with secondary schools / providers that transfer to the transitional (T2) category to develop plans to enable these schools to transfer into the dual language category within a maximum of 10 years.
- Work with Ysgol Bro Hyddgen to develop a plan to support the school to transfer to Category 3 – Welsh-medium.
- Complete the statutory processes required to provide access to secondary provision which meets the definition of the 'Welsh-medium' category in 2 further locations in Powys. This will focus on the newly established Ysgol Bro Caereinion and the Ysgol Calon Cymru area.

Further detail will be provided in the action plan for the first five years which will be prepared to outline the actions the authority will undertake to implement the WESP.

### **Transition**

- The authority will continue to use PLASC information to monitor the proportion of pupils receiving Welsh-medium education in year 6 that continue to do so in year 7 on an annual basis.
- In situations where the proportion of pupils receiving Welsh-medium education in year 6 that continue to do so in Year 7 is very low (under 50%), the authority will work with individual schools to agree a plan to improve pupil retention within Welsh-medium education.

In addition, the authority will undertake the following to improve transition arrangements across Powys:

- Facilitate strong transition arrangements between the Cylchoedd Meithrin/early years settings and the school, starting as early as the beginning of the nursery school year. For example, ensure that schools invite parents and carers to a presentation at the primary school, for them to have a tour of the school and to share information about language acquisition and how they develop learners' Welsh language skills.
- Ensure that every primary Welsh-medium year 5/6 class are part of a cohesive transition arrangement with a specified bilingual / Welsh-medium secondary provider by:
  - Schools developing joint-promotional material for parents, outlining the linguistic progression available locally

- Primary and secondary schools developing effective transition plans that support linguistic progression
  - Schools developing joint Siarter Iaith initiatives and KS2/KS3 collaborative projects to strengthen links between both sectors in line with the new Curriculum for Wales
- The authority will pilot two Year 5 - Year 8 transition projects that secure a strong continuum in the Welsh language delivery across the curriculum thus enabling the pupils to become ambitious and confident bilingual learners.
  - An annual audit of the number of pupils who attend Welsh medium provision at each stage and their linguistic progression in the next stage will be undertaken which will identify the triggers that impact on linguistic progression. The authority will work collaboratively with schools and clusters to address these issues.
  - Regular network meetings will continue to be arranged with all primary and secondary Siarter Iaith leads so that they can share best practice and actively promote the benefits of Welsh-medium education

### **Staff development**

- All authority staff who are likely to have contact with parents e.g. admissions will be given additional awareness training about the benefits of Welsh-medium education and bilingualism, so that positive information can be given to parents about Welsh-medium education and linguistic progression.
- Update the authority's Latecomers' Policy to reflect the fact that pupils will be supported in a central Trochi centre rather than funding given to schools directly to employ support assistants. Virtual Trochi provision will be available for some pupils who aren't able to access the Centre in Newtown due to distance.

### **Collaboration with other Local Authorities**

- Free home-to-school transport is provided to enable Welsh-medium learners in the Ystradgynlais area to access dedicated Welsh-medium provision at Ysgol Gyfun Ystalyfera, located in Neath Port Talbot. However, there is no formal arrangement with Neath Port Talbot County Borough authority (NPTCBC) to support this arrangement. The authority will discuss arrangements to formalise the arrangement with NPTCBC.

### **Where do we expect to be at the end of our ten year Plan?**

We will review our achievements at the 5 year stage and plan activity for the next 5 years in order to meet the targets outlined in this WESP.

By the end of our ten year plan, we expect to have achieved the following:

- All secondary providers that initially transfer to a transitional category will have completed the transition to a substantive category
- Secondary provision which meets the definition of the ‘Welsh-medium’ category will have been established in 2 further locations in addition to Ysgol Bro Hyddgen.
- Transition from Welsh-medium primary provision to Welsh-medium secondary provision will be improved, with the aim that access to Trochi provision supports an increase to 102% transition.
- Where the Council identifies a need for capital investment to develop Welsh-medium provision, this will be prioritised within the Council’s future capital programme and the Sustainable Communities for Learning Programme.

Continued progress in respect of Outcome 2 will be key to support the ongoing viability and development of Welsh-medium secondary provision in Powys, and therefore the authority’s progress in respect of other Outcomes, in particular Outcomes 3 and 4.

### Key Data

The following tables set out the targets in respect of the number / % of pupils accessing Welsh-medium provision in year 6 that will continue to access Welsh-medium provision when transferring to year 7. The target number of pupils is based on the total number of Welsh-medium Year 6 pupils based on PLASC 2021 data.

Numbers and % of learners continuing to improve their Welsh language skills when transferring from Year 6 to Year 7 in their statutory education

<b>2022-2023</b>		<b>2023-2024</b>		<b>2024-2025</b>		<b>2025-2026</b>		<b>2026-2027</b>	
181	84%	185	86%	189	88%	194	90%	198	92%
<b>2027-2028</b>		<b>2028-2029</b>		<b>2029-2030</b>		<b>2030-2031</b>		<b>2031-2032</b>	
202	94%	206	96%	211	98%	215	100%	219	102% <sup>13</sup>

<sup>13</sup> The intention is that in the future, the immersion provision available will enable an increase in pupils transferring to Welsh-medium provision in Year 7.

## Outcome 4:

### More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

#### Where are we now?

#### Current secondary provision

Welsh-medium pupil numbers<sup>14</sup> at Powys' dual stream secondary providers are as follows:

School	Number of Welsh-medium pupils	Number of English-medium pupils
Brecon High School	30 (5%)	549 (95%)
Caereinion High School	253 (55%)	211 (45%)
Llanidloes High School	106 (16%)	544 (84%)
Ysgol Bro Hyddgen	186 (63%)	110 (37%)
Ysgol Calon Cymru	142 (14%)	854 (86%)
Ysgol Llanfyllin	158 (23%)	525 (77%)
<b>TOTAL</b>	<b>875</b>	

As is shown by these figures, the number and percentage of Welsh-medium pupils varies significantly across the 6 schools, and impacts on the Welsh-medium subjects that can be offered to pupils.

As outlined in the previous WESP and the authority's Strategy for Transforming Education in Powys, there is inequality in terms of access to a full Welsh-medium education in the secondary sector in Powys and the number of subjects available through the medium of Welsh varies significantly from school to school. It is also acknowledged that the current nature of the secondary Welsh-medium provision in Powys means that it is difficult to effectively monitor the Welsh-medium subject offer at each school.

Parents and pupils in Powys don't have access to secondary provision that meets the Welsh Government's definition of a Category 3 Welsh-medium secondary, as defined by the new language categories, other than in out-of-county schools such as Ystalyfera. To address this inequality, the authority has a target of establishing three secondary providers that meet the Category 3 definition. These plans are already underway:

- Cabinet has, following consultation with stakeholders, approved a recommendation to change Ysgol Bro Hyddgen, Machynlleth from dual-stream to Welsh-medium (Bilingual Category 2A) on a phased basis from September 2022.

<sup>14</sup> Information received from the schools – 2021

- A new all-age school (Ysgol Bro Caereinion) will be established in Llanfair Caereinion in September 2022. When the school opens, its secondary provision will be categorised as ‘Category 2 – Dual Language’. However, the authority’s ambition is for the school to become a Welsh-medium all-age school.

It is the intention that the new school will move along the language continuum until it is able to provide the entire breadth of learner experience that is associated with a Welsh medium education. Officers have been working closely with the temporary governing body and a new vision for the school has now been developed, which shows a clear commitment to Welsh-medium education.

The Council would need to take forward a statutory process to change the language category of the school to implement this vision – further discussions to take place with the new permanent governing body once it is formed in the autumn term 2022.

- Plans for a new all-age Welsh-medium school in Builth Wells continue to be developed, with the aim of the new school opening in 2024/25. Informal engagement with stakeholders has been being carried out to gather views about the plans, and the outcome of the engagement exercise will be shared with Cabinet, along with recommendations about the way forward in the area.

The development of a new all-age Welsh-medium school would be subject to the school reorganisation process, including consultation, and the required approvals by Cabinet.

### **Key Stage 4 provision**

The following table provides an overview of the number of subjects (not including Welsh First Language) taught through the medium of Welsh in KS4 in each of Powys’ dual stream secondary providers<sup>15</sup>:

<b>School</b>	<b>Number of Welsh-medium subjects taught in KS4</b>	<b>Number of English-medium subjects taught in KS4</b>
Brecon High School	1	22
Caereinion High School	12	20
Llanidloes High School	8	29
Ysgol Bro Hyddgen	22	22
Ysgol Calon Cymru	7	27
Ysgol Llanfyllin	10	25

In 2020/21, 139 of Powys KS4 learners studied Welsh as a first language. Of these,

<sup>15</sup> Information received from the schools – 2021.

- 19.4% completed 8+ other level 2 qualifications through the medium of Welsh;
- 41.0% completed 6 – 7 additional qualifications through the medium of Welsh;
- 6.5% completed 3 – 5 additional qualifications through the medium of Welsh;
- 31.7% completed 1 – 2 additional qualifications through the medium of Welsh.

Improving and increasing the availability and take-up of KS4 Welsh-medium provision is fundamental to the authority's ability to improve and widen the provision available for post-16 learners. Every KS4 learner in Powys who has studied some or all subjects through the medium of Welsh should have the opportunity to do so at post-16.

### **Post-16 provision**

Through the establishment of a new post-16 strategic management structure, the authority is now able to plan a cohesive curriculum offer across the whole of Powys, with the aim of increasing the number of subjects offered, including through the medium of Welsh. 'Chweched Powys Sixth' is currently offering 14 academic and two vocational Welsh-medium post-16 courses to learners across the county, but this will increase slightly next year to 15 academic and two vocational Welsh-medium courses.

The authority has also been piloting E-sgol over the last few years which provides access to post-16 subjects through virtual learning, and this has provided access to more Welsh-medium subjects.

The sustainability of Welsh-medium post-16 offer is a challenge that the post-16 strategic management board will need to address, and this, in part, is due to the relatively low numbers of Welsh-medium pupils in Powys' schools. Sometimes, courses are offered but there is a very low or no take-up from learners.

### **Where do we aim to be within the first 5 years of this Plan and how we propose to get there?**

#### **Secondary provision**

It is acknowledged that the Welsh-medium secondary provision currently available in Powys does not provide appropriate access to learners, and limits the progress that can be made in respect of Outcome 4.

The authority has recently completed the statutory process to change the language category of Ysgol Bro Hyddgen, which will ensure that in the future, secondary provision which meets the definition of 'Category 3 – Welsh-medium' will be provided at this school. However this will not be accessible to all Powys learners, therefore there will be a need to provide access to 'Category 3 – Welsh-medium' provision at 2 other locations in Powys.

In the first 5 years of this plan, the authority will carry out the following to improve access to Welsh-medium secondary provision for Powys learners:

- Work with secondary schools / providers that transfer to the transitional (T2) category to develop plans to enable these schools to transfer into the dual language category within a maximum of 10 years.
- Work with Ysgol Bro Hyddgen to develop a plan to support the school to transfer to Category 3 – Welsh-medium.
- Complete the statutory processes required to provide access to secondary provision which meets the definition of the ‘Welsh-medium’ category in 2 further locations in Powys. This will focus on the newly established Ysgol Bro Caereinion and the Ysgol Calon Cymru area.

Further detail will be provided in the action plan for the first five years which will be prepared to outline the actions the authority will undertake to implement the WESP.

Alongside these developments, the Council will establish arrangements for monitoring the Welsh-medium subject provision at the existing providers. This annual process of gathering information from each school about their Welsh-medium subject provision and the number of pupils studying each subject will be introduced from the autumn term 2022. This will enable the authority to establish a baseline of the current position at each secondary provider, which can be used to monitor improvements in the level of provision, and to ensure that there is no reduction in the provision. This will also provide a baseline to be used when working with secondary providers to develop plans to enable them to reach the next language category.

#### **Key Stage 4 provision**

The authority will

- Continue to monitor the number of pupils taking external examinations in Welsh. From September 2022, the authority will have access to SIMS Connected, which means that this information will be more easily available.
- Continue to work with schools to encourage learners to take external examinations in Welsh.

#### **Post-16 provision**

The authority, through its Post-16 Strategic Management Board will:

- Continue to roll-out the collaborative post-16 curriculum planning to deliver a wider range of GCSE and post-16 Welsh-medium subjects
- Collaborate with neighbouring authorities to expand provision. In particular, closer ties with Ceredigion will provide an opportunity to broaden the courses available through the medium of Welsh via E-sgol.
- Increase the Welsh-medium vocational offer in Powys in partnership with NPTC and other FE providers

- Develop and implement a promotional strategy with key partners, such as the FE sector, Careers Wales, Coleg Cymraeg, Mudiad Meithrin and the business sector, to promote the benefits of bilingualism and Welsh-language skills in the workplace
- Establish a programme of voluntary Welsh language learning sessions via E-sgol for second language learners aged 16-18 continuing in education. This is part of the government's commitment to offering free Welsh lessons to everyone aged 16-25. A pilot study will be conducted at Ysgol Llanfyllin, run jointly by E-sgol and Y Ganolfan Dysgu Cymraeg. The intention is to roll out this course in all our secondary schools in September 2023.
- Promote the benefits of bilingualism and Welsh-medium skills in the workplace, working closely with other partners such as Mudiad Meithrin, the FE sector and businesses.

### **Where do we expect to be at the end of our ten year Plan?**

We will review our achievements at the 5 year stage and plan activity for the next 5 years in order to meet the targets outlined in this WESP.

By the end of our ten year plan, we expect to have achieved the following:

- All secondary providers that initially transfer to a transitional category will have completed the transition to a substantive category
- Secondary provision which meets the definition of the 'Welsh-medium' category will have been established in 2 further locations in addition to Ysgol Bro Hyddgen.
- A KS4 and Post-16 Curriculum Offer that meets the requirements of the Learning and Skills Measure 2009 of 30 subjects available through the medium of Welsh

The authority's expectation is that making progress on the key actions outlined above will enable the further development of opportunities for pupils to study through the medium of Welsh in Key Stage 4 and at Post-16 level.

Continued progress in respect of Outcome 2 will be key to support the ongoing viability and development of Welsh-medium secondary provision in Powys, and therefore the authority's progress in respect of other Outcomes, in particular Outcomes 3 and 4.



## Outcome 5:

### More opportunities for learners to use Welsh in different contexts in school

#### Where are we now?

Opportunities for pupils to use the Welsh language in formal and non-formal settings are provided by schools themselves, as well as partners such as Menter Maldwyn and Menter Brycheiniog, the Urdd and the YFC. A number of extra-curricular activities are held in all types of schools – Welsh-medium, dual stream and English-medium – enabling all pupils to have the opportunity to use the Welsh language.

Activity within this Outcome links directly with Powys's 5 year promotion strategy which sets out the Council's commitment to supporting and promoting the Welsh language in Powys, and providing opportunities to use Welsh on a regular basis. The Council's current Welsh Language Promotion Strategy for 2017-22 is available on the Council's website: <http://en.powys.gov.uk/article/11221/Welsh-Language-Promotion-Strategy-2017-22>. As the current strategy is approaching the end of its 5 year period, the authority will soon be commencing the development of a new Strategy, which will be aligned with the aspirations outlined in the WESP.

Current activity which provides opportunities for Powys learners to use Welsh is outlined below.

#### Siarter Iaith

The Siarter Iaith is a national framework to embed positive habits and attitudes towards the Welsh language through purposeful planning within schools and to promote informal use of it among learners inside and outside school, bringing together various partners to implement. Facilitating the use of Welsh, across the curriculum and in wider activities, with planned linguistic progression throughout all phases of education, will offer all children and young people the opportunity to become fully bilingual.

Siarter Iaith has been implemented in all Welsh-medium **primary** schools in Powys. All Welsh-medium primary schools have achieved at least the bronze award, with some achieving the silver and gold award as indicated below:

Number of Welsh-medium schools who have achieved the following Siarter Iaith awards:		
Bronze Award	Silver Award	Gold Award
21	8	1

Cymraeg Campus language charter has been implemented in all English-medium primary schools in Powys. Most English-medium schools have achieved the bronze award, with some achieving the silver award as indicated below:

**Number of English-medium schools who have achieved the following  
Cymraeg Campus awards:**

<b>Bronze Award</b>	<b>Silver Award</b>	<b>Gold Award</b>
66	3	0

6 English-medium schools remain to achieve the bronze award. Verification dates were set for the spring/summer term 2020 but did not take place due to Covid 19 operational guidance/regulations. These will be re-arranged for Autumn term 2021/Spring term 2022.

In Welsh-medium schools, progress with the Siarter Iaith and its impact has been monitored by the Challenge Advisers during core visits and support visits and also by 'Pencampwyr Iaith' (Heads from schools identified as presenting good practice) during the verification of the awards. In the English-medium schools, progress and impact has been monitored by the Athrawon Bro team during support visits and during the verification of the awards.

School to school support has been facilitated to ensure good practice is shared within Powys and further afield. For example, Ysgol Cegidfa has effectively shared good practice with officers from other counties in Wales and showcased their work at ERW's regional conference in Swansea.

Effective opportunities for learners to use and practise Welsh in informal settings have been provided. Examples include:

- The ERW booklet, 'Give your Pupils the Bilingual Edge' has been shared with all schools in Powys. The resource contains a directory of numerous organisations, groups and individuals that can offer workshops bilingually or through the medium of Welsh. This resource was launched in ERW's conference 'Welsh in English Medium Schools' and the directory will be updated regularly.
- Successful workshops to raise language awareness and increase the opportunities for young people to use Welsh in informal settings were held across all clusters in January 2020:

<b>'Tanio'r Ddraig' Workshops January 2020</b>			
<b>Date</b>	<b>Location</b>	<b>Number of Schools</b>	<b>Number of Children</b>
20.01.20	Ysgol Dyffryn Banw, Llangadfan	11	44
21.01.20	Welshpool	10	40
22.01.20	Ysgol Dyffryn Trannon	12	48
23.01.20	The Showground, Llanelwedd	15	60
24.01.20	Subud Hall, Brecon	10	40

Pupil voice was at the core of these workshops with 4 members of the 'Criw Cymraeg' from each English-medium school participating effectively in the workshops. Effective leadership was also promoted with the involvement of the 'Cymraeg Campus' Coordinator from each school. The workshops included the following sessions: Taith yr Iaith (Mewn Cymeriad), Mr Phormula, Bronwen Lewis, Animal Yoga and Welsh music. High quality resources were produced to support schools with developing their own initiatives back in school, for example 'Fy hoff gân' resource. As a result, most of these resources have been shared nationally. Impact on provision is difficult to measure due to Covid 19.

In addition, the following activities have taken place:

- Welsh music virtual gigs (Bronwen Lewis) for all primary and secondary schools in Powys were arranged for 'Dydd Miwsig Cymru' and 'Dydd Gwyl Dewi' in Spring 2021. Many schools participated and leaders report that this provision has impacted positively on many pupils' attitude towards the Welsh language.
- The Senior Welsh in Education Officer has shared her expertise with the Welsh Government and regional consortia as part of the 'Keep Safe' programme to develop a range of resources to ensure that learners can continue to practise and develop their Welsh language skills through a blended learning approach.
- Interactive Siarter Iaith challenge mats were shared electronically with schools. As a result, all primary school leaders had effective resources to further promote the use of Welsh in their schools. It is too early to evaluate the impact.

### **Opportunities provided by partners**

The Urdd and Mentrau Iaith are key partners to realise the WESP within the Council, and a main provider of extra-curricular and community opportunities which increases the use of the Welsh language amongst children and young people. The following is a summary of current activity:

### **Mentrau Iaith**

During Covid, because face-to-face activities were not possible, the Mentrau Iaith developed a Welsh language online presence to get children and young people into the habit of connecting Welsh with being on the web.

The activities carried out included the following:

- 'Gwlad y Chants' campaign for Euro 2021
- Kahoot quizzes
- Virtual Sion Corn grotto
- Performance Masterclasses
- Theatre Wales club

- Small Poets Workshops (in association with Powys officers) for the virtual Powys Eisteddfod
- Christmas Jamboree
- Big Christmas Quiz online (Caereinion cluster)
- Providing support for assemblies / activities to promote Welsh identity
- A range of Welsh language projects
- Supporting PTAs with Christmas and Summer fairs.

### **Yr Urdd**

The Urdd's activities in 2022 have and will include:

- Hip-hop dance workshop
- Create a comic workshop
- Sports camp in Machynlleth
- Cluster Jamborees
- Football, rugby and netball competitions for Year 5&6 pupils
- Cylch and County Eisteddfod competitions

### **Where do we aim to be within the first 5 years of this Plan and how we propose to get there?**

#### **Siarter Iaith**

The authority will ensure that all schools, regardless of their linguistic nature, work within the Siarter Iaith National Framework to achieve the Welsh Government's aim of ensuring that learners:

- are confident in using their Welsh language skills
- foster positive attitudes towards the language
- increase the use of the language inside and outside the school

Specifically, the authority will carry out the following actions:

- Ensure that Siarter Iaith is implemented in all Secondary Schools in Powys. Improve leaders' understanding of the importance of the Language Charter and the requirements for developing the Welsh language in formal and informal situations by having guest speakers such as Mererid Hopwood to give a presentation on the importance and value of the Welsh language in Welsh 2050, Our National Mission and the Curriculum for Wales. Request a short recording in order to cascade the messages to all Secondary / Special School GBs.
- Non-contact time for secondary leaders to draw up a Language Charter strategic plan and to have one to one support sessions with officers e.g. Challenge Advisers and Senior Welsh Language Officer

- Ensure learners take ownership of the Welsh language and effective leadership is given to the school authority or learner group to actively promote the language among their classmates/peers.
- Compulsory virtual sessions for Secondary Language Charter coordinators to meet to discuss progress against the accreditation levels. Meeting to evaluate impact of the above actions and to share effective resources.
- Continue to work with Language Charter co-ordinators from other authorities within Wales to support the schools in implementing all elements of the language Charter and sharing resources and good practice. Senior Welsh in Education officer to participate in the National Cymraeg Campus Committee meetings.
- Promote and encourage schools to make use of ERW's 'Dimensiwn Cymreig' website which has been developed to promote the Welsh Dimension in Welsh Primary and Secondary classes. The website contains a wide range of information, resources and links relating to all things Welsh and reminds us of our rich legacy, about the history of our country and the influence it has had on other countries of the world.
- Promote the use of professional learning communities to share good practice in broadening and developing the work of the Charter.
- Continue to encourage links between schools and promote schools to share good practice and to provide case studies from the region to the Welsh government on an ongoing basis (to create a national Case study bank).
- Support schools and work with partners to develop opportunities for using Welsh outside the classroom. Encourage a range of Welsh medium extracurricular activities which provide opportunities for learners to socialise through the medium of Welsh e.g. work with Mentrau Iaith, the Urdd, S4C etc by looking at ways of promoting specific projects in schools that promote the use of Welsh e.g. Yard game workshops/story sessions/music and sports workshops. Find ways to share and identify and advertise events e.g. on digital billboards and at parents' meetings.
- Continue to hold workshops/activities that raise language awareness and increase the opportunities for young people to use Welsh within formal and informal settings.
- Raise awareness of opportunities to use the language in everyday contexts and on digital platforms e.g., school radio, film clubs, Breakfast Club, immersion courses and transitional methods year 6-7.
- Develop and promote the use of resources for learners to practise their language skills outside the classroom.
- Continue to work with the Welsh Government and regional consortia as part of the 'Keep Safe' programme to develop resources that will ensure that learners can continue to practise and develop their language skills at home.
- In line with the Professional Standards, ensure that school staff take every opportunity to develop their Welsh language skills and use the Welsh language with each other and with the children and young people. Promotion of online courses, sabbatical courses, Welsh language learning apps and courses within the authority.

### **Siarter Iaith Targets**

**Number of Welsh-medium primary schools who will achieve the following Starter laith awards in the first 5 years of implementing the plan:**

	<b>Bronze</b>	<b>Silver</b>	<b>Gold</b>
2022-2023	21	13	8
2023-2024	21	16	9
2024-2025	21	18	11
2025-2026	21	19	12
2026-2027	21	21	14

**Number of English-medium primary schools who will achieve the following Starter laith awards in the first 5 years of implementing the plan:**

	<b>Bronze</b>	<b>Silver</b>	<b>Gold</b>
2022-2023	72	7	2
2023-2024	72	12	5
2024-2025	72	20	7
2025-2026	72	30	12
2026-2027	72	40	20

**Number of Secondary / All Through schools who will achieve the following Starter laith awards in the first 5 years of implementing the plan:**

	<b>Bronze</b>	<b>Silver</b>	<b>Gold</b>
2022-2023	11	3	0
2023-2024	11	5	0
2024-2025	11	7	0
2025-2026	11	9	5
2026-2027	11	11	6

**Partner Organisations**

The authority will continue to work with partner organisations to ensure that a wide range of opportunities are provided to enable the use of Welsh in different contexts.

A sub-group of the LA's forum will be established to lead on the delivery of the commitment to increase opportunities for learners to use Welsh in different contexts in school.

The Mentrau laith's planned activities for 2023 include the following:

- Working with Mudiad Meithrin and Cymraeg i Blant to offer Summer Fun sessions providing opportunities for children to socialize in Welsh.
- Funding (with secured grant) 15 Cerdd Dant / Nansi Richards workshops for Montgomeryshire schools in September 2022. (14 primary schools + 1 secondary school)
- Arranging a monthly video Games Club (online)
- Supporting Aelwyd Sycharth to provide social opportunities for young people in North Montgomeryshire

- Holding the 'Dim Clem' national quiz, ensuring participation by all Welsh-medium schools and increasing the number of English-medium schools participating
- Holding Kahoot quizzes and the virtual grotto.

The Urdd will continue to hold activities across the region, including workshops, sports activities and Eisteddfodau. In addition, the Urdd Eisteddfod will be held in Machynlleth in 2024, which will provide additional opportunities for Powys pupils to participate in activities.

### **Other**

Alongside the activity outlined above, the authority will:

- Work with our Welsh language partners to provide activities for specific days to promote the Welsh language such as Diwrnod Shwmae/Su'mae, Welsh Music Day, St. David's Day etc.
- Explore opportunities to recruit a Welsh Promotion Officer to lead on the aim of encouraging the informal use of Welsh amongst Powys pupils
- Work with our partners to audit the number of schools participating in Welsh language extra-curricular activities, with the aim of increasing participation by schools annually.
- Develop a new 5-year Promotional Strategy, as required by the Welsh Language Standards, which will be aligned with the aspirations outlined in the WESP, in particular this Outcome.

### **Where do we expect to be at the end of our ten year Plan?**

We will review our achievements at the 5 year stage and will continue to work with partners to plan activity for the next 5 years in order to contribute to achieving the Council's vision as outlined at the beginning of this document.

## Outcome 6:

**An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) (in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018**

### Where are we now?

Demand for Welsh-medium provision for additional learning needs in mainstream education in Powys is met through Welsh-medium schools or streams.

Specialist Welsh-medium provision for pupils with ALN is available at the Specialist Centre at Ysgol Gymraeg Dyffryn y Glowyr, Ystradgynlais, and bilingual provision is available at Ysgol Bro Hyddgen, Machynlleth. There is currently no capacity to provide Welsh-medium or bilingual provision at any other Specialist Centres throughout Powys.

There are currently no opportunities to access Welsh-medium Special School provision (for pupils with the most complex needs) in Powys, however there are opportunities to access provision in neighbouring authorities where there is accessible provision available. Any request for a Powys statemented pupil to access Welsh-medium provision in a Special School located in another authority is considered by the authority's ALN Statutory Panel.

The authority has no formal collaboration arrangement with any other authority in respect of ALN support, however, there is an opportunity to work with Ceredigion local authority to access Welsh language support, particularly around specialist support such as education psychology and specialist teachers.

As part of the Authority's Transforming Education Strategy, and following consultation with stakeholders, Welsh medium support for pupils with ALN was identified as one of the seven areas of transformation for the ALN service. Furthermore, Welsh language provision is being addressed within each of the other six areas of transformation identified e.g. Early Years, mainstream, specialist provision etc.

The Authority has acknowledged that the size and capacity of the Welsh-medium ALN workforce in Powys is insufficient, and that improvements need to be made.

### Where do we aim to be within the first 5 years of this Plan and how we propose to get there?



## **Planning and Review**

- During 2022/23, the Welsh Language workstream of the education transformation programme will identify how the Inclusion department will integrate Welsh language provision into all areas of work. This group will carry out an audit of current demand and provision by August 2023 and develop an ALN Welsh Language policy. They will also establish formal links with the Welsh Language transformation workstream; identify opportunities to enhance the Welsh language exposure for ALN pupils, e.g through mainstream programmes such as the Siarter Iaith / Cymraeg Campus; coordinate and disseminate regional developments in this area; review opportunities for access to specialist Welsh language resources and expertise; and provide advice to project managers within the ALN team on Welsh language provision.
- During 2022/23, a working group of Welsh speaking ALNCoS will be established to enable identification of challenges and potential solutions to supporting pupils with ALN through the medium of Welsh.

## **Early Years**

- The newly appointed Early Years ALN Lead Officer (EYALNLO) will, in line with the requirements of ALNET, and with immediate effect, ensure that where it is identified that any additional learning provision (ALP) is required to be delivered through the medium of Welsh, it will be secured.

## **Mainstream**

- All Welsh language teachers and teaching assistants in mainstream schools will have the skills and expertise to meet the ALN needs of pupils who are able to be supported in mainstream education. Welsh resources will be sourced and provided to support the workforce.
- At Ysgol Bro Hyddgen, a collaboration agreement will be established with Ceredigion to provide Welsh language specialist support.

## **Specialist Provision**

- By 2022, special school provision (for ALN pupils with the most complex needs) will be established in North Powys, with capability to deliver Welsh language support as and when any demand is identified.
- New buildings for two existing special school in Powys are planned to open in 23/24. As part of the planning of these schools, capacity for Welsh language provision will be included.
- A new model for specialist centre service delivery will be developed during 2023. Demand and supply of Welsh language support will be included development of this new model.

- By 2022, a Welsh medium cluster nurture programme will be developed at Ysgol Dyffryn y Glowyr to support pupils with behavioural, emotional, and social difficulties.
- Welsh speaking KS2 teachers will be appointed at the Pupil Referral Units (PRU) in Brecon and Newtown.

### **Post 16**

- Work on transformation of ALN Post-16 provision is in early stages. However, during 2021, a working group will be established to formulate Powys County Council's plans for this area of focus. The terms of reference for this group will include Welsh language ALP provision for those up to age 25 (as required by the ALN Act).

### **Workforce Development**

- All ALN training delivered by the Authority will be offered through the medium of Welsh by 2025.
- Access to Welsh speaking specialist professionals, either through direct recruitment or through collaboration with neighbouring authorities will be secured, as per identified demand.
- Post graduate diploma in profound and moderate learning difficulties through the medium of Welsh will be offered to two Welsh speaking ALNCos and specialist centre teachers per annum.

### **Additional Learning Needs Educational Tribunal Act (Wales)**

In line with the requirements of the Act, the Local Authority will, from September 2021:

- consider whether additional learning provision (ALP) should be provided to any child or young person with ALN, in Welsh and, where they decide that it should be provided in Welsh, specify this in the Individual Development Plan (IDP).
- secure Welsh ALP where it is specified in an IDP.
- review the sufficiency of arrangements for the provision of ALP in Welsh, and should it be considered that the availability of ALP in Welsh is not sufficient, remedy the matter.
- be proactive about identifying opportunities to share Welsh language resources with other local authorities.

**Where do we expect to be at the end of our ten year Plan?**

In fulfilling the underpinning principle of the ALN Act, Powys will develop:

- A bilingual ALN system where additional learning provision (ALP) is delivered through the medium of Welsh for children and young people who require support through the medium of Welsh.

This will include:

- 100% of pupils with ALN who are educated through the medium of Welsh in a mainstream school, can access ALN support through the medium of Welsh.
- Specialist services supporting ALN pupils in mainstream education are available through the medium of Welsh where required.
- All training and resources to support the ALN workforce are available through the medium of Welsh.
- A 25% increase in the number of Welsh speaking members of staff in the local authority's ALN team.

## Outcome 7:

**Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh**

**Where are we now?**

### **Welsh language skills of school staff**

The Welsh language skills of the current Powys schools workforce is outlined below<sup>16</sup>:

#### **i) Welsh language ability of school staff**

	<b>No. of Teachers</b>	<b>% of Teachers</b>	<b>No. of Staff</b>	<b>% of Staff</b>
No Welsh language skills	202	17.7%	343	28.5%
Entry Level	209	18.3%	381	31.7%
Foundation Level	222	19.5%	191	15.9%
Intermediate Level	123	10.8%	53	4.4%
Advanced Level	83	7.3%	33	2.7%
Proficient Level	259	22.7%	135	11.2%
Information not yet obtained	43	3.8%	66	5.5%
<b>Total</b>	<b>1141</b>	<b>100.0%</b>	<b>1202</b>	<b>100.0%</b>

#### **ii) Staff teaching / working through the medium of Welsh**

	<b>No. of Teachers</b>	<b>% of Teachers</b>	<b>No. of Staff</b>	<b>% of Staff</b>
Teaching/working through the medium of Welsh in current post	248	21.7%	165	13.6%
Able to teach / work through the medium of Welsh but not doing so in current post	91	8.0%	57	4.7%

<sup>16</sup> SWAC 2021

Not able to teach / work through the medium of Welsh	478	41.9%	859	70.9%
Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only)	324	28.4%	130	10.7%
<b>Total</b>	<b>1141</b>	<b>100.0%</b>	<b>1202</b>	<b>100.0%</b>

iii) **Teaching staff by Welsh language ability and whether they are currently working through the medium of Welsh**

	Teaching / working through the medium of Welsh in current post		Able to teach / work through the medium of Welsh but not doing so in current post		Not able to teach / work through the medium of Welsh		Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only)	
	No.	%	No.	%	No.	%	No.	%
No Welsh language skills	0	0.0%	0	0.0%	202	42.3%	0	0.0%
Entry Level	0	0.0%	0	0.0%	152	31.8%	57	17.6%
Foundation Level	3	1.2%	9	9.9%	87	18.2%	123	38.0%
Intermediate Level	6	2.4%	17	18.7%	16	3.3%	84	25.9%
Advanced Level	36	14.5%	23	25.3%	0	0.0%	24	7.4%
Proficient Level	203	81.9%	39	42.9%	0	0.0%	17	5.2%
Information not yet obtained	0	0.0%	3	3.3%	21	4.4%	19	5.9%
<b>Total</b>	<b>248</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>478</b>	<b>100.0%</b>	<b>324</b>	<b>100.0%</b>

**Welsh language Sabbatical Scheme**

Work to develop the Welsh language skills of the schools workforce has focussed on supporting and promoting the Welsh Government's Welsh language Sabbatical Scheme. The following number of staff attended Sabbatical courses between 2015 and 2020:

<b>Sabbatical Courses 2015-2020</b>	
<b>Sylfaen (11 weeks)</b>	<b>Cymraeg mewn Blwyddyn</b>
36 teachers	3 teachers

The following provision is planned for September 2021:

<b>Sabbatical Courses 2021-2022</b>	
<b>Part 1 Cymraeg Mewn Blwyddyn</b>	<b>Part 2 Cymraeg mewn Blwyddyn</b>
12 teachers	6 teachers

The following activity has taken place to support the Sabbatical Schsme:

- Revision courses have been held for teachers who have completed the Sabbatical Sylfaen courses.
- Targeted sessions for teachers with no Welsh language skills have been provided by the Athrawon Bro. Supply cover paid to release staff. As a result, most of the teachers are able to use incidental Welsh effectively.
- Welsh online courses have been promoted and links shared with all schools
- Welsh acquisition results of Calon Cymru, Caereinion and Gwernyfed secondary school staff have been analyzed and training needs of the workforce identified in order to move them along the language continuum. An 11 week (4hr weekly sessions) Mynediad Course (W2) was organized for Ysgol Calon Cymru and Ysgol Caereinion during Spring 2021. Eleven staff members from Calon Cymru secondary school and 5 staff members from Caereinion secondary school attended. As a result, the school workforce has significantly increased their Welsh language skills. The Calon Cymru group will continue for a further 11 weeks (2hr weekly sessions) in summer term 2021. The Llanfair Caereinion group will continue for a further 8 weeks (1hr weekly session). A 10 week (2hr weekly sessions) Intermediary Course targeting Calon Cymru staff on W3 will be commencing on May 10th. Six members of staff will be attending.

However, it is acknowledged that this additional training has not resulted in significantly increasing the number of teaching staff and support staff with the Welsh language skills that will be required in order to meet the aspirations to increase the number of Welsh-speakers, and therefore a more targeted approach will be required within the first few years of this plan.

### **Where do we aim to be within the first 5 years of this Plan and how we propose to get there?**

A partnership approach to planning the workforce needs will be required in order to ensure that the Powys schools workforce is equipped to support the authority to achieve the targets set out in this WESP.

During the lifetime of this WESP, the authority will work with Welsh Government and other relevant stakeholders to:

- Undertake regular analysis of all data sources to understand trends in the demand for Welsh-medium teachers. This will require projecting annual

transition rates of learners from primary to secondary education and looking at trends in terms of numbers of teachers moving into leadership roles, moving schools or leaving / retiring from the profession.

- Based on this analysis of the Welsh language skills of the workforce, we will set targets for increasing the proportion of the workforce with language skills at foundation level, and at intermediate level or higher, and we will report on these as part of the WESPs annual monitoring.

In addition, we will undertake the following actions:

- Work with our partners and Welsh Government to ensure that we have a suitably skilled school workforce. This will include implementing the new Professional Standards for Teachers, increasing the number of teachers who can teach Welsh as a subject and work effectively in bilingual settings, take advantage of alternative routes into teaching, access national workforce planning systems and the Wales-wide approach to small and rural schools.
- Analyse results from the School Workforce Annual Census (SWAC) – Welsh language skills framework and evaluate the Welsh acquisition results of schools.
- Identify the training needs and broker relevant training programmes, for examples via Aberystwyth University, for the workforce to move along the language continuum.
- Support and promote of a systematic take-up of the Welsh Government’s Welsh-language Sabbatical Scheme courses (all levels).
- Provide targeted ‘Cymraeg i Oedolion’ training programmes, facilitated by the University of Wales, Aberystwyth to improve the Welsh language acquisition of teachers in Powys, prioritising schools that are a part of the transformation strategy / vision in Powys.
- Promote the use of the Camau Nesaf resource pack designed for teachers who have been on Sabbatical Scheme courses. The pack will include information for practitioners on how to use and build on their Welsh language and teaching skills in their schools and the support available to them.
- Provide aftercare and support, as well as further revision courses, for staff following the completion of Sabbatical courses.
- Support teachers with little or no Welsh language skills to have non-contact time to complete the online training courses provided by ‘Learn Welsh Cymru’.
- Disseminate good practice through case studies and headteacher meetings etc.

### **Where do we expect to be at the end of our ten year Plan?**

We will review our achievements at the 5 year stage and plan activity for the next 5 years to ensure that the Powys schools workforce has the Welsh language skills required to support the authority to meet the targets outlined in this WESP by 2032.

By the end of this 10 year plan, the authority would expect to see:

- An increased workforce in Powys schools that is able to teach through the medium of Welsh, to support the developments outlined in earlier Outcomes to increase the number of pupils taught through the medium of Welsh in Powys.
- A pool of supply staff who are able to teach through the medium of Welsh.
- A higher proportion of staff within the local authority that are able to work in Welsh to support schools.

Continued progress in respect of this Outcome will be key to support the authority's progress in respect of the other Outcomes in the WESP.



## How we will work with others to achieve our vision

The authority's Welsh-medium Education Forum meets at least once a term, and brings together a range of stakeholders working to develop Welsh-medium Education, including local authority officers, school representatives and representatives of other Welsh language organisations.

The Forum will continue to oversee implementation of the authority's Welsh in Education Strategic Plan for 2022-32.

During the period of the WESP, the authority will further develop the role of the Welsh-medium Education Forum, by introducing / re-establishing sub-groups to take forward specific aspects of the Welsh in Education Strategic Plan. These will include the following:

- Promotion of Welsh-medium education
- Extra-curricular use of Welsh
- Additional Learning Needs
- Professional Development

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Eich cyf/Your ref  
Ein cyf/Our ref JMEWL/1464/22

Lynette Lovell  
Director of Education  
Powys County Council

18 May 2022

Dear Lynette

Thank you for submitting your draft Welsh in Education Strategic Plan for my consideration.

This work took place during an unprecedented global pandemic. Despite amending [The Welsh in Education Strategic Plans Regulations](#) so that the WESP planning and implementation cycle could start a year later, I fully understand that it remains a challenging time for local authorities.

I would also like to thank you for your willing co-operation on the WESP more generally, not only during this recent period, but since the publication of our long-term strategy for the Welsh language, [Cymraeg 2050: A million speakers](#), in 2017. For the first time, an ambitious target was set to reach a million speakers by 2050 and that simple and clear message has taken hold. This led to a review of the strategic plans, with a recommendation to amend the regulations so that they support the Cymraeg 2050 ambition. [The Welsh in Education Strategic Plans \(Wales\) Regulations 2019](#) ("the 2019 Regulations") followed shortly after.

Among the main changes was the decision to extend the WESP planning cycle to ten years driven by the Cymraeg 2050 milestones of 30% of learners receiving their education through the medium of Welsh by 2031. Focus on planning to stimulate growth was the clear message. A methodology was introduced to explain how those individual targets were calculated.

**I'm pleased to see that your draft WESP sets out your clear commitment to achieving your 10-year target, by increasing the percentage of year 1 learners taught in Welsh from 22.2% (2019/20) to between 32% - 36% by the end of the Plan.**

This is an important statement that confirms your commitment to our national vision of a million speakers by 2050, as well as your contribution to the [Well-being of Future Generations \(Wales\) Act 2015](#)'s aim of 'A Wales of Vibrant Culture and Thriving Welsh Language'.

Your Plan is expected to outline how this target is to be met, and the 2019 Regulations set out a series of statements and targets that you need to include. I have assessed your draft

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

Plan in accordance with these requirements, together with feedback collated across the Education, Social Justice and Welsh Language Group.

To meet your 10-year target, you are proposing a number of positive commitments which I welcome. However, I believe that there is scope for you to strengthen your Plan. Section 85(5)(a) of the [School Standards and Organisation \(Wales\) Act 2013](#) ("the 2013 Act") requires me to consult with you on any modifications I consider appropriate before approving your Plan.

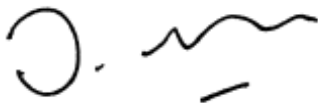
The annex to this letter outlines per outcome the matters I would like you to address. I urge you to consider the comments carefully and take steps to modify your draft Plan accordingly.

I understand that you will need time to consider the comments and to implement any internal approval processes. With that in mind, I'm asking you to send me your revised Plan by **24 June 2022**. If your revised Plan addresses the issues outlined in this letter, I'll consider approving it.

Once I have made a decision to approve your Plan, I'd like you to turn your attention to the implementation. For the purposes of monitoring progress, I'd like to see an action plan for the first 5 years drawn up by the **end of the Autumn term**. This will be monitored annually in the form of a review report.

I want to assure you that my officials will provide any necessary support, advice or guidance during this period. Your local officer will be in touch within a few days to discuss.

Yours sincerely,

A handwritten signature in black ink, consisting of a large 'J' followed by a series of wavy lines and a short horizontal stroke at the end.

**Jeremy Miles AS/MS**  
Gweinidog y Gymraeg ac Addysg  
Minister for Education and Welsh Language

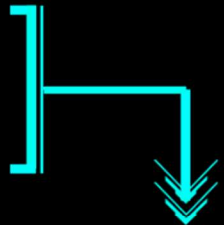
<b>Number/ Percentage of Year 1 learners being taught through the medium of Welsh in 2019/20</b>	<b>283/ 22.2%</b>	
<b>Target for 2030/31</b>	<b>Lower range 410/ 32%</b>	<b>Upper range 460/ 36%</b>
<b>Outcomes</b>	<b>Feedback</b>	
<b>Your vision</b>	<p>The draft WESP makes it clear that you're aiming to increase by 14% to 36% and this would equate to an additional 163 Year 1 pupils receiving their education through the medium of Welsh. This is the highest target for the range suggested by Welsh Government for Powys. The WESP further states that the Council's ambition is to go beyond this target.</p> <p>As part of discussions relating to the programme of transformational changes there have been suggestions around establishing 3 secondary schools as Welsh-medium, but no reference or confirmation of their language category. Clarity is needed on this point in order to understand the county's vision.</p> <p>The purpose of this feedback is to be constructive and offer you the opportunity to strengthen elements of your WESP rather than change your vision to meet your 10-year targets.</p>	
<b>Outcome 1: More nursery children/ three year olds receive their education through the medium of Welsh</b>	<p>Data is needed for progression from individual Cylchoedd Meithrin to Welsh-medium education (as is provided by Mudiad Meithrin) rather than the total numbers so that any problems can be identified and addressed. Recognition of wider Mudiad Meithrin programmes for children such as Cymraeg i Blant is also needed.</p> <p>Noting that there is an 'increase in the number of children using Flying Start provision through the medium of Welsh' is not good enough. Information is needed about all providers in Welsh and English, with numbers and percentages, at county level. As a result, it's not clear what the current county percentage is in terms of Welsh-medium provision.</p> <p>The plan states that the county will 'continue to work with Mudiad Meithrin to provide Flying Start provision'. However, a growth target needs to be included and to clearly identify in which areas those places will be provided.</p> <p>You will be aware of the recent announcement of the expansion of the Flying Start programme in Wales, with particular emphasis on strengthening Welsh-medium</p>	

	<p>provision. You will be expected to include details of how you have incorporated plans for delivering a phased expansion of Welsh medium early years provision, to include all 2 year olds, via the Flying Start programme within the WESP.</p> <p>A significant number of proposed actions are provided for outcome 1. However, there is a lack of clear, measurable targets with a clear timescale for delivery and a trajectory of how they will contribute to achieving the outcomes of the Plan as a whole.</p>
<p><b>Outcome 2:</b> More reception class children/ five year olds receive their education through the medium of Welsh</p>	<p>There is discussion in terms of changing the language category of schools, but the reference is too general. Details of the current linguistic category of each school are required and then to which linguistic category you anticipate that those schools will transfer to.</p> <p>The section here is somewhat ambiguous with regard to the "developments". There needs to be more clarity regarding what is considered here. What is the nature of the developments? Will consultation be required? When will this happen? Can there be a programme for the proposed changes?</p> <p>Can it be noted how you intend to use immersion funding in the future? How will you go about building on the work already established at Ysgol Dafydd Llwyd?</p> <p>You need to change the references to 21 Century Schools and Colleges Programme to Sustainable Communities for Learning Programme.</p>
<p><b>Outcome 3:</b> More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another</p>	<p>It is noted that transfer rates from Yr6 to Yr7 are variable, but areas of concern must be detailed and a proposed way to improve the situation put forward. We need better data and better analysis. There must be a strong commitment in the WESP to establish Welsh-medium secondary provision in order to offer continuity and a wide range of subjects through the medium of Welsh and to avoid the great losses from the Welsh-medium sector.</p> <p>The link needs to be made between the outcome 2 target and the realisation of outcomes 3 and 4. The transition target for 2031-2032 which is 102% needs to be explained.</p>
<p><b>Outcome 4:</b> More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh</p>	<p>We need better data and better analysis of provision. It would be good to have numbers and percentages for each school detailing the subjects offered in each KS and the numbers studying in the Welsh and English medium sector. Information about "the offer" can be misleading and very different from what is actually being delivered and this needs to be absolutely clear.</p> <p>Welsh-medium provision in secondary schools and between key stages within those schools is variable. There is a need to identify the current linguistic category of schools and map the</p>

	<p>linguistic category of these schools in the future so that the changes in provision are absolutely clear.</p> <p>Monitoring the offer through the medium of Welsh in dual stream schools has been problematic for years. There is a need to be robust in terms of the changes and what this will mean in terms of increasing the offer in the future with a definite timetable. In Caereinion 55% of pupils receive "Welsh" education however at KS4 only 12 subjects are available in Welsh compared to 20 subjects in the English stream. There must be clear targets for increasing the numbers of Welsh-medium subjects available by the opening of the new school in September 2022. It will not be acceptable to expect the growth to occur gradually because moving along the continuum has not worked in these dual-stream schools. Caereinion does not require a vision if the school is established as a Welsh-medium school from the outset.</p> <p>Your intention is to: 'We will review our achievements after 5 years and plan activities for the next 5 years to achieve the targets outlined below' but no targets have been outlined. Targets must be set.</p> <p>There is also a need to set targets for the Welsh-medium post-16 sector and develop a joint strategy with the College and also working with the Coleg Cymraeg Cenedlaethol.</p>
<p><b>Outcome 5:</b> More opportunities for learners to use Welsh in different contexts in school</p>	<p>More data is needed.</p> <p>Targets must be set for partners with a definite timetable. The link must be made to the 5-year Promotional Strategy, as required by the Welsh Language Standards.</p>
<p><b>Outcome 6:</b> An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018</p>	<p>The Plan recognises that there is a risk due to the lack of a Welsh-medium ALN workforce.</p> <p>Can the targets be made more robust and avoid words such as "strive" or "consider"?</p> <p>There is reference to "reasonable steps" and "improvement" of provision in the WESP. There is a need to be clear and set concrete targets for the next 5 and 10 years.</p>
<p><b>Outcome 7:</b> Increase the number of teaching staff able to teach Welsh (as a subject) and</p>	<p>The comments regarding this outcome are very general. There is a need for more detail and better analysis of the situation to be able to address the needs of this outcome.</p> <p>There needs to be more detail about the teaching staff with a clear analysis of the Welsh language skills of the workforce.</p>

<p>teach through the medium of Welsh</p>	<p>What is the target for the additional staff that will be needed to support the developments of the WESP?</p> <p>A baseline needs to be set to measure progress on this outcome over 5 and 10 years.</p> <p>In order to achieve the targets for increasing the number of learners in Welsh-medium education, we need a partnership approach to planning the workforce needs. I feel this could be better reflected in your WESP and therefore ask you to work with us and other relevant stakeholders to:</p> <ol style="list-style-type: none"> <li>1. Undertake regular analysis of all data sources to understand trends in the demand for Welsh-medium teachers. This will require projecting annual transition rates of learners from primary to secondary education and looking at trends in terms of number of teachers moving into leadership roles, moving schools or leaving / retiring from the profession, for example.</li> <li>2. Based on the data analysis of the Welsh language skills of the workforce we would like you set targets for increasing the proportion of your workforce with language skills at foundation level, and at intermediate level or higher and report on these as part of your WESPs annual monitoring. This will help us to plan provision of Sabbatical Scheme courses and work with the National Centre for Learning Welsh to provide a range of courses to enable practitioners to develop their Welsh language skills in accordance with the professional standards.</li> </ol>
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A vision for increasing the number of fully  
bilingual learners in Powys

December 2020



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# About

In March 2020, the local authority set out a clear ambition for its schools, that:

**“All children and young people in Powys will experience a high quality, inspiring education to help develop the knowledge, skills and attributes that will enable them to become healthy, personally fulfilled, economically productive, socially responsible and globally engaged citizens of 21st century Wales.”**

The extensive engagement held with a wide range of stakeholders over the preceding months had underlined, with great clarity, that change is necessary at some pace for the Powys schools' system. Underpinning the need for change is the widespread feeling that the schools' system is no longer suited for the delivery of an inclusive, modern arrangement to meet the needs of all learners. It was also clear that stakeholders are insistent that it is the Council's responsibility to frame and set a strategic direction as a matter of urgency, to tackle the acknowledged shortcomings. There is a strong consensus, expressed frequently during the engagement that changes are needed to have more accessible schools that can support learners who learn in Welsh – offering the full curriculum from the age of 4 to 18.

The evidence from the rest of Wales is that Welsh-medium/bilingual provision offers the best opportunity for learners to become fully bilingual, whilst also creating a dynamic

outward looking cultural environment. These are schools that operate in Welsh, and which meet the needs of learners from diverse backgrounds across Wales, including learners who arrive in Wales after they have started their education. Provision in these schools, like similar schools around the world, enable all learners to become fully bilingual young people.

In April 2020, the Transforming Education Strategy was adopted on behalf of the Cabinet, which included the following commitment to the future of education in Welsh for learners in Powys.

**“Strategic Aim 3: We will improve access to Welsh-medium provision across all key stages”**

The purpose of this aim is to ensure that, in future, a growing number of children can access Welsh-medium education from early years to their school leaving age.

From the evidence gathered during the engagement exercise, it is apparent that there is no equality of provision for Welsh-medium learners across the county, and the level of Welsh-medium provision available is a postcode lottery. In addition, learners in Powys do not have access to a Welsh-medium secondary school.

The Council's new **Welsh in Education Strategic Plan 2021-2031** will be fully aligned with this Strategy and will include additional actions to support this Strategic Aim.

## Terminology

There has been lack of clarity regarding the meaning of terminology relating to the language status of schools.

Across Wales, a **Welsh-medium school** is understood to be a school where every learner in the school is taught and supported to be entirely bilingual in Welsh and English (whilst they also study modern foreign languages). As they work to provide a curriculum to support bilingualism for all learners, it is not uncommon for them to be called **bilingual schools**.

In Powys, there are no Welsh-medium/bilingual secondary schools in the sense noted above i.e. there are no secondary schools which work to ensure the bilingualism of all learners. There are **dual-stream secondary schools** across the county. These are schools where only some of their learners are educated in a way that will enable them to become fully bilingual by the time they leave school. In these schools, some learners have their curriculum in English, and others have their curriculum in a mix of English and Welsh. In essence, in the same school, there are learners who are having a bilingual education and others who are having an English language education. The proportions in our dual stream schools across Powys are:

School	No. of Pupils in Welsh/Bilingual Stream	No. of Pupils in English Stream
Builth C.P. School	108	93
Rhayader C. in W. School	65	136
Sennybridge C.P. School	54	82
Ysgol Bro Hyddgen (Primary)	112	54
Ysgol Dyffryn Trannon	96	14
Ysgol GG Llanfair Caereinion	86	75
Ysgol Llanfyllin (Primary)	67	63
Ysgol Llanrhaeadr ym Mochnant	38	36
Ysgol Rhiw Bechan	61	94
Ysgol Trefonnen	88	120
Brecon High School	30	549
Caereinion High School	253	211
Llanidloes High School	106	544
Ysgol Bro Hyddgen (Secondary)	186	110
Ysgol Calon Cymru	142	854
Ysgol Llanfyllin (Secondary)	158	525

Pupil numbers as of 13<sup>th</sup> October 2020

This contrasts with much of Wales where there are designated schools that set out to ensure the bilingualism of every learner, and others which operate in English only. In Wales, there are 3 authorities without designated Welsh-medium/bilingual schools – Powys, Monmouthshire, and Blaenau Gwent. However, Monmouthshire and Blaenau Gwent have had firm arrangements for 30

years with Newport and Torfaen to offer a full Welsh-medium/bilingual provision in their secondary schools.

The assumption by some that a dual-stream school is the same as a bilingual school has often hampered discussions with stakeholders about the future planning of education.

# What is the difference?

## Welsh-medium or bilingual school

These are schools where:



### Learners

- Every learner in the school is expected to become fully bilingual in Welsh and English.
- All pupils study both English and Welsh to first language standard, including for external examinations and also study a modern foreign language.



### Curriculum

- The curriculum is delivered mainly through the medium of Welsh.



### Language of the school

- The administrative and social life of the school for pupils and staff is conducted in Welsh.



### Extra-curricular

- Extra-curricular activities are usually conducted in Welsh, but students access national activities in both languages



### Engagement with parents

- Engagement with parents happens entirely bilingually or according to parental choice. Whilst the learners are fully bilingual, most parents might not be.

## Dual-stream school

These are schools where:



### Learners

- Some learners are enabled to become fully bilingual while other learners in the school study in English only.
- The learners in the Welsh/bilingual stream study Welsh and English as first languages and are expected to be fully bilingual, Learners in the English stream study English to first language standard and Welsh as a second language, and it is not designed for them to become fully bilingual by the end of their time at school.



### Curriculum

- In the main, the entire curriculum is available in English for all learners. A part of the curriculum is available in Welsh for those who are in the Welsh/bilingual stream (which varies greatly from school to school).



### Language of the school

- Usually, the social language of the school is determined by its leadership and staffing, and by the proportion of learners who study in either language.



### Extra-curricular

- Extra-curricular activities are usually conducted in both English and Welsh.



### Engagement with parents

- Engagement with parents happens entirely in Welsh and/or English depending on the ability of staff to communicate through the medium of Welsh or according to parental choice.

# Recent public engagement

During our public engagement exercises conducted last year, concerns were expressed around the current provision of education in Welsh in Powys. Some of these included:

- Not all parts of Powys have easily accessible primary or secondary education through the medium of Welsh – currently there is no provision in the Presteigne, Crickhowell or Gwernyfed areas.
- Many schools that do provide a dual-stream approach do not deliver enough of their curriculum in Welsh to satisfy their learners. Provision is patchy, and unequal in too many of the secondary schools. It is common for under half of the curriculum to be available in their language of choice for learners in the Welsh stream of secondary education from year 7.
- The choice of subjects taught through the medium of Welsh becomes smaller as the learner gets older, and at post-14 the provision is very poor or non-existent. This includes deficiencies in the provision by the Further Education provider. In some secondary Welsh streams, fewer than 5 GCSE subjects are delivered through the medium of Welsh, and in one case only one non-language course is taught in Welsh. Some respondents queried how we could refer to schools as 'dual stream' if for some learners they can only choose from one or two subjects in Welsh.
- There is evidence that some parents in Powys avoid choosing an education through the medium of Welsh because they are concerned that the progression available for their child within the authority will be limited. This has been reported by headteachers at primary level who are frustrated by the lack of provision after their learners transition to secondary education.
- At a time when bilingual/Welsh education has grown across Wales and is often a showcase sector for other counties, Powys has been stagnant, and in some key indicators the local authority has been going backwards. This has happened despite commitments made in the Powys Welsh in Education Strategic Plans over recent years.
- Powys has a smaller percentage of its children learning through the medium of Welsh than the percentage of Welsh speakers in the wider population. It is believed to be the only authority in Wales where this is the case.

The views expressed in the engagement process are particularly disappointing given that in 2017 Powys Council published clear objectives for its Welsh in Education Strategic Plan<sup>1</sup>.

## Powys Welsh in Education Strategic Plan 2017-2020

In the 2017 Plan, the Council acknowledged the deficiencies in its historic planning for Welsh-medium education and expressed the need to move towards designated Welsh-medium schools in both primary and secondary phases and **included the following priorities:**

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<sup>1</sup> [https://en.powys.gov.uk/media/3436/Welsh-in-Education-Strategic-Plan-2017-20/pdf/WESP\\_2017-20\\_-\\_Final\\_English.pdf](https://en.powys.gov.uk/media/3436/Welsh-in-Education-Strategic-Plan-2017-20/pdf/WESP_2017-20_-_Final_English.pdf)

**Objective 1** - To increase the opportunities for pupils to access Welsh-medium early years provision

**Objective 2** - To establish, and identify opportunities to establish, new designated Welsh-medium provision in the primary sector

**Objective 3** - To provide equitable and sustainable linguistic progression for Welsh-medium pupils from Key Stage 2 into Key Stages 3, 4 and 5

**Objective 4** - To provide improved opportunities for latecomers to transfer to the Welsh-medium sector in all stages of education.

In 2020, it is clear that these objectives continue to be a priority for the local authority because of a general failure to achieve these goals over the last decade. It must now make progress in each of these areas. There was clear support for the direction of travel in the engagement exercise with the public in the first months of 2020, but there is a risk of a loss of faith in the Council unless it now acts to bring forward effective proposals to deliver these objectives.

## **Strategy for Transforming Education in Powys 2020-2030**

In April 2020, the Leader of the Council exercised her delegated powers to urge officers to make progress with bringing forward a wide raft of proposals. Those proposals should reflect an agreed set of guiding principles for transforming the Powys schools' system.

- ✓ A world class rural education system that has learner entitlement at its core
- ✓ Schools that are fully inclusive, with a culture of deep collaboration in order to improve learner outcomes and experience
- ✓ A broad choice and high quality of provision for 14 – 19 year old learners, that includes both academic and vocational provision, meeting the needs of all learners, communities and the Powys economy
- ✓ Welsh-medium provision that is accessible and provides a full curriculum in Welsh from Meithrin to age 19 and beyond
- ✓ Provision for learners with Special Educational Needs (SEN)/Additional Learning Needs (ALN) that is accessible as near to home as is practicably possible, with the appropriate specialist teaching, support and facilities that enables every learner to meet their potential
- ✓ A digitally-rich schools sector that enables all learners and staff to enhance their teaching and learning experience
- ✓ Community-focused schools that are the central point for multi-agency services to support children, young people, families and the community
- ✓ Early years provision that is designed to meet the needs of all children, mindful of their particular circumstances, language requirements or any special or additional learning needs
- ✓ Financially and environmentally sustainable schools
- ✓ The highest priority is given to staff wellbeing and professional development



# Building a bilingual future for Powys and its young people

In addition to developing the workforce, the local authority needs to focus on growing the opportunities for children to learn in Welsh in Welsh-medium or bilingual settings. This must include ensuring that there are specialist staff who are able to support learners with additional learning needs or special educational needs and ensuring that the schools are able to support all learners.

## 1. Powys needs to normalise Welsh-medium/bilingual education.

Children in Welsh-medium/bilingual education study both Welsh and English as first languages, and it is the surest way to become bilingual in Wales. Outcomes in English language and literature GCSE and A levels are comparable across Welsh-medium and English medium schools. In other words, students do not have poorer outcomes in English simply because they've been educated in Welsh. Similarly, students do not have poorer outcomes in mathematics and science because they've been educated in Welsh-medium schools, including schools where the vast majority of the children come from non-Welsh speaking homes.

Approximately 70% of the world's population is bilingual – it's not unusual, and it's not unusual in Wales, especially for younger people.

Being bilingual should be a realistic aim for most learners in Wales, because of the benefits of being a confident user of more than one language. Some of these benefits have been widely published and can be summarized as follows:

- Learners who understand more than one language think more creatively and with more flexibility and tend to do better in IQ tests
- Being bilingual has a positive effect on the brain by keeping it active later in life
- Being bilingual can reduce the risk of dementia
- In Wales, being able to speak Welsh fluently is a valuable extra skill, with benefits for businesses and the individual
- Being bilingual gives access to two different cultures and two worlds of experience
- Bilingual people find it easier to learn a third language and often show more tolerance towards other cultures.
- Across Wales, bilingual children tend to achieve better results – including in English.
- Research shows that being bilingual doesn't hold you back – in fact the opposite is true. Bilingual children do better in Science and Mathematics reasoning tests (Prof Colin Baker, International Expert in Bilingual Education).

Making bilingual education a normalised provision and a natural entitlement are essential if we are to make progress in this domain. To support the normalisation of bilingualism, authorities across Wales have also identified ways in which other services, such as youth services and services for learners with ALN/SEN can be developed.

## 2. Powys County Council and its partner in Mudiad Meithrin need to work together to ensure that Welsh nursery and early years provision is available to every child.

Mudiad Meithrin, the Welsh Nursery School Movement, established in 1971 operates across Wales (and Patagonia) to help families give their children the best opportunity to become naturally bilingual.

**The Cylch Ti a Fi** gives parents/carers of babies/young children the opportunity to meet once a week to socialise, share experiences about parenting skills, and to play together in an informal Welsh atmosphere. In the Cylch Ti a Fi you can enjoy making new friends, playing with toys, learn to sing simple Welsh songs and listen to Welsh stories with your child. Children can be taken to a Cylch Ti a Fi from about 6 months old.

**The Cylch Meithrin** is a Welsh-medium playgroup which offers your child an opportunity to socialise with other children and learn through play under the guidance of professional and qualified staff. By attending the Cylch Meithrin your child will begin his/her journey to Welsh-medium education and will develop into a confident individual ready to take the next natural step into Welsh-medium education at your local school. Children start in a Cylch Meithrin (Welsh Nursery School) from 2 ½ years old.

The local authority, as it rolls out its transformation programme will need to consider opportunities for facilities to be developed for use by Mudiad Meithrin and other partners who can enhance the offer for the parents of young children. This should include careful analysis of the wrap-around care available for families, so that provision in Welsh can align with the provision by the Cylch Meithrin and the primary school.

## 3. Powys needs to welcome newcomers to their locality, many of whom are new to Wales. We should also welcome those who wish to choose a Welsh-medium education after initially choosing English medium provision for their child, by offering opportunities for immersion (rapid language learning) and an opportunity to join and be fully integrated into a Welsh-medium/bilingual classroom.

No children should be excluded from the opportunities to have an education through the medium of Welsh – even if they arrive in Wales part way through their education. Powys County Council is in the process of establishing Welsh Language Centres, which will offer intensive Welsh courses for pupils moving to the area or pupils currently attending English-medium education who would like to transfer to Welsh-medium education. Welsh language centres are established across Wales as an effective and successful way of immersing children in the Welsh language and enabling them to transfer effectively to Welsh-medium education. Children acquire languages very easily with a positive mindset and effective teaching. This works across the world and in other parts of Wales and will be rolled out in different parts of Powys in the near future.

#### 4. Powys needs to have a network of Welsh-medium/bilingual primary providers in every locality across the county.

Across Wales, Welsh-medium/bilingual education is for all – not for the children of families that currently speak Welsh or for any social or ethnic group. The recent global feel to the online COVID National Eisteddfod was enormously enhanced by young people from Afro-Caribbean, Asian and Arabic ethnic backgrounds who had been educated in Welsh and who are contributing significantly to the present and future of Wales. This does require a change in mindset in Powys, so that the Welsh language can in future be owned by all of our young people, through a vibrant education system that aspires to create fluent speakers across the authority. Some areas currently have no provision for Welsh/bilingual primary education e.g. the Crickhowell, Hay/Talgarth, and Presteigne areas.

Some schools are already keen to move along the language continuum. This means that while they currently have only a certain percentage of their learners using Welsh fluently every day, they want to work to a point where more, or all of their learners can leave school as full bilinguals or multi-linguals. Schools need to be given the time and the support to make this possible, while at the same time the local authority should seek to ensure that a full provision in Welsh is available within reasonable travelling distance for every child and young person in Powys.

This could be tackled in the short to medium term by a range of options e.g. developing dual stream facilities where none exist at the moment, and in other cases by supporting schools to move from being dual stream to being ones that aspire to full bilingualism for all their learners, thus becoming Welsh-medium or bilingual schools. Other options could include moving foundation phase to an offer in Welsh, and then allowing all learners to grow through the school with the expectation of full bilingualism for all.

#### 5. Powys needs to develop a mutually supportive network of secondary providers that is able to offer a full curriculum across Powys in Welsh at all key stages

Quite simply, the current model of 6 dual stream schools at secondary level is not working well enough to offer the full educational provision in Welsh for our young people. It is simply not generating the numbers of bilingual learners that Powys should be contributing to the future of our society and economy, with the opportunities that can present our young people. In the main, small numbers of pupils are learning in Welsh in those schools, and the curriculum provision for them is incomplete. Levels of participation by Powys secondary pupils in Welsh language national events designed for schools is poor, and the opportunities for effective participation in both the formal and informal curriculum must be tackled. The opportunities to celebrate Welsh art, music, drama and much else are usually lost and schools rarely feature nationally amongst the range of Welsh-medium/bilingual schools that exist across Wales.

Across Wales, Welsh-medium/bilingual secondary provision is normal. In areas that had become largely English speaking during the 20th century there are vibrant and large Welsh-medium secondary schools – in Torfaen, Newport, South Pembrokeshire, Wrexham, and Flintshire. Powys does not

currently have a designated Welsh-medium secondary school, and the feedback in our winter 2019/20 engagement suggested clearly that this is an inhibitor to the growth of the primary sector in Powys.

A clear plan should be put in place to ensure that our young people have the same opportunities as young people in the rest of Wales to pursue their education in Welsh through to the end of secondary school, ensuring that they are fully bilingual and able to play their full part in the whole of the life of Wales, and beyond.

The transformation programme should seek to ensure that both primary and secondary Welsh-medium/bilingual provision is made available in all corners of Powys.

# The future of provision in Powys

The evidence from the rest of Wales is that bilingual/Welsh-medium provision offers the best opportunity for learners to become fully bilingual, whilst also creating a dynamic outward looking cultural environment

Following the decision taken to ensure that Powys is committed to developing all-age schools in key localities across the county, it is essential that we explore how bilingual/Welsh-medium provision can be available for pre-school and primary aged pupils across each locality, with an assured progression within reasonable distance through the full range of secondary education and beyond.

## **Towards 2030: What needs to be done to increase the opportunities for more young people in Powys to be fully bilingual by 2030.**

1. Every family will be clear about the opportunities for bilingual and Welsh language learning that will be available for their young infant well before the time when they make choices about schools. The local authority and its partners will ensure co-ordinated sign-posting of provision for the parents of young children across Powys, and ensure that the option of Welsh-medium provision is known to all and provision from early years will be available in each part of Powys. This should include the notion of an “active offer” i.e. when queries are made about admissions to schools or childcare (no matter the background or location of the families), an effort is made by all officials to explain the benefits and availability of WM education.
2. There will be early years and primary provision in each of our 13 secondary localities to enable parents to make a realistic choice of a bilingual/Welsh-medium provision for their child. Increasingly, there will be more than one provider available in each of the 13 localities. These providers should all seek to align with the work of Mudiad Meithrin and provide wrap around care support.
3. There will be a planned programme of immersion available to support families who are new to the area to help their child settle into a bilingual/Welsh-medium provision, and a means to support parents and learners already in a Powys school who would like to switch to a bilingual/Welsh-medium provision during the child’s primary education or at transition to secondary school.
4. Dual stream schools will be available where there is no practicable option to have a single-stream school, but in the main the local authority will have developed schools as clearly defined single-stream providers. New bilingual/Welsh-medium provision might be developed through opening a new bilingual/Welsh-medium school, facilitating a time-limited dual stream

or a seedling class<sup>2</sup> to support their establishment.

5. Every primary year 5/6 class learning in Welsh will be part of a cohesive transition arrangement to a specified bilingual/Welsh-medium secondary school, with significant collaboration between the secondary and its primary partners to secure effective transition for all learners.
6. Children with special educational needs will be well supported in Welsh, either in their local bilingual/Welsh-medium school or through effective collaboration with a more specialist setting in Powys.
7. At secondary school, every learner who is studying in Welsh will be able to access the entire Curriculum for Wales through the medium of Welsh, supported by effective collaboration across the sector to ensure that no bilingual/Welsh-medium setting is too small to offer the whole range of the curriculum in Welsh. In addition to accessing the curriculum in Welsh, the learners should also be able to benefit from a school environment that immerses them in Welsh culture, art, drama, music and where the daily life and business of the school is conducted in Welsh.
8. At Post-16, through collaboration across schools and with other providers, there will be an extensive offer of subjects available in Welsh, in line with other parts of Wales.
9. The bilingual/Welsh-medium sector across Powys will work as an extended collaboration with the local authority (and with others across Wales) to develop the curriculum offer and entitlement, the support for learners with additional needs, the development and learning of the workforce and the leadership of both schools and the local authority.
10. The local authority will ensure that centrally managed services offer a more equitable service in both languages to support learners (and staff) in our schools in areas such as youth services, ALN support, leadership development and professional learning.

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<sup>2</sup> These have been used successfully in other parts of Wales. These exist when an English medium school with surplus capacity offers some of its rooms for the opening of a new Welsh-medium provision that starts with pupils from the youngest age up. That WM provision will usually have a teacher-in-charge on the site, and be supported by a neighbouring WM school, including its headteacher. When the seedling class is established, it either becomes a school, in its own right on its current site, or it moves to a purposely designated site.

# Conclusion

In 2021, Powys County Council will produce a detailed Welsh in Education Strategic Plan (WESP) for the next decade.

This vision document, approved by Cabinet, will form the basis of the contents of that WESP, which will then become the binding document to ensure well planned provision for increasing the opportunities for a growing number of children and young people in Powys to become fully bilingual.

# Appendix A – Welsh-medium providers in Powys

## Welsh-medium primary providers

School	No. of Pupils in Welsh/Bilingual Stream	No. of Pupils in English Stream
Ysgol Carno	45	N/A
Ysgol Cwm Banwy	39	N/A
Ysgol Dafydd Llwyd	163	N/A
Ysgol Glantwymyn	73	N/A
Ysgol Gymraeg Dyffryn y Glowyr	387	N/A
Ysgol Gymraeg Y Trallwng	80	N/A
Ysgol Llanbrynmair	60	N/A
Ysgol Pennant	82	N/A
Ysgol Pontrobert	42	N/A
Ysgol y Bannau	115	N/A

Pupil numbers as of 13<sup>th</sup> October 2020

## Dual stream primary providers

School	No. of Pupils in Welsh/Bilingual Stream	No. of Pupils in English Stream
Builth C.P. School	108	93
Rhayader C. in W. School	65	136
Sennybridge C.P. School	54	82
Ysgol Bro Hyddgen (Primary)	112	54
Ysgol Dyffryn Trannon	96	14
Ysgol GG Llanfair Caereinion	86	75
Ysgol Llanfyllin (Primary)	67	63
Ysgol Llanrhaeadr ym Mochnant	38	36
Ysgol Rhiw Bechan	61	94
Ysgol Trefonnen	88	120

Pupil numbers as of 13<sup>th</sup> October 2020



## Dual stream secondary providers

School	No. of Pupils in Welsh/Bilingual Stream	No. of Pupils in English Stream
Brecon High School	30	549
Caereinion High School	253	211
Llanidloes High School	106	544
Ysgol Bro Hyddgen (Secondary)	186	110
Ysgol Calon Cymru	142	854
Ysgol Llanfyllin (Secondary)	158	525

Pupil numbers as of 13<sup>th</sup> October 2020



**CYNGOR SIR POWYS COUNTY COUNCIL.****CABINET EXECUTIVE  
26<sup>th</sup> July 2022**

**REPORT AUTHOR:** County Councillor Pete Roberts  
Cabinet Member for a Learning Powys

County Councillor David Thomas  
Cabinet Member for Finance and Corporate  
Transformation

**REPORT TITLE:** School Outturn Positions 31 March 2022 and Budget  
Plans 2022-23

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**REPORT FOR:** Information

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## **1 Purpose**

1.1 To inform Cabinet Members of

1.1.1 the outturn position on school reserve movements and balances at 31 March 2022, and

1.1.2 the school budget plans for 2022-23 as approved by Governing Bodies and submitted to the authority on 1<sup>st</sup> May 2022.

## **2 Background**

2.1 Powys County Council delegated a total of £83.1 million to schools through the funding formula for 2021-22, which includes £1.651 million provided for inflation and pupil number changes for 2021-22.

2.2 School Funding legislation and regulations allow schools to carry forward surplus or deficit balances from one financial year to the next and there is an expectation within the regulations that the authority will monitor those year-end balances.

2.3 Governing bodies of maintained schools are required, under the authority's Scheme for Financing Schools ("the Scheme"), to set and submit an annual budget for their school, together with initial budget plans for a minimum of the two following financial years. Where a school is planning to set a deficit budget in the current 2022-23 financial year, the deficit budget can be licensed by the Authority, if it meets the requirements defined in the Scheme.

2.4 Decision-making responsibility in respect of both year end balances and approval of budgets as being compliant with the Scheme is delegated jointly to the Head of Education and the Head of Finance.

- 2.5 During Estyn’s inspection of the Council’s Education Services in July 2019, financial management was identified as an area of significant concern, recommending that:

*“R5: Continue to improve the quality of financial management in schools and take appropriate action to address schools with significant deficit budgets”*

The authority’s Post Inspection Action Plan (PIAP) included a range of measures to address this and contributed to the Authority coming out of Estyn monitoring in November 2021.

- 2.6 Developing a whole authority approach to securing effective financial management of all Powys schools remains one of the priority areas for the authority, overseen by the Education Improvement Board, and progress on this is reported separately.
- 2.7 Warning notices were issued to those schools projecting deficits of greatest concern in July 2019. Since the warning notices were issued, these schools have been working with Schools Service, School Improvement Advisers, HR and Finance officers to improve their budget positions. Forecasts of school balances are reviewed each month by the Schools’ finance team and reported regularly to the Head of Education.
- 2.8 At 1<sup>st</sup> April 2021 there were nine warning notices in place and one school had had its financial delegation removed. Four warning notices were removed following the budget submittals in May 2021 and financial delegation was reinstated at Clyro CinW Primary School from January 2022. As a result of this there were five warning notices in place at 1 April 2022.
- 2.9 Any new areas of concern with any school’s financial position are escalated swiftly and any action required is taken forward in a timely manner, in accordance with the process set out in the Scheme (shown at Appendix A to this report).

### **3 Outturn Position 31<sup>st</sup> March 2022**

- 3.1 At 31<sup>st</sup> March 2022 the total cumulative reserve for schools (including the loan scheme and the balance on the closed schools reserve) was in a surplus position of £8.6 million, as shown in table 1 below.
- 3.2 The total position on schools’ carried forward balances is a surplus of £8.9 million. This is a much-improved position compared to Schools’ original budgets (May 2021) which projected a total surplus balance of £1.4 million for 31 March 2022, an improvement of £7.5 million during the financial year.
- 3.3 This is in part due to in excess of £5.9 million of additional grant funding received during the final quarter of 2021-22, of which £4.4 million was delegated directly to schools, largely towards additional support for learners to mitigate the impact of the pandemic, although some of the grants (e.g. Revenue Maintenance Grant £1.8 million) targeted core costs that would ordinarily have been funded by base budgets. Some of the improvement in schools’ balances is

also due to schools reducing their on-going costs, with support from “Team<sup>1</sup> around the school”.

**Table 1: Summary outturn position on the total cumulative schools reserve as at 31<sup>st</sup> March 2022**

School Sector	Opening Reserve Balance 31st March 2021 £'000	Original Budget Projected Contribution to / from (-) Reserves 2021-22 (May 2021) £'000	Actual Contribution to / from (-) reserves 2021-22 £'000	Closed School Balances	Closing Reserve Balance 31st March 2022 £'000
Primary	4,995	-1,325	2,955	16	7,966
Special	311	70	695	0	1,006
Secondary / All-age	-2,078	-584	2,075	22	19
<b>School Balances Sub-Total</b>	<b>3,228</b>	<b>-1,839</b>	<b>5,725</b>	<b>38</b>	<b>8,991</b>
Loans	-21	0	7		-14
Closed Schools Prior years	-327	0	0	-38	-365
<b>Total</b>	<b>2,880</b>	<b>-1,839</b>	<b>5,732</b>	<b>0</b>	<b>8,612</b>

3.4 In total in 2021-22, schools received over £11.0m in specific grant funding, following a total of £7.9 million received in 2020-21. Table 2 below sets out the additional grant funding received by schools over and above the “typical” specific grant funding that schools would normally expect to have received.

**Table 2: Additional grant funding received by schools 2020-21 and 2021-22**

	Additional Grant funding 2020-21 £'000	Additional Grant funding 2021-22 £'000	Total Additional Grant funding £'000
Primary	2,323	3,171	5,494
Special	112	135	248
Secondary / All Age	1,677	2,625	4,302
<b>Total to schools</b>	<b>4,113</b>	<b>5,931</b>	<b>10,044</b>

<sup>1</sup> Comprising senior officers from Schools Service, School Improvement Advisors, HR Officers and Finance Officers along with others as required.

- 3.5 Individual school year end balances are shown in Appendix B. As at 31<sup>st</sup> March 2022 there were eighty three (83) schools in a surplus position, with a combined cumulative surplus balance of £11.7million. Given the extraordinary circumstances of the last two financial years and the significant amount of additional funding received since December 2021, which has resulted in schools having significantly increased surpluses, the Director of Education and the Head of Finance agreed that there should not be a blanket policy of requesting spend plans from those schools that have significant balances at 31<sup>st</sup> March 2022, which would be normal practice. Instead schools were encouraged to submit budget plans in May 2022 that showed them utilising these surpluses over the next academic year and beyond. This should align with schools' development plans prioritising providing appropriate support to learners following the disruption caused by the pandemic. These surpluses may also be required to support the costs of increasing inflation, that is being seen across utilities for example.
- 3.6 As at 31<sup>st</sup> March 2022, there were seven schools in a deficit balance position, with a combined cumulative deficit of £2.7 million. A reduction of seven schools holding a deficit from the previous fourteen schools.

#### **4 Governor Approved Budget Plans 2022-23 and future years**

- 4.1 The Scheme requires schools to submit budget plans that have been approved by their Governing Body by 1<sup>st</sup> May each year. These plans should include budgets for the new financial year and indicative budget plans for the next two years (primaries) or three years (secondaries / all-age / special schools). These budget plans are then reviewed by the Head of Education and the Head of Finance to assess whether they comply with the Scheme and to agree any actions that may be required.
- 4.2 As shown in Table 2 below, collectively schools intend to utilise £4.9 million of their reserves during 2022-23 resulting in a budgeted carry forward position of £4.1 million surplus balance at the end of March 2023.

**Table 2: Summary of budgeted school balances position at 31<sup>st</sup> March 2023**

	Projected Cumulative Position at 31 March 2023				
	Primary	Secondary	All-Age	Special	Total
<b>Governor Approved Budgets (1st May 2022)</b>					
<b>Number of schools in surplus</b>	71	4	2	3	<b>80</b>
<b>Projected Value of Surplus (£)</b>	4,946,143	1,312,378	577,417	746,867	<b>7,582,805</b>
<b>Number of schools in Deficit</b>	5	5	0	0	<b>10</b>
<b>Projected Value of Deficit (£)</b>	<b>(225,896)</b>	<b>(3,305,661)</b>	0	0	<b>(3,531,557)</b>
<b>Overall – Number</b>	<b>76</b>	<b>9</b>	<b>2</b>	<b>3</b>	<b>90</b>
<b>Overall – Value (£)</b>	<b>4,720,247</b>	<b>(1,993,283)</b>	<b>577,417</b>	<b>746,867</b>	<b>4,051,248</b>

- 4.3 Of the budgets submitted, eighty schools were budgeting to be in a cumulative surplus position at 31<sup>st</sup> March 2023, meeting the criteria to be approved under the Scheme (this remains the same as the previous year). Ten schools are

budgeting to be in a cumulative deficit position at 31<sup>st</sup> March 2023 (this compares to eleven schools in May 2021). All ten of these are categorised as unlicensed deficits as they do not meet the criteria within the Scheme to be categorised a licensed deficit.

- 4.4 The ten schools that have submitted budgets that are in unlicensed positions are listed below, along with commentary on actions in place.

<b>School</b>	<b>Comment</b>
Brynhafren CP School	Deficit recovery agreement in place, budgeted in-year surpluses throughout plan, cumulative deficit reducing. Warning notice to be removed.
Churchstoke CP School	ALN funding request submitted by school. Recovery plan requested from school.
Llandysilio CinW School	Business case for additional funding submitted by school. Recovery plan requested
Rhayader CinW Controlled School	School working to identify ways to bring budget back to licensed / approved position. Recovery plan requested.
Treowen CP School	School working to identify ways to bring budget back to licensed / approved position. Recovery plan requested.
Brecon High School	Submitted budget shows in-year surpluses throughout budget plan. Warning notice remains in place, to be reviewed Autumn term 2022.
Crickhowell High School	Budgeted in-year surpluses throughout budget plan, cumulative deficit reducing. Warning notice removed July 2021.
Welshpool High School	Budgeted in-year surpluses throughout budget plan, cumulative deficit reducing. Warning notice removed July 2021.
Ysgol Calon Cymru	Budgeted in-year deficits throughout budget plan. Recovery plan requested.
Ysgol Uwchradd Caereinion	Budgeted in-year deficit in 2022-23 adding to the deficit brought forward from 2021-22. School closes as of 31 August 2022.

- 4.5 In addition to these schools, two schools remain on a warning notice:

<b>School</b>	<b>Comment</b>
Ysgol Maesydderwen	Budget plan is approved under the Scheme. Cumulative surplus at 31 March 2022, continues until 2023-24 when the submitted budget shows a cumulative deficit. Warning notice to be reviewed Autumn term 2022.

Ysgol Cedewain

Budget plan is approved under the Scheme. Cumulative surplus at 31 March 2022. Remains in cumulative surplus position throughout budget plan. Warning notice to be reviewed Autumn term 2022.

## **5 Loan Scheme**

5.1 In 2013-14, the authority approved the implementation of a loan scheme which was subsequently withdrawn during 2015-16. Only two schools continue to hold loans under this scheme and continue to make payments in line with their agreements, being Caersws CP School (balance at 1 April 2022: £5,000 and Ysgol Dyffryn Trannon (balance at 1 April 2022: £9,000), totalling £14,000, as shown in Table 1 above.

## **6 Conclusion and Resource Implications**

6.1 Cumulative deficit balances in future years remain a concern and a significant risk to the authority, but those schools are generally working well with Council officers to bring in-year budgets into balance and prevent the deficits increasing further . Once this position has stabilised, work continues on reducing the cumulative deficits.

6.2 All schools' forecasts are updated and reviewed on a monthly basis and any concerns highlighted with the Head of Education and Head of Finance and raised with individual schools at the earliest opportunity. A collaborative approach to early intervention and support is key to avoid the escalation of financial issues.

6.3 The Head of Finance (S151 Officer) comments as follows: "While the receipt of grants received by schools during 2021-22 has resulted in large surpluses for many schools, the projected financial position of our Schools continues to be a challenge. The impact of rising costs particularly energy costs will need to be monitored carefully by Governing Bodies and factored into their budget plans, the improved outturn position will assist schools in managing this. It is essential that all Governing Bodies work with Schools Service, HR and Finance officers to take action to provide a curriculum that can be delivered within the funding provided."

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Corporate Director:	



**Powys Scheme for Financing Schools 2020-21 – Processes following identification of potential deficit**

Stage	School Action	Local Authority Action	Relevant Local Authority Officers
<p><b>Stage 1</b></p> <p>School identifies deficit</p> <p>or</p> <p>LA Officer raises a concern</p>	<p>School notifies LA school finance officer at earliest opportunity</p> <p>School acts with utmost prudence freezing all appointments and unplanned expenditure</p>	<p>Head of Education is notified</p> <p>Head of Education arranges team to ensure that Stage 2 is undertaken to ascertain financial position of the school</p>	<p>Head of Education</p> <p>School Improvement Adviser</p> <p>School Finance Officer</p> <p>HR Adviser</p>
<p><b>Stage 2</b></p> <p>Exploration of issue</p>	<p>School provides LA with all necessary information and prioritises required meetings</p>	<p>Discussions with school to establish possible cause of issue and potential solutions</p> <p>Notify Schools Finance Officer, HR Advisor and School Improvement Adviser</p>	<p>Head of Education</p> <p>School Improvement Adviser</p> <p>School Finance Officer</p> <p>HR Adviser</p>
<p><b>Stage 3</b></p> <p>Finalisation of agreed actions to be undertaken</p>	<p>Following exploration of issue, agree required actions with LA, for example:</p> <ul style="list-style-type: none"> <li>• provision of 5 year forecast outturn/cashflow and curriculum plan</li> <li>• a deficit recovery action plan, including timescales agreed with LA, is approved by governing body and signed by Chair</li> </ul>	<p>Following exploration of issue, agree required actions with the school</p> <p>LA named officers / advisers work with the school to develop recovery plan</p> <p>Recovery plan submitted to LA for agreement. LA notifies school of conditions required as part of recovery action plan and of the support and monitoring arrangements.</p>	<p>Head of Education</p> <p>School Improvement Adviser</p> <p>School Finance Manager</p> <p>HR Adviser</p>

Stage	School Action	Local Authority Action	Relevant Local Authority Officers
<p><b>Stage 4</b></p> <p>Implementation and monitoring as detailed in recovery action plan</p>	<p>School implements recovery action plan complying with all limitations and monitoring requirements required by LA</p>	<p>LA monitors progress with action plan and supports school as required by the recovery action plan e.g. timely decisions of staff appointments, agreement to budgets etc</p>	<p>School Improvement Adviser</p> <p>School Finance Officer</p> <p>HR Adviser</p>
<p><b>Stage 5</b></p> <p>Formal meeting</p>	<p>Attendance at formal meeting by Head, Chair of Governors and Chair of Finance Committee</p>	<p>A formal meeting to be held with the school if:</p> <ul style="list-style-type: none"> <li>• the actions agreed in stage 3 are not completed within the agreed timescale; or</li> <li>• the school defaults on any aspects of the recovery action plan</li> </ul>	<p>Section 151 Officer</p> <p>Head of Education</p> <p>School Finance Manager</p> <p>School Improvement Adviser</p> <p>HR Adviser</p>

The Authority may issue a notice of concern at any stage in the table above.

Where the Authority deems it appropriate, the authority may issue a Warning Notice to a school and will adopt the Welsh Government's Schools Causing Concern Guidance 2017 (222/2017) alongside the relevant legislative provisions.

Where a warning notice has been issued which has not been complied with to the satisfaction of the local authority within the compliance period, the school is eligible for intervention, as set out in the Welsh Government's Schools Causing Concern Guidance 2017 (222/2017).

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Abermule CP School	328,558	97,355	(51,114)	46,241	(38,068)	8,173	(35,597)	(27,424)	
Archdeacon Griffiths C in W A School	545,288	137,728	(56,385)	81,343	(37,064)	44,279	(40,683)	3,596	
Arddleen C P School	419,855	106,657	(29,929)	76,728	(9,638)	67,090	(13,513)	53,577	
<i>Banw C P School</i>		42,174							
Berriew C P School	355,733	23,431	(15,291)	8,140	(8,335)	(195)	1,633	1,438	
WN Brynhafren C P School	242,779	(109,644)	9,738	(99,906)	15,839	(84,067)	2,884	(81,183)	
Builth Wells C P School	866,182	137,016	(48,196)	88,820	(51,308)	37,512	(20,992)	16,520	
Buttington/Trewern C P School	636,877	80,251	(7,788)	72,463	(2,670)	69,793	(46,099)	23,694	
Caersws C P School	292,127	74,907	(54,452)	20,455	2,326	22,781	11,545	34,326	
Carreghofa C P School	416,226	91,615	(31,877)	59,738	(39,984)	19,754	20,651	40,405	
Castle Caereinion C in W School	78,137	25,754	(15,852)	9,902					
Churchstoke C P School	244,856	(472)	(42,202)	(42,674)	(40,876)	(83,550)	(43,825)	(127,375)	
Clyro C in W Controlled School	371,712	42,773	(16,540)	26,233	4,513	30,746	24,689	55,435	
Cradoc C P School	411,745	86,376	(67,937)	18,439	(22,164)	(3,725)			
Crickhowell C P School	754,832	259,156	(62,401)	196,755	(113,587)	83,168	(56,147)	27,021	
Crossgates C P School	594,075	64,494	(22,585)	41,909	(32,772)	9,137	(52,742)	(43,606)	
Cwm Banwy	249,821	66,138	(19,534)	46,604	7,788	54,392	21,816	76,208	
Forden C in W School	316,590	77,515	(24,740)	52,775	(25,017)	27,758	(25,895)	1,863	
Franksbridge C P School	239,418	69,882	(13,980)	55,902	(20,012)	35,890	(32,285)	3,605	
Gladestry C in W Controlled School	229,822	88,828	(40,532)	48,296	(14,982)	33,314	(25,411)	7,903	
Guilsfield C P School	614,932	145,692	(42,235)	103,457	(29,847)	73,610	(8,825)	64,785	
Hay-On-Wye C P School	674,532	125,448	(44,131)	81,317	(34,203)	47,114	(24,798)	22,316	

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Irfon Valley C P School	240,328	64,590	(8,751)	55,839	(12,510)	43,329	(16,472)	26,857	
Knighton C in W Controlled School	733,105	194,376	(2,595)	191,781	(85,149)	106,632	(65,627)	41,005	
Leighton C P School	325,406	81,154	(32,535)	48,619	(36,441)	12,178	(36,557)	(24,379)	
Llanbedr C in W Aided School	238,774	43,523	(9,827)	33,696					
Llanbister C P School	249,135	82,646	(59,660)	22,986	(11,384)	11,602	7,297	18,899	
Llandinam C P School	203,993	84,189	(42,336)	41,853	(26,280)	15,573	(35,380)	(19,807)	
Llandrindod Wells C P School Cefnlllys	799,332	201,095	(8,735)	192,360	(45,202)	147,158	(105,757)	41,401	
Llandysilio C in W School	272,328	47,674	(80,747)	(33,073)	(16,469)	(49,542)	(16,350)	(65,892)	
Llanelwedd C in W Primary School	425,589	86,324	(731)	85,593	(38,567)	47,026	(35,451)	11,575	
Llanfaes C P School	782,528	128,344	(48,268)	80,076	(41,340)	38,736	(19,160)	19,576	
Llanfair Caereinion C P School	272,344	216,747	(118,580)	98,167					
Llanfechain C in W School	237,650	35,169	9,645	44,814	(3,380)	41,434	(19,706)	21,728	
Llanfihangel Rhydithon C P School	95,372	15,748	(5,967)	9,781					
Llangattock C in W Controlled School	451,736	126,961	(39,916)	87,045	(37,284)	49,761	(47,961)	1,800	
Llangedwyn C in W Voluntary Controlled School	179,432	44,505	(25,377)	19,128	(51,935)	(32,807)	(72,991)	(105,798)	
Llangors C in W Controlled School	573,305	94,164	(56,502)	37,662	(17,498)	20,164	(11,555)	8,609	
Llangynidr C P School	445,117	174,914	(56,352)	118,562	(45,657)	72,905	(52,727)	20,178	
Llanidloes C P School	1,076,257	209,122	(83,526)	125,596	(47,449)	78,147	(23,835)	54,312	
Llanrhaeadr Ym Mochnant C P School	440,734	81,692	(34,578)	47,114	43	47,157	35,617	82,774	
Llansantffraid C in W Aided School	440,898	49,155	(12,390)	36,765	(14,758)	22,007	(21,649)	358	
Maesyrhandir C P School	537,040	114,758	(97,036)	17,722	(79,191)	(61,469)	(109,754)	(171,223)	
Montgomery C in W School	365,681	84,091	(69,028)	15,063	(21,403)	(6,340)	(15,375)	(21,715)	
Mount Street C P Infants School	520,042	140,165	(74,241)	65,924	(36,139)	29,785			

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Mount Street C P Junior School	620,124	92,251	(18,478)	73,773	(3,312)	70,461			
Newbridge-On-Wye C in W Controlled School	448,086	102,987	(33,686)	69,301	(29,869)	39,432	(42,531)	(3,099)	
Penygloddfa C P School	1,035,170	175,928	(66,645)	109,283	32,866	142,149	126,905	269,054	
Presteigne C P School	673,725	108,781	(11,481)	97,300	(15,810)	81,490	(41,226)	40,264	
Priory C in W Aided School	649,967	155,677	(13,177)	142,500	(53,587)	88,913	(29,509)	59,404	
Radnor Valley C P School	270,833	79,333	(19,084)	60,249	(14,366)	45,883	(24,927)	20,956	
Rhayader C in W Controlled School	926,225	6,650	(50,004)	(43,354)	(53,264)	(96,618)	71,800	(24,818)	
Sennybridge C P School	572,275	153,481	(16,314)	137,167	(17,688)	119,479	(1,781)	117,698	
St Mary's Catholic School	322,974	163,451	(33,399)	130,052	(9,416)	120,636	(53,457)	67,179	
St Michael's C in W V A School	438,608	86,954	(52,110)	34,844	(27,586)	7,258	(36,906)	(29,648)	
Treowen C P School	476,869	105,046	(111,936)	(6,890)	(69,173)	(76,063)	(29,109)	(105,172)	
Welshpool C in W	1,006,471	339,365	(163,789)	175,576	(101,580)	73,996	(120,213)	(46,217)	
Ysgol Bro Cynllaith	197,979	32,315	(9,821)	22,494	(1,722)	20,772	(32,454)	(11,682)	
Ysgol Bro Tawe	783,577	140,064	(74,215)	65,849	(59,100)	6,749	(37,790)	(31,041)	
Ysgol Dafydd Llwyd	694,309	84,681	(74,022)	10,659	(2,634)	8,025	58,261	66,286	
Ysgol Dolafon	258,467	58,740	(31,964)	26,776	(15,085)	11,691	18,561	30,252	
Ysgol Dyffryn Trannon	557,315	148,346	(42,545)	105,801	(81,857)	23,944	(56,918)	(32,974)	
Ysgol Glantwymyn	344,368	83,798	(45,537)	38,261	(20,415)	17,846	6,011	23,857	
Ysgol Golwg Y Cwm	807,939	154,677	(70,311)	84,366	(109,769)	(25,403)	(129,589)	(154,992)	
Ysgol Gymaeg Dyffryn Y Glowyr	1,260,634	233,206	(118,947)	114,259	(72,414)	41,845	13,745	55,590	
Ysgol Gymraeg Y Trallwng	366,490	151,044	(55,971)	95,073	(77,169)	17,904	(2,279)	15,625	
Ysgol Gynradd Carno	244,827	66,304	(15,180)	51,124	(20,788)	30,336	(19,357)	10,979	
Ysgol Llanbrynmair	274,261	158,749	(51,073)	107,676	(55,072)	52,604	(61,978)	(9,374)	

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Ysgol Meifod	337,817	10,546	(10,151)	395	(1,992)	(1,597)	(6,846)	(8,443)	
Ysgol Pennant	337,584	131,051	(68,120)	62,931	(13,806)	49,125	1,620	50,745	
Ysgol Pontrobert	242,284	65,686	(40,981)	24,705	(41,403)	(16,698)	27,514	10,816	
Ysgol Rhiw Bechan	637,258	167,484	(83,129)	84,355	(47,241)	37,114	(4,257)	32,857	
Ysgol Trefonnen	949,948	116,035	(4,537)	111,498	(57,570)	53,928	(58,295)	(4,367)	
Ysgol Y Cribbarth	493,114	93,939	(4,257)	89,682	(16,278)	73,404	(16,341)	57,063	
Ysgol Y Mynydd Du	472,830	103,343	(47,286)	56,057	(22,210)	33,847	(25,370)	8,477	
Ysgol-Y- Bannau	471,298	52,455	(48,276)	4,179	(4,641)	(462)	957	495	
Ysgol Calon Y Dderwen	941,726	209,950	(61,655)	148,295	(54,471)	93,824	(29,849)	63,975	
<b>Total Primary</b>		<b>7,966,498</b>	<b>(3,204,077)</b>	<b>4,720,247</b>	<b>(2,296,476)</b>	<b>2,370,392</b>	<b>(1,542,595)</b>	<b>731,276</b>	
<b>WN Brecon High School</b>									
	3,120,482	(1,470,703)	18,356	(1,452,347)	703	(1,451,644)	58,170	(1,393,474)	
Crickhowell High School	4,270,410	(496,605)	74,601	(422,004)	83,479	(338,525)	123,412	(215,113)	
Gwernyfed High School	2,718,083	394,474	(225,458)	169,016	(197,490)	(28,474)	(75,526)	(104,000)	
Llanidloes High School	3,449,406	426,935	(63,202)	363,733	(74,608)	289,125	(79,145)	209,980	
Newtown High School	5,242,087	833,847	(99,057)	734,790	(378,955)	355,835	(528,949)	(173,114)	
Welshpool High School	3,852,501	(269,089)	774	(268,315)	51,411	(216,904)	24,537	(192,367)	
<b>WN Ysgol Calon Cymru</b>	5,397,085	(354,307)	(722,228)	(1,076,535)	(600,211)	(1,676,746)	(800,456)	(2,477,202)	
<b>WN Ysgol Maesydderwen</b>	2,608,172	136,357	(91,518)	44,839	(107,562)	(62,723)	(79,945)	(142,668)	
Ysgol Uwchradd Caereinion	1,117,684	(47,427)	(39,032)	(86,459)					
<b>Total Secondary</b>		<b>(846,519)</b>	<b>(1,146,764)</b>	<b>(1,993,283)</b>	<b>(1,223,233)</b>	<b>(3,216,516)</b>	<b>(1,357,902)</b>	<b>(4,574,418)</b>	
<b>0</b>									
Ysgol Bro Hyddgen	2,887,516	235,693	(107,737)	127,956	(4,312)	123,644	(69,830)	53,814	
Ysgol Llanfyllin	4,212,377	628,874	(179,413)	449,461	(91,032)	358,429	(109,410)	249,019	

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New	Ysgol Bro Caereinion (from Sept 2022)								
	<b>Total All Age</b>		864,567	(287,150)	577,417	(95,344)	482,073	(179,240)	302,833
	<b>0</b>								
	Brynlywarch Hall Residential	1,312,004	294,471	(61,019)	233,452	(130,822)	102,630	(125,117)	(22,487)
WN	Ysgol Cedewain Special School	2,463,064	81,786	38,307	120,093	(29,726)	90,367	(87,505)	2,862
	Ysgol Penmaes Special School	2,296,668	629,294	(235,973)	393,321	(138,176)	255,145		255,145
	<b>Total Special</b>		1,005,552	(258,685)	746,867	(298,724)	448,143	(212,622)	235,521
	<b>Total</b>		8,990,098	(4,896,676)	4,051,248	(3,913,777)	84,092	(3,292,359)	(3,304,788)

Key

- WN Warning notice to be removed
- WN Warning notice to be reviewed Autumn 2022
- WN Warning notice remains
- WN Warning notice to be refreshed

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## CYNGOR SIR POWYS COUNTY COUNCIL.

## CABINET EXECUTIVE

26<sup>th</sup> July 2022

**REPORT AUTHOR:** County Councillor Cllr David Thomas  
Portfolio Holder for Finance

**REPORT TITLE:** Financial Forecast for the year ended 31st March 2023  
(as at 30<sup>th</sup> June 2022)

**REPORT FOR:** Decision

**1. Purpose**

1.1 To provide Cabinet with the forecast revenue budget outturn for the 2022-23 financial year.

**2. Background**

2.1 Table 1 below summarises the projected full year outturn position across the Council's services including HRA and delegated schools, a £1.014 million deficit is forecast.

**Table 1 – Forecast Position**

Revenue Budget	£'000
Base Budget	301,901
Cost Pressures	7,892
Cost Underspends	(6,479)
Cost Reductions Shortfall	3,428
Use of Specific Reserves	(3,827)
Forecast Outturn	302,916
<b>Deficit</b>	<b>(1,014)</b>

2.2 Appendix A provides detail of the financial position for each service, broken down into categories covering cost pressures, cost underspends, cost reductions and use of reserves.

2.3 The use of reserves requirement falls into two categories:

- The call on specific reserves that have previously been approved as part of agreed roll forward underspends, £2.161 million will be called upon at the end of year when final requirement confirmed.
- Pressures identified as "risk" through the budget setting process likely to arise due to Covid cost, the Ukraine crisis, and the impact of inflation, £1.666 million. £2.8 million was identified as the likely requirement this year and will be funded in part through the £2 million Risk Budget, and if needed a call on the budget management reserve will take place at year end.

- 2.4 Further detail about each service area is provided in Appendix B, with Heads of Service setting out their individual narrative that explains their financial position. This includes their activities being undertaken to deliver cost reductions and mitigate shortfalls, the level of pressures and if any that are being managed “at risk” are likely to materialise significantly.
- 2.5 The projected deficit of £1.014 million would require funding from the Councils revenue reserves if it materialises.

### 3. Cost Reductions

- 3.1 Cost reductions of £8.072 million were approved as part of the Councils budget for this year and the delivery of these is required to achieve a balanced budget in year. In addition, undelivered savings from 2021-22 have been rolled forward totalling £2.783 million, these also need to be delivered.
- 3.2 The summary at Table 2 shows that 27% or £2.886 million have been delivered and a further 42% £4.541 million are assured of delivery by Services. £3.428 million, 32% are unachieved and are at risk of delivery in year. Services are being challenged as to why the position for some proposals has changed and will be required to consider mitigating action to ensure that they can deliver within the budget allocated.

**Table 2 – Cost Reductions**

£'000	To Be Achieved	Actually Achieved	Assured	Un-achieved	% Achieved
Adult Services	3,429	1,067	2,362	-	31%
Childrens Services	3,640	286	1,679	1,676	8%
Economy and Digital Services	282	41	2	238	15%
Education	55	50	5	-	91%
Finance	39	24	15	-	61%
Central Activities	1,045	1,045	-	-	100%
Highways Transport & Recycling	1,612	1	294	1,317	0%
Housing & Community Development	172	164	-	8	95%
Legal & Democratic Services	203	149	28	26	74%
Transformation and Communications	51	50	1	-	99%
Property, Planning & Public Protection	189	8	17	164	4%
Workforce & OD	138	-	138	-	-
<b>Total</b>	<b>10,855</b>	<b>2,886</b>	<b>4,541</b>	<b>3,428</b>	<b>27%</b>
		27%	42%	32%	

- 3.3 Those services that show unachieved targets must consider what remedial action they take to mitigate the impact on the overall performance within their service, as their budget forecast must come back to a balanced position. At this point in the year there are opportunities to reduce spend and bring the targets back on track.

### 4. Reserves

- 4.1 The Reserves position at Table 3 sets out the reserve forecast as at 30<sup>th</sup> June 2022. The opening reserves stand at £63.782 million, with the general reserve £9.333 million representing 4.2% of total net revenue budget (excluding Schools and the HRA).

**Table 3 – Reserves Table**

Summary	Opening Balance (1st April 22) Surplus / (Deficit)	Forecast Addition / (Use) of Reserves	Projected Balance (31st March 23) Surplus/ (Deficit)
General Fund	9,333	0	9,333
Budget Management Reserve	3,584	0	3,584
Specific Reserves	29,167	(5,722)	23,445
Transport & Equipment Funding Reserve	8,843	0	8,843
<b>Total Usable Reserves</b>	<b>50,927</b>	<b>(5,722)</b>	<b>45,205</b>
Schools Delegated Reserves	8,982	(92)	8,890
School Loans & Other Items	(371)	7	(364)
Housing Revenue Account	4,244	2	4,246
<b>Total Reserves</b>	<b>63,782</b>	<b>(5,805)</b>	<b>57,977</b>

- 4.2 The specific reserve forecast use partly relates to the use of grants that were rolled forward last year for use this year totalling £3.342 million in addition £2.161 usage for services as set out in Appendix C.
- 4.3 The £1.666 million risk pressures that are impacting on services will be funded from the Risk Budget but may require a call on the budget management reserve if demand exceeds £2 million. These pressures relate to both covid and inflation demands.

## 5. Virements and Grants

- 5.1 There have been additional grants received this quarter and are included to comply with financial regulations:

### 5.1.1 Education:

- £157,627 increasing the budget to £6,585,466. Regional Consortia School Improvement Grant to improve educational outcomes for all learners in Wales and deliver substantial educational reform.
- £174,795 – National Music Service funding to be used to support the implementation of the priorities set out in Welsh Government’s National Plan for Music Education.
- £1,004,040 increasing the budget to £3,350,310. Pupil Development Grant is crucial to delivering the future success of learners living in low-income households. The funding made available through the PDG and its use by schools will be a key enabler in tackling the impact of poverty on attainment
- £210,754 – supports the Adult Community Learning agenda.
- £3,306,514 - Local Authority Education Grant to support home educated children; to support Foundation Phase Nursery and Welsh Government funded childcare as part of the Childcare Offer. Also, to help schools meet the demands of the COVID-19 pandemic through the Recruit, Recover, Raise Standards programme; to support the delivery of quality Foundation Phase Nursery provision and to support Minority Ethnic and Gypsy, Roma and Traveller learners. Finally, to prepare for the phased commencement and full implementation of the ALN Act; to support the emotional and mental wellbeing of learners and school staff as part of a whole school/whole system approach to wellbeing.
- £77,000 - Food and Fun Welsh Local Government Association (WLGA) Grant Food and Fun is a school-based education programme that provides food and

nutrition education, physical activity, enrichment sessions and healthy meals to children in areas of social deprivation during the school summer holidays

#### 5.1.2 Children's Services:

- £39,767 - All Wales Play Opportunities Grant – Welsh Government Playworks Holiday Project Grant. To be used to meet some of the actions within 2022-23 Play Sufficiency Assessment (PSA) Action Plan.
- £218,721 - Children and Young People Wellbeing Activities Programme (CYPWAP) Summer of Fun 22-23 Welsh government Grant. The Purpose of the Funding is to enable you to meet some of the actions within your 2022 – 2023 Play Sufficiency Assessment (PSA) Action Plan, which relate to staffed playwork provision.
- £28,561 - Support for Foster Care Fund Welsh Government Grant. As part of the Welsh Government 2022-23 Cost of Living package the support for foster care fund provides local authorities with a fund to support families who are caring for some of our most vulnerable children. These could include both kinship and mainstream foster carers, Special Guardians, children placed with parents, and adoptive families, who are experiencing difficulties due to the cost of living increases.

#### 5.2 Several virement requests are requested for approval:

- 5.2.1 A virement request has been made to transfer budget from Childrens to Adults Social Care for the Out of Hours Service that is now going to be line managed by officers within Adults and recharged back to Childrens. The overall budget that will transfer is £380,350, as well as cost centre changes there will be changes to account codes to accommodate the recharge between Adults and Childrens.
- 5.2.2 A virement is also requested to transfer budgets within Education Service as there are management changes that require budgets to be allocated differently within the management structure. The actual movement is between the Schools Central budget to School Improvement, the overall budget that will transferred is £427,110.
- 5.2.3 A virement to remove the expenditure and income budget previously set for Bailiffs invoices under Income and Awards. There is £120,000 under each account code, leaving a net position of £0. The Bailiff invoices were previously processed where the expense and recovered costs were coded in the revenue account. Now, this no longer occurs as the expenditure on the invoice is shown as already recovered, and therefore it is only the VAT amount that passes through ledger and is coded direct to the VAT account and consequently recovered. The £120,000 budgets on both the expenditure and income account codes are therefore no longer required.
- 5.2.4 The service maintained a reserve of £189,196 at 31<sup>st</sup> March 2022 for County Council Elections and planned to increase this reserve by £35,800 in 2022/23 to bring the total reserve to £224,996. The county elections carried out in May 2022 are estimated to have cost £192,916, the service therefore seeks approval to draw down £192,916 from the County Council Election reserve to finance the costs of delivering the county elections in May 2022. The remaining reserve will total £32,080 should approval be granted.

## **6. Financial Risks**

- 6.1 The Council was able to achieve an underspend in last year's outturn due to the additional funding received from Welsh Government. That level of additional funding will not be forthcoming in the last quarter of this year, and the current forecast deficit is not likely to have fortuitous support. With additional pressures arising from Covid, the Ukrainian crisis and inflation the call on reserves is likely to increase through the year.
- 6.2 Rising inflation and in particular fuel and energy costs are now impacting on the Council, with contractors approaching the Council to raise their concerns and start discussions. Further impact is now expected arising from the situation in Ukraine. With CPI inflation 9.1% (May) we must ensure that we take every opportunity to set aside funding to limit this impact.
- 6.3 The greatest financial risk remains in our ability to deliver a balanced budget over the medium and longer term. On current modelling we project a £14 million budget gap up to 2027. But this gap is likely to be significantly higher as we identify the key pressures affecting future budgets. The Medium Term Financial Strategy and the assumptions on which the Financial Resource Model is based is being reviewed and will be considered by Cabinet and Council in September. We continue to plan in a challenging and uncertain time and will update our projections as more information becomes available.
- 6.4 The Council remains under borrowed as we continue to utilise our cash reserves to underpin our cashflow. We can borrow both in the short to medium or long term, but the cost of borrowing has risen due to the changes in bank rate, our approach is regularly updated and explained as part of the Treasury Management update to Audit Committee.

## **7. Resource Implications**

The Head of Finance (Section 151 Officer) has provided the following comment:

- 7.1 The outturn for 2021/22 was extremely welcome and we used the funding opportunities provided to set up several specific reserves to support service pressures and additional demand, we are already utilising these funds.
- 7.2 Our planning must now focus on the medium and longer term as we develop the budget over the coming months, bridging the budget gap, transforming our services and building on the opportunities shown over the last year, whilst also maintaining an appropriate level of reserves will improve our financial resilience.

## **8. Legal implications**

- 8.1 The Head of Legal & Democratic Services ( Monitoring Officer) as no comment with this report.

## **9. Data Protection**

- 9.1 There are no data protection issues within this report.

## **10. Comment from local member(s)**

- 10.1 This report relates to all service areas across the whole County.

## **11. Impact Assessment**

11.1 No impact assessment required.

## **12. Recommendation**

12.1 That Cabinet note the current budget position and the projected full year forecast to the end of March 2023.

12.2 Service heads are required to develop their commentary at Appendix B to ensure that they set out how they will bring their budgets back in line and identify any mitigating actions that need to be agreed.

12.3 The grants set out in section 5.1 are noted

12.4 The virements set out in section 5.2 are approved, this is to comply with the virement rules for budget movements between £100,000 and £500,000 as set out in the financial regulations

Contact Officer: Jane Thomas Email: jane.thomas@powys.gov.uk Head of Service: Jane Thomas
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Appendix A – Forecast to year end as at 30<sup>th</sup> June 2022

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Adult Services	73,938	2,302	(34)	2,362	78,568	(2,362)	(1,202)	(1,100)	73,904	34
Children's Services	27,897	1,773	(400)	3,355	32,625	(1,679)	(563)	(480)	29,903	(2,006)
Commissioning	3,647	0	(1)	0	3,646	0	0	0	3,646	1
Education	17,340	544	(281)	5	17,608	(5)	(21)		17,582	(242)
Highways Transport & Recycling + Director	29,669	2,085	(2,905)	1,611	30,459	(294)	(150)	(86)	29,929	(260)
Property, Planning & Public Protection	5,913	313	(102)	181	6,305	(17)	(150)	0	6,138	(225)
Housing & Community Development	5,417	244	(59)	8	5,610	0	0	0	5,610	(193)
Economy and Digital Services	6,312	0	(199)	240	6,353	(2)	0	0	6,351	(39)
Transformation & Communication	1,466	110	(35)	1	1,542	(1)	(75)		1,466	0
Workforce & OD	2,399		(79)	138	2,458	(138)	0	0	2,320	79
Legal & Democratic Services	3,585	0	(75)	53	3,564	(28)	0	0	3,536	49
Finance & Insurance	6,258	0	(41)	15	6,232	(15)	0	0	6,217	41
Corporate Activites	38,580	437	(2,268)	0	36,749	0	0	0	36,749	1,831
<b>Total</b>	<b>222,421</b>	<b>7,807</b>	<b>(6,479)</b>	<b>7,969</b>	<b>231,718</b>	<b>(4,541)</b>	<b>(2,161)</b>	<b>(1,666)</b>	<b>223,351</b>	<b>(930)</b>
Housing Revenue Account	0	0	0	0	0	0	0	0	0	0
Schools Delegated	79,480	85	0	0	79,565	0	0	0	79,565	(85)
<b>Total</b>	<b>79,480</b>	<b>85</b>	<b>0</b>	<b>0</b>	<b>79,565</b>	<b>0</b>		<b>0</b>	<b>79,565</b>	<b>(85)</b>
<b>Total</b>	<b>301,901</b>	<b>7,892</b>	<b>(6,479)</b>	<b>7,969</b>	<b>311,283</b>	<b>(4,541)</b>	<b>(2,161)</b>	<b>(1,666)</b>	<b>302,916</b>	<b>(1,014)</b>
					<b>(9,382)</b>				<b>(1,014)</b>	

**Appendix B Head of Service Commentary**

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Adult Services	73,938	2,302	(34)	2,362	78,568	(2,362)	(1,202)	(1,100)	73,904	34

**Adult Social Care Overview**

The forecast outturn at the end of quarter 1, 30<sup>th</sup> June 2022 is a small underspend of £34k, assuming that the full growth allocation of £2.3 million will be utilised to fund services in regard to the Real Living Wage as directed by Welsh Government and remain within this financial envelope. Currently the Local Authority is still in negotiation with some providers.

**Cost Pressures**

(a) **Current Pressures** - Included in the forecast outturn at quarter 1

- £1.202 million of the £1.436 million Specific Reserves carried forward from 2021/22 year end, as below

Explanation to Support Request	£	Included in Outturn Q3 Forecast
Roll over into a specific reserve the underspend due to one off income raised from back dated fees. This reserve will specifically fund a managed service 'Zyla' to reduce the number of outstanding reviews, in part due to the pandemic and also due to the increased presentations due to lack of Health Care provision, unfortunately the resource was sourced in 2021/22 but have been unable to commence until 2022/23.	£497,000	£497,000
Roll forward reserve due to mini PPNO2/20's with providers to fund additional running costs of Older Day Centres and restricted numbers of service users, which is currently and unknown unit cost	£100,000	£100,000
Roll forward to cover the additional cost of the Agency Domiciliary Care v Powys County Council employed, during period of recruitment and on boarding, following return of hours from the external providers. Due to the lateness of a grant received to promote the independence of people with care and support needs or in an early intervention and prevention context to maintain people in their own homes, the service offset existing costs to utilise a portion of the additional funding, this enabled the service to have an underspend against base funding which we request to roll forward.	£385,000	£385,000
Roll forward reserve due to mini PPNO2/20's with providers to fund additional placements costs, possibly out of county, which will not have been budgeted for, due to the financial stability of commissioned providers, particularly the care home sector following the cessation of the Welsh Government Covid 19 Hardship and capacity following the pandemic. This will enable swift transfer of clients.	£234,000	
Roll over into a specific reserve due to the one off over achievement of 'Direct Payment' refunds, as clients have been unable to utilise fully due to the pandemic the one off additional capacity within the Occupation Therapist teams to meet the XXXX number of outstanding assessments due to increase in referrals during the pandemic, in part due the reduction in hospital surgery and increase in falls and trips and due to 'lock down' the lack of mobility.	£220,000	£220,000
<b>TOTAL</b>	<b>£1,436,000</b>	<b>£1,202,000</b>



- £1.100 million in year Covid pressures considered as part of the budget setting process in the Financial Resources Model (FRM) which are to be funded from the Risk Reserve, as below

Service	Key	Detail	£'000 2022-23
	Covid / Inflation / Ukraine /		
Adult Social Care	Covid	Additional x2 AMHP SW - to manage the increased MH referrals/assessments aligned to the lock downs and Covid 19 pandemic. (Note - 75% of the current Homelessness identified in Powys, have a MH need)	100
Adult Social Care	Covid	Risk Reward contractual obligation	500
Adult Social Care	Covid	Loss of Income ( ODC Meals, LD O of C & Fairer Charging) - Nett of costs	200
Adult Social Care	Covid	x3 Additional Social Worker capacity in the Older Social Worker Teams due to increased referrals and lack of Health provision during the pandemic increasing frailty of service users	150
Adult Social Care	Covid	x3 Additional Social Worker capacity to bolster the Hospital Team in line with Welsh Government directive re D2RA and hospital DToC	150
Adult Social Care	Covid	Delivery of PPE, provided by NHS Wales/WG	
		<b>TOTAL</b>	<b>1100</b>

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#### b) Future pressures - Not included in the forecast outturn

- Unknown future impact of Covid 19 on services and Welsh Government (WG) Hardship funding ceased on 31<sup>st</sup> March 2022. This will be in relation to support to the local authorities to maintain their commissioned and in-house adult social care placements.
- Winter pressures and potential demand on home-based care and interim bed options, future demand is unknown and so further cost pressures may arise.
- Older People & Disability centres and services have remained closed during the pandemic but will reopen one by one, operating within safe working and social distancing rules. This may result in additional costs or double running, where some clients choose to remain to continue to receive having services delivered in the current format in the community following the 'what matters conversation' and the unit cost of running the centre remaining but at a much higher cost.
- Stability of commissioned providers, particularly the care home sector. There is currently 2+ providers who may be at risk of failure.
- Future demography, which was agreed to be funded from the risk reserve as part of the Financial Resources Model (FRM) budget setting process
- Additional and backdated costs for "Sleep-ins" following the outcome of the judicial review, possibly backdated to November 2011. Awaiting judgement and liability to be calculated by the payroll team for the in-house service and legal direction.

### Cost Underspends

- Many small underspends across all service areas in relation to staff slippage and travel, as less face to face meetings occurring currently

### Cost Reductions

- **Assured**  
The original target of £3.429 million is currently on target to achieve delivery, of which £1.067 million (31.1%) of the original target to date achieved and included in the forecast outturn. Currently, there is assurance of delivery of a further £2.362 million.
- **Undeliverable**  
A risk on delivery if Covid continues and referrals continue at the current levels.

### Other mitigating actions to deliver a balanced budget.

- Maximisation/utilising of any grant underspends, if within the grant terms and conditions for previously budgeted and funded baseline costs.
- Strength based approach to care assessments and care and support planning to mitigate pressures.

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Children's Services	27,897	1,773	(400)	3,355	32,625	(1,679)	(563)	(480)	29,903	(2,006)

## Children's Services Overview

### Cost Pressures

- £399K Placements for children who are in LA care
- £140K Agency workers covering Bannau which provides in county CLA placements. We are currently actively recruiting.
- £105K Agency workers covering shifts within Children's residential home. We are currently actively recruiting.
- £80K Social Services Emergency Duty Team

### Cost Underspends

- £345K We have a number of vacancies within the service. We are currently recruiting to these positions.
- £56K We have an underspend in adoption placements.

### Cost Reductions

- £380K Shared costs with PTHB for CLA (as per 20/21 Savings remaining to achieve) Discussions are ongoing with PTHB to clarify and agree pathway.
- £256K Change in leaving care Provision (16 plus supported Accommodation), provision has been commissioned and is currently partly operational with other placements due to be live by end of July.
- £1,500,000 Placements - Closer to Home (step down in provision), Closer home project in ongoing and we continue to work to bring CLA back to Powys.
- £800K Continuing Care Contribution, Discussions are ongoing with PTHB to clarify and agree pathway.
- £150K Agency - Convert 5 agency SW's to Permanent Social Worker positions. We continue with our recruitment campaign to recruit permanent Social workers.

- £84K Cost Saving from using permanent Social Workers once qualified instead of Agency (based on "grow your own" project - Masters Students and 50% Open University Students) plus Market Supplement. 5 grow our own students qualify this Summer and have been matched to Permanent posts within the structure.
- £10K Reduction in staffing expenses/family time expenses due to "closer to home". We continue with our closer to home project so that children can access support and services within County.
- £5K Foster Panel Costs (Team managers to cover) – This work is underway.
- £50K Special Guardianship Order (SGO) Project - 1 FTE Social Worker in first two years. There has been a delay in this project starting however this is now planned for Summer 2022.
- £30K Special Guardianship Order (SGO) Project - 0.5 FTE Independent Reviewing Officer (IRO). There has been a delay in this project starting however this is now planned for Summer 2022.
- £90K Special Guardianship Order (SGO) Project - Conversion of Independent Fostering Agency (IFA) placement to SGO placement. There has been a delay in this project starting however this is now planned for Summer 2022.

#### Use of Reserves

To implement a managed social work team to hold predominantly child protection cases. 120 cases to be held and managed by this managed team to enable manageable caseloads for social work teams and to ensure £499k has been approved for use to support this

other mitigating actions to deliver a balanced budget.

We will fully utilise grants across the service as in previous years to mitigate the financial position. We are engaged with the Commissioning of a Agency Matrix Framework which we anticipate will enable effective recruitment and management of agency worker and reduce agency costs.

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Commissioning	3,647	0	(1)	0	3,646	0	0	0	3,646	1

### Commissioning Overview

Although the projections point towards a balanced budget, it is anticipated, but not assured, that there will be further adjustments throughout the year with national government grants being made available to support the work of the service

		FORECAST FOR THE YEAR ENDED 31ST MARCH				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Education	17,340	544	(281)	5	17,608	(5)	(21)		17,582	(242)

### Education overview

The School Service budget is forecasting an overspend position, with some significant overspends in some areas such as schools' property, ALN and Sports Facilities. These factors will continue to affect the overall position.

Efficiencies are yet to be achieved regarding the costs of maintaining our school buildings. Efficiencies are yet to be achieved regarding the ALN strategy because of the Covid-19 pandemic and consideration needs to be given regarding the long-term challenges this could bring.

The service is working hard on mitigating this issue and have managed to alleviate pressures through the effective use of grants this year. Further work is needed to achieve the efficiencies on a permanent basis.

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER			
		Add	Less	Add	Revised	Less	Less	Less	Final
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23
Schools Delegated	79,480	85	0	0	79,565	0	0	0	79,565
									June Variance
									(85)

### Schools Delegated Overview

Schools submitted their approved budgets to the Authority on 1st May 22, which were reviewed by the Head of Education and the Head of Finance / Section 151 officer. All schools have now received a response to the submittals outlining any actions they need to take.

A report for information will also go to Cabinet on 26 July 2022 detailing the balances and advising what action is being taken.

Officers continue to work with Schools in deficit to bring budget plans back to a balanced in year position, recovery plans will also need to be submitted to the Authority by the end of September 2022 if a school is in an unlicensed position.

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Highways Transport & Recycling + Director	29,669	2,085	(2,905)	1,611	30,459	(294)	(150)	(86)	29,929	(260)

## Highways Transport & Recycling Overview

### Cost Pressures

- £550k overspend on highways routine maintenance works, however this is mitigated by an under spend of £327k reported because of vacant management/supervision posts and reduced private contractor spend in Highways Operations.
- £205k under-recovery of the budgeted profit target from Trade Waste collection services which is used to support corporate support costs in delivering the Trade Waste Service.
- £87k overspend on green waste collections
- £72k overspend on domestic waste collections resulting in the main from increased fuel costs
- £223k overspend on Household Recycling Centre management fee for July to March 2023 whilst the contract retender takes place.
- £420k overspend on home to school transport expenditure

### Cost Underspends

- A forecast over-recovery of recyclate income against budget of £540k
- An over-achievement of £705k against street works resulting from increased income against budget.
- An over-achievement of profit associated with highways design of £209k.
- An over-achievement of income on traffic management works of £100k

### Use of Reserves

- £549k expected BES grant reserve to support the £549k savings target within transport services.



**Other mitigating actions to deliver a balanced budget.**

- Promote the green waste service to increase income.
- Seasonal working is starting to reduce overtime on highway and verge maintenance
- Start reducing non-critical highway maintenance works

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Property, Planning & Public Protection	5,913	313	(102)	181	6,305	(17)	(150)	0	6,138	(225)

### PPPP Overview

A harder environmental policy stance on intensive agricultural units and the phosphates issue in general is impacting on planning application income generation. The Planning Service is attempting to mitigate the impact by not recruiting to some vacant positions, but this mitigation is not going to be sufficient to stop the Planning Service having a significant overspend.

Further controls relating to the of funding public protection investigations are being put in place to secured greater budget certainty. Methods to further manage risk are being considered by the service area.

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Housing & Community Development	5,417	244	(59)	8	5,610	0	0	0	5,610	(193)

### Housing and Community Development Overview

Spend is on track across most budget areas within Housing & Community Development, with all but one area forecast to be on budget or returning a minor underspend. As forecast, the one area of concern is Schools Catering, with a £244,000 overspend. Catering income is being carefully monitored and appears to be increasing as covid restrictions easing in schools has allowed a return to more normal provision. Free school meals for the youngest primary children comes into operation from September. At this point it is unclear what impact this will have on income. It is still early in the financial year and the autumn term will give us a clearer indication of income trends.

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		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Housing Revenue Account	0	0	0	0	0	0	0	0	0	0

**HRA** – The HRA is ring fenced and forms part of its own trading account, any surpluses and deficits are contained within a ring fenced reserve.

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Economy and Digital Services	6,312	0	(199)	240	6,353	(2)	0	0	6,351	(39)

## Economy & Digital Overview

### Cost Pressures

The service is managing current price increases within budget but inflationary costs are increasing in ICT and Economy capital investment projects.

### Cost Underspends

Staffing costs are currently underspent as the restructure of service has been finalised in Q1 which has covered underachievement in cost reductions.

### Cost Reductions

ICT hold cost reductions opportunities from the opportunities to modernise and reduce legacy systems on behalf of other services. This work has been delayed over previous years but will now be managed again through 2022/23 to achieve savings outlined.

### Use of Reserves

No current use of reserves

### Other mitigating actions to deliver a balanced budget.

Economy budgets have been set on a 3 year basis following WG grant allocations giving more stability to the budgets in this area than had been seen in previous years.

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Transformation & Communication	1,466	110	(34)	1	1,543	0	(76)		1,467	(1)

## Transformation and Communication Overview

### Cost Pressures

- Communications staffing structure not fully funded by the annual working budget
- Fixed term positions - not funded by the annual working budget:-
  - 1x Systems Business Intelligence Officer within the team on a fixed term contract – 2-year fixed term position
  - 1x Data Quality Officer – 1-year fixed term position
  - 1x Communications and Engagement Officer
  - 1x Multimedia Assistant

### Cost Underspends

There is a small underspend in the service, this is due to some staff vacancies, particularly in the Welsh Language / Translation areas, and due to some staff not being at the top of their scale that is budgeted for.

Posts in Translation services have been recruited to and are pending the appropriate checks.

### Cost Reductions

The £1000 cost reductions not delivered can be removed from the Transformation and Communications budget, this amount was allocated to travel expenses, and is not required going forward given the limited travel staff undertake due the New Ways of Working practices.

### Use of Reserves

£76k use of reserves.

£63k to support the Communications staffing structure, as the permanent structure is not fully funded by the base budget and there are also two additional staff in fixed term posts.

£12k part funds the additional Business Intelligence Officer (fixed term post) within the Business Intelligence Systems team (SQL developer).

**Other mitigating actions to deliver a balanced budget.**

The Transformation and Communication service is reliant on income, any reduction or increase in income will affect the forecast.

We have been fortunate to obtain external funding from other sources over the past few years, this funding enables us to balance our budget, however we know that funding for this year is greatly reduced due to the end of Track, Trace and Protect, and some projects that were funded by Welsh Government Integrated Care Fund (ICF). We have monies in reserves and are using these to support our current workforce delivery model. The forecast outturn is greater than the annual working budget, which has been the case for many years.

This is being closely monitored and some fixed-term positions may need to cease if income generation is not maintained or increased in future years.

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Workforce & OD	2,399		(79)	138	2,458	(138)	0	0	2,320	79

### **Workforce and OD Overview**

We are forecasting an annual underspend of £79k against budget, which assumes assured savings of £138k will be achieved. The main reason for the underspend relates to staffing underspends arising from vacancies and the over-achievement of income within OD and Employment Services of £35k.

### **Cost Pressures**

None to report this quarter.

### **Cost Underspends**

We are forecasting an annual underspend of £79k against budget, mainly arising from staffing underspends due to vacancies and the over-achievement of income within OD and Employment Services of £35k.

### **Cost Reductions**

Our costs reductions are assured.

### **Use of Reserves**

We are not planning to call upon reserves.

### **Other mitigating actions to deliver a balanced budget.**

We are forecasting an underspend at year end.

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Legal & Democratic Services	3,585	0	(75)	53	3,564	(28)	0	0	3,536	49

### Legal Overview

We are forecasting an outturn underspend of £49k against budget in June 2022.

### Cost Pressures – Zero

### Cost Underspends

Corporate Legal & Democratic Services are forecasting an outturn underspend of £49k against budget in June 2022 arising from temporary slippage on Member's wages budget and general overhead expenditure, an underspend on Democratic Services arising from a pension saving and an underspend on Solicitors due to slippage against the staffing budget.

### Cost Reductions

The service has a £203k savings target to achieve in 2022/23, £149k has been achieved to date, £28k is assured to be achieved and £26k is reported yet to be achieved

### Use of Reserves

An estimated £193k from the £224k Elections Reserve will be used to Finance the May 2022 Local Elections . An annual budgeted contribution of £36k pa is made to the Elections reserve to pay the Local Elections every 5 years

### Other mitigating actions to deliver a balanced budget.



		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Finance & Insurance	6,258	0	(41)	15	6,232	(15)	0	0	6,217	41

**Finance Overview**

The service is expected to deliver a balanced budget this year

		FORECAST FOR THE YEAR ENDED 31ST MARCH 2023 AS PER CP/LEDGER JUNE 2022				ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final	
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	June Variance
Corporate Activities	38,580	437	(2,268)	0	36,749	0	0	0	36,749	1,831

### Corporate Overview

#### Cost Pressures

There is an £82k shortfall on the levies budget for both the Fire and Brecon Beacons National Park, budgets were agreed before the final inflation uplifts were provided by these organisations

#### Cost Underspends

£1,396k relates to an underspend on interest on borrowing and MRP. This is linked to the revised capital programme expectations which has reduced and requires less borrowing.

£810k overachievement of council tax is forecast in part relating to the premiums we have in place. This figure may change depending on how successfully we are able to maintain collection rates.

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## Appendix C

<b>In Year Pressures that require use of Reserves</b>			
<b>Service</b>	<b>KEY - Covid/ Inflation/ Ukraine</b>	<b>Detail</b>	<b>2022-23 £'000</b>
Adult Social Care	Covid	2 Additional mental health (MH) social workers to manage the increased MH referrals/assessments aligned to the lock downs and Covid 19 pandemic. (Note - 75% of the current Homelessness identified in Powys, have a MH need)	100
Adult Social Care	Covid	Risk Reward contractual obligation arising from the voids in the care homes	500
Adult Social Care	Covid	Loss of Income from day centre meals, and other social care charging due to service changes and inability to charge above threshold - Net of costs	200
Adult Social Care	Covid	3 Additional social worker capacity in the Older Social Worker Teams due to increased referrals and lack of Health provision during the pandemic increasing fraility of service users	150
Adult Social Care	Covid	3 Additional social worker capacity to bolster the Hospital Team in line with Welsh Government directive re D2RA and hospital Delayed Transfers of Care	150
Adult Social Care	Covid	Delivery of PPE, provided by NHS Wales/WG	TBC
Children's Social Care	Covid	Increased staffing/agency due demand at front door, early help and assessment.	480
Highways, Transport & Recycling	Inflation	ALN Transport - The budget assumed a 2.4% rise in transport contract costs from September, however transport providers are seeking a minimum of 3%, an additional 0.6% inflation from that considered at budget setting. It also includes the impact of retendering a small number of ALN routes	86
<b>Total Quarter 1</b>			<b>1,666</b>
<b>Agreed use of Specific Reserves</b>			
<b>Service</b>		<b>Detail</b>	<b>2022-23 £'000</b>
Adult Social Care		Managed service 'Zyla' to reduce the number of outstanding reviews, in part due to the pandemic and due to the increased presentations due to lack of Health Care provision	497
Adult Social Care		Fund additional running costs of Older Day Centres and restricted numbers of service users	100
Adult Social Care		Additional cost of the Agency Domiciliary Care during period of recruitment and on boarding new council staff, following the return of hours from the external providers	385
Adult Social Care		Additional capacity within the Occupation Therapist teams to meet the increased number of outstanding assessments due to increase in referrals during the pandemic	220
Children's Social Care		Interim team currently holding 120 cases within Children's Services but was due to end at the end of August. Extended to the end of December this will enable the Service to meet the current demand	499
Children's Social Care		Satellite residential care home set up with a registered provider who can meet the needs of this young person	64
Education		One-off targeted interventions of bespoke support packages for schools causing significant concern	21
PPPP		Loss of planning fee income due to limited applications being submitted	150
T & C		Funding to cover the costs of posts that do not have baseline funding and therefore reduces the risk to the organisation for 12 months.	75
HTR		Budget to fund the delayed repair works to the Bailer at Brecon Transfer Station	28
HTR		Ash die back activities	100
HTR		Purchase of 2 x mist & odour repression systems for Rhayader and Abermule, required to satisfy the regulators	22
<b>Total Quarter 1</b>			<b>2,161</b>

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## CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE  
26<sup>th</sup> July 2022

**REPORT AUTHOR:** County Councillor Cllr David Thomas  
Portfolio Holder for Finance and Corporate  
Transformation

**REPORT TITLE:** Capital Forecast 2022-23, as at 30<sup>th</sup> June 2022

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**REPORT FOR:** Decision / Information

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## 1. Purpose

1.1 This report provides an update on the financial position of the Council's capital programme for 2022/23 as at 30<sup>th</sup> June 2022.

## 2. Background

2.1 The 2022/23 Capital Programme was approved by Council on the 3<sup>rd</sup> March 2022. It included capital schemes totalling £133.88 million, of which £25.55 million related to the Housing Revenue Account (HRA). The programme has been updated following the reprofiling of projects from 2021/22 (outlined in the March 2022 capital report) and additional grants received from Welsh Government.

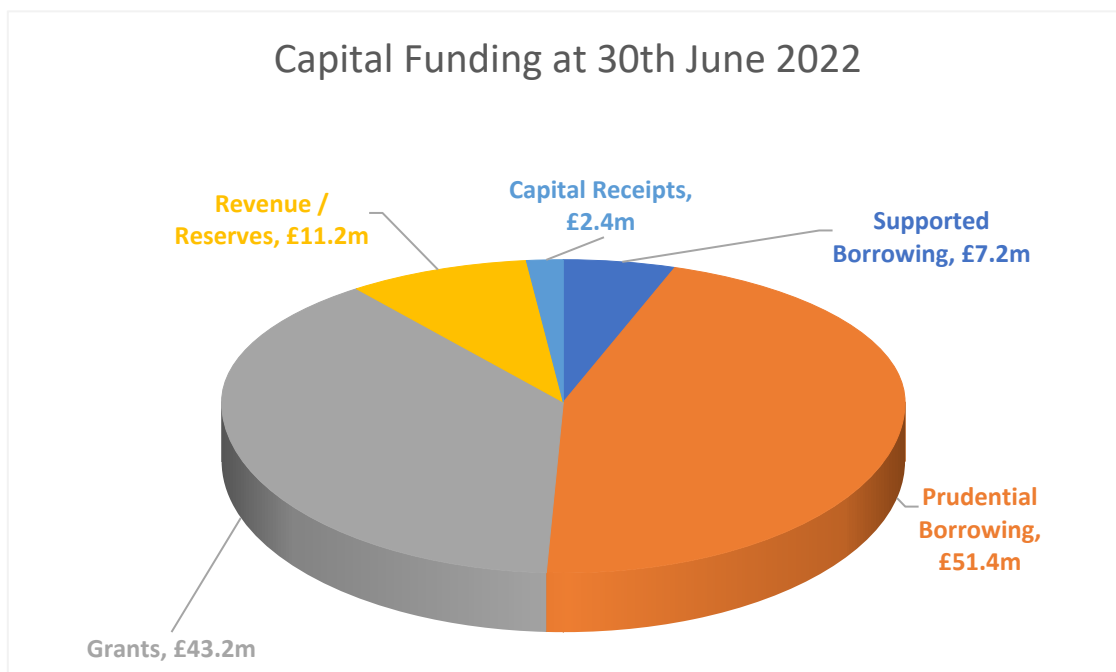
### 2.2 Table 1 - Breakdown by service

Service	Original Budget	Virements Approved	Revised Budget	Actuals	Remaining Budget	
	£,000	£,000	£,000	£,000	£,000	%
Adult Services	712	139	851	(13)	864	102%
Childrens Services	0	1,111	1,111	283	828	75%
Education	27,868	3,641	31,509	1,256	30,253	96%
Highways Transport & Recycling	14,163	7,268	21,431	4,470	16,961	79%
Property, Planning & Public Protection	100	2,158	2,258	620	1,638	73%
Housing & Community Development	2,462	2,696	5,158	(887)	6,045	117%
Economy & Digital Services	9,974	4,236	14,210	806	13,404	94%
Finance	53,047	(45,525)	7,522	29	7,493	100%
<b>Total Capital</b>	<b>108,326</b>	<b>(24,276)</b>	<b>84,050</b>	<b>6,564</b>	<b>77,486</b>	<b>92%</b>
Housing Revenue Account	25,550	5,708	31,258	4,651	26,607	85%
<b>TOTAL</b>	<b>133,876</b>	<b>(18,568)</b>	<b>115,308</b>	<b>11,215</b>	<b>104,093</b>	<b>90%</b>

2.3 The revised programme at the 30<sup>th</sup> June 2022 is budgeted at £115.31 million following the successful award of additional grants and the reprofiling of budgets between financial years. Actual spend amounts to £11.22 million, representing 10% of the total budget. The £45.00 million that was included in the original programme for the Global Centre of Rail Excellence (GCRE) has at this stage been removed and will be reinstated when it is required.

2.4 51%, £58.6 million, of the capital programme will be supported through borrowing, the interest cost for this is charged to the revenue account. Finance will be working with the services to ensure the profiling of budgets is accurate to effectively manage the borrowing.

2.5 Chart 1 – Capital Programme funding



2.6 Inflation is having a significant impact on the cost of schemes due to rising material and construction costs. It is unclear at this stage how this will impact the programme over the coming years. Services are aware of this impact and are mitigating increases as far as possible, some schemes may be reduced or paused. Any additional funding required is likely to increase borrowing, this will increase costs on the revenue budget. The funding for any additional borrowing will need to be identified and approved with regard given to affordability against a positive cost benefit analysis.

**3. Grants Received.**

3.1 The following grants have been received since the start of the financial year. These are for additional schemes and have been included in the Capital Programme.

3.2 **Highways, Transport & Recycling** - £0.68 million Welsh Government Grant to support the roll out of a 20mph default speed limit on restricted roads.

3.3 £0.12 million from Welsh Government has been awarded under the Road Safety Grant scheme to support schemes and projects that contribute to reduce casualties on Welsh roads

3.4 £2.36 million has been awarded from the Welsh government for the Active Travel Scheme to help increase levels of active travel, improve health & well-being, improve air quality, reduce carbon emissions, connect communities and improve active travel access to employment, education and key services, destinations and public transport.

3.5 Local Places for Nature Capital Funding received from Wales Council for Voluntary Action, £0.15 million for Nature on your doorstep and £0.08 million for Greening the public service estate.

3.6 £0.29 million has been awarded from the Welsh Government for the Local Transport Fund to enable us to develop integrated, effective, accessible, affordable and

sustainable transport systems. £0.08 million for the Resilient Roads fund to enable us to support transport projects that mitigate and adapt to the effects of climate change, including addressing disruptions caused on the highway network by severe weather.

- 3.7 £0.35 million from the Welsh Government has been awarded for Safe Routes in Communities to improve accessibility and safety and encourage walking and cycling in communities. There is particular emphasis on improving routes to and from schools. The aim is to change how people travel, resulting in greater social inclusion and improved community safety.
- 3.8 £0.28 Million grant has been awarded from the Welsh government for FCERM Small Scale works and £0.16 million for Flood Alleviation Schemes for the purpose of supporting the National Strategy for Flood and Coastal Erosion Risk Management in Wales which aims to ensure the risks to people and communities from flooding and coastal erosion are effectively managed
- 3.9 **Regeneration** – Welsh Government have awarded £0.20 million funding in relation to the Brilliant Basics Fund for the purpose of delivering basic small scale tourism infrastructure improvements across all of Wales in order to ensure that all visitors to Wales have a positive and memorable experience throughout all aspects of their stay.
- 3.10 **Education** – Welsh Government have allocated £0.88 million Community Focused schools grant to safely adapt and effectively open schools outside traditional hours through a number of targeted small and medium scale capital investment, thus enabling community use of the existing facilities.
- 3.11 **Housing Revenue Account** – Welsh Government have confirmed this year's allocation of the Major Repairs Allowance (MRA) grant, it remains the same as last financial year at £3.72 million. This is used towards the capital works to the councils existing housing stock.

#### **4. Virements**

- 4.1 An additional £0.14 million is required for vehicles for the operative and staff transferred back from HOWPS. The additional costs are for the 'fitting out' of the vans and this increase is attributed to a more detailed specification to meet Health and Safety standards and the general cost of materials going up. This virement has been approved by the Chief Executive and Head of Service in line with the delegation of powers over the election period and the works have been carried out. This is included for ratification by Cabinet.
- 4.2 A virement of £0.5 million is requested to fund the renewal of the Catering Management and Cashless System to ensure there is continuity of service to learners, families and schools, enhancements to the back-office support that the system provides to schools and the central Catering team will reduce administration. The business case to proceed to procure the system was considered and supported by the Capital Oversight Board . The introduction of the original system made savings and if the system is not renewed manual processes would have to be reintroduced with additional staffing and other associated costs. At this stage, no specific funding has been identified so additional borrowing will be required to fund this scheme. Based on the cost and a life expectancy of 5 years for this type of equipment/software, this will increase the costs of borrowing in the revenue budget by £104,000 per year, payable for 5 years.
- 4.3 During the procurement and construction periods of the Abermule Business Park there have been significant material and resource price increases, especially steelwork and concrete, which are a significant element of the project, and these have impacted on the original scheme budget. Value engineering has been undertaken to minimise the

effect of the cost increases, however, this has not fully mitigated the impact. The additional budget of £0.14 million will assist in contributing towards these increases. This increase will be funded from the unallocated amount already included in the capital programme so there is no impact on the revenue budget.

## **5. Reprofileing Budgets Across Financial Years**

- 5.1 In order to align with the timetable of other works at Kirkhamsfield Depot, Newtown, the planned construction of the Strategic Salt Reserve has been postponed by a year. £0.03 million budget will be rolled forward from 2022/23 into 2023/24 and the construction budget of £750,000 will be rolled forward from 2023/24 into 2024/25. The project budget will be reviewed to ensure it remains adequate given recent rises in material costs.
- 5.2 Small works in the Glasbury bridge replacement programme are being brought forward and require £0.05 million of budget to be reprofiled from future years into 2022/23.

## **6. Capital Receipts**

- 6.1 There are currently sales agreed to the value of £1.36 million (including £0.39 million for the HRA), these are at the legal stage of the process and will generate future capital receipts. At this stage it is expected that sales totalling £2.00 million will be achieved this financial year.

## **7. Resource Implications**

- 7.1 The Head of Finance (Section 151 Officer) notes the content of the report and can support the recommendation to approve the virements. The re-profiling of schemes is essential to enable us to more accurately project expenditure, the consequential need to borrow and the impact on the revenue budget. Expenditure on the Capital Programme continues to be monitored carefully through the year, the impact of rising costs, supply chain issues and additional borrowing costs will have to be carefully considered. Prioritisation of resources at a corporate level ensures that the council can effectively meet its objectives whilst maintaining an affordable level of investment.

## **8. Legal implications**

- 8.1 The Monitoring Officer has no specific concerns with this report.

## **9. Recommendation**

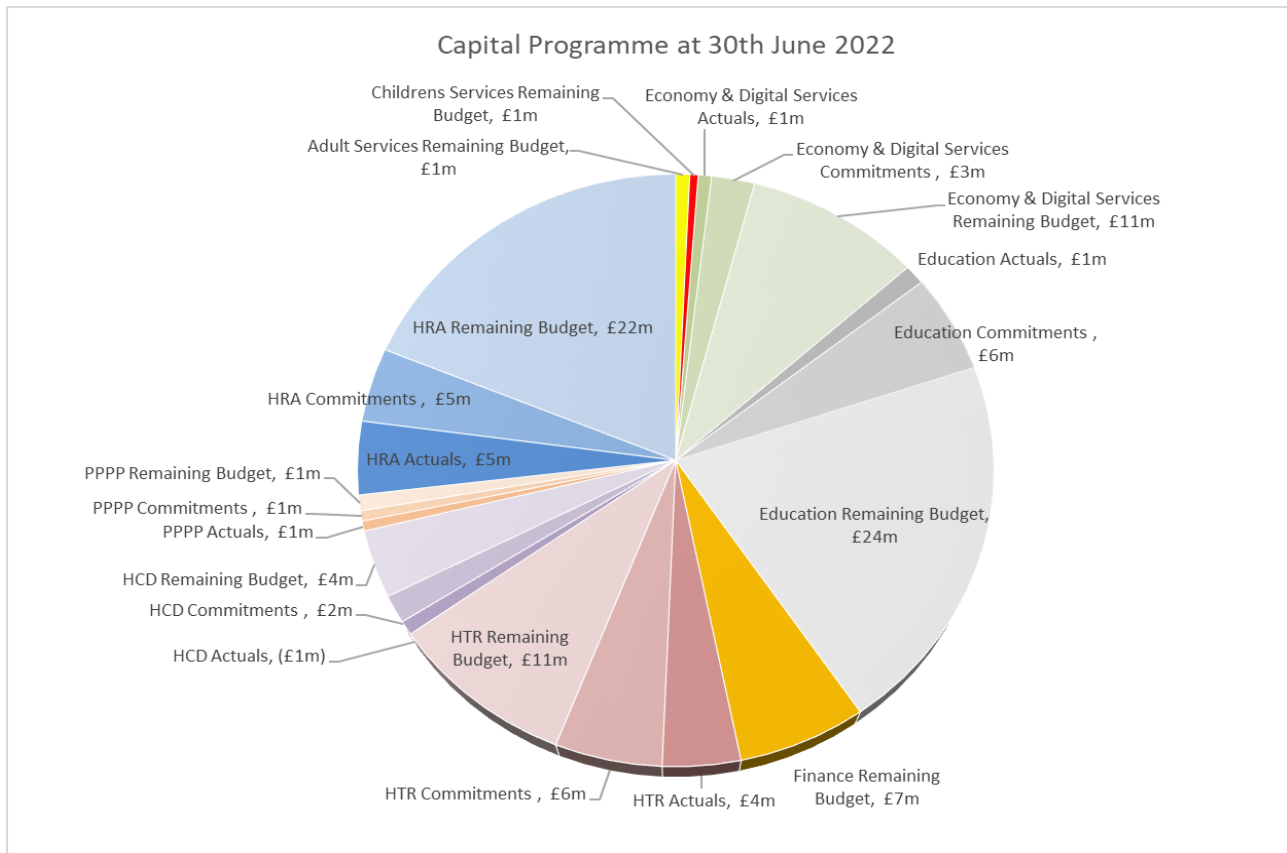
- 9.1 That the contents of this report are noted.
- 9.2 That Cabinet approves the virements proposed in section 4, this is to comply with the virement rules for budget movements between £100,000 and £500,000 set out in the financial regulations

Contact Officer: Jane Thomas Email: jane.thomas@powys.gov.uk Head of Service: Jane Thomas
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## Appendix A:

### Chart 2 - Capital Programme as at 30<sup>th</sup> June 2022



### Table 2 - Capital Programme funding as at 30<sup>th</sup> June 2022

Service	Supported Borrowing	Prudential Borrowing	Grants	Revenue Contribution	Capital Receipts	Total
	£,000	£,000	£,000	£,000	£,000	£,000
Capital	7,211	32,835	37,273	4,347	2,385	<b>84,051</b>
HRA	0	18,526	5,886	6,846	0	<b>31,258</b>
<b>Total</b>	<b>7,211</b>	<b>51,361</b>	<b>43,159</b>	<b>11,193</b>	<b>2,385</b>	<b>115,309</b>

## Head of Service Commentary

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
<b>Adult Services</b>	<b>851</b>	<b>(13)</b>	<b>864</b>	<b>102</b>

### HOS Comment

The budget above does not currently include the £200k for the care homes, this will be corrected for future reports. The care home capital funds will be fully utilised.

The capital amounts available include monies used for purchasing TEC and robotics to a value of half a million pounds. These monies will either be spent or carried forward.

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
<b>Childrens Services</b>	<b>1,111</b>	<b>283</b>	<b>828</b>	<b>75</b>

### HOS Comment

Children's Services capital budgets for this year are for redeveloping residential provision including developing safe accommodation for children and young people, and to develop a childcare venue in south Powys and an integrated family centre in Welshpool. The work is progressing as planned with full expenditure expected at end of year.

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
<b>Education</b>	<b>31,509</b>	<b>1,256</b>	<b>30,253</b>	<b>96</b>

### HOS Comment

**Sustainable Communities for Learning Programme (previously known as 21<sup>st</sup> C Schools Programme)**

#### Approved projects

- Cedewain – WG approved increase in budget and contract now signed. Start on site in July.
- Brynllwarch – contract awarded to ISG 18/05/22. Discussions have taken place about the timescale with a suggested alternative way of agreeing the contract sum in order to speed up the programme.

- Ysgol Gymraeg y Trallwng – construction on schedule. Scrutiny of additional costs for some work packages continues and this was presented to Welsh Government, as they are jointly-monitoring the costs. Welsh Government approved additional costs.
- Ysgol Calon y Dderwen – work has focused on refining the scope of the school in order to bring size and costs to within the agreed funding envelope.
- Sennybridge – OBC has been developed.
- Bro Hyddgen – Cost modelling has taken place, engagement with key stakeholders, and energy report has been received to understand whether the project can become carbon zero in operation.

#### **New projects**

- Ysgol Calon Cymru – option appraisal for Llandrindod campus prepared, high-level feasibility undertaken on the Builth campus, and informal engagement report prepared.
- Brecon Primary School – process of establishing temporary governing body started, awaiting task plan for first stage feasibility from PDS for the new build.

<b>Service Area</b>	<b>Budget</b>	<b>Actuals</b>	<b>Budget Remaining</b>	<b>Budget Remaining as a % of Budget</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>%</b>
<b>Highways, Transport and Recycling</b>	<b>21,431</b>	<b>4,470</b>	<b>16,961</b>	<b>79</b>

#### **HOS Comment**

The Highways Capital programme has been significantly affected by the sharp rise in construction costs. To mitigate this rising of costs, several schemes have had to be removed from the programme. This adjustment to the programme has been based upon the schemes ranking and priority. Without further funding to mitigate the increased costs (should costs remain at current levels into the future), then this will significantly limit the outcomes that can be achieved within the Highways Capital budget and in time this will affect the rate at which the network deteriorates.

Brecon HWRC - Consultations with stakeholders is on-going.

<b>Service Area</b>	<b>Budget</b>	<b>Actuals</b>	<b>Budget Remaining</b>	<b>Budget Remaining as a % of Budget</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>%</b>
<b>Property, Planning and Public Protection</b>	<b>2,258</b>	<b>620</b>	<b>1,638</b>	<b>73</b>

#### **HOS Comment**

The Property, Planning and Public Protection capital programme has been impacted by the rise in construction costs, especially steel and concrete costs. The construction of the commercial units has been adversely impacted and is likely to exceed allocated budget. Alternative funding options are being explored.

Delays are being experienced with the construction of the proposed Machynlleth cemetery. Solutions to the contractual issues are being sort and the budgetary implications are under review.

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Housing and Community Development	5,158	(887)	6,045	117
Housing Revenue Account	31,258	4,651	26,607	85

**HOS Comment**

The Housing Revenue Account is experiencing some slight delays in completing new housing build schemes due to availability of labour and materials. The Welsh Housing Quality Standards programme has been delayed, twelve lots or packages of works have been tendered, with only eighteen tenders received. Two lots or packages of work did not receive any bidders. This has delayed the start for these packages of work.

It has been noted that costs have increased, with material costs an area which will be monitored. No anticipated significant delays to planned capital works at this point in the financial year but this will be kept under review.

Service Area	Budget	Actuals	Budget Remaining	Budget Remaining as a % of Budget
	£'000	£'000	£'000	%
Economy & Digital Services	14,210	806	13,404	94

**HOS Comment**

**Economy**

Transforming Towns Programme have applied for £5,080,000 for Placemaking Grant – this grant is managed through an application process with Private Sector, Town Council and, in some cases, Third Sector organisations – We provide support to applicants, they must follow the appropriate procurement procedures in line with PCC policy and they are advised to include a contingency in the application to cover such occasions as material prices increases. This creates very low risk to the Council and is not likely to affect PCC capital funds.

Levelling-up Capital Projects - Current demand for materials and labour is high which in turn could impact on our ability to secure them for our construction projects. To mitigate these actions, contingency costs and inflation have been included in cost estimates. The local authority has through its procurement procedures an approved suppliers list for the provision of goods and services and will be able to secure contractors and materials for the construction elements of the project within budget. Given the short term nature of the construction projects our exposure to this risk is low to moderate. We are also working with our partners to mitigate through similar actions.

### **Digital Services Capital**

The majority of the Digital/ICT Capital budget was not expected to be spent in the first Quarter of 2022/23. It is anticipated that this will be spent throughout the following quarters and will be closely monitored.

Due to the increase of costs and historic supply issues; ICT will need to closely monitor the budget and expected spend – particularly for hardware related purchase e.g., Staff Laptops.

<b>Service Area</b>	<b>Budget</b>	<b>Actuals</b>	<b>Budget Remaining</b>	<b>Budget Remaining as a % of Budget</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>%</b>
<b>Corporate</b>	<b>7,522</b>	<b>29</b>	<b>7,493</b>	<b>100</b>

### **HOS Comment**

This budget relates to capital bids that have yet to complete the Capital Governance process, if the schemes are approved the budgets will be released to the service area.

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**CYNGOR SIR POWYS COUNTY COUNCIL.****CABINET EXECUTIVE****26<sup>th</sup> July 2022**

**REPORT AUTHOR:** County Councillor James Gibson Watt  
Leader and Portfolio Holder for an Open and  
Transparent Powys

**REPORT TITLE:** Transition from Improvement Boards

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**REPORT FOR:** Decision

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**1. Purpose**

- 1.1 The new Administration have several priorities within their Progressive Partnership Agreement, one being 'an open and democratic Council'. For the past 2 years, the Council has had additional governance by way of Improvement Boards following the step down of the Improvement and Assurance Board in summer 2020.
- 1.2 It is proposed that a transition to effective Scrutiny Committees will provide the necessary assurance without the need for additional governance in the form of Improvement Boards for Education and Housing.
- 1.3 At this time, it is felt that further corporate oversight and support is required for Highways, Transport and Recycling (HTR) as there was a delay in obtaining the additional support required for this area.
- 1.4 This report recommends the cessation of the Education and Housing Improvement Boards with immediate effect and the continuation of the HTR Improvement Board.

**2. Background**

- 2.1 Summer 2020, the Council stood down, with approval from the Minister, the Improvement and Assurance Board and put a revised framework in place to facilitate the delivery of Transformation and Improvement within the Council. The revised framework provided a mechanism for the Council to effectively manage its own improvement journey.
- 2.2 November 2020, the Council stood down the Social Services Improvement Board but continued with Improvement Boards for Education, Housing and Highways, Transport and Recycling. Education and Housing continued to be supported by an independent expert adviser who was appointed by and reported directly to the Chief Executive Officer.

- 2.3 The Council moved from enhanced monitoring by Care Inspectorate Wales October 2020 and Estyn October 2021. Housing have also seen significant improvements with the recruitment of a permanent compliance and quality assurance team, a full Housing staffing restructure, and the return to in house delivery of staff and services previously with the Heart of Wales Property Services.
- 2.4 May 2022 elections resulted in a new Administration (Cabinet) who have a clear set of priorities within their Progressive Partnership Agreement, one being 'an open and democratic Council'. There is a strong desire from the Cabinet that Scrutiny performs an assurance role, creating an environment for greater accountability across the organisation and operating as one Council.

### **3. Advice**

- 3.1 Cabinet is advised to transition from Improvement Boards to effective Scrutiny Committees that will provide the necessary assurance without the need for additional governance in the form of Improvement Boards for Education and Housing.
- 3.2 At this time, it is felt that further corporate oversight and support is required for Highways, Transport and Recycling (HTR) as there was a delay in obtaining the additional support needed for this area.
- 3.3 That Scrutiny performs an assurance role, creating an environment for greater accountability across the organisation and operating as one Council. Utilising Scrutiny effectively will:
- Drive improvement in public services; Better Services
  - Support democratic decision making, which is accountable, inclusive and robust; Better Decisions, and;
  - Ensure that the public are engaged in democratic debate about the current and future delivery of public services.
- 3.4 That Scrutiny use two main methods to achieve this: 1) pre-decision and 2) performance monitoring.
- 3.5 The Transformation Delivery Board membership currently consists of Cabinet and Executive Management Team. The Board is chaired by the Leader and it meets once a quarter. The purpose of the Board is to ensure:
- strategic corporate ownership and visibility of the Council's key transformational change initiatives
  - governance and alignment to the Council's corporate objectives, and;



- ensuring that change is driven forward at pace and that risks and dependencies are effectively managed.
- 3.6 It is suggested that Scrutiny Chairs are given the opportunity as observers to attend the Transformation Delivery Board. Attendance may inform the Scrutiny Chair's understanding of the Transformation Portfolio and influence items for the scrutiny work programme.

#### **4. Resource Implications**

- 4.1 There will be no additional resource implications.
- 4.2 The Head of Finance (Section 151 Officer) notes the content of the report and can support the recommendations.

#### **5. Legal implications**

(State here any legal implications and confirmation that the report has been approved by the Monitoring Officer)

#### **6. Comment from local member(s)**

- 6.1 Not Applicable.

#### **7. Integrated Impact Assessment**

- 7.1 An Assessment is not required.

#### **8. Recommendation**

- 8.1 It is recommended that the;
- Improvement Boards for Education and Housing are stood down with immediate effect
  - Appropriate Scrutiny Committees include within their forward work programmes sufficient capacity to undertake effective scrutiny of the service performance and risk (or more broadly Corporate Health) at least quarterly
  - Scrutiny Committees submit their findings and any recommendations to the Cabinet at least quarterly
  - HTR Improvement Board continues and that a further review is undertaken in 6-12 months or earlier if deemed appropriate.

- An invite is extended to Scrutiny Chairs to observe the Transformation Delivery Board.

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Head of Service: N/A

Corporate Director: Emma Palmer

## CYNGOR SIR POWYS COUNTY COUNCIL.

## CABINET EXECUTIVE

Date 26<sup>th</sup> July 2022

**REPORT AUTHOR:** County Councillor Sian Cox  
Portfolio Holder for a Caring Powys

**REPORT TITLE:** Request for additional funding for external domiciliary care providers to pay for increased mileage rates for care workers

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**REPORT FOR:** Decision

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## 1. Purpose

1.1 Further to the 'Clean Me – Case for Domiciliary Care Agencies to use electric vehicles' Cabinet report of 5<sup>th</sup> July 2022. The purpose of this report is to request additional funding that will be used to increase the contractual rates that are paid to external domiciliary care providers.

1.2 This is on the condition that the external domiciliary care providers use the funding to increase the mileage rates paid to their care workers, bringing them in line with mileage rates paid to council domiciliary care workers.

1.3 If agreed, a virement is needed to transfer the requested funds to meet the additional costs in the current financial year from the Budget Management Reserve. The ongoing cost of this proposal will be identified by the service in the Financial Resource Model (FRM) as part of budget setting for 2023-24 and future years.

## 2. Background

2.1 Powys County Council's climate strategy "A strategy for Climate change - Net positive Powys 2021-2030" commits to "*provide opportunities for the electrification of transport*" [pp.13]. Encouraging use of electric fleet vehicles is part of the Council's wider ambitions around reducing direct and indirect carbon emissions to net zero.

2.2 Since the Russian invasion of Ukraine on 24<sup>th</sup> February 2022, both petrol and diesel prices at the pumps have reached record highs. This has put considerable pressure of our external domiciliary care providers, who compose 85% of the domiciliary care market, to continue to deliver services in rural Powys.

2.3 It is also recognised that the current lead in time for electric vehicles is estimated to be 18 months, so this will not alleviate the current situation.

2.4 As part of the council's commitment to recognise the vital and valued work of domiciliary care workers in Powys, in 2021/22 the Powys Pledges were introduced, which linked above average increases in rates for external domiciliary care providers, linked to improved terms and conditions for the workforce, over three years. In 2022/23, one of the pledges was for domiciliary care workers to receive a minimum of 35p per mile between calls. 35p is the figure used by the Homecare Association (UK wide membership body for homecare providers) when calculating the recommended minimum price for home care. However, due to the substantial and sustained increases in petrol and diesel prices since February 2022, external domiciliary care providers have approached the council for additional support.

2.5 It should be noted that the domiciliary care workforce is composed of over 80% of people who identify as female and are amongst the lowest paid roles within society. The increasing petrol and diesel costs also need to be seen in a context of an overall increase in daily living costs (utilities/food/fuel etc) which disproportionately impacts upon care workers who are on a lower income.

2.6 In addition, the local authority is unable to meet demand for domiciliary care to allow people to remain living in their own homes. As of 30<sup>th</sup> June 2022, there were 15 people who are medically fit in hospital but unable to return home due to the unavailability of domiciliary care, 18 people being supported in a residential setting and 26 people at home waiting for care and support to be sourced. If domiciliary care workers become reluctant to travel into more rural communities due to the distance or were to leave their roles altogether, this would have a devastating impact on the Local Authority's ability to provide care and support to

vulnerable adults and increase delayed discharges from hospitals. The demographics for the county predict an increase in older people and a reduction in people of working age over time, so pressure on the service is not expected to ease.

### **3. Advice**

3.1 Over recent months the council has been working with external domiciliary care providers to mitigate the rising costs of fuel by consolidating runs through swapping packages of care with other providers and where necessary bring external domiciliary care staff in-house, under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE). Although transferring packages of care and support between providers does not always provide continuity of care it does mean that people can continue to be supported in their own homes. It is recognised that this mitigation is no longer sufficient due to the sustained increase in fuel costs.

3.2 Please note that it is not a requirement for domiciliary care providers to pay care workers to travel to their first and from their last calls, as this would be considered part of their commute to work, although some providers do pay for all or part of this cost.

3.3 The increase will be implemented with effect from the date of this report.

### **4. Resource Implications**

4.1 In order to increase the rate paid to external domiciliary care workers from 35p per mile to 45p per mile, using calculations from the Homecare Association, would cost an additional £153,784 per annum at current capacity levels or £112,381 pro rata from 9<sup>th</sup> July 2022. Please note that the 28 day billing period is from 9<sup>th</sup> July 2022 until 5<sup>th</sup> August 2022 and that payments to providers are made in arrears. This would increase rates paid to external domiciliary care providers by approximately 43p per hour of contact time.

4.2 However, in the last 12 months, dom care hours from external providers peaked in August 2021. If we were to return to this level, the request would be for **£203,882** per annum or **£148,991** pro rata from 9<sup>th</sup> July 2022 (to tie in with the start of the 4 weekly billing period). As discussed in point 2.6 there are 59 people waiting for domiciliary care to be sourced.

4.3 This would also bring external domiciliary care workers in line with mileage rates paid to council domiciliary care workers.

4.4 At 27.06.22 ultra low sulphur unleaded petrol prices, according to the gov.uk 'weekly road fuel prices' website were £190.93 per litre.

[Weekly road fuel prices - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

4.5 If funding is approved for this purpose the administration of the change would require minimal staff resource.

4.6 The Head of Finance (Section 151 Officer) notes the content of the report. The Budget Management Reserve is set aside to meet budgetary pressures arising in a financial year, so can be justified to meet these costs for one year only. Agreeing the recommendation will also make an ongoing commitment to fund at this level into future years which will be reflected on the councils budget plan. The value of the virement will be based on actual expenditure incurred based on the hours delivered.

## **5. Legal implications**

5.1 Legal: the recommendations can be accepted 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. Data Protection**

6.1 The proposal does not involve the processing of personal data.

## **7. Comment from local member(s)**

7.1 The rate increase will apply across the county and therefore will not impact on any specific local members.

## **8. Impact Assessment**

8.1 All impacts are considered to be positive and therefore an Impact Assessment is not required.

## **9. Recommendation**

9.1 For Cabinet to agree that the mileage rates in the Powys Pledges for external domiciliary care providers will match the mileage rates paid to Powys County Council staff with effect from the 9th July 2022.

9.2 For Cabinet to approve the proposed spend as discussed in point 4.2, to allow sufficient flexibility to meet peaks in expenditure. This is estimated to be maximum spend of £203,882 per annum or £148,991 pro rata from 9<sup>th</sup> July 2022 (to tie in with the start of the 4 weekly billing period). The additional funds will be passed onto the external domiciliary care providers, who in turn will pass onto their workforce according to the Powys Pledges.

9.3 That a virement of up to £148,991 is approved and transferred from the Budget Management Reserve for the 2022/23 financial year. The ongoing cost for future years will be identified by the service in the Financial Resource Model (FRM) as part of budget setting for 2023-24 and future years.

9.4 That a contract variation is sent to providers who can prove that they pay an increased mileage rate and this increase or decrease are in line with Local Authority rates.

9.5 That officers will review the appropriateness of maintaining the equity of travel expense rates between public sector and private sector care staff in July 2023 and throughout the twelve-month period through routine contract monitoring. This review will consider the wider impact on recruitment and retention within the domiciliary care sector.

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## CYNGOR SIR POWYS COUNTY COUNCIL.

## CABINET EXECUTIVE

26<sup>th</sup> July 2022

**REPORT AUTHOR:** County Councillor David Selby  
Portfolio Holder for A Prosperous Powys

**REPORT TITLE:** Shared Prosperity Fund: Submission of a Regional  
Investment Plan for Mid Wales

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**REPORT FOR:** Decision

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## 1. Purpose

- 1.1 To seek approval to submit a Regional Investment Plan for Mid Wales to the UK Government to secure an indicative financial allocation of £27.4 million for Powys through the Shared Prosperity Fund.
- 1.2 The paper will brief Cabinet members on the content of the Regional Investment Plan including the list of prioritised interventions, financial allocations and governance arrangements.

## 2. Background

- 2.1 On 13<sup>th</sup> April 2022, the Department for Levelling Up, Housing and Communities ('DLUHC') issued a prospectus on the UK Shared Prosperity Fund (SPF). [Prospectus](#)
- 2.2 The overarching aim of the Fund is: "Building Pride in Place and Increasing Life Chances". There are 3 Investment Priorities:
- Communities and Place
  - Supporting Local Business
  - People and Skills (including Multiply, an adult numeracy programme)
- 2.3 SPF will be delivered by local authorities. In Wales, delivery needs to align with City and Growth Deal regions which means working in partnership with Ceredigion County Council as part of the Mid Wales region.
- 2.4 Financial allocations have been issued to all Local Authorities. Funds are primarily revenue but some capital expenditure will be expected (minimum 10% of the allocation).
- 2.5 For Powys and Ceredigion, the funding allocations are as follows:

### UKSPF – Core funding

Local Authority	22/23	23/24	24/25	TOTAL
Powys	£2,755,355	£5,510,711	£14,438,062	£22,704,129
Ceredigion	£1,502,162	£3,004,324	£7,871,328	£12,377,814

### UKSPF - Multiply

Local Authority	22/23	23/24	24/25	TOTAL
Powys	£1,432,785	£1,653,213	£1,653,213	£4,739,211
Ceredigion	£781,124	£901,297	£901,297	£2,583,718

- 2.6 The funding allocations have been set by UK Government, according to a methodology. Further information about the allocations can be found here: [UKSPF allocations - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/collections/uk-spf-allocations)
- 2.7 UK Government has advised that if there is any underspend, they will consider withholding the next annual instalment until they have received credible plans setting out how the lead local authority will utilise underspends in the next year and/or appropriate milestones and spend have been achieved for the previous year.
- 2.8 A one-off sum of £40,000 of development/capacity funding is being provided to the Mid Wales region – to help develop the drafting and preparation of the plan.
- 2.9 The UK Government timeline is as follows:

<b>When</b>	<b>Activity</b>
13 <sup>th</sup> April 2022	SPF Launched by UK Government
May – July 2022	Engagement work to inform content of Regional Investment Plan
July 2022	Further guidance published including guidance on monitoring benefits and evaluation, assurance, subsidy control, branding and publicity.
1 <sup>st</sup> August 2022	Deadline to submit Regional Investment Plan
August – September 2022	Assessment by UK Government of Investment Plans
October 2022	Anticipated date for first Investment Plans to be approved and first payments issued to lead local authorities
March 2025	3 year funding period ends

### **3. Advice**

#### **Regional Investment Plan: the requirements**

- 3.1 The Regional Investment Plan for Mid Wales is a strategic document that sets out high level ambitions which identifies the outcomes that the region seeks to achieve and the interventions it wishes to prioritise. These high level ambitions can be refined and modified as the programme progresses.
- 3.2 A local partnership group will support delivery – in Mid Wales this is proposed to be two local groups for Ceredigion and Powys, reporting upwards into existing regional arrangements.
- 3.3 A Lead Local Authority will have responsibility for the strategic management of the funding and delivery of the programme supported by a local team in each Authority to help in the selection and delivery of project activity.
- 3.4 The exact delivery arrangements will need to be finalised via delegated authority to officers as per the recommendation in section 9, and subject to agreement with Ceredigion County Council.
- 3.5 Delivery of the Investment Plan can be via a combination of: competitions for grant funding; procurement; commissioning and in-house delivery.
- 3.6 The Investment Plan includes information on local and regional issues, challenges and opportunities; chosen interventions; approach to delivery and governance; capacity and capability. Supplementary documents provide information about anticipated financial profiles and the outputs and outcomes.

3.7 Key strategic documents from each Local Authority including Wellbeing Assessment Reports have been used to inform the content of the Investment Plan.

### **Prioritised Interventions**

3.8 A process of internal and external engagement has been undertaken throughout May and June including: thematic workshops; meetings with key stakeholders; cross-party working group meetings; MP engagement; presentations at the Regional Skills Partnership and Growing Mid Wales Partnership meetings.

3.9 An external consultation exercise was also undertaken to capture views on which interventions should be prioritised. A total of 176 responses were received from across the region.

3.10 Officers have also mapped interventions against corporate priorities and other strategic documents.

3.11 This has resulted in the following list of interventions for inclusion within the Regional Investment Plan for Mid Wales:

#### **Communities and Place:**

<b>Reference</b>	<b>Intervention Description</b>
W1	Funding for improvements to town centres and high streets, including better accessibility for disabled people, including capital spend and running costs.
W2	Funding for new, or improvements to existing, community and neighbourhood infrastructure projects including those that increase communities' resilience to natural hazards such as flooding, and investment in locally owned renewable energy generation and waste management to improve the transition to low carbon living.
W3	Creation of and improvements to local green spaces, community gardens, watercourses and embankments, along with incorporating natural features and biodiversity improvements into wider public space.
W6	Support for local arts, cultural, heritage and creative activities.
W7	Support for active travel enhancement and other small-scale green transport infrastructure projects, having regard to the Wales Transport Strategy
W9	Funding for impactful volunteering and/or social action projects to develop social and human capital in local places.
W10	Funding for local sports facilities, tournaments, teams and leagues; to bring people together.
W11	Investment in capacity building and infrastructure support for local civil society and community groups.
W13	Community measures to reduce the cost of living, including through measures to improve energy efficiency, and combat fuel poverty and climate change.
W14	Funding to support relevant feasibility studies.
W15	Investment and support for digital infrastructure for local community facilities

## **Supporting Local Business:**

<b>Reference</b>	<b>Intervention Description</b>
W16	Investment in open markets and improvements to town centre retail and service sector infrastructure, with wrap around support for small businesses.
W17	Funding for the development and promotion (both trade and consumer) of the visitor economy, such as local attractions, trails, tours and tourism products more generally.
W18	Supporting Made Smarter Adoption: Providing tailored expert advice, matched grants and leadership training to enable manufacturing SMEs to adopt industrial digital technology solutions including artificial intelligence; robotics and autonomous systems; additive manufacturing; industrial internet of things; virtual reality; data analytics
W19	Increasing investment in research and development at the local level. Investment to support the diffusion of innovation knowledge and activities, in both economically important and emerging areas. Support the commercialisation of ideas, encouraging collaboration and accelerating the path to market so that more ideas translate into industrial and commercial practices. Investment in doctoral training centres.
W21	Funding for the development and support of appropriate innovation infrastructure at the local level.
W22	Investing in enterprise infrastructure and employment /innovation site development projects. This can help to unlock site development projects which will support growth in places.
W23	Strengthening local entrepreneurial ecosystems and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks.
W26	Support for growing the local social economy, including community businesses, cooperatives and social enterprises.
W28	Export Grants to support businesses to grow their overseas trading, supporting local employment and investment.
W29	Supporting decarbonisation and improving the natural environment whilst growing the local economy. Invest in infrastructure to deliver effective decarbonisation across energy, buildings and transport and beyond, in line with our legally binding climate target. Maximising existing or emerging local strengths in low carbon technologies, goods and services to take advantage of the growing global opportunity.
W31	Funding to support relevant feasibility studies.
W32	Funding to support progression of small businesses into productive medium sized firms.
W33	Investment in resilience infrastructure and nature based solutions that protect local businesses and community areas from natural hazards including flooding and coastal erosion.

## **People and Skills:**

<b>Reference</b>	<b>Intervention Description</b>
W35	Courses including basic skills (digital, English, maths (via Multiply) and ESOL), and life skills and career skills provision for people who are not economically inactive and who are unable to access other training or wrap around support detailed above. Supplemented by financial support for learners to enrol onto courses and complete qualifications.
W37	Interventions to increase levels of digital inclusion, with a focus on essential digital skills, communicating the benefits of getting (safely) online, and in

	community support to provide users with the confidence and trust to stay online.
W39	Support for local areas to fund local skills needs. This includes technical and vocational qualifications and courses up to level 2 and training for vocational licences relevant to local area needs and high-value qualifications where there is a need for additional skills capacity that cannot be met through mainstream funding.
W40	Green skills courses targeted around ensuring we have the skilled workforce to achieve the government's net zero and wider environmental ambitions.
W41	Retraining and upskilling support for those in high carbon sectors, with a particular focus on transitioning to green, and Industry 4.0 and 5.0 jobs.
W42	Funding to support local digital skills.
W43	Funding to support engagement and softer skills development for young people, with regard to the work of Careers Wales/Working Wales.

### **Multiply:**

<b>Reference</b>	<b>Intervention Description</b>
W47	Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in order to access a certain job/career.
W51	Courses designed to help people use numeracy to manage their money.
W53	Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners – for example, those not in the labour market or other groups identified locally as in need.

- 3.12 Discussions are ongoing with the UK Government, Welsh Government, the Regional Skills Partnership and other key stakeholders in relation to prioritised interventions under Multiply.
- 3.13 Conversations are continuing at the time of writing this cabinet report. Officers are engaging internally across both Local Authorities and their service, their services users and external providers.
- 3.14 These list of interventions are therefore illustrative at this stage, and officers will need to reserve the right to tailor the list for submission as part of the regional plan, considering the timescales available.

### **Financial allocations**

- 3.15 A funding profile needs to be submitted with the Regional Investment Plan outlining how the Core-SPF budget is to be distributed between each intervention. UK Government has advised that this is for planning purposes only and there will be flexibility to vire funds as the programme progresses. It is proposed that the budget is apportioned as follows:

<b>Investment Priority</b>	<b>Powys allocation</b>	<b>Ceredigion allocation</b>
Communities and Place	40% = £8,718,385	40% = £4,753,080
Supporting Local Business	40% = £8,718,385	40% = £4,753,080
People and Skills	20% = £4,359,192	20% = £2,376,540
Multiply*	£4,739,211	£2,583,718

*\*Please note that as indicated in section 2.5 Multiply has its own separate financial allocation. Also note that figures above would be indicative totals available to projects, after deduction of 4% for Fund administration and management.*

- 3.16 40% of the funding has been allocated to the Communities and Place priority as the scope of activities fundable under this priority is wider and contributes to a broader range of outcomes that Local Authorities are working towards in the region. Indicative activities that can be funded under this priority include energy efficiency schemes; creation and improvement of green spaces; town centre improvements; flooding infrastructure, cultural activities, active travel and digital connectivity. These activities tend to be more capital in nature and are likely to require more financial resource.
- 3.17 Similarly, 40% of the funding has been allocated to the Supporting Local Business priority as this activity is vital in order to make a lasting difference to the economy of Mid Wales.
- 3.18 Whilst every effort has been made to engage with local stakeholders and the cross party working group to determine the priority investment areas for Powys, as outlined in Appendix A, it is envisaged that further information will still be required throughout the lifetime of the Fund and allocations within the investment areas will need to be considered on a regular basis. We therefore propose that delegated decision is given to the Corporate Director.

## MEMBERS OF PARLIAMENT

- 3.19 There is a formal role expected of Members of Parliament in the design and development of the Regional Investment Plan.
- 3.20 Officers have closely engaged with the relevant MPs in both Powys and Ceredigion on the principles emerging in the design of the investment plans, and will ensure their review and sign-off, prior to submission.
- 3.21 The UK Government also expect that MPs are involved in the delivery of the Fund, via invitation to join the local partnership group.
- 3.22 Senior Officers (in consultation with Council Leaders) will continue to engage with the MPs on their views on this point, and whether they choose to attend the local partnership meetings in both Ceredigion and Powys – or they elect to provide oversight via regular liaison meetings.

## 4. Resource Implications

- 4.1 Every part of the UK will receive an allocation for the years 2022-23, 2023-24 and 2024-25, for both the core UK Shared Prosperity Fund (UKSPF) and for the adult numeracy programme, Multiply. Amounts have been allocated based on the application of a funding formula - it is not a competitive process.
- 4.2 The Fund is primarily revenue but for each financial year, there is a **minimum** amount of capital that must be spent as outlined in the table below:

	Total	22-23	23-24	24-25
Powys (SPF Core)	<b>£22,704,129</b>	£2,755,355	£5,510,711	£14,438,062
4% Mgt (up to)		£110,214	£220,428	£577,522
SPF Core balance		<b>£2,645,141</b>	<b>£5,290,282</b>	<b>£13,860,540</b>
Min. capital		£286,556	£688,838	£2,584,413

Powys (Multiply)	<b>£4,739,211</b>	£1,432,785	£1,653,213	£1,653,213
4% Mgt (up to)		£57,312	£66,129	£66,129
Multiply Balance		<b>£1,375,473</b>	<b>£1,587,084</b>	<b>£1,587,084</b>
<b>TOTAL (core &amp; Multiply)</b>		<b>£4,020,614</b>	<b>£6,877,366</b>	<b>£15,447,624</b>
<b>TOTAL 4% Mgt (up to)</b>		£167,526.00	£286,557.00	£643,651.00

4.3 Match funding is not a requirement in order to secure the funding allocation and will not form part of the investment plan assessment criteria however all lead local authorities are strongly encouraged to consider match funding from the private, public and third sectors and leverage options when selecting Communities and Place and Supporting Local Business interventions to fund. This will maximise the value for money and impact of the fund.

4.4 Officers in both Local Authorities would need to develop the detailed proposals of team structure and sizes, but the principles would be as follows:

- **Regional Team:** as small as possible, to undertake overall fund management and administration, strategic alignment and Government interface.
- **Local Teams:** adding local delivery capacity to both Economic Development teams in Powys and Ceredigion. These teams would help convene their local partnerships, undertake stakeholder and community engagement, and support project delivery. They would work with and alongside each other, and the regional team to ensure successful fund delivery.
- **Top Slicing Amount:** officers to develop the detail relating to resource requirements and funding availability – but to ensure parity with UK Government expectations, a maximum of 4% should be set. (Each lead local authority will be able to use up to 4% of their allocation by default to undertake necessary Fund administration, such as project assessment, contracting, monitoring and evaluation and ongoing stakeholder engagement. Setting up the Fund may need a larger administration budget in the first year than in later years. This is acceptable to the UK Government as long as the percentage is not exceeded overall). The table above shows the amount of funding available to Powys for these costs.

4.5 The Head of Finance (Section 151 Officer) notes the content of the report and can support the recommendations. Further consideration of the financial implications will be required as the detailed plans are developed.

## 5. Legal implications

5.1 A Service Level Agreement will be signed by both local authorities setting out the partnership arrangements.

## 6. Data Protection

6.1 The data protection relationships between bodies, local partnerships and CJC to be identified, and documented, to ensure Controller responsibilities and liabilities are clarified, including obligations to Data Protection legislation and Freedom of Information/Environmental Information Regulations. Including providing relevant information for consultees, and learners.

## **7. Comment from local member(s)**

7.1 Town and Community Councils had an opportunity to contribute to the external consultation exercise. This was also sent to all Council Members for their input.

7.2 A Cross-party working group was established which met twice to review and discuss the investment priorities and interventions relevant to Powys.

## **8. Impact Assessment**

8.1 The Shared Prosperity Fund will have the potential to have a positive effect on all aspects covered within the Impact Assessment. The Investment Plan will seek to improve the economic, social and cultural well-being of the community and leave a lasting positive impact.

8.2 The Integrated Impact Assessment is contained within Appendix B

## **9. Recommendations**

9.1 To note the UK Shared Prosperity Fund Prospectus, Allocations and Key Requirements to unlock funding from UK Government.

9.2 To note the approach to consultation and engagement to inform the development of a Regional Investment Plan – and to approve the principles set out, to enable detailed plan drafting.

9.3 To approve the indicative financial allocations of 40% to Communities and Place; 40% to Supporting Local Business and 20% to People and Skills.

9.4 To delegate authority and authorise the Corporate Directors and Section 151 officer of both Authorities, in consultation with the Leaders of the Councils, to take the necessary decisions and actions required to finalise a related investment plan and accept the allocation of funds, as well as to implement and administer the scheme and all related plans in accordance with the requirements and priorities of the prospectus and fund.

9.5 To approve the split of capacity funding of £40k available to Mid Wales, 50/50 to each Local Authority – to reflect the joint working in developing the regional investment plan to date.

9.6 To approve that Ceredigion County Council will be the lead (host) authority for the UK Shared Prosperity Fund.

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Head of Service: Diane Reynolds

Corporate Director: Nigel Brinn





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# Communities and Place Theme

Intervention	Comments	Strategic fit (Progressive Partnership for Powys)	Strategic Fit (GMW)	External consultation	Indicative allocation Year 1 22/23	Indicative allocation Year 2 23/24	Indicative allocation Year 3 24/25
<p><b>W1: Funding for improvements to town centres and high streets, including better accessibility for disabled people, including capital spend and running costs.</b></p> <p style="text-align: center;">Page 211</p>		Developing Prosperous towns & villages		8 out of 15	£150,000	£320,000	£700,000

<p><b>W2: Funding for new, or improvements to existing, community and neighbourhood infrastructure projects including those that increase communities' resilience to natural hazards such as flooding, and investment in locally owned renewable energy generation and waste management to improve the transition to low</b></p>		<p>Tackling the climate &amp; biodiversity emergency.</p>		<p>2 out of 15</p>	<p>£85,000</p>	<p>£178,000</p>	<p>£550,000</p>
<p><b>W3: Creation of and improvements to local green spaces, community gardens, watercourses and embankments, along with incorporating natural features and biodiversity improvements into wider public space.</b></p>		<p>Tackling the climate &amp; biodiversity emergency.</p>		<p>3 out of 15</p>	<p>£85,000</p>	<p>£178,000</p>	<p>£500,000</p>

<p><b>W4: Enhanced support for existing cultural, historic and heritage institutions that make up the local cultural and heritage offer, including improvements to access to sites to counter the effects of isolation, particularly for older people and disabled people.</b></p>	<p>W6 provides support for culture &amp; heritage and is broader in scope</p>			<p>7 out of 15</p>			
<p><b>W5: Design and management of the built and landscaped environment to 'design out crime'.</b></p>	<p>Some activity already happening through Police and Crime Commissioners. Relatively low levels of crime.</p>	<p>Supporting vulnerable people</p>		<p>14 out of 15</p>			

<b>W6: Support for local arts, cultural, heritage and creative activities</b>		Developing Prosperous towns & villages		4 out of 15	£82,000	£170,000	£550,000
<b>W7: Support for active travel enhancement and other small-scale green transport infrastructure projects, having regard to the Wales Transport Strategy.</b>		Connected Communities  Tackling the cost of living crisis, poverty and the housing emergency		6 out of 15	£82,000	£170,000	£500,000

<b>W8: Funding for the development and promotion of wider campaigns and year round experiences which encourage people to visit and explore the local area.</b>	Similar to W17? Visit Wales doing some of this activity	Developing Prosperous towns & villages  Tackling the climate and biodiversity emergency		13 out of 15			
<b>W9: Funding for impactful volunteering and/or social action projects to develop social and human capital in local places.</b>				5 out of 15	£62,056	£150,000	£400,000

<p><b>W10: Funding for local sports facilities, tournaments, teams and leagues; to bring people together.</b></p>	<p>Fits with Wellbeing agenda</p>	<p>Supporting people to live well</p> <p>Supporting vulnerable people</p> <p>Developing Prosperous towns and villages</p>		<p>12 out of 15</p>	<p>£120,000</p>	<p>£250,000</p>	<p>£620,000</p>
<p><b>W11: Investment in capacity building and infrastructure support for local civil society and community groups.</b></p>		<p>Developing Prosperous towns and villages</p> <p>Running an open and democratic council</p>		<p>10 out of 15</p>	<p>£70,000</p>	<p>£200,000</p>	<p>£500,000</p>



<b>W12: Investment in community engagement schemes to support community involvement in decision making in local regeneration</b>	covered in W11	Running an open and democratic council		9 out of 15			
<b>W13: Community measures to reduce the cost of living, including through measures to improve energy efficiency, and combat fuel poverty and climate change.</b>		Tackling the cost of living crisis, poverty and the housing emergency		1 out of 15	£90,000	£170,000	£500,000

<b>W14: Funding to support relevant feasibility studies.</b>	Allows future proposals to develop. Long term integrated planning	Developing Prosperous towns and villages		15 out of 15	£150,000	£160,000	£230,000
<b>W15: Investment and support for digital infrastructure for local community facilities.</b>		Developing prosperous towns and villages  Connected Communities		11 out of 15	£82,000	£170,113	£494,216
					£1,058,056	£2,116,113	£5,544,216

2018

Example projects (provided by UK Government)	Expected outputs/outcomes	Project Ideas
<ul style="list-style-type: none"> <li>▪Public realm improvements (street art, furniture or other decorative improvements</li> <li>▪Regenerating a town square or high street, including improvements to the management of these spaces</li> <li>▪The delivery of outreach/engagement/participatory programmes for community spaces, including youth centres and public libraries</li> </ul>	<p>Number and m2 of commercial buildings developed or improved</p> <ul style="list-style-type: none"> <li>▪ Amount of rehabilitated land or premises</li> <li>▪ Amount of public realm created or improved</li> <li>▪ Amount of low or zero carbon energy infrastructure installed</li> <li>▪ Sqm of land made wheelchair accessible /step free</li> <li>▪ Jobs created /safeguarded</li> <li>▪ Increase footfall</li> <li>▪ Reduced vacancy rates</li> <li>▪ Greenhouse gas reductions</li> </ul>	<ol style="list-style-type: none"> <li>1. Shopfront improvements (capital). (Economy)</li> <li>2. Shop adaptations post covid (small schemes) (repaint/signage) (Economy).</li> <li>3. Funding to employ town/ community champions to support local businesses and organisations (Economy)</li> <li>4. Transforming Towns - extension to other towns and larger villages (Economy)</li> <li>5. Enhanced Empty Properties Programme-conversion of empty commercial properties - will increase footfall, reduce vacancy rates and rehabilitate land and premises (Housing)</li> <li>6. Enhanced Cyclic Maintenance Activities in Town centres - sweeping / litter / recycling / grass cutting (HTR)</li> <li>7. Town centre road / footway refurbishments (HTR).</li> <li>8. Painting of Structures and Bridge Refurbishments in towns and villages (HTR)</li> <li>9. Oriol Davies idea - high street regen - use of empty shops focused on health &amp; wellbeing, making and selling</li> </ol>

<ul style="list-style-type: none"> <li>▪ The delivery of events programmes for community spaces, including youth centres and public libraries</li> <li>▪ Building new or updating existing defences to increase communities' resilience to natural hazards like flooding or coastal erosion</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of organisations receiving financial support / grants or non-financial support</li> <li>▪ Number of facilities supported/created</li> <li>▪ Number of local events or activities supported</li> <li>▪ Amount of low or zero carbon energy infrastructure installed</li> <li>▪ Number of properties better protected from flooding and coastal erosion</li> </ul>	<ol style="list-style-type: none"> <li>1, Sustainable drainage in our town centres - linked to Green Infrastructure and improved biodiversity within our town centres. Review opportunities alongside town centre refurbishments (HTR)</li> <li>2. Review strategy for implementing electric Bus services in major towns - lower carbon usage and contribute to climate change (HTR)</li> <li>3. Implement Electric Vehicle charging strategy, for variety of EV hubs, residential charging needs, destination needs etc (HTR)</li> <li>4. Recycling/re-use - follow on from circular economy work in Newtown (Members working group)</li> <li>5. Possible flood prevention through gully cleaning and jetting (Members working group).</li> </ol>
<ul style="list-style-type: none"> <li>▪ Development of a new park or community garden particularly in areas with the least access to greenspace</li> <li>▪ Regeneration of existing parks or community gardens, particularly in areas with poor quality parks and gardens</li> <li>▪ Improvements to a canal towpath, particularly in more deprived neighbourhoods</li> <li>▪ Urban/riparian tree planting</li> <li>▪ Changes to management of green spaces, verges etc.</li> <li>▪ Improving access to existing parks</li> </ul>	<ul style="list-style-type: none"> <li>▪ Amount of rehabilitated land or premises</li> <li>▪ Sqm of land made wheelchair accessible/ step free</li> <li>▪ Amount of public realm created or improved</li> <li>▪ Number of facilities supported/created</li> <li>▪ Amount of green or blue space created or improved</li> <li>▪ Amount of new or improved cycleways or paths</li> <li>▪ Number of neighbourhood improvements undertaken</li> <li>▪ Number of trees planted</li> </ul>	<ol style="list-style-type: none"> <li>1. Opportunities to do work around community ownership of roadside verges - pollination, biodiversity etc (Members working group)</li> <li>2. Small revenue grant to create community spaces (Members working group)</li> <li>3. Biodiversity engagement: Staff time for awareness raising and activity days in schools so that projects can be developed. (Countryside)</li> <li>4. Greenspace enhancement, Tremont Estate Llandrindod: Legal fees for transfer of land to the Town Council; play equipment installation (including safety surface) and biodiversity enhancements. The area would be maintained long term by the Town Council. (Countryside)</li> <li>5. Improvements to signage on public rights of way, with volunteer engagement - would assist in residents and visitors being able to identify and follow public paths and spread visitor pressure / economic benefits of tourism from honeypot sites (Countryside)</li> <li>6. Village green relocation / redesignation in Llanidloes. Work collaboratively with Town Council to 'swap' village green to more appropriate location, utilising existing area as formalised county council P&amp;D car parking. (HTR)</li> <li>7. Rural active travel routes (o/s of Active Travel)</li> </ol>

<ul style="list-style-type: none"> <li>▪The development or refurbishment of local natural, cultural and heritage assets</li> <li>▪ The development, restoration or refurbishment of local natural, cultural and heritage assets and sites</li> <li>▪ The delivery of outreach, engagement and participatory programmes for these local assets and sites</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of organisations receiving financial support / grants or non-financial support</li> <li>▪Amount of rehabilitated land or premises</li> <li>▪Amount of public realm created or improved</li> <li>▪Number of facilities supported/created</li> <li>▪Number of Tourism, Culture or heritage assets created or improved</li> <li>▪ Number of events/participatory programmes</li> <li>▪ Amount of green or blue space created or improved</li> </ul>	<ol style="list-style-type: none"> <li>1. Arches, Ystradgynlais. Rich in history, large park area</li> <li>2. Grade 1 Market Hall, Llanidloes</li> <li>3. Staffing roles for outreach and engagement work; joint work with Social Care, Home Support, Acc Powys, Dementia Matters etc (Cultural services)</li> <li>4. Llandrindod Rock Park asset transfer (email Carl Cooper)</li> <li>5. Theatr Hafren refurbishment and redevelopment (email Sara Clutton)</li> </ol>
<ul style="list-style-type: none"> <li>▪Promoting the active use of streets and public spaces throughout the daytime and evening</li> <li>▪ Improvements to streetlighting</li> <li>▪ Installation of new CCTV</li> <li>▪ Funding for measures to improve street or public space safety, such as community wardens</li> </ul>	<ul style="list-style-type: none"> <li>▪Amount of public realm created or improved</li> <li>▪ Amount of new or improved cycleways or paths</li> <li>▪ Number of neighbourhood improvements undertaken</li> </ul>	<ol style="list-style-type: none"> <li>1. Review and consider need / benefit of Play streets in our communities - Play streets create a safe space for children to play together outside (HTR)</li> <li>2. Identify and assess existing pedestrian and cycling routes within the public realm where there are considered to be personal safety-related concerns and to look to develop a variety of measures to improve the safety along the route (HTR)</li> <li>3. ASB at the Park in Y Plas, Machynlleth &amp; issues with an old stable block in the park land near the Plas (workshop)</li> <li>4. Lighting alongside Mont canal &amp; welshpool to improve safety on pathways (workshop)</li> <li>5. Community cohesion activities (part of posts to deliver capacity for activities and engagement programmes generally) e.g. refugee events, pride events, activities to share languages and cultures (Cultural services)</li> </ol>

<ul style="list-style-type: none"> <li>▪ Funding for cultural, heritage, creative and art &amp; craft events</li> <li>▪ Funding for local art galleries/museums/libraries for exhibitions</li> <li>▪ Support for displays for artists to showcase work</li> <li>▪ Locally-led music and theatre performances, tours, author events and film screenings</li> <li>▪ Support for outreach/engagement /participatory programmes as part of wider local arts, cultural, heritage and creative activities</li> <li>▪ Support for the establishment /development of cultural/heritage collaborative networks to share knowledge locally</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of potential entrepreneurs assisted to be business ready</li> <li>▪ Number of organisations receiving financial support other than grants</li> <li>▪ Number of organisations receiving grants</li> <li>▪ Number of organisations receiving non-financial support</li> <li>▪ Number of local events or activities supported</li> <li>▪ Number of volunteering opportunities supported</li> </ul>	<ol style="list-style-type: none"> <li>1. Support for small cultural events e.g. Presteigne</li> <li>2. Brecon Story project that has come out of the Brecon Cultural and Heritage project - roll out to other areas? (Leader report)</li> <li>3. Expanding outreach team to deliver activities for young people</li> <li>4. Maker spaces/ICT equipment - link to digital community hubs project UKCRF (Cultural services)</li> <li>5. Exhibitions of work by local artists or 'makers' with additional online viewing element - which would help trial or inform development of the Sharing/interface/digitisation elements of "Sharing The Assets" in the cultural services Digital Strategy</li> </ol>
<ul style="list-style-type: none"> <li>▪ Creation of new foot paths and cycle paths, particularly in areas of health need</li> <li>▪ Upgrading of existing foot paths and cycle paths, particularly in areas of health need</li> </ul>	<ul style="list-style-type: none"> <li>▪ Amount of new or improved cycleways or paths</li> <li>▪ Number of neighbourhood improvements undertaken</li> <li>▪ Amount of public realm created or improved</li> <li>▪ Number of facilities supported/created</li> <li>▪ Amount of green or blue space created or improved</li> </ul>	<ol style="list-style-type: none"> <li>1. Active travel in non-designated towns / rural application of active travel. (HTR)</li> <li>2. Revenue funded promotion work - behaviour change progs - comm'y led and schools led active travel project. Not funded in Mid (Vince)</li> </ol>

<ul style="list-style-type: none"> <li>▪ Local tourism campaigns</li> <li>▪ Campaigns promoting the local area and its culture/heritage /leisure/visitor offer to residents and visitors</li> <li>▪ Campaigns to encourage visitors from further afield to visit and stay in the region, collaborating with other places where appropriate</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of organisations receiving financial support other than grants</li> <li>▪ Number of organisations receiving grants</li> <li>▪ Number of people reached</li> <li>▪ Number of organisations receiving non-financial support</li> <li>▪ Increased footfall /visitor numbers</li> <li>▪ Increased number of web searches for a place</li> <li>▪ Reduced vacancy rates</li> </ul>	<ol style="list-style-type: none"> <li>1. Mid Wales co-ordinated regional marketing campaign (digital content development, online and social campaigns, consumer shows (UK &amp; overseas) focus on off season visits and incorporating the Wales Way routes. (Economy)</li> <li>2. A specific project around packaging of experiences and joint promotion. (Economy)</li> <li>3. Powys Ambassadors Programme set up to compliment the one for Ceredigion and BBNPA (Economy).</li> <li>4. Cambrian Mountains. Sian&amp;Julie re: local trails promotion</li> <li>5. Feasibility study in partnership with Ceredigion looking at rural deprivation (could help to support the evidence base for the SPF work)</li> </ol>
<ul style="list-style-type: none"> <li>▪ Funding for local volunteering groups, such as youth charities, carers groups or refugee support groups</li> <li>▪ Support for people to develop volunteering and/or social action projects locally</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of organisations receiving financial support other than grants</li> <li>▪ Number of organisations receiving grants or non-financial support</li> <li>▪ Number of local events or activities supported</li> <li>▪ Number of volunteering opportunities supported</li> <li>▪ Number of projects</li> <li>▪ Improved engagement numbers</li> <li>▪ Volunteering numbers as a result of support</li> </ul>	<ol style="list-style-type: none"> <li>1. Countryside volunteering development, opps for community projects and own vol's - biodiversity</li> <li>2. Project to support young people into volunteering opportunities (Youth service)</li> <li>3. Volunteer training - digital champions in libraries and outreach (linking to library at home developments). Link to NPTC and high schools (Cultural)</li> <li>4. NPTC - appoint Community Engagement Officer - volunteering placements, Welsh Bacc etc.</li> </ol>

<ul style="list-style-type: none"> <li>▪ Renovation/maintenance of existing sports facilities</li> <li>▪ Support for community sports leagues</li> <li>▪ Regeneration of an unused area to build sports facilities</li> <li>▪ Creation of new 3G sports pitches and other sports facilities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of facilities supported/created</li> <li>▪ Number of tournaments/leagues/teams supported</li> <li>▪ Levels of participation in sports and recreational activities at facilities that have benefitted from funding (based on registered players/teams)</li> <li>▪ Improved perception of events</li> <li>▪ Increased users of facilities/amenities</li> </ul>	<ol style="list-style-type: none"> <li>1. Llanfair Caereinion - Replacement of Outdoor Synthetic Pitch (leisure)</li> <li>2. Ystradgynlais - Replacement of Sand Dressed Astro turf Carpet (Leisure)</li> <li>3. Penlan Athletics Pavillion - Brecon. Spectator Stand &amp; Changing Room Building Replacement failed internal and external fabric including roof, guttering, windows, floor coverings, plumbing &amp; electrical replacement. (Leisure)</li> <li>4. Brecon Leisure Centre - Resurfacing of Athletics Track (Leisure)</li> <li>5. Reintroduction of previous schemes such as Sport Powys and 5 x 60 (Members working group)</li> <li>6. New energy solutions for sports facilities (Members working group)</li> <li>7. Small scale infrastructure and feasibilities</li> </ol>
<ul style="list-style-type: none"> <li>▪ Funding for community spaces, such as village halls, libraries or community centres for local civil society and community groups</li> <li>▪ Training programmes to support local civil society and community group leaders</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of organisations receiving financial support / grants or non-financial support</li> <li>▪ Number of Tourism, Culture or heritage assets created or improved</li> <li>▪ Number of people attending training sessions</li> <li>▪ Number of facilities supported/created</li> <li>▪ Amount of green or blue space created or improved</li> <li>▪ Number of new or improved community facilities as a result of support</li> <li>▪ Improved engagement numbers</li> </ul>	<ol style="list-style-type: none"> <li>1. Knighton Youth Project? (Email Cllr Ange W)</li> <li>2. Regeneration of Cwmlinaw Hall? (Email SWEA)</li> <li>3. Training of vol's - encourage young people on to committees.</li> <li>4. Maintenance of village halls is a key issue, future training requirements to ensure that community groups are set up correctly as these groups take on a lot of responsibility. Need to ensuring the community spaces are safe and secure.</li> <li>5. Digital community hubs development, with training and volunteer elements; (Cultural)</li> </ol>



<ul style="list-style-type: none"> <li>▪ Programmes to encourage participation in local democracy, eg. information events on how to become a local councillor or developing youth participation in decision making</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of organisations receiving grants or financial support other than grants or non-financial support</li> <li>▪ Number of volunteering opportunities supported</li> <li>▪ Number of people reached</li> <li>▪ Number of local events or activities supported</li> <li>▪ Improved engagement numbers</li> </ul>	<ol style="list-style-type: none"> <li>1. Town investment plans / community investment plans.</li> <li>2. Place Plans and Community Plans that can be adopted as SPG</li> <li>3. Councillor / MS / MP surgeries held in libraries (already happens) - use of digital tech for engagement in democracy from local hub. Outreach (mobile transformation) (Cultural)</li> </ol>
<p style="text-align: center;">Page 225</p> <ul style="list-style-type: none"> <li>▪ Programmes/campaigns to encourage uptake of energy efficiency measures for homes, including, heat pumps, water pumps and increased insulation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of people reached</li> <li>▪ Number of organisations receiving grants or financial support other than grants or non-financial support</li> <li>▪ Number of households receiving support</li> <li>▪ Number of households supported to take up energy efficiency measures</li> <li>▪ Greenhouse gas reductions</li> <li>▪ Increased take up of energy efficiency measures</li> </ul>	<ol style="list-style-type: none"> <li>1. Retrofitting in skills development and training and local supply chain development this would have a broad impact upon commercial and domestic sectors, tackle some of our key regional challenges and fills a gaps which arent really progressing through other means. (Tom Yeo)</li> <li>2. Energy efficiency advice and support for homeowners</li> <li>3. Loan of thermal imaging cameras to detect heat loss - part of Library of Things (Cultural)</li> <li>4. Online learning re energy efficiency, reducing bills etc (NEST, Money Saviour etc) (Cultural)</li> <li>5. Expand our energy advocacy services from Llandrindod to more areas in Powys to help more people that will be experiencing fuel poverty. We would like to offer a Warm and Well Powys service that provides energy saving advice to homeowners and private renting tenants. It would focus on how to improve the energy efficiency of properties, and help householders reduce their energy bills. We would like to provide a freephone advice line, home visits, and community-based advisors to give residents free, impartial home energy support. (SWEA)</li> </ol>

	<ul style="list-style-type: none"> <li>▪ Number of feasibility studies supported</li> <li>▪ Increased number of projects arising from funded feasibility studies</li> </ul>	<ol style="list-style-type: none"> <li>1. Feasibility into park &amp; ride opportunities throughout Powys, such as Brecon Beacons (HTR)</li> <li>2. Feasibility into improving car parking provision in Crickhowell, potentially relocation of allotments. (HTR)</li> <li>3. Feasibility - future use for The Arches, Ystrad (Economy)</li> <li>4. Feasibility studies to support the development of Growth Deal projects (Economy)</li> <li>5. Feasibility to identify new industrial sites for consideration in the new LDP (building on existing sites and premises feasibility). (Economy)</li> <li>6. Funding to develop project proposals identified within the 10 Town Investment Plan programme and also through existing place plans. (Economy)</li> </ol>
<p>Page 226</p>	<ul style="list-style-type: none"> <li>▪ Number of organisations receiving grants or financial support other than grants or non-financial support</li> <li>▪ Number of facilities supported/created</li> <li>▪ Number of new or improved community facilities as a result of support</li> <li>▪ Improved perception of facility/ infrastructure project</li> <li>▪ Number of premises with improved digital connectivity</li> </ul>	<ol style="list-style-type: none"> <li>1. Develop town centre digital plans for our primary and regional retail centres. (Economy)</li> <li>2. Match funding for town wifi infrastructure schemes (ICT equipment is revenue/capital). (Economy)</li> <li>3. Support for businesses to develop digital services for local community. (Economy)</li> <li>4. Cultural Services Digital Strategy 2022-27 - Continuation and delivery of Search the Assets. Learn and Educate – all actions from Embark to Sustain. Going Smart – continuation of the Library+ and the community hubs project; Augmented reality and “AI lite”. Digital community hubs development following survey outcomes (libraries); expansion of pilot projects to other areas (Cultural services)</li> </ol>

Supporting Local Business Theme

Intervention	Comments	Strategic Fit (Progressive Partnership for Powys)	Strategic Fit (GMW)	External consultation	Indicative allocation Year 1 22/23	Indicative allocation Year 2 23/24	Indicative allocation Year 3 24/25
<p><b>W16: Investment in open markets and improvements to town centre retail and service sector infrastructure, with wrap around support for small businesses.</b></p>		<p>Developing Prosperous towns and villages</p>		<p>6 out of 18</p>	<p>£100,000</p>	<p>£200,000</p>	<p>£700,000</p>
<p><b>W17: Funding for the development and promotion (both trade and consumer) of the visitor economy, such as local attractions, trails, tours and tourism products more generally</b></p>	<p>Could pick up W8 activity?</p>	<p>Developing Prosperous towns &amp; villages</p> <p>Tackling the climate and biodiversity emergency</p>		<p>5 out of 18</p>	<p>£100,000</p>	<p>£200,000</p>	<p>£700,000</p>

<p><b>W18: Supporting Made Smarter Adoption:</b>  <b>Providing tailored expert advice, matched grants and leadership training to enable manufacturing SMEs to adopt industrial digital technology solutions including artificial intelligence; robotics and autonomous systems; additive manufacturing; industrial internet of things; virtual reality; data analytics</b></p>	<p>MW Manufacturing Campus</p>	<p>Developing Prosperous towns and villages</p>		<p>14 out of 18</p>	<p>£75,000</p>	<p>£150,000</p>	<p>£500,000</p>
<p><b>W19: Increasing investment in research and development at the local level. Investment to support the diffusion of innovation knowledge and activities, in both economically important and emerging areas. Support the commercialisation of ideas, encouraging collaboration and accelerating the path to market so that more ideas translate into industrial and commercial practices. Investment in doctoral training centres.</b></p>		<p>Developing Prosperous towns and villages</p>		<p>10 out of 18</p>	<p>£70,000</p>	<p>£140,000</p>	<p>£450,000</p>

<b>W20: Research and development grants supporting the development of innovative products and services. Grants to increase the research capacity and level of collaboration between firms to share best practice.</b>	WG? UK RI funding?	Developing Prosperous towns and villages		12 out of 18			
<b>W21: Funding for the development and support of appropriate innovation infrastructure at the local level.</b>	Impt to develop sector to grow	Developing Prosperous towns and villages		8 out of 18	£75,000	£150,000	£300,000

<p><b>W22: Investing in enterprise infrastructure and employment /innovation site development projects. This can help to unlock site development projects which will support growth in places.</b></p>		<p>Developing Prosperous towns and villages</p>		<p>9 out of 18</p>	<p>£75,000</p>	<p>£150,000</p>	<p>£300,000</p>
<p><b>W23: Strengthening local entrepreneurial ecosystems, and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks.</b></p>		<p>Developing Prosperous towns and villages</p>		<p>2 out of 18</p>	<p>£75,000</p>	<p>£150,000</p>	<p>£300,000</p>

<p><b>W24: Funding for new or improvements to training hubs, business support offers, 'incubators' and 'accelerators' for local enterprise (including social enterprise) which can support entrepreneurs and start-ups through the early stages of development and growth by offering a combination of services including account management, advice, resources, training, coaching, mentorship and access to workspace.</b></p>	<p>Covered by W23?</p>	<p>Developing Prosperous towns and villages</p>		<p>3 out of 18</p>			
<p><b>W25 Grants to help places bid for and host international business events and conferences that support wider local growth sectors.</b></p>	<p>Specifically international business events-not a priority for Mid</p>			<p>15 out of 18</p>			

<p><b>W26: Support for growing the local social economy, including community businesses, cooperatives and social enterprises.</b></p>		<p>Developing Prosperous towns and villages</p>		<p>1 out of 18</p>	<p>£70,000</p>	<p>£140,000</p>	<p>£300,000</p>
<p><b>W27: Funding to develop angel investor networks nationwide.</b></p>	<p>Angels Invest Wales do this</p>			<p>17 out of 18</p>			



<b>W28: Export Grants to support businesses to grow their overseas trading, supporting local employment and investment.</b>	Add to existing export support in region e.g. food and drink	Developing Prosperous towns and villages		18 out of 18	£70,000	£140,000	£300,000
<b>W29: Supporting decarbonisation and improving the natural environment whilst growing the local economy. Invest in infrastructure to deliver effective decarbonisation across energy, buildings and transport and beyond, in line with our legally binding climate target. Maximising existing or emerging local strengths in low carbon technologies, goods and services to take advantage of the growing global opportunity.</b>		Tackling the climate and biodiversity emergency  Developing prosperous towns and villages  Tackling cost of living crisis, poverty & housing emergency		4 out of 18	£100,000	£200,000	£700,000
<b>W30: Business support measures to drive employment growth, particularly in areas of higher unemployment.</b>	Covered by W23?	Developing Prosperous towns and villages		7 out of 18			
<b>W31: Funding to support relevant feasibility studies</b>		Developing Prosperous towns and villages		16 out of 18	£75,000	£146,113	£194,216

<b>W32: Funding to support progression of small businesses into productive medium sized firms.</b>		Developing Prosperous towns and villages		13 out of 18	£73,056	£150,000	£300,000
<b>W33: Investment in resilience infrastructure and nature based solutions that protect local businesses and community areas from natural hazards including flooding and coastal erosion.</b>		Tackling the climate and biodiversity emergency  Developing prosperous towns and villages		11 out of 18	£100,000	£200,000	£500,000
					£1,058,056	£2,116,113	£5,544,216

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Example projects (provided by UK Government)	Expected outputs/outcomes	Project Ideas
<ul style="list-style-type: none"> <li>▪ Funding to support the establishment and ongoing running of a new open air market</li> <li>▪ Business support activity for entrepreneurs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of local markets supported</li> <li>▪ Number of businesses receiving grants or financial support other than grants or non-financial support</li> <li>▪ Number of potential entrepreneurs provided assistance to be business ready</li> <li>▪ Jobs created / safeguarded</li> <li>▪ Number of new businesses created</li> <li>▪ Increased footfall / visitor numbers</li> <li>▪ Reduced vacancy rates</li> <li>▪ Improved perception of markets</li> <li>▪ Increased business sustainability</li> <li>▪ Increased number of businesses supported</li> </ul>	<ol style="list-style-type: none"> <li>1. Development of specific markets - e.g. food/crafts/cultural. Entrepreneurial pop up shops?</li> <li>2. Town Centre enterprise, best practice from other towns.</li> </ol>
<ul style="list-style-type: none"> <li>▪ Development of local visitor trails and tours</li> <li>▪ Grants for the development, promotion and upkeep of local tourist attractions</li> <li>▪ Development of other local visitor experiences based around the local offer</li> <li>▪ Funding for complementary sustainable transport measures</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving grants, financial support other than grants or non-financial support</li> <li>▪ Number of Tourism, Culture or heritage assets created or improved</li> <li>▪ Number and m2 of commercial buildings developed or improved</li> <li>▪ Number of people reached</li> <li>▪ Number of local events or activities supported</li> <li>▪ Jobs created / safeguarded</li> <li>▪ Increased footfall / visitor numbers</li> <li>▪ Increase in visitor spending</li> <li>▪ Increased amount of investment</li> <li>▪ Improved perception of attractions</li> </ul>	<ol style="list-style-type: none"> <li>1. Additional support to operator groups for provision of public conveniences. Either running costs or improvements. (HTR)</li> <li>2. Sustainable transport - Brecon. 'Walking product' development through a one-stop portal for all walks/trails etc.</li> </ol>

<ul style="list-style-type: none"> <li>▪ Wraparound support to help SME manufacturers adopt industrial digital technology solutions such as AI and robotics</li> <li>▪ Impartial, expert advice to support business planning and digital roadmapping</li> <li>▪ Specialist leadership and management training focused on industrial digitalisation with an emphasis on peer learning, network building and collaboration</li> <li>▪ Match funded grants to enable firms to buy and implement new industrial digital technology solutions</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving grants, financial support other than grants or non-financial support</li> <li>▪ Number of people attending training sessions</li> <li>▪ Number of businesses introducing new products to the firm</li> <li>▪ Number of organisations engaged in new knowledge transfer activity</li> <li>▪ Number of premises with improved digital connectivity</li> <li>▪ Number of businesses adopting new to the firm technologies or processes</li> <li>▪ Increased amount of investment</li> </ul>	
<ul style="list-style-type: none"> <li>▪ Research and development grants for local organisations e.g. universities</li> <li>▪ Grants to encourage and support partnership working between organisations locally and regionally</li> <li>▪ Funding to support the development of sector clusters and high growth ecosystems</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of potential entrepreneurs provided assistance to be business ready</li> <li>▪ Number of businesses receiving grants, financial support other than grants or non-financial support</li> <li>▪ Number of new to market products</li> <li>▪ Number of new businesses created</li> <li>▪ Number of organisations engaged in new knowledge transfer activity</li> <li>▪ Increased amount of low or zero carbon energy infrastructure installed</li> <li>▪ Greenhouse gas reductions</li> <li>▪ Number of businesses adopting new to the firm technologies or processes</li> <li>▪ Increased number of businesses with improved productivity</li> <li>▪ Number of businesses introducing new products to the firm</li> </ul>	

<ul style="list-style-type: none"> <li>▪ Research and development grants for new product, services and markets</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving grants or financial support other than grants or non-financial support</li> <li>▪ Number of new to market products</li> <li>▪ Number of R&amp;D active businesses</li> <li>▪ Increased number of innovation active SMEs</li> <li>▪ Number of businesses adopting new to the firm technologies or processes</li> <li>▪ Increased amount of investment</li> <li>▪ Number of organisations engaged in new knowledge transfer activity</li> <li>▪ Number of businesses adopting new or improved products or services</li> </ul>	<p>1. Funding to commission R&amp;D studies/reports. Link to Adv Manuf Centre?</p>
<p>Funding for innovation and technology facilities in the local area</p> <p style="text-align: center;">Page 237</p>	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving non-financial support or financial support other than grants</li> <li>▪ Number of potential entrepreneurs provided assistance to be business ready</li> <li>▪ Jobs created / safeguarded</li> <li>▪ Number of new businesses created</li> <li>▪ Number of businesses adopting new to the firm technologies or processes</li> <li>▪ Increased number of businesses with improved productivity</li> <li>▪ Number of new to market products</li> <li>▪ Number of businesses introducing new products to the firm</li> </ul>	<p>1. Project to support taking forward the Advanced Manufacturing Centre. (feasibility)</p>

<ul style="list-style-type: none"> <li>▪ Funding to support the development of new business sites</li> <li>▪ Accelerator and incubator provision to support businesses to innovate, scale and reach new investment</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving grants or financial support other than grants or non-financial support</li> <li>▪ Amount of rehabilitated land or premises</li> <li>▪ Number and m2 of commercial buildings developed or improved</li> <li>▪ Increased number of potential entrepreneurs provided assistance to be business ready</li> <li>▪ Jobs created / safeguarded</li> <li>▪ Number of new businesses created</li> <li>▪ Reduced vacancy rates</li> <li>▪ Number of premises with improved digital connectivity</li> <li>▪ Number of businesses adopting new to the firm technologies or processes</li> <li>▪ <del>Increased amount of investment</del></li> </ul>	<p>1. Sites and Premises investment (with CC) - take forward Growth Deal projects.</p>
<ul style="list-style-type: none"> <li>▪ Strengthening local entrepreneurial ecosystems and connecting businesses to wider support on, for eg innovation, trade and skills</li> <li>▪ Establishing local peer-to-peer networking/support and learning to improve sharing of best practice</li> <li>▪ Development of evidence-based regional entrepreneurial support, led by entrepreneurs, risk capital providers, corporates, academia and government</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of potential entrepreneurs provided assistance to be business ready</li> <li>▪ Number of businesses grants, financial support other than grants or non-financial support</li> <li>▪ Jobs created / safeguarded</li> <li>▪ Number of new businesses created</li> <li>▪ Number of businesses adopting new to the firm technologies or processes</li> <li>▪ Increased number of businesses engaged in new markets</li> <li>▪ Increased number of businesses with improved productivity</li> <li>▪ Number of businesses introducing new products to the firm</li> </ul>	<p>1. Development of database / bus directory? Take forward learning from Siroli project?</p>

<ul style="list-style-type: none"> <li>▪ Funding to establish a new local business accelerator/growth programme</li> <li>▪ Funding to support local business support offers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving grants, financial support other than grants or non-financial support</li> <li>▪ Increased number of potential entrepreneurs provided assistance to be business ready</li> <li>▪ Jobs created / safeguarded</li> <li>▪ Number of new businesses created</li> <li>▪ Number of businesses adopting new to firm technologies or processes</li> <li>▪ Increased amount of investment</li> <li>▪ Number of businesses introducing new products to the firm</li> <li>▪ Number of organisations engaged in new knowledge transfer activity</li> <li>▪ Number of early stage firms which increase their revenue following support</li> </ul>	<p>1. Possibility for incubator units in Ystradgynlais.</p>
<ul style="list-style-type: none"> <li>▪ Grants to bid for, secure and hold a conference for a leading sector locally</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving grants or financial support other than grants or non-financial support</li> <li>▪ Number of events/participatory programmes</li> <li>▪ Increased visitor numbers</li> <li>▪ Increased number of businesses engaged in new markets</li> <li>▪ Increased amount of investment</li> <li>▪ Increased number of businesses supported</li> <li>▪ Number of organisations engaged in new knowledge transfer activity</li> </ul>	

<ul style="list-style-type: none"> <li>▪ Training schemes for local people looking to set up a new cooperative business</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of people attending training sessions</li> <li>▪ Number of businesses receiving grants or financial support other than grants or non-financial support</li> <li>▪ Increased number of potential entrepreneurs provided assistance to be business ready</li> <li>▪ Jobs created / safeguarded</li> <li>▪ Number of new businesses created</li> <li>▪ Increased number of businesses engaged in new markets</li> <li>▪ Increased amount of investment</li> </ul>	<p>Cwmpas proposals:</p> <ol style="list-style-type: none"> <li>1. Entrepreneurship &amp; business incubation hubs</li> <li>2. Pre-start/new start support and small grants for early stage social enterprises</li> <li>3. Community wealth building to grow the foundational economy</li> <li>4.</li> </ol>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 240</p> <ul style="list-style-type: none"> <li>▪ Funding to establish a local angel investor network</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of angel investors in the local area</li> <li>▪ Number of businesses receiving angel investment</li> <li>▪ Number of businesses receiving grants or financial support other than grants</li> <li>▪ Engagement by angel investors</li> <li>▪ Increased number of potential entrepreneurs provided assistance to be business ready</li> <li>▪ Jobs created</li> <li>▪ Number of new businesses created</li> <li>▪ Increased number of businesses engaged in new markets</li> <li>▪ Increased business sustainability</li> <li>▪ Increased amount of investment</li> </ul>	



<ul style="list-style-type: none"> <li>▪ DIT Internationalisation Fund, which provided match funding grants of up to £9,000 per business to enable them to fund support for an agreed export strategy. The DIT-funded International Trade Adviser network acts as the entry point to support businesses in developing their export strategy and applying to the Internationalisation Fund.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving grants</li> <li>▪ Number of businesses engaged in new markets</li> <li>▪ Jobs created / safeguarded</li> <li>▪ Number of businesses increasing their export capability</li> </ul>	
<ul style="list-style-type: none"> <li>▪ Funding for net zero initiatives for local business</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving grants or financial support other than grants or non-financial support</li> <li>▪ Amount of low or zero carbon energy infrastructure installed</li> <li>▪ Number of decarbonisation plans developed</li> <li>▪ Jobs created / safeguarded</li> <li>▪ Number of new businesses created</li> <li>▪ Number of premises with improved digital connectivity</li> <li>▪ Greenhouse gas reductions</li> <li>▪ Number of businesses adopting new to the firm technologies or processes</li> </ul>	Tom / SWEA ideas
	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving financial support other than grants or non-financial support</li> <li>▪ Jobs created</li> <li>▪ Increased number of businesses supported</li> <li>▪ Increased business sustainability</li> </ul>	1. Business Start Up support to fund a programme that can assist with set up expenses (eg, rent, insurance, training, marketing, business planning, etc).
	<ul style="list-style-type: none"> <li>▪ Number of feasibility studies supported</li> <li>▪ Increased number of projects arising from funded feasibility studies</li> </ul>	<ol style="list-style-type: none"> <li>1. Feasibility study into the creation of new Cycle and Walking Trails similar to Dolgellau to Barmouth - such as Ystrad to Brecon, Brecon to Hay on wye, Tri town (Rhayader/Llandrindod/Builth) etc (HTR)</li> <li>2. Feasibility into park &amp; ride opportunities throughout Powys, such as Brecon Beacons</li> <li>3.</li> </ol>

	<ul style="list-style-type: none"> <li>▪ Number of businesses receiving grants or financial support other than grants or non-financial support</li> <li>▪ Number of innovation plans developed</li> <li>▪ Engagement in investor network</li> <li>▪ Increased number of businesses supported</li> <li>▪ Increased number of innovation plans developed</li> <li>▪ Increased number of organisations engaged in new knowledge transfer activity</li> </ul>	
<p>▪ Funding for schemes that better protect local businesses from flooding and coastal erosion</p> <p style="text-align: center;">Page 242</p>	<ul style="list-style-type: none"> <li>▪ Number of properties better protected from flooding and coastal erosion</li> <li>• Jobs created / safeguarded</li> <li>• Increased number of properties better protected from flooding and coastal erosion</li> </ul>	<p>1. Identify and assess at risk catchments where natural flood management (bogs/leaky dams etc) may be applicable, and review/consider sustainability issues and mechanisms surrounding NFM implementation. Such catchments for example Manthrig Brook. There will also be secondary opportunities for cross cutting agenda such as biodiversity. (HTR)</p>

**People and Skills Theme**

Intervention	Comments	Strategic Fit (Progressive Partnership for Powys)	Strategic Fit (GMW)	External Consultation	Indicative allocation Year 1 22/23	Indicative allocation Year 2 23/24	Indicative allocation Year 3 24/25
Employment support for economically inactive people:							

<p><b>W34: Intensive and wrap-around one-to-one support to move people closer to mainstream provision and to gain and retain employment, including wraparound support to people undertaking apprenticeships, supplemented by additional and/or specialist life and basic skills (digital, English, maths* and ESOL) support where there are local provision gaps, e.g. projects promoting the importance of work to help people to live healthier and more independent lives, alongside building their future financial resilience and wellbeing.</b></p>	<p>Covered primarily by CfW+ and other employability projects such as Restart and React+</p>	<p>The best start in life</p>		<p>5 out of 10</p>			
<p><b>Supporting people furthest from the labour market through access to basic skills:</b></p>							

<p>W35: Courses including basic skills (digital, English, maths (via Multiply) and ESOL), and life skills and career skills provision for people who are not economically inactive and who are unable to access other training or wrap around support detailed above. Supplemented by financial support for learners to enrol onto courses and complete qualifications.</p>	<p>Aggie to sense check</p>	<p>The best start in life</p>		<p>4 out of 10</p>	<p>£74,000</p>	<p>£115,000</p>	<p>£380,000</p>
<p>W36: Activities such as enrichment and volunteering to improve opportunities and promote wellbeing.</p>	<p>Covered by CfW+ and other employability programmes</p>	<p>The best start in life</p>		<p>2 out of 10</p>			

<p><b>W37: Interventions to increase levels of digital inclusion, with a focus on essential digital skills, communicating the benefits of getting (safely) online, and in community support to provide users with the confidence and trust to stay online.</b></p>		<p>The best start in life</p> <p>Supporting vulnerable people</p>		8 out of 10	£74,000	£115,000	£402,108
<p>Skills to progress in work and to fund local skills needs.</p>							
<p><b>W38: Tailored support to help people in employment, who are not supported by mainstream provision to address barriers to accessing education and training courses. This includes supporting the retention of groups who are likely to leave the labour market early.</b></p>	<p>Covered in W39?</p>	<p>Developing prosperous towns and villages</p>		7 out of 10			

<p><b>W39: Support for local areas to fund local skills needs. This includes technical and vocational qualifications and courses up to level 2 and training for vocational licences relevant to local area needs and high-value qualifications where there is a need for additional skills capacity that cannot be met through mainstream funding.</b></p>		<p>Developing prosperous towns and villages</p>		<p>1 out of 10</p>	<p>£74,000</p>	<p>£115,000</p>	<p>£350,000</p>
<p><b>W40: Green skills courses targeted around ensuring we have the skilled workforce to achieve the government's net zero and wider environmental ambitions.</b></p>		<p>Tackling the climate and biodiversity emergency</p>		<p>3 out of 10</p>	<p>£79,028</p>	<p>£113,056</p>	<p>£370,000</p>
<p><b>W41: Retraining and upskilling support for those in high carbon sectors, with a particular focus on transitioning to green, and Industry 4.0 and 5.0 jobs.</b></p>		<p>Tackling the climate and biodiversity emergency</p>		<p>9 out of 10</p>	<p>£74,000</p>	<p>£115,000</p>	<p>£370,000</p>

<p><b>W42: Funding to support local digital skills.</b></p>		<p>The best start in life Supporting vulnerable people</p>		<p>10 out of 10</p>	<p>£74,000</p>	<p>£115,000</p>	<p>£350,000</p>
<p><b>W43: Funding to support engagement and softer skills development for young people, with regard to the work of Careers Wales/Working Wales</b></p>	<p>Will cover pre-16 support for those at risk of NEET</p>	<p>The best start in life Supporting vulnerable people</p>		<p>6 out of 10</p>	<p>£80,000</p>	<p>£370,000</p>	<p>£550,000</p>
					<p>£529,028</p>	<p>£1,058,056</p>	<p>£2,772,108</p>



Example projects (provided by UK Government)	Expected outputs/outcomes	Project Ideas

<ul style="list-style-type: none"> <li>▪ Personalised and intensive support delivered through keyworkers, including referrals to relevant local training, skills and specialised support</li> <li>▪ Areas investing in the keyworker function may also procure additional services, offering life skills and basic skills support, where there are gaps in local provision</li> <li>▪ Basic skills delivered in alternative or novel settings. Maths and English up to Level 1, ESOL courses and essential digital skills</li> <li>▪ Supported employment provision and placements for individuals with health and disability needs, including person-centred vocational profiling</li> <li>▪ Support groups for people with similar health barriers to share personal experiences, coping strategies, or information about their conditions</li> <li>▪ Counselling and advice services, including tailored work-focused mental health support, to help individuals with coping strategies and support plans for transition into work</li> <li>▪ Financial support to enrol onto courses and complete qualifications, debt advice to help manage money, housing support, financial support for clothes or travel, and childcare support</li> <li>▪ Enrichment activities for the socially isolated delivered in community centres such as sports, arts and other interactive activities.</li> <li>▪ Volunteering and work experience opportunities to improve opportunities and promote wellbeing</li> <li>▪ Referrals to services that offer a holistic approach to substance misuse treatment</li> <li>▪ Specialist outreach for housing or those with criminal backgrounds</li> <li>▪ Person-centred emotional, practical or financial support for carers, and advice on how to balance caring and work responsibilities, or support around health and wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of economically inactive people engaging with keyworker support services</li> <li>▪ Number of economically inactive people supported to engage with the benefits system</li> <li>▪ Number of socially excluded people accessing support</li> <li>▪ Number of people supported to access basic skills</li> <li>▪ Number of people accessing mental and physical health support leading to employment</li> <li>▪ Number of people supported to engage in job searching</li> <li>▪ Number of people receiving support to gain employment</li> <li>▪ Number of people receiving support to sustain employment</li> <li>▪ Effective working between keyworkers and additional services</li> </ul>	<p>1. Additional Detached Youth Workers to support those YP who require intensive person-centred support. / NEET officers (16-25) to work on tier list for Tier 1 location and Tier 2 contacts and transition from high school (1 north 1 south) - Youth</p>

	<ul style="list-style-type: none"> <li>▪ Number of people supported to engage in life skills</li> <li>▪ Number of people supported onto a course through providing financial support</li> <li>▪ Number of people in education / training</li> <li>▪ Number of people in employment, including self-employment, following support</li> <li>▪ Increased number of people with basic skills (English, maths, digital and ESOL)</li> <li>▪ Fewer people facing structural barriers into employment and into skills provision</li> </ul>	<p>1. Community Focused Schools (e.g. engagement with communities and linkage with basic skills on schools school sites) (Education)</p>
	<ul style="list-style-type: none"> <li>▪ Number of people supported to participate in education</li> <li>▪ Number of volunteering opportunities supported</li> <li>▪ Number of people taking part in work experience programmes</li> <li>▪ Increased number of people familiarised with employers' expectations, including, standards of behaviour in the workplace</li> <li>▪ Fewer people facing structural barriers into employment and into skills provision</li> </ul>	<p>1. Community Focused Schools (e.g. engagement with communities and linkage with basic skills on schools school sites)</p> <p>2. Youth Services</p> <p>3. Tir Coed - practical outdoor training.</p>

<ul style="list-style-type: none"> <li>▪ Support for activities to increase people’s motivation and confidence in getting online, such as through Bring Your Own Device sessions at libraries</li> <li>▪ Provision of devices for digitally excluded people, accompanied by essential digital skills courses delivered at local community centres or libraries</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of people supported to access basic skills</li> <li>▪ Number of people supported to engage in life skills</li> <li>▪ Number of people gaining a qualification following support</li> </ul>	<ol style="list-style-type: none"> <li>1. Community Focused Schools (e.g. engagement with communities and linkage with basic skills on schools school sites) - Linked with Libraries Community Hubs project (initiated through UKCRF) and working with external providers for example, by national providers such as banks</li> <li>2. Bespoke training for Teaching Assistants across Powys schools to ensure confidence when working with children and young people and to support professional development and possible career progression</li> <li>3. Library service ipad loan scheme?</li> </ol>
	<ul style="list-style-type: none"> <li>▪ Number of people supported to participate in education</li> <li>▪ Number of people retraining</li> <li>▪ Number of people in employment engaging with the skills system</li> <li>▪ Number of people gaining qualifications, licences and skills</li> </ul>	<ol style="list-style-type: none"> <li>1. Community Focused Schools (e.g. engagement with communities and linkage with basic skills on schools school sites)</li> <li>2. Bespoke basic skills training opportunities for in-work adults in the labour market, working with external providers to develop target courses</li> <li>3. Bespoke training for Teaching Assistants across Powys schools to ensure confidence when working with children and young people and to support professional development and possible career progression (Education)</li> </ol>

	<ul style="list-style-type: none"> <li>▪ Number of people receiving support to gain a vocational licence</li> <li>▪ Number of people in education / training</li> <li>▪ Number of people in employment, including self-employment, following support</li> <li>▪ Number of economically active individuals engaged in mainstream skills education and training</li> </ul>	<ol style="list-style-type: none"> <li>1. Community Focused Schools (e.g. engagement with communities and linkage with basic skills on schools school sites)</li> <li>2. Bespoke basic skills training opportunities for in-work adults in the labour market, working with external providers to develop target courses</li> <li>3. Bespoke training for Teaching Assistants across Powys schools to ensure confidence when working with children and young people and to support professional development and possible career progression (Education)</li> </ol>
<ul style="list-style-type: none"> <li>▪ Relevant courses could include environmental conservation or forestry operative apprenticeships, apprenticeships linked to support green jobs, or Agriculture, Land Management and Production NVQs.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of people receiving support to gain employment</li> <li>▪ Number of people gaining a qualification following support</li> <li>▪ Number of people in employment, including self-employment, following support</li> </ul>	<ol style="list-style-type: none"> <li>1. Work with external providers to deliver green skills courses - building on the work piloted by the UKCRF funds (Education)</li> <li>2. Knighton green skills training hub - email Cllr Corinna</li> <li>3. SWEA?</li> <li>4. NPTC - skilled and competent workforce that is able to respond to the emerging zero carbon agenda</li> </ol>
<ul style="list-style-type: none"> <li>▪ Courses targeted at employees from local high carbon sectors to develop their existing skills in lower-carbon alternatives</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of people receiving support to gain employment</li> <li>▪ Number of people attending training sessions</li> <li>▪ Number of people retraining</li> <li>▪ Number of people receiving support to sustain employment</li> <li>▪ Number of people gaining a qualification following support</li> <li>▪ Number of people in employment, including self-employment, following support</li> </ul>	

<ul style="list-style-type: none"> <li>▪ Developing a community digital skills pathway programme</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of people supported to engage in life skills</li> <li>▪ Number of people gaining a qualification following support</li> <li>▪ Number of people engaged in life skills support following interventions</li> </ul>	<ol style="list-style-type: none"> <li>1. To provide basic ICT support for people developing their digital skills at all libraries, with more specialist assistance available by phone and email (Culture)</li> <li>2. Cwmpas - digital skills for SMEs / foundational economy businesses</li> </ol>
	<ul style="list-style-type: none"> <li>▪ Number of people supported to access basic skills</li> <li>▪ Number of people supported to gain a qualification</li> <li>▪ Number of people supported to engage in life skills</li> <li>▪ Number of people supported onto a course through providing financial support</li> <li>▪ Increased number of people with basic skills (English, maths, digital and ESOL)</li> <li>▪ Increased number of people gaining qualifications, licences and skills</li> <li>▪ Increase number of people engaged in life skills support following interventions</li> </ul>	<p>Continuation of Cynnydd project following the ending of funding in 2023 with a view to also increasing capacity to meet the needs of young people who have already been identified by secondary schools. Cynnydd works with young people 11-16 with a view to increasing attendance and reducing exclusion in education. This increases access to basic skills and life skills and increase opportunity for young people to gain qualification. Reducing the Risk of becoming NEET by accessing support from Youth workers to engage/re-engage with education and increasing basic skills and also life skills. Expansion of Detached youth work team offering support to 16-25 yr olds who may be NEET or at risk of NEET (Youth Service)</p>

Multiply					
Intervention	Comments	Strategic fit (Progressive Partnership for Powys)	Strategic fit (GMW)	External Consultation	Example projects (provided by UK Government)
W44: Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications.	Advice sought from Aggie	Supporting vulnerable people		2 out of 10	<ul style="list-style-type: none"> <li>Using best practice to engage new learners such as a cross-agency / partnership approach, working with local employers (for example, to deliver in-work confidence building courses), or the design of new teaching material.</li> </ul>

**W45: Courses for parents wanting to increase their numeracy skills in order to help their children, and help with their own progression.**

Could be picked up in W44

7 out of 10

- Projects focussing on people who are in serious debt (for example through linking with debt advisory services) but may also be an element built into broader numeracy courses where appropriate.



**W46: Courses aimed at prisoners, those recently released from prison or on temporary licence.**

Could be picked up in W44

10 out of 10

▪ Courses that may include peer mentor lead approaches; family learning sessions; or other bite sized learning opportunities which complement existing provision.

W47: Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in order to access a certain job/career.

Supporting vulnerable people

1 out of 10

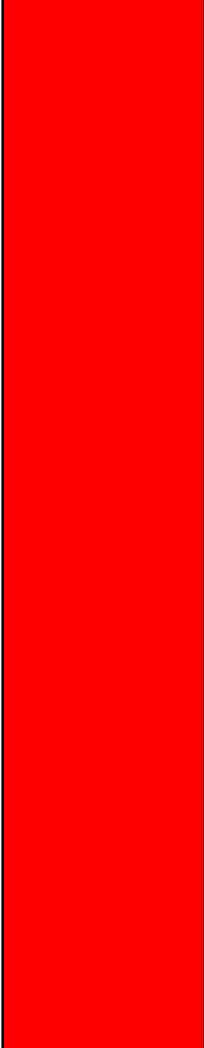

▪ For example, projects in partnership with job centres and large employers in your local area, such as NHS Trusts.

**W48: Additional relevant maths modules embedded into other vocational courses.**

9 out of 10

▪ We know that adults often learn best when they can see the practical application of their learning - for example, ratios for mixing paint, or assessing roof angles, or calculating the number of bricks needed. That's why we'd also like to see bringing numeracy learning into other vocational courses, so people can build their skills in parallel.

<p><b>W49: Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace.</b></p>	<p>Advice sought from Aggie</p>	<p>Developing prosperous towns and villages</p>		<p>3 out of 10</p>	<ul style="list-style-type: none"><li>▪ Local interventions that are delivered in partnership with employers, such as in the workplace and / or targeted at priority sectors to national and local economies (such as construction, manufacturing or adult social care).</li></ul>
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<p><b>W50: New intensive and flexible courses targeted at people without Level 2 maths in Wales, leading to an equivalent qualification (for more information on equivalent qualifications, please see Qualifications can cross boundaries (sqa.org.uk))</b></p>	<p>Advice sought from Aggie</p>			<p>8 out of 10</p>	<ul style="list-style-type: none"> <li>▪ Flexible FSQ (or equivalent) courses offered outside of the workplace for local workers that can attend at irregular times.</li> <li>▪ FSQ (or equivalent) courses run in the workplace for employees of local organisations, that allow people to study during/around working hours. As before, where they can evidence value for money and learner reach, we are willing to consider investment plans that include incentives for employers on qualification achievement.</li> <li>▪ Intensive short courses for people e.g. who are unemployed in order to achieve an FSQ (or equivalent) in maths (entry level, level 1 or level 2).</li> <li>▪ Intensive/flexible e.g. 12 week courses to achieve an FSQ (or equivalent) in maths (entry level, level 1 or level 2) that are also accessible for people in work.</li> <li>▪ Fully remote or blended courses for any of the above e.g. using the digital online platform.</li> </ul>
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<p><b>W51: Courses designed to help people use numeracy to manage their money.</b></p>		<p>Tackling cost of living crisis, poverty and the housing emergency</p> <p>Supporting vulnerable people</p>		<p>4 out of 10</p>	<ul style="list-style-type: none"><li>▪ Projects focussing on people who are in serious debt (for example through linking with debt advisory services) but may also be an element built into broader numeracy courses where appropriate</li></ul>
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<p><b>W52: Courses aimed at those 19 or over that are leaving, or have just left, the care system</b></p>		<p>Supporting vulnerable people</p>		<p>5 out of 10</p>	<ul style="list-style-type: none"><li>▪ FSQ qualifications specifically targeted at care leavers and/or interventions that help care leavers with their financial awareness and budgeting skills.</li></ul>
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<p><b>W53: Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners – for example, those not in the labour market or other groups identified locally as in need.</b></p>		<p>Supporting vulnerable people</p> <p>The best start in life</p>		<p>6 out of 10</p>	<ul style="list-style-type: none"> <li>▪ Courses could include innovative ideas for wrap around support if local areas can evidence the value for money link to improving numeracy; considering how to use other “touch-points” (such as money advice, community or housing services) to improve people’s numeracy skills; or dedicated community numeracy champions to drive up engagement.</li> </ul>
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- **Designing bespoke teaching materials** help demystify maths, putting these into every day, relatable context. This could involve working with key partners and employers so resources can be tailored and bespoke.
  - This could involve a whole cross-college departmental approach developing a range of resources across various subject and vocational areas.
  - Resources can be electronic in nature/worksheets available online also.
- **A programme directory of courses** to boost functional numeracy
  - Money management/personal
    - Improving your knowledge of budgeting
    - Managing debt
- **Local interventions** working with employers and partners to deliver 'in-house' training and numeracy courses specific to the workplace. May be too afraid to access on campus delivery.

- A **variety of intensive short courses** with clear progression pathways building up to level 2 attainment qual in Maths – helps boost employability and application to jobs.

- **Role for family learning with primary schools** – working with our local school to help deliver numeracy sessions to parents to help improve confidence and help with homework etc.

- **Targeting those who are unemployed** e.g. working with partners job centres local authorities to provide additional support for this.

- **Existing PT provision** – building numeracy within our existing PT/ adult learning courses e.g. Access or foundation access courses e.g. Science and HSC. Possible summer delivery of numeracy courses to help with subjects such as science, nursing, engineering. Demand for individuals working in the construction area e.g. construction landscaping so a joined up programme in providing literacy/numeracy skills alongside practical vocational skills such as fencing, driveways, paving, turfing.
- **Marketing** – we can also develop information, advice and guidance specifically around possible career progression pathways.
- **HR specific recruitment campaigns** to help attract more individuals to teach numeracy specific courses.

Expected outputs/outcomes	Project Ideas
<ul style="list-style-type: none"> <li>▪ Number of adult numeracy courses run in a local area through Multiply.</li> <li>▪ Number of people participating in Multiply funded courses.</li> <li>▪ Number of people achieving a qualification.</li> <li>▪ Number of courses developed in collaboration with employers.</li> <li>▪ Number of people referred from partners onto upskill courses.</li> <li>▪ Number of different cohorts participating in numeracy courses (e.g. learners in prison, parents etc).</li> <li>▪ Increased number of adults achieving maths qualifications up to, and including, Level 2 equivalents.</li> <li>▪ Increased number of adults participating in maths qualifications and courses up to, and including, Level 2 equivalents.</li> <li>▪ Improved labour market outcomes.</li> <li>▪ Increased adult numeracy (by supporting learners to improve their understanding and use of maths in their daily lives, at home and at work).</li> </ul>	<ol style="list-style-type: none"> <li>1. Community Focused Schools (e.g. engagement with communities and linkage with basic skills on schools school sites) delivering family learning opportunities for numeracy</li> <li>2. Bespoke numeracy training opportunities for in-work adults in the labour market, working with external providers to develop target courses</li> <li>3. Bespoke numeracy training for Teaching Assistants across Powys schools to ensure confidence when working with children and young people and to support professional development and possible career progression (Education)</li> <li>4. To publicise, host and facilitate live digital training in numeracy, financial and digital literacy provided by other professionals via Zoom or Teams, working in partnership with e.g. PCC Money Advice team, NPTC, and to market and promote these opportunities (Culture)</li> </ol>

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- Number of people referred from partners onto upskill courses.
- Number of different cohorts participating in numeracy courses (e.g. learners in prison, parents etc).
- Increased number of adults achieving maths qualifications up to, and including, Level 2 equivalents.
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# Impact Assessment

## UK Shared Prosperity Fund – Mid Wales Regional Investment Plan



DRAFT

14/07/2022

Reference: 1203-5407-6449-3854

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

**This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.**

**It will also help the Council make the best possible decisions for the people of Powys.**

# 1. Proposal Information

<b>Author name</b>	Rebecca Jeremy, Economic Strategy and Climate Lead
<b>Head of service</b>	Diane Reynolds, Head of Digital Services
<b>Portfolio holder</b>	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
<b>Proposal title</b>	UK Shared Prosperity Fund – Mid Wales Regional Investment Plan
<b>Description of proposal</b>	<p>The UK Shared Prosperity Fund (UKSPF) is a central pillar of the UK government's ambitious Levelling Up agenda and a significant component of its support for places across the UK. It provides £2.6 billion of new funding for local investment by March 2025, with all areas of the UK receiving an allocation from the Fund via a funding formula rather than a competition.</p> <p>The UKSPF will support the UK government's wider commitment to level up all parts of the UK by delivering on each of the levelling up objectives. There are three UKSPF investment priorities: Communities and Place, Supporting Local Business and People and Skills (including Multiply).</p> <p>Powys County Council is required to work with Ceredigion County Council to develop a Regional Investment Plan for Mid Wales, that is to be submitted to UK Government by 1<sup>st</sup> August 2022 – that will set the framework for the investment. This will then allow projects to come forward for funding.</p> <p>It is expected that projects developed under the SPF will be aware of and address, the wellbeing of current and future generations, whilst addressing the needs of the people Powys County Council currently serves.</p>

## 2. Savings and Consultation requirements

### Profile of savings delivery

### Consultation requirements

<b>Consultation required?</b>	No
<b>Justification</b>	Public and staff consultations have taken place.



### 3. Impact on other service areas, geographical areas and data protection

#### 3a. Impact on other service areas

[Redacted]

#### 3b. Impact on geographical locations

The entire county

#### 3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	[Redacted]

### 4. Impact on Vision 2025

#### 4a. The economy

<b>Impact</b>	<p>The Supporting Local Business investment priority will enable places to fund interventions that support local businesses to thrive, innovate and grow.</p> <p>The Communities and Place investment priority will enable places to invest to restore their community spaces and relationships and create the foundations for economic development at the neighbourhood level. The intention of this is to strengthen the social fabric of communities, supporting in building pride in place.</p> <p>The People and Skills investment priority can provide funding to help reduce the barriers some people face to employment and support them to move towards employment and education. This theme can also target funding into skills for local areas to support employment and local growth.</p> <p>Multiply (as part of the People and Skills Investment Priority) will provide support for adult numeracy.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	<ul style="list-style-type: none"> <li>• Boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging</li> <li>• Spread opportunities and improve public services, especially in those places where they are weakest</li> <li>• Restore a sense of community, local pride and belonging, especially in those places where they have been lost</li> <li>• Empower local leaders and communities, especially in those places lacking local agency</li> </ul>
<b>Mitigated impact rating</b>	Very good

#### 4b. Health and care

<b>Impact</b>	<p>The SPF will provide investment into the following which will support this priority:</p> <ul style="list-style-type: none"> <li>Investment in Skills</li> <li>Investment for Local Business</li> <li>Investment in Communities and Place</li> <li>Supporting People into Employment</li> </ul>
<b>Impact rating</b>	Very good

<b>Mitigation</b>	Each place will have the flexibility to invest across a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging.
<b>Mitigated impact rating</b>	Very good

#### 4c. Learning and skills

<b>Impact</b>	<p>The People and Skills investment priority can provide funding to help reduce the barriers some people face to employment and support them to move towards employment and education. This then can also target funding into skills for local areas to support employment and local growth. This will increase life chances, and will help spread and create opportunity for all.</p> <p>Multiply (as part of the People and Skills Investment Priority) will provide support for adult numeracy. This will reduce barriers to employment and improve employment opportunities and outcomes for families living in poverty. This will have a positive impact on all generations accessing education.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	We will provide high quality educational opportunities for all our learners. We will embrace the challenges of being a large rural organisation and use technology to improve access for all.
<b>Mitigated impact rating</b>	Very good

#### 4d. Residents and communities

<b>Impact</b>	The Communities and Place investment priority will enable places to invest to restore their community spaces and relationships and create the foundations for economic development at the neighbourhood level. The intention of this is to strengthen the social fabric of communities, supporting in building pride in place.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The Communities and Place investment interventions will contribute to the PCC priority of 'Connected Communities'.
<b>Mitigated impact rating</b>	Very good

#### 4e. Evidence

The UKSPF is a 3 year fund from 21-22 to 24-5. It provides the opportunity for Services to progress existing priorities within corporate strategies and plans in the short-medium term that work towards our long-term priorities. Projects will need to be informed by existing Corporate Strategies/plans and Impact Assessed accordingly.

## 5. Impact on well-being goals including Welsh language and equalities

### 5a. A prosperous Wales

<b>Impact</b>	The Supporting Local Business investment priority will enable places to fund interventions that support local businesses to thrive, innovate and grow. The People and Skills investment priority can provide funding to help reduce the barriers some people face to employment and support them to move towards employment and education. This then can also target funding into skills for local areas to support employment and local growth. It will be an opportunity to contribute to the progressive plan to encourage locally owned and run small businesses at the heart of thriving towns and villages, contributing to a circular economy creating local and sustainable jobs.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	PCC service areas have collaborated and contributed to the UKSPF application process and will continue to do so for the life-time of the fund.
<b>Mitigated impact rating</b>	Very good

### 5b. A resilient Wales

<b>Impact</b>	<p>The Communities and Place SPF investment priority will enable places to invest to restore their community and green spaces and create relationships and to enhance the foundations for social and economic development at the neighbourhood-level. The intention of this is to strengthen the social fabric of communities, supporting in building pride in place.</p> <p>The funding can also be used to increase communities' resilience to natural hazards such as flooding and can be used to transition the community to low carbon living.</p>
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<b>Impact rating</b>	Very good
<b>Mitigation</b>	Ensure that projects complement PCC's Climate Strategy.
<b>Mitigated impact rating</b>	Very good

## 5c. A healthier Wales

<b>Impact</b>	Funding via the three UKSPF investment priorities of Communities and Place, Supporting Local Business and People and Skills will positively benefit people's physical and mental well-being with interventions that will share prosperity with all sectors of the communities in Powys. Many projects will directly address issues highlighted in the The Progressive Partnership for Powys document where Supporting Vulnerable People is a priority.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The Communities and Place SPF investment priority will enable places to create the foundations for improved health and wellbeing. The intention of this is to strengthen the social and economic fabric of communities and build pride in place.
<b>Mitigated impact rating</b>	Very good

## 5d. A Wales of cohesive communities

<b>Impact</b>	Many of the UKSPF interventions chosen by PCC will improve, enhance or support communities, with thorough opportunities to be involved, community spaces, and improved safe places. Active travel and internet or mobile connectivity are included in the proposed interventions. A public consultation exercise has been successfully delivered to contribute to the choice of interventions being put forward.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	All funded projects, will look to generate wealth, provide jobs and training by efficiently using funding from the programmes. In addition, improvement to transport and green infrastructure will improve accessibility, connecting people more effectively to facilities and jobs.
<b>Mitigated impact rating</b>	Very good

## 5e. A globally responsible Wales

<b>Impact</b>	<p>The fund of £27 million from the UKSPF will improve the broad outcomes for everyone by sharing prosperity through interventions that help Communities and Place, Support Local Businesses and enhance the Skills of people of all abilities. Vulnerable, disadvantaged or seldom heard communities will be helped directly and indirectly by many of the interventions chosen by PCC.</p> <p>All projects will seek to improve the economic, social and cultural well-being of the community.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Awareness of the PCC Climate Change Strategy, including commitment to the circular economy and local procurement.
<b>Mitigated impact rating</b>	Very good

## 5f. A Wales of vibrant culture and thriving Welsh language

### Using Welsh

<b>Impact</b>	<p>The three UKSPF investment priorities: Communities and Place, Supporting Local Business and People and Skills will support the PCC priority of Developing Prosperous towns and villages and will in turn help to sustain Welsh speaking communities.</p> <p>Organisations who benefit from funding will be expected to comply with the Welsh Language (Wales) Measure 2011, the Council's Welsh Language Standards and assist in meeting actions in the Welsh Language Strategy.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Projects will align with the actions in the Council's Welsh Language Strategy, working in partnership with Welsh medium local organisations for support and delivery where needed.
<b>Mitigated impact rating</b>	Very good

### Promoting Welsh

<b>Impact</b>	The use of the Welsh language will be promoted and organisations who benefit from funding will be expected to comply with the Welsh Language (Wales) Measure 2011, the Council's Welsh Language Standards and assist in meeting the actions in the Welsh Language Strategy.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Projects will align with the actions in the Council's Welsh Language Strategy, working in partnership with Welsh medium local organisations for support and delivery where needed.
<b>Mitigated impact rating</b>	Very good

## Sports, Art & Recreation

<b>Impact</b>	UKSPF Interventions offer a wide range of opportunities for projects that can positively contribute to the overall participation in sport, art and recreation. For example, there are specific interventions relating to sports facilities, culture and heritage.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

## 5g. A more equal Wales

### Age

<b>Impact</b>	UKSPF Interventions can be offered to all citizens of all abilities and ages.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

### Disability

<b>Impact</b>	The UKSPF offers broad interventions that can help citizens of all abilities with a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

### Gender Reassignment

<b>Impact</b>	The UKSPF offers broad interventions that can help all citizens with a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

### Marriage or Civil Partnership

<b>Impact</b>	The UKSPF offers broad interventions that can help all citizens with a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

### Race

<b>Impact</b>	The UKSPF offers broad interventions that can help all citizens with a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

### Religion or Belief

<b>Impact</b>	The UKSPF offers broad interventions that can help all citizens with a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

### Sex



<b>Impact</b>	The UKSPF offers broad interventions that can help all citizens with a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

### Sexual Orientation

<b>Impact</b>	The UKSPF offers broad interventions that can help all citizens with a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

### Pregnancy and Maternity

<b>Impact</b>	The UKSPF offers broad interventions that can help all citizens with a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

### Socio-economic Duty

<b>Impact</b>	The UKSPF offers broad interventions that can help all citizens with a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging. The People and Skills and Multiply interventions will be available to all people and will equally enhance the life chances of participants.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

### 5h. Evidence

Each place will have the flexibility to invest across a range of activities that represent the right solutions to improve local pride in place, increase life chances, to help spread and create opportunity, and a sense of community and belonging.

The balance of priorities should reflect local need and opportunity. The evidence to support each intervention is being gathered to support the preparation of the Local Investment Plan.

## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

#### Long-term

<p><b>Impact</b></p>	<p>The UKSPF will support the UK government's wider commitment to level up all parts of the UK by delivering on each of the levelling up objectives to:</p> <ul style="list-style-type: none"> <li>Boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging</li> <li>Spread opportunities and improve public services, especially in those places where they are weakest</li> <li>Restore a sense of community, local pride and belonging, especially in those places where they have been lost</li> <li>Empower local leaders and communities, especially in those places lacking local agency</li> </ul> <p>The primary goal of the UKSPF is to build pride in place and increase life changes across the UK.</p> <p>It is anticipated that the £27 million investment in Powys will have a long lasting impact and legacy in the county.</p>
<p><b>Impact rating</b></p>	<p>Good</p>
<p><b>Mitigation</b></p>	<p>Not specified</p>

#### Collaboration

<p><b>Impact</b></p>	<p>Working with other organisations will be key to the successful delivery of the SPF Investment Plan.</p>
<p><b>Impact rating</b></p>	<p>Good</p>

<b>Mitigation</b>	Ensure full consultation and engagement with stakeholders throughout the lifetime of the programme.
<b>Mitigated impact rating</b>	Very good

### Involvement (including Communication and Engagement)

<b>Impact</b>	<p>An external consultation exercise was undertaken in June to capture views on what people felt were the priority investments for Powys and Ceredigion. A total of 176 responses were received from across all sectors.</p> <p>A webinar is being held on 11th July to further engage with the communities within Powys and Ceredigion.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

### Prevention

<b>Impact</b>	<p>A process of internal and external engagement has been undertaken throughout May and June including: thematic workshops; meetings with key stakeholders; cross-party working group meetings; MP engagement; presentations at the Regional Skills Partnership and Growing Mid Wales Partnership meetings.</p> <p>An evidence base has been gathered to inform need and demand for specific interventions and a mapping exercise has taken place to map interventions against corporate priorities and other strategic documents.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	Continually monitor and review throughout the lifetime of the Fund.
<b>Mitigated impact rating</b>	Very good

### Integration

<b>Impact</b>	None
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### 6b. Impact on the workforce

<b>Impact</b>	There will be additional workload as a result of receiving the funding allocation however the Economy Service has been restructured to be able to manage the anticipated additional workload. Should further resource be required, there is sufficient budget within the Fund to allow for additional staff to be recruited.
<b>Impact rating</b>	Neutral
<b>Mitigation</b>	Not specified

## 6c. Impact on payroll

<b>Impact</b>	None
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## 6d. Welsh language impact on staff

<b>Impact</b>	None
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## 6e. Impact on apprenticeships

<b>Impact</b>	None
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## 6f. Evidence

No evidence is provided as it is not envisaged that there will be an impact on the workforce.

The only requirement may be additional staff resource to manage the Fund but there is sufficient budget for this from UK Government and won't impact on existing staff.

# 7. Likelihood and risks

## Risk 2

<b>Description</b>	Not fulfilling UK Government's requirements in terms of completion of the Regional Investment Plan				
<b>Likelihood score</b>	3	<b>Impact score</b>	4	<b>Risk rating</b>	12.0
<b>Mitigation</b>	Yes - regular liaison with Officers from UK Government should ensure that requirements are being met.				

<b>Residual likelihood score</b>	2	<b>Residual impact score</b>	2	<b>Residual risk rating</b>	4.0
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## Risk 2

<b>Description</b>	Failure to spend to profile				
<b>Likelihood score</b>	3	<b>Impact score</b>	4	<b>Risk rating</b>	12.0
<b>Mitigation</b>	Yes - regular communication with UK Government to inform of progress. UK Gov has also advised that there is flexibility to reprofile once the programme progresses.				
<b>Residual likelihood score</b>	2	<b>Residual impact score</b>	2	<b>Residual risk rating</b>	4.0

## 8. Overall summary and judgement

### Outline assessment

The Shared Prosperity Fund will have the potential to have a positive effect on all aspects covered within this Impact Assessment.

The Investment Plan will seek to improve the economic, social and cultural well-being of the community and leave a lasting positive impact. Proposals developed by Powys County Council & partner organisations under this Plan will prevent problems occurring or getting worse. The SPF will look

to develop interventions and outputs that respond to local issues and will:

- Boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging
- Spread opportunities and improve public services, especially in those places where they are weakest
- Restore a sense of community, local pride and belonging, especially in those places where they have been lost
- Empower local leaders and communities, especially in those places lacking local agency

**Cabinet reference**

## 9. Additional evidence

# 10. Ongoing monitoring arrangements and governance

## Monitoring arrangements

The Shared Prosperity Fund will have grant award conditions issued by the UK Government that will set out robust monitoring arrangements for delivery of the Investment Plan.

On an operational level, a project management team will have responsibility for monitoring the impact of the project over time. It is likely that an external evaluation will also be commissioned but we await further guidance from UK Gov.

A partnership will be set up to provide the strategic oversight of programme delivery.

<b>Review date</b>	23/01/2023
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**CYNGOR SIR POWYS COUNTY COUNCIL.****CABINET EXECUTIVE**Date 26<sup>th</sup> July 2022

**REPORT AUTHOR:** Cllr David Selby, Cabinet Member for a More Prosperous Powys

**REPORT TITLE:** LUF0268 MONTGOMERY CANAL RESTORATION PROJECT

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**REPORT FOR:** Decision

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**1. Purpose**

- 1.1. The purpose of this report is to update Cabinet on the status of the successful Levelling Up Funding award for the Montgomery Canal Restoration project, outline the detail of the project, and seek approval to;
- 1.1.1. enter into a Service Level Agreement with the Canal & River Trust for the delivery of the Project
  - 1.1.2. delegate 'restricted' decision-making authority to a proposed 'partnership' based Montgomery Canal Restoration Project Board to oversee the delivery of the Project.
  - 1.1.3. authorise the Head of Legal & Democratic Services in consultation with the the Director of Economy & Environment, Head of Finance and Cabinet Member for a More Prosperous Powys , to make any necessary adjustments to the SLA to ensure swift progress of the project and to sign the final SLA on behalf of the Council.

**2. Background**

- 2.1** On 27 October 2021, HM Government confirmed that the Council were successful with the Levelling Up Funding ('LUF') bid for the Montgomery Canal Restoration Project which had been prepared and submitted in collaboration with the Canal & River Trust ('CRT')
- 2.2** In approving the application, the Department for Levelling Up, Housing and Communities ('DLUHC') agreed to allocate funding up to the value of £13,937,565.00 towards total project costs of £15,486,182.97, in accordance with the table below:

<b>Financial Year</b>	<b>Total (£)</b>
2021-22	425,524
2022-23	4,321,645
2023-24	9,190,396
2024-25	0
<b>Total 2020-21 – 2024-25</b>	<b>13,937,565</b>

- 2.3** The project will aim to revitalise the disused 4.4 mile section of the Montgomery Canal, between Llanymynech and Arddleen, with the longer term aim of connecting to the 12 miles already restored either side of Welshpool and to the national canal network itself.
- 2.4** The phased restoration will be an exemplar of sustainable development in North Powys, making a substantial contribution to the phased restoration and regeneration of the Canal as a flagship nature-based visitor attraction, providing long term economic, cultural, and outdoor recreational benefits to local communities.
- 2.5** Complementary infrastructure and improvement works will also be undertaken to the historic Y-Llanffa wharf building in Welshpool together with two, adjoining, canalside cottages all of which are listed and in the Council's ownership. The works will thereby create an improved, vibrant, community and cultural hub facility for the Welshpool town.
- 2.6** The Canal & River Trust will act as delivery lead for the canal restoration works between Llanymynach and Arddleen, whilst Powys County Council will act as delivery lead for the Welshpool Wharf Cultural Hub improvements.
- 2.7** The Council will retain overarching responsibility as 'lead authority' for grant administration, monitoring and reporting to DLUHC with the Director for Economy and Environment being the Senior Responsible Officer ('SRO') for the Project.
- 2.8** Responsibility for delivery of the multiple components of the Project is summarised as follows:
- 2.8.1 Canal & River Trust Projects (Total Cost - £14,029,042.20)**
- Rebuild Walls Bridge and Williams Bridge
  - Creation of three off-line water-based nature reserves alongside the canal to meet ecological requirements for restoration.
  - Dredging to remove the silt and weed growth and associated bank protection works to prevent collapse – including provision of and a sustainable cycling and walking route along the canal corridor.



- Aqueduct repairs, relining locks, repairing leaks and sluices, replace missing masonry and other infrastructure works to enable the utilisation of the Canal for the project purposes

#### 2.8.2 **Powys County Council Project** (Total Cost - £1,457,140.77)

- Development and enhancement of the canal side community and cultural hub in Welshpool town centre through the renovation and reconfiguration of the Y Llanffa Building and two canal side cottages.

2.9 Together the complimentary activities will deliver significant benefits for the County and its residents. The benefits and 'Case for Investment' are outlined in extracts from the Application which are attached in Appendix A

2.10 The DLUHC and Powys County Council formally signed a 'Memorandum of Understanding' on 18<sup>th</sup> February 2022, enabling formal commencement of the project.

2.11 However, whilst the Council have been able to progress surveys, feasibility and design works relating to the Community & Cultural hub at Welshpool, the Canal & River Trust have been unable to fully progress canal restoration works in the absence of a delivery agreement/ SLA with PCC.

2.12 Delays have therefore resulted in the project being unable to meet the required LUF spend for 2021/2022 of £425,524.00. A request has been made to the DLUHC through the monitoring process to agree a revised end date of 31<sup>st</sup> December 2024 and to slip the underspend into subsequent years. A response is awaited.

2.13 In the absence of an agreed Service Level Agreement, and to mitigate further project delay, a Purchase Order has been raised with CRT (to a value of £75k) to enable commissioning of essential works and resource to maintain progress in accordance with programme.

### **3 Advice**

3.1 Service Level Agreement: In accepting the LUF award, the Council is required to have the necessary governance and assurance arrangements in place to ensure all legal and other statutory obligations and consents are adhered to by all parties to delivery - including, but not solely, state aid / subsidy control, equalities duties, procurement, health and safety and fraud.

3.2 Furthermore, Clause 3.8 of the MOU requires 'the Council to evidence (on request) a constituted LUF delivery board (or that a pre-existing delivery board has formally adopted LUF governance within its Terms

of Reference). Integration into the 'full governance arrangements of the Council should be evident'

**3.3** Mindful of these requirements, the substantial sums involved and the obligations placed upon the Council as 'lead applicant', Cabinet is advised that a Service Level Agreement be entered into with the Canal & River Trust that clearly establishes the terms, principles and practices that will apply to the working relationship between both parties for the administration and delivery of the Project.

**3.4** A draft SLA is attached in Appendix B with the following core aspects highlighted:

- The SRO for the project is the Director of Economy & Environment.
- Both parties are to be responsible for the delivery of their respective elements of the project within the budget ceilings allocated (see s.4.1);
- Both parties agree the Governance Structure outlined in Appendix C and to establish a 'Project Board' that will oversee and deliver the Project.
- The Board will operate on the basis of 'restricted' authority to make decisions within the confines of scope, programme and costs outlined in the MOU, application and award process (refer to Appendix D for Full Terms of Reference)
- The Project Board will comprise of 2 senior representatives from PCC and 2 senior representatives from CRT and with the Chair of the Montgomery Canal Partnership attending in an advisory capacity.
- The Board will be chaired by the Head of Economy & Digital Services.
- Decisions will be made on a consensus basis.

**3.5** The draft SLA in Appendix B is all but agreed but there are a few remaining issues to be resolved.

**3.6** Cabinet is therefore asked to approve the draft SLA set out in Appendix B of the report and include delegated authority to the Head of Legal & Democratic Services, in consultation with the Director of Economy & Environment the Head of Finance and Cabinet Member for a More Prosperous Powys to finalise and approve any amendments with the Canal & River Trust.

**3.7** The reasons for this advice are:

**3.7.1** To enable officers to conclude SLA negotiations with the CRT and approve the agreement – providing CRT with the certainties necessary to fully initiate project activity.

3.7.2 To satisfy DLUHC requirements for a constituted Project Delivery Board that is fully integrated into the governance arrangements of the Council

3.7.3 To enable progress and mitigate any further potential underspend against the award.

#### 4. Resource Implications

4.1 Budget & Grant Payment: LUF grant payments issued by DLUHC are for capital expenditure only. The breakdown of overall project costs, LUF funding and match allocations from the Council and the Canal & River Trust is as follows:

Funding Body	CRT Works	PCC Works	Total
LUF	£12,626,138.28	£1,311,426.72	<b>£13,937,565.00</b>
CRT	£774,308.99	£0.00	£774,308.99
PCC	£628,594.94	£145,714.05	£774,308.99
	<b>£14,029,042.20</b>	<b>£1,457,140.77</b>	<b>£15,486,182.97</b>

4.2 The Council's match funding is allocated from the Levelling Up reserve, approved for the purpose of application. The Budget for the project was included in the Capital Programme Report approved by Council on the 3rd March 2022. The CRT's match funding allocated to the project is provided from multiple capital investment budgets relevant to the works to be undertaken and is confirmed.

4.3 DLUHC will release payment of LUF grant to the Council in six monthly increments in January & July of each year. Payments will be based upon actual and forecast expenditure to March and September of the respective monitoring periods and subject to submission of a Section 151/95/114/54 Officer signed Statement of Grant Usage.

4.4 In accordance with the detail within the SLA, it has been proposed that release of grant to the Canal & River Trust for works undertaken are released on a similar basis (ie six monthly) and on receipt of Funds from DLUHC proportionate to the allocations specified in 4.1.

4.5. The Trust have indicated that this scheduling will cause problems with cashflow and have requested quarterly/monthly payment during design development and construction phases respectively. At construction stage, this could result in estimated financial exposure to the authority of between 3-4million.

4.6 This risk of DLUHC withholding payment to PCC of monies expended to CRT on a more frequent basis is considered extremely low but the issue of liability in this event and apportionment, remains an outstanding matter of detail to be resolved with CRT.

- 4.7 It is therefore recommended that Cabinet approve the recommendations in this report to approve the draft SLA but include delegating authority to the Head of Legal & Democratic Services in consultation with the Director of Economy & Environment, the Head of Finance and Cabinet Member for a More Prosperous Powys, to conclude this and other outstanding matters on the SLA.
- 4.8 Resource/Staffing: The Project is being delivered in partnership with the CRT. Under the terms of the SLA both parties are separately responsible for the provision of adequate project management resource and staffing to deliver the project elements specified in clause 2.8 of this report.
- 4.9 CRT resource will be in the form of reallocation of existing personnel and new appointments. CRT are currently undertaking interviews for five new posts necessary for delivery of the restoration elements of the project. Appointments will be confirmed once the SLA is agreed.
- 4.10 In its role as lead authority and administrator/custodian of LUF grant the Councils role is to ensure that resource allocated to CRT works is appropriate, dedicated to project activity and represents value for money.
- 4.11 The Council's obligations in respect of the overarching administration and management of the LUF project, and specific delivery of the Welshpool Community & Cultural Hub works will be met through the provision of the following roles:
- Programme Manager – 1 FTE
  - Project Support Officer – 1 FTE
  - Assistant Business Finance Partner – 0.5 FTE
  - Project Manager - 0.25 FTE
- 4.12 These core roles will be supported by the following members of staff, on a time charge basis: Capital & Financial Planning Accountant, Head of Service Economy & Digital Services, and Senior Manager Highways, Technical & Business Development.
- 4.13 Staffing requirements may be reviewed over the course of the project in response to the needs of the project phase.
- 4.14 The PCC allocation of Project Management costs within the award for the duration of the project to 31/3/2024 amounts to £371.5k. The estimated cost of PCC project staffing (as set out in s. 4.8) for the period stands at £314k, resulting in a healthy contingency of £57.5k.
- 4.15 However, project delays have resulted in a request to extend the project completion date to 31/12/2024. If the extension date is approved, resulting in additional staffing costs beyond the contingency available, a virement

between budget headings will be required. This is allowable under the funding terms, but subject to DLUHC notification.

4.16 The Head of Finance (Section 151 Officer) notes the content of the report and comments as follows:

4.16.1 Section 2.11 highlights that delays have resulted in the project being unable to meet the required LUF expenditure for 2021/2022. A request has been made to the DLUHC asking for a revised end date of 31st December 2024 and to slip the underspend into subsequent years. A response is awaited. This does carry some risk although it is considered to be a low risk.

4.16.2 Both of the LUF projects require match funding from the Council. A reserve has been set up to meet this contribution across the LUF projects, the reserve is not sufficient in itself to meet the totals required, therefore additional funding will need to be sourced.

4.16.3 Section 4.5 above highlights that the Trust will find it difficult to manage their cashflow based on the scheduled drawdown of funds from DLUHC and have requested more regular payments from the Council to be able to manage this. The council can accommodate this request but will carry the risk of meeting these costs prior to drawing the funding from DLUHC. Costs will be incurred due to the loss of interest on the cash or to support temporary borrowing if required.

## **5. Legal implications**

5.1 Legal: the recommendations can be accepted 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. Data Protection**

6.1 During key project stages there will be a requirement to consult and engage with local communities, businesses, and residents. The project will retain surveying data attained from business and public surveys for evaluation and monitoring purposes.

6.2 All data collection, storage and security will follow corporate legal procedures, legislation and guidelines including the GDPR General Data Protection Regulation 2016/679 and the Data Protection Act 2018 to ensure we remain compliant with required data protection standards, and maintain the confidentiality and protection of all individual's data.

- 6.3 The project will also adhere and follow the guiding principles and obligations under the Freedom of Information Act 2000 including the Statutory Code issued under Section 45 of the Act and the Environment Information Regulations 2004 (the “Information Laws”)
- 6.4 The obligations relating to compliance with the Data Protection Act 1998 (DPA) and the General Data Protection Regulation 2016/679 apply to CRT through the terms of the SLA.

## **7. Comment from local member(s)**

7.1 Comments received from local members as follows

7.2 Councillor Richard Church, Welshpool Castle - ‘The LUF award for the Montgomery Canal Restoration Project is an important investment for Welshpool and the people of Powys.’

‘It is important that the aims and outputs are clear and measurable. The funding arrangements can often appear confusing - especially where multiple funding streams are being referenced ie LUF, Mid Wales Growth Deal etc, they need clear explanation.

‘With regards the Y Lanfa works, I would expect to see the Town Council consulted over the aims of the project and local members such as myself consulted at every stage of the design development and construction.’

‘We also need to ensure that any improvements at Y Lanfa are future proofed and that they allow flexibility of use in the future.’

7.3 Cllr Arwell Jones, Llandysilio – ‘It is great to hear that the delivery of this project is moving forward. The project is a fantastic opportunity for Powys and the local communities that live and do business along this stretch of canal.

‘We must make sure that the affected communities and their representatives are consulted on a regular basis and their views taken into account. Especially where existing interests are directly impacted upon - such as the playpark area by Walls Bridge, that is managed by Carreghofa Community Council’

‘I would also like to see the restoration project reaching out to the local primary school to involve the pupils and their families in what will be a transformative project for the local area’

7.4 Cllr Lucy Roberts, Llandrinio – “Securing funding for substantial restoration works of the Canal between Llanymynach and Ardleen is a major achievement and opportunity for the Council, the Trust and its partners.”

‘Given the project forms part of wider aims for the long term restoration of the canal, it is important our messaging is clear on what will be achieved in this round of works and the specific benefits that will be delivered’

## **8. Integrated Impact Assessment**

- 8.1 The Integrated Impact Assessment for the Montgomery Canal Restoration Project confirms compliance with all national, regional and corporate priorities plans and objectives, providing positive impact across a range of social, economic, environmental and health measures. (See Appendix E for full Impact Assessment)
- 8.2 The project will contribute positively towards several goals outlined in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, the Wellbeing of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure 2011. Likewise, contributing significantly towards Corporate Strategy and Plans. The Project does not cause any negative impacts.
- 8.3 In making a substantial contribution towards the restoration of the Canal between Llanymynach and Ardleen, the Project will, in itself, make a positive contribution to the visitor economy, wellbeing and health of businesses, visitors and residents.
- 8.4 As part of a longer term, phased approach, to deliver the full restoration of the Montgomery Canal, the project has the potential to contribute to additional benefits for communities and residents by providing momentum and a more compelling case for investment.

## 9. **Recommendation**

### 9.1 That Cabinet:

- 9.1.1 Agrees the draft Service Level Agreement with the Canal & River Trust set out in Appendix B, to deliver the project.
- 9.1.2 Authorises the Head of Legal & Democratic Services in consultation with the Director of Economy & Environment, the Head of Finance and Cabinet Member for a More Prosperous Powys, to make necessary adjustments to the draft SLA to ensure agreement with the Canal and River Trust and swift progress of the project.
- 9.1.3 Authorises the Head of Legal and Democratic Services to sign the final SLA on behalf of the Council.
- 9.1.4 Approves the Governance structure to oversee the delivery of the project as set out in Appendix C
- 9.1.5 Approves the delegation of powers to the 'Montgomery Canal Restoration Project Board' to oversee the delivery of the project with such delegation being 'restricted' to actions within the scope, costs and programme outlined in the Memorandum of Understanding, Application Bid, Project Management Update and associated bid documentation.
- 9.1.6 Approves the Terms of Reference for the Montgomery Canal Restoration Project Board as set out in Appendix D to the report.

**Contact Officer:** Colin Phillips (Regeneration Projects Manager)

Email: [colin.phillips@powys.gov.uk](mailto:colin.phillips@powys.gov.uk)

**Head of Service:** Diane Reynolds, Head of Economy & Digital Services

**Corporate Director:** Nigel Brinn, Executive Director Economy & Environment

Appendix A – The Case for Investment

Appendix B - Service Level Agreement (Latest draft)

Appendix C - Project Governance & Delivery Structure

Appendix D - Project Board – Terms of Reference

Appendix E – IA (Latest draft)





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### 4.3 The Case for Investment

See technical note Table 1 for further guidance.

4.3a Please provide evidence of the local challenges/barriers to growth and context that the bid is seeking to respond to. (Limit 500 words)

#### **Regional Economic Challenges in Context:**

Powys County Council has undertaken extensive research which has identified the challenges and needs of the project locality.

#### **The impact of Covid 19:**

- The impact on the Powys economy is still being realised and has already had a major impact on productivity and a doubling of unemployment.
- Significant impact on hospitality and tourism sector with 60% reduction in tourism economy 2020/21 compared to 2019
- Total visitor days and staying days are down 61% and 60% compared to 2019
- Total visitor numbers down 63% with a decline in staying visitors of 60.5% and day visitors 64.6% compared to 2019

#### **Deep rural isolation means residents are:**

- Facing much higher basic living costs leading to high levels of poverty
- Less able to access public services increasing deprivation
- Poor public transport networks creating heavy dependency on personal motor transport, resulting in significant reduction in disposable income.
- Substantially longer travel distances for work and essential travel.
- Limiting access to leisure for those in transport poverty.

#### **Hospitality and tourism businesses face constraints fueled by:**

- Transport and infrastructure that can limit business growth and productivity and create long travel distances discouraging tourism.
- A static economy with limited productivity (the county is in the lowest 25% of UK administrative areas for GVA per head of population).
- Heavy reliance on part-time workers with multiple jobs, and seasonality of the hospitality sector
- Ageing population with 16% decline in the working age population and 37% increase in the 65+ age group to 2039.

#### **Local Challenges – Newtown and Welshpool.**

Newtown and Welshpool are key industrial centres for Powys, several large businesses as well as a large proportion of the county's medium sized businesses

are found in this locality along with a large proportion of the country's working population. Montgomery is the tourist destination of choice within the county compared with Breconshire and Radnorshire due in part to its accessibility and proximity to urbanised localities, access to the coast, and Snowdonia national park.

The local issues faced by these towns include:

- Limited retail choice resulting in residents and tourists travelling out of county to neighbouring retail parks in Chester and Shrewsbury. Lack of competition decreases visitor spend per head in county. Visitor survey suggests a missed opportunity with shopping rated high with 28% of respondents
- The need for better marketing and promotion of the tourism offer in towns and local area to turn day visitors into stay visitors
- Need to improve the urban environment within the towns.
- Claimant count in the project locality is the highest in Powys, Newtown and Welshpool have some of the highest levels of poverty in Powys as per Welsh Governments Welsh index of multiple deprivation
- Some Middle Layer Super Output Areas in North Central Powys have relatively low rates of life expectancy for males compared with Powys as a whole. The lowest levels of life expectancy are mostly concentrated within the Welshpool area. North East Powys has lower levels of participation in physical activity relative to elsewhere in Powys

4.3b Explain why Government investment is needed (what is the market failure)? (Limit 250 words)

Powys is one of the most remote, rural counties in the UK. Its economy has significant challenges, market failure is prevalent, underlying structural economic weaknesses following decades of under-investment by the public sector has exacerbated market failure and structural decline. Whilst there have been encouraging signs of employment and business growth in key sectors across the region (construction, tourism, food & manufacturing), there remains a significant productivity challenge owing to the underlying structural weaknesses of the economy (comparatively narrow economic base, poor transport links, changing population demographic) that could continue to reinforce a cycle of decline unless addressed.

The area has significant opportunities both to strengthen existing economic sectors and stimulate economic drivers that will create growth and investment in regional businesses and the labour market. At a time when there is considerable economic uncertainty due to a range of externalities, it is crucial that all parts of Wales and the UK play their part in strengthening the economic resilience and productivity of their regional economies to build back better and greener.

Government investment in large scale infrastructure such as the Montgomery canal can unlock significant opportunity acting as a catalyst for rural regeneration, connecting communities, cultural heritage, and attractions along the canal corridor. Various case studies evidence how canal restoration can enact significant economic regeneration and business growth alongside improved community wellbeing and health benefits. Investment in the canal will support Powys to build back better post

covid whilst levelling up the hidden potential of rural communities historically overlooked in favour of urban localities.

4.3c Please set out a clear explanation on what you are proposing to invest in and why the proposed interventions in the bid will address those challenges and barriers with evidence to support that explanation. As part of this, we would expect to understand the rationale for the location. (Limit 500 words)

### **Montgomery Canal Vision**

Restoration of the historic Montgomeryshire Canal creating a regionally important asset and strategic visitor destination. Providing a flagship model and catalyst for sustainable rural regeneration with the canal at its heart, creating distinctive, accessible, prosperous, attractive and sustainable communities.

The Montgomery Canal underpins this vision with five core **investment objectives** aligned to our theory for change. These investment objectives encompass the types of changes we envisage for people and communities sought through the restoration of the canal.

**Distinctive communities:** Create community ownership, sense of place and landscape through renovation and enhancement of key historic built and natural heritage assets enhancing our cultural identity.

**Accessible communities:** Broaden Montgomery canal access to a wider audience for walking and outdoor recreation, creating active, resilient and cohesive communities that are happier and healthier.

**Prosperous communities:** Building resilient and prosperous communities connecting towns and waterways, restoring our built heritage, providing an attractive setting to stimulate economic development and regeneration.

**Attractive communities:** Development of a flagship nature-based tourism offer, raising the quality and perception of Powys and Mid Wales as a visitor destination, increasing visitor numbers and expenditure/income throughout the season.

**Sustainable communities:** Responsible action by all to conserve, and enhance wildlife through creation of new habitats, species and habitat management and local education and training, providing opportunities for local participation in conservation and natural resource management.

The Canal is uniquely placed to introduce economic and social benefit along a corridor through a dispersed population in a rural area with limited opportunities for development. The interventions deliver much of the works required to reopen navigation of the Montgomery Canal from the border at Llanymynech to Arddleen connecting to the 12 miles already restored either side of Welshpool.

Case studies of canal restorations elsewhere evidence significant economic impact. For example, restoration work to 7.5 miles of the Droitwich Canals 2008-2011 created a 21 mile cruising ring for boaters. The £13m investment is estimated to have created over 50 person years of temporary employment. By 2014 spending of

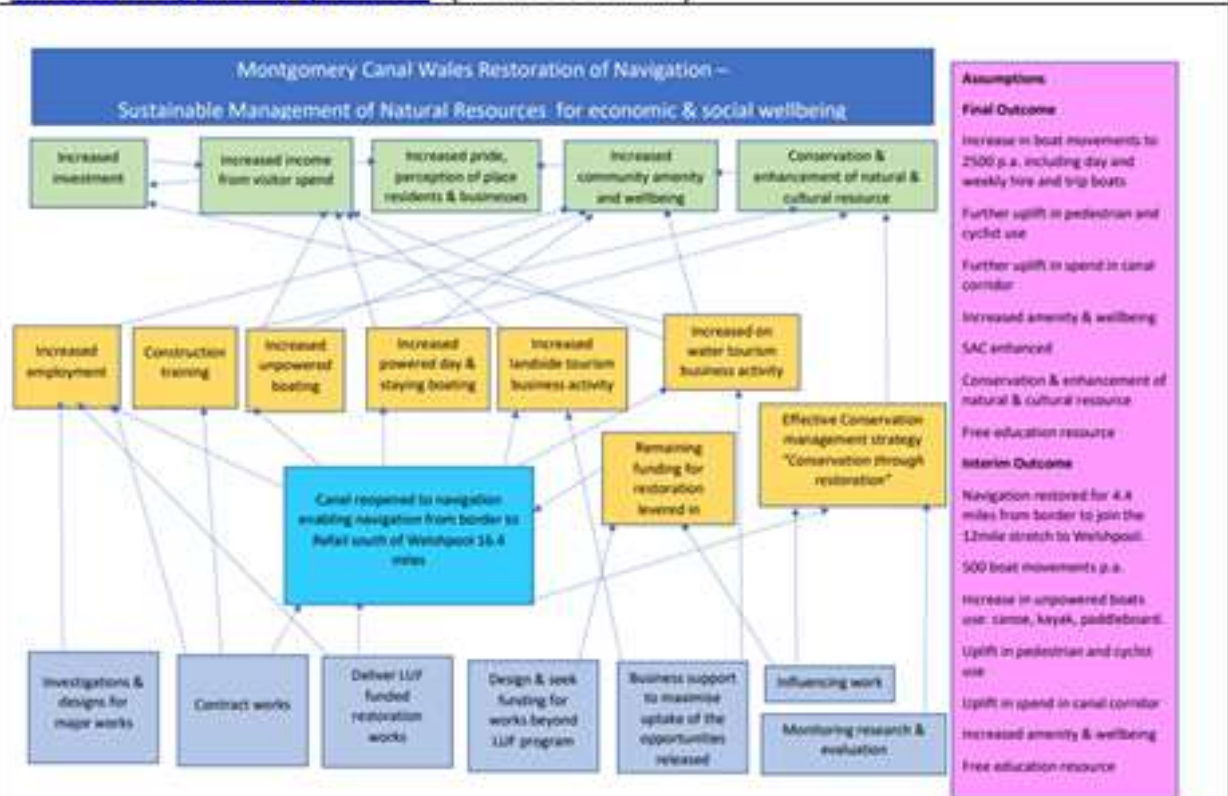
boaters was estimated to support 11 additional jobs. Pedestrian use increased, with an uplift of 19 – 32%. A quarter of towpath users were only visiting the area because of the canal. Users felt their experience had improved because of the restoration. Footfall to the town's Heritage Information Centre increased, and businesses located in the vicinity of the canal reported increased footfall and revenue from canal users.

Social benefit will enhance green and blue space for residents in a deeply rural area. Although well served by public footpaths/ rights of way most are through farmed land presenting barriers to even those with mildly limited mobility: stiles, rough ground, steep slopes, difficult conditions in wet weather. The Canal towpath provides accessible and extensive recreation network accessible to those with mobility limitations, and confidence and perception barriers to enjoying wider countryside. The enhancements to navigation in the project provide increased amenity value and the bank protection works will support the towpath which in places threatens to collapse.

4.3d For Transport Bids: Have you provided an Option Assessment Report (OAR)

Yes  
 No

4.3e Please explain how you will deliver the outputs and confirm how results are likely to flow from the interventions. This should be demonstrated through a well-evidenced *Theory of Change*. Further guidance on producing a Theory of Change can be found within [HM Treasury's Magenta Book](#) (page 24, section 2.2.1) and [MHCLG's appraisal guidance](#). (Limit 500 words)



This is the Theory of Change for the complete restoration of navigation, for which this LUF proposal forms the major part, as described in 3b.

**Process:**

This ToC was developed through a review and synthesis of existing evidence to produce an outline ToC. This is largely derived from similar restoration projects elsewhere on the UK Canal Network. This was followed by an iterative process with the involvement of Canal and River Trust key staff and the chair of the Montgomery Canal Partnership, leading to changes.

**Intended Impact:**

The aim of the initiative to restore the canal to navigation and carry out supporting works so ensure the sustainable management of natural and heritage resources can bring economic and social wellbeing benefits to communities in the canal corridor.

**Need & Context:**

Need is to enhance economic and social wellbeing in rural north Powys. Context is the opportunity of the Canal corridor, providing a uniquely attractive resource in the local context with potential for the project to enable the link to UK wide canal-based tourism.

**Outcomes leading to the impact:**

Initial outcomes are increased employment and construction training associated with the works. Opening navigation is expected to increase unpowered on water activity (particularly canoeing and paddle boarding), powered boating (day and staying boats), water-based tourism activity and landside tourism activity. The wider outcomes expected from the project are, increased investment in local tourism business, increased income from visitor spend (tourism businesses and particularly retail), increased pride/perception of place by residents and businesses, increased community amenity and wellbeing, conservation and enhancement of the unique natural and cultural asset on which these are built.

**Outputs:**

- Canal reopened enabling navigation 16.4 miles border to Refail south of Welshpool
- Road crossings for the above
- New nature reserve creation as a condition for the above reopening
- Restoration of 2 key aqueducts- underpinning future navigation and heritage
- Welshpool Wharf enhancement for visitors and community

**Working with others:**

The restoration project is a partnership The Montgomery Canal Partnership with a number of partners including Powys County Council, Canal and River Trust, Montgomery Waterways Restoration Trust, NRW, Wildlife Trusts and others. And partner organisations on the English Canal section. All have a role to play in enabling success.

**Timelines:**

The majority of the works will be undertaken by March 2023 as part of this project. The outstanding works to reopen the navigation will be subject to further funding and it is hoped to complete this within a few years. The increase in on water activity will require the full navigation. From this the economic and wellbeing outcomes will follow rapidly.

Critical assumptions:

- The remaining outstanding work to reopen the navigation will be funded to be completed soon after the LUF works.
- These works will be attractive to funders offering the opportunity to support the restoration completion.
- The regulators give permission for increased boat movements as described in the Conservation Management Strategy.
- Canal based tourism and watersports continue to be popular and demand increases.
- Existing hospitality and small retail along the Canal corridor remain trading until restoration completes and increased visitor activity develops.





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**DATED**

**June 2022**

**POWYS COUNTY COUNCIL (“the Council”)**

**and**

**CANAL AND RIVER TRUST (“the Trust”)**

**SERVICE LEVEL AGREEMENT**

**Regarding: The Administration and Delivery of the Levelling Up Fund  
(‘LUF’) proposal Montgomery Canal Restoration**

**Project Name: Montgomery Canal Restoration**

**LUF Project Ref: LUF 0268**

This Service Level Agreement (“SLA”) is made the                      day of    June 2022

## **BETWEEN**

(1) **POWYS COUNTY COUNCIL** of Spa Road East, Llandrindod Wells,  
Powys , LD1 5LG (“**the Council**”); and

(2) **Canal and River Trust** ( company number 7807276) National Waterways  
Museum Ellesmere Port, South Pier Road, Ellesmere Port, Cheshire,  
England, CH65 4FW (“**the Trust**”)

and collectively known as ‘the Parties’.

## **Background**

- A. On 27 October 2021, HM Government announced the outcome of the LUF competition. The Council were successful with their bid for Montgomery Canal Restoration.
- B. The Department for Levelling Up, Housing and Communities (‘**DLUHC**’) considered the Bid Application submitted by the Council for the LUF proposal Montgomery Canal Restoration and agreed to allocate funding up to £13,937,565 across FY2021-22, FY2022-23, FY2023-24 and FY2024-25 in accordance with the Financial and Payment arrangements set out in Schedule 5.
- C. The DLUHC and the Council have entered into a Memorandum of Understanding dated 18<sup>th</sup> February 2022 (“MOU”) the contents of which are set out in Schedule 4 and the Parties agree to undertake the Project in accordance with the MOU.
- D. The purpose of this Service Level Agreement (“**SLA**”) (‘is to set out the terms, principles and practices that will apply to the working relationship between the Parties regarding the administration and delivery of the Levelling Up Fund (‘**LUF**’) proposal Montgomery Canal Restoration (“**the Project**”)

## **IT IS AGREED**

### **1. DEFINITIONS AND INTERPRETATION**

1.1 The following definitions and rules of interpretation apply in this agreement:-

<p><b>“Agreement”</b></p> <p><b>“Bid Application”</b></p>	<p>means this Service Level Agreement and any schedules attached hereto;</p> <p>means the Levelling Up Fund Application (and supporting documentation) for Montgomery Canal Restoration submitted to DLUHC dated 17<sup>th</sup> June 2021;</p>
<p><b>“Claw Back”</b></p>	<p>means Claw Back of any of the LUF funding legally made by the DLUHC as a result a failure to deliver the Project as per the requirements of the LUF as set out in the MOU[];</p>
<p><b>“Commencement Date”</b></p> <p><b>“Confidential Information”</b></p> <p><b>“DfT”</b></p> <p><b>“DLUHC”</b></p>	<p>means the date of this Agreement;</p> <p>means any information which has been designated as confidential by all Parties or that ought to be considered as confidential (however it is conveyed or on whatever media it is stored) including information which related to the business, affairs, assets, goods or services or contract/ agreements of the Parties;</p> <p>means the Department for Transport;</p> <p>means the Department for Levelling Up, Housing and Communities</p>
<p><b>“End Date”</b></p>	<p>means for the duration of the term of the MOU as may be extended from time to time (with the written agreement of the Trust) and/or the completion of the Project whichever event shall occur later</p>

<b>“FOIA”</b>	means the Freedom of Information Act 2000;
<b>“HMT”</b>	means HM Treasury;
<b>“LUF”</b>	means the Levelling Up Fund;
<b>“LUF Conditions”</b>	means the terms and conditions relating to the LUF and set out in the MOU;
<b>“MOU”</b>	means the memorandum of Understanding agreed between the DLUHC and Powys County Council dated 18 February 2022 ( see Schedule 4)
<b>“PAR”</b>	means a Project Adjustment Request submitted by the Council to the DLUHC during the Project in accordance with this Agreement and the MOU;
<b>“Project Board”</b>	means the group responsible for the overall strategic direction of the Project whose terms of reference are detailed in Schedule 1
<b>“PMU”</b>	means the project management update submitted to the DLUHC as part of the Bid Application and as amended from time to time.

**“Project”** means the Montgomery Canal Restoration project as set out in Clause 4 below

- 1.2 Clause, Schedules and paragraph headings shall not affect the interpretation of this Agreement.
- 1.3 The Schedules form part of this Agreement and shall have effect as if set out in full in the body of this Agreement. Any reference to this Agreement includes the Schedules.
- 1.4 Unless the context otherwise requires, words in the singular shall include the plural and in the plural shall include the singular.

- 1.5 Unless the context otherwise requires, a reference to one gender shall include a reference to the other genders.
- 1.6 A reference to a statute or statutory provision is a reference to it as it is in force as at the date of this Agreement.
- 1.7 A reference to writing or written includes fax and e-mail.

## **2. TERM AND TERMINATION**

- 2.1 If a Party wishes to withdraw from this Agreement it must notify the other Party by giving not less than six (6) months' notice in writing of its intention to withdraw.
- 2.2 This Agreement shall begin on the Commencement Date and (subject to earlier termination in accordance with this Agreement) shall continue until the End Date.

## **3. CONSEQUENCES OF TERMINATION**

- 3.1 If this Agreement is terminated the Parties will meet to agree which element(s) of the Project shall be continued during the period of notice including the extent to which those elements of the Project will be continued and any changes to those elements of the Project as a result of the termination as may be necessary.
- 3.2 Each Party shall be responsible for Claw Back of the LUF funding legally recoverable by the DLUHC which arises as a result of (and to the extent of) a defaulting Party's negligent act or negligent omission resulting in the failure to deliver the Project as per the requirements of the LUF as set out in the MOU as varied by a PAR.[].

## **4. THE PROJECT**

- 4.1 The Project is set out in the Bid Application and in particular the PMU and the MOU which reflects the requirements of the LUF approval by DLUHC, DfT and HMT.
- 4.2 In summary, the Project aims to encompass several elements of work to revitalise a disused section of the Montgomery Canal to be an exemplar of

sustainable development, in North Powys. The Project will make a substantial contribution to the phased restoration and regeneration of the Canal as a flagship visitor attraction providing long term economic, cultural and recreational benefits to local communities, subsequently protecting and enhancing the canals unique natural environment and built heritage, making it accessible to local people and visitors. In addition, complementary infrastructure and improvements works will be undertaken to enhance the economic, social and environmental benefit from the Canal, including the development of a community cultural hub on the canal at Welshpool Wharf, utilising historic Canalside buildings.

- 4.3 The Parties agree to use the LUF for the purposes outlined in the Bid Application, as approved by DLUHC, DfT and HMT.
- 4.4 The Parties agree that if there is a future need to alter, amend and/or vary the Project purposes in any way during the term of this Agreement and the End Date that they will follow the PAR process as set out in clause 9 of the MOU and seek DLUHC's prior approval to any proposed change. Each Party shall at its own cost and expense, use its reasonable endeavours to perform all acts, and sign, execute and deliver all information and documents as the DLUHC shall require in a timely matter, as may be reasonably required for the purpose of giving full effect to this Clause 4.4 in the opinion of either party or DLUHC.
- 4.5 The component elements of the Project works as fully outlined in the Bid Application and PMU scheduled hereto are as follows:

Trust Projects

- 4.5.1 Rebuild Walls Bridge and Williams Bridge; and
- 4.5.2 Create 3 off-line water-based nature reserves; and
- 4.5.3 Dredging to remove silt and weed growth, bank protection works; and



- 4.5.4 Aqueduct repairs, relining locks, repairing leaks and sluices, replace missing masonry and other infrastructure works to enable the utilisation of the Canal for the project purposes; and

### Council Project

- 4.4.5 Development and enhancement of a canal side cultural hub at Welshpool town centre.

## **5. GOVERNANCE**

- 5.1 This Agreement is entered into by the Parties on a basis of co-operation and good faith. The Parties confirm that they have all necessary powers to enter into this Agreement and in the case of the Council it warrants that it has taken all steps necessary in order to delegate powers as referred to in this Agreement in accordance with its constitution and financial rules.
- 5.2 By entering into this Agreement the Parties agree to work in collaboration and good faith:
- 5.2.1 To establish a project governance structure as set out in Schedule 2 to this Agreement.
- 5.2.2 To establish a Project Board consisting of one or more senior officials who have the authority to make strategic decisions on behalf of the Party within the parameters of the MOU/PMU, associated application bid documentation and this Agreement. The Project Board will be responsible for the overall strategic direction of the Project and its functions and terms of references are set out in Schedule 1 to this Agreement.
- 5.2.3 Convene the Project Board on the basis set out in this Agreement and the agreed Terms of Reference.
- 5.2.4 Ensure that the Project Board meets at regular intervals, at least every 3 months, to review progress and resolve outstanding issues, in particular those escalated to the Project Board by either Party.
- 5.2.5 Share such Project information between Parties as is necessary for the smooth and cooperative running of the Project, including, but not limited to:

- 5.2.5.1 cross-project risks or issues;
  - 5.2.5.2 problem or dispute resolution;
  - 5.2.5.3 identified best practice;
  - 5.2.5.4 financial or Grant information; and
  - 5.2.5.5 any other information deemed to be relevant by the Project Board
  - 5.2.5.6 publicity and press announcements in accordance with the Comms Strategy which will be approved by the Project Board.
- 5.2.6 Contribute towards and implement a Communication Plan:
- 5.2.5.1 for the dissemination of the information; and
  - 5.2.5.2 to provide such information as may be required by Powys County Council to satisfy DLUHC for the collecting of data, monitoring and evaluation of the LUF under clause 7 of the MOU and for evidencing the LUF assurance requirement as set out in clause 8 of the MOU.
- 5.2.7 To discuss with each other, through the Project Board, as soon as possible, any problems or disputes which arise, attempting to resolve any difficulties through negotiation at an early stage and ensuring appropriate officers are available upon reasonable notice to discuss any issues under dispute.
- 5.2.8 To undertake and agree that they will adhere to the terms of this Agreement and will observe, perform and comply in all material respects with the LUF Conditions. In particular the Parties agree to act in accordance with and be subject to declarations or decisions which have been made under the MOU and provisions in respect of eligibility, monitoring, audit, record retention, match funding and Claw Back that may arise in relation to the LUF.
- 5.2.8 That any Party whose actions or failure to act constitute a breach of the LUF Conditions or MOU will accept sole responsibility for any compliance failure and / or breach of conditions and will fully indemnify the other Party against any [Claw Back] and associated expenses which might arise and as a result of such default by the Trust who will comply with any instructions of the Council in order to remedy or

mitigate any such breach OR in the case of a breach by the Council, with any instructions of the Project Board in order to remedy or mitigate such breach by the Council. Where more than one party is responsible for any compliance failure they shall be jointly responsible for any such Claw Back and associated costs (in proportion(s) that are fair and commensurate to the loss caused by each respective Party for their failure leading to the breach.

- 5.3 The parties agree that, upon receipt of reasonable written notice by one Party to the other, the recipient Party will permit rights of access to the other for audit, assurance, compliance and any other purposes set out within the MOU, undertaking to provide in a timely manner information requested by the requesting Party to enable all relevant deadlines to be met.
- 5.4 Each Party will notify the other immediately of any event that could temporarily or permanently jeopardise the continuation of the Project. The Council shall notify the Trust and the Project Board of any such events that it has become aware of as soon as possible.
- 5.5 Each Party will notify the other immediately if it knows of any circumstance that may adversely affect the financial viability of the Project or which places the Parties in jeopardy through the possible failure of the delivery of the Project. The Council shall notify the Trust and Project Board of any such events that it has become aware of as soon as possible.
- 5.6 Without prejudice to the generality of Clause 5.1 to 5.5 if any Party receives notification of any (actual or potential) **Claw Back**, financial imposition, or deduction of LUF imposed by HM Government or DLUHC (acting in its capacity as legal authority to monitor subsidy control and adherence to procurement laws) as a result of any non-compliant procurement process or breach of subsidy control rules then the non-compliant party will be solely responsible for reporting the notification to the other party as soon as possible and for repayment of such monies to the HM Government or DLUHC and shall indemnify the other party in respect thereof.
- 5.7 Each party is personally responsible for ensuring compliance with procurement and subsidy control rules in relation to any LUF to be spent by them. That party shall be responsible for the repayment of any sums to be paid or repaid to the

HM Government or DLUHC as a result of any failure to comply with procurement, subsidy control rules or other levelling up grant rules in force on the date of this Agreement in relation to the LUF allocated to them, and shall fully indemnify the other party against [] any Claw Back and associated costs of LUF by HM Government or DLUHC in relation to the same.

## **6 CONFIDENTIALITY AND DATA PROTECTION**

- 6.1 Each Party shall ensure that it complies in all respects with the provisions of the Data Protection Act 1998 (DPA) and the General Data Protection Regulation 2016/679 (from the date the latter is in force) and all parties shall duly observe their obligations under the DPA which arise under this Agreement. References to the DPA in this Agreement shall be interpreted as reference to the General Data Protection Regulation 2016 from the date that such regulation is in force.
- 6.2 Neither Party shall disclose any Personal Data as defined under the DPA which they have received from each other to any third party without the prior written consent of the other or subject to statutory provision including the DPA other than is required under the Offer Letter.
- 6.3 The Parties shall:
- 6.3.1 treat all Confidential Information as confidential and safeguard it accordingly and
  - 6.3.2 not disclose any Confidential Information of any other Party without the prior written consent of that Party, except to such person and to such extent as may be necessary for the performance of the Project
- 6.4 Each Party shall take all necessary precautions to ensure that all Confidential Information obtained from other Parties under or in connection with the Project:-
- 6.4.1 is given only to such of the staff or contractors engaged in connection with the performance of the Project as is strictly necessary for the performance of the Project and only to the extent necessary for performance of the Project;
  - 6.4.2 is treated as confidential and not disclosed (without prior approval) or used by any person otherwise than for the purposes of the Project.

6.5 Each Party shall ensure that its relevant staff are aware of the confidentiality obligations under this Agreement.

## **7. FREEDOM OF INFORMATION AND OPENNESS**

7.1 Notwithstanding clause 6 (Confidentiality) each Party acknowledges, its own obligations and the obligations of the other Party under the Freedom of Information Act 2000, the Statutory Code issued under Section 45 of the Act and the Environment Information Regulations 2004 (the "Information Laws"), that the Council and the Trust shall in all respects and at no additional cost to the other Party co-operate with a Party's requests for assistance in complying with the other Party's disclosure obligations under the Information Laws .

7.2 Each Party agrees that

(a) the provisions of clause 6 are subject to the Party's respective obligations and commitment under the Information Laws; and

(b) where a Party is managing a request for information made pursuant to the Information Laws the other Party shall co-operate with the Council and shall respond within 5 Working Days of any written request by the other Party for assistance in determining how to respond to a request for disclosure.

7.3 The Parties will use reasonable endeavours to consult the other in writing in relation to any request for disclosure of information regarding the other Party or the Project in accordance with the Information Laws.

7.4 [Subject to clause 7.5, the Trust shall not respond directly to a request for information regarding the Project or this Agreement pursuant to the Information Laws unless it is expressly authorised to do so by the Council or is required to do so by Law (in which case the Council must be notified of the disclosure as soon as reasonably possible).

7.5 The Parties acknowledge that they are both directly subject to Information Laws.

7.6 Whilst the Parties will work together to seek opinion of each other but it is acknowledged and agreed that each party is responsible for determining at its absolute discretion whether information held by it is exempt from disclosure in accordance with the provisions of FOIA and whether the information is to be disclosed in respect of any request made to the Trust directly.

## **8. HEALTH AND SAFETY**

8.1 All Parties shall comply with the requirements of the Health and Safety at Work Act 1974 and any other acts, regulations or orders relating to health and safety.

8.2 Each Party shall indemnify the other Parties against any claim, liability, loss or expense incurred as a consequence of breach of the Health and Safety legislation as listed in 8.1.

## **9. INSURANCE**

9.1 Each Party will have in place and will maintain in force valid, adequate and appropriate insurance in respect of certain of its property assets (which it does not consider to be within its self-insured programme) and undertakings in this Agreement against professional negligence, public and employers' liability in such amounts as may be reasonably expected and/or required, from time to time.

9.2 [not used];

9.3 ]

9.4 Each party shall at all times take all reasonable steps to minimise and mitigate any loss or damage for which it is entitled to bring a claim against the party pursuant to this Agreement.

9.5 Notwithstanding any other provision of this Agreement no party limits or excludes its liability for:

- (a) fraud or fraudulent misrepresentation;
- (b) loss of or damage to property;
- (c) death or personal injury caused by its negligence; or
- (d) any other liability which cannot in law be limited.

## **10. STAFFING**

- 10.1 Each Party will employ sufficient staff to ensure that the elements of the Project for which they are responsible are resourced at all times and in accordance with the Bid Application and PMU. Each Party will ensure that staff used to provide the services are suitable, competent and appropriately qualified and experienced to undertake the duties required of them. Each Party will create, maintain and preserve adequate and comprehensive records as evidence of the monitoring and supervision of the competence of the staff and volunteers it uses.

## **11. BRANDING and COMMUNICATION**

- 11.1 The Parties agree to adhere to the guidance issued by DLUHC from time to time on the Branding and Communication associated with LUF projects and the branding guidelines of each Party in accordance with the Comms Strategy.

## **12. DEFAULT**

- 12.1 Without prejudice to any other right or remedy, if either Party discovers evidence which, in its reasonable opinion, indicates non-compliance with the LUF Conditions and/or breach of this Agreement, either Party may serve a Default Notice upon the defaulting Party. Any such Default Notice shall set out the nature of the alleged Default and require the defaulting Party to remedy the default within such reasonable times as may be specified in the Default Notice.
- 12.2 Any dispute as to Default Notices, and / or the service thereof, under this Clause, shall be referred to the Project Board to make a decision at the earliest opportunity in line with the agreed Terms of Reference for that group.
- 12.3 If any Default Notice served under Clause 12.1 is not complied with within the timescale set out in the Default Notice, then the Project Board may instruct the Council to:
- 12.3.1 Terminate this Agreement either immediately or on reasonable notice as instructed by the Project Board; and / or

12.3.2 Deduct from any amount then due, or to become due to the defaulting Party such amount as is reasonable to rectify the default

### **13. DISPUTE RESOLUTION**

13.1 If there is a dispute between the Parties concerning the interpretation of this Agreement then any Party may notify the others in writing that it wishes the dispute to be referred to a meeting of the Project Board to resolve, all Parties negotiating on the basis of good faith and in line with the agreed Terms of Reference for the Project Board.

13.2 If the Project Board is unable to resolve the matter within 30 working days then the issue shall be referred to the Chief Executive Officers of the Parties.

13.3 If the said Chief Executive Officers are not able to resolve the matter within a further thirty (30) working days the provisions of paragraph(s) 13.4 and 13.5 shall take effect.

13.4 In the event of the Chief Executive Officers not being able to resolve the matter the dispute shall be dealt with by the following mediation procedure:

13.4.1 for the purpose of this paragraph 13.4 a dispute shall be deemed to arise when one Party serves on the other a notice in writing stating the nature of the dispute

13.4.2 every dispute notified under this paragraph 13.4 shall first be referred to mediation in accordance with the mediation procedures of the Centre for Effective Dispute Resolution

13.4.3 the Mediator shall be agreed upon by the Parties and failing such agreement within fifteen (15) working days of one Party requesting the appointment of a Mediator and proposing a name then the Mediator shall be appointed by the Centre for Effective Dispute Resolution.

13.4.4 unless agreed otherwise the Parties shall share equally the costs of mediation

13.5 The decision of the Mediator shall be final and binding on all Parties .

13.6 This dispute resolution procedure cannot be used in relation to any dispute relating to any revision of this Agreement.



## **14. FINANCIAL ARRANGEMENTS**

- 14.1 The Parties agree to use the funding provided by the Levelling Up Fund for the purposes outlined in the Bid Application and PMU approved by DLUHC as set out in Schedule 5 and to collaborate with each other to demonstrate this.
- 14.2 The Parties agree to use LUF grant payments issued by DLUHC for capital expenditure only.
- 14.3 The Trust agrees to provide the Council with;-
- 14.3.1 such evidence as may be required by the Council to enable the Council's Section 151 Officer to provide six monthly written assurance(s) to DLUHC and DfT that the Project continues to represent value for money/best value and provisions of accurate data and information within the assurance cycle as set out in the CLGU Assurance and Performance Management Framework as provided in clause 8.2 of the MOU and corresponding quarterly monitoring return to enable the grant payments to be made in accordance with the detail outlined in Schedule 5, Financial and Payment; and
- 14.3.2 Provide regular project, financial, and risk reporting in such a format as by DLUHC so as to demonstrate expenditure of the previous funding and that outputs and outcomes are being met, in line with the approved Bid Application and subsequent PMU; and
- 14.4 If either Party needs to amend the annual spending profile, requiring a change to the indicative allocations set out in the Background section of this Agreement, the Party requiring the amendment will provide the required evidence and documentation to enable the Council to submit a PAR within the time parameters of the PAR process. The Council agrees to submit to DLUHC any PAR request received from the Trust in a timely manner. The Parties accept that there are no guarantees that such requests will be accommodated by DLUHC.
- 14.5 It is accepted by the parties that there remains uncertainties around the detail of ground investigations, permissions and full design solutions yet to be done and therefore the cost variance arising from these is yet to be settled. The proposed approach to mitigation is the funding of works to be delivered at fixed value only. This will mean:

- a. that the agreed LUF will be fully spent in progressing the proposals for the Projects and carrying out what is settled and agreed.
- b. that the full extent of the works listed may not be achieved if specific elements prove more expensive than the budget estimate and any such shortfall cannot be obtained by way of grant funding elsewhere by the Parties:.. and provided that this Clause 14.5 is subject to the provisions pertaining to the requirement for the parties to complete the PAR process pursuant to Clause [ ] ]

14.6 The Parties agree and acknowledge that they must spend the LUF connected to the MOU by the end of the funding period (31 March 2024) unless otherwise agreed with DLUHC.

[discussion required about quarterly then monthly payments required]

## 15. MONITORING and EVALUATION

15.1 The Parties hereby adopt and agree to follow the Levelling Up Fund Monitoring and Evaluation Guidance provided by DLUHC (“LUF M&E Guidance”).

15.2 The Parties agree to full transparency open book working and a duty of good faith regarding all matters relating to the Project and this Agreement.

15.3 The Council agrees to collect and provide to the Trust upon request data on Project specific inputs, outputs and outcomes as set out in the Project Output Indicators and Outcome Indicators tabs of the Bid Application or the PMU to enable the DLUHC to undertake programme-level evaluation including data collection for outcomes and impacts The Trust will if agreed between the parties allocate £30,000 from its allocation to support this.

15.4 The Parties agree to provide DLUHC with such evaluation assistance as they may request including collecting baseline data where alternative data sources are not available and facilitating meetings with key stakeholders.

15.5 The Parties agree to undertake a project level local evaluation as described in the Bid Application.

15.6 The Parties agree to collaborate with DLUHC over monitoring and evaluation requirements, which will involve reporting quarterly on project expenditure, project progress, stakeholder engagement, risks, milestones and any project

changes. The Parties will also collaborate with DLUHC to provide six-monthly reporting on project outputs and potentially some outcomes. DLUHC shall assist the Council where possible, and the Parties will work together to satisfy these requirements. This includes collecting accurate data and using the agreed metrics and methods as set out in the LUF M&E Guidance.

15.7 The Parties Agree to promptly share information at appropriate times as and when requested by DLUHC, including:

- Current funding that has been spent
- Planned expenditures
- Updates on key project milestones and risks
- Procurement and governance

## **16. ASSURANCE**

16.1 The Parties agree to follow the Assurance and Performance Management Framework provided by DLUHC setting out the LUF assurance processes.

16.2 The Parties will collaborate with DLUHC via the Council over assurance requirements, to enable the Council's Section 151/95/114/54 Officer to give six-monthly written assurance to DLUHC and DfT where appropriate. This includes written confirmation that the project continues to represent value for money / best value and provisions of accurate data and information within the assurance cycle as set out in the CLGU Assurance and Performance Management Framework.

16.3 The Parties will also collaborate with DLUHC if required to support further assurance through risk based Deep Dive activity as set out in clause 8.2 of the MOU. Deep Dives will include engagement with the Council's SRO, Section 151 Officer and Project Leads, alongside the provision of specified procurement, financial and decision-making evidence on request for review. The Parties agree to work together to satisfy these requirements.

- 16.4 The Parties agree to ensure that data can be shared for the prevention and detection of fraud by including the following clause in all agreements with companies or external entities:

*“Data may be shared with other enforcement agencies for the prevention and detection of crime.”*

- 16.5 The Parties agree to fully comply with all obligations set out in the Fraud Risk Assessment guidance in Schedule 3 to ensure the safe administration of grants and that appropriate measures are put in place to mitigate against the risk of both fraud and payment error.

## **17. COMMUNICATION IN WRITING**

- 17.1 Any communication required to be in writing under the terms of this Agreement shall be sent to the addresses indicated at the beginning of this Agreement and marked for the attention of the relevant Lead Officer as identified from membership of the Project Board. Each party shall use reasonable endeavours to communicate in accordance with the Agreement.

## **18. THIRD PARTY RIGHTS**

- 18.1 The parties to this Agreement confirm and agree that they do not intend any provision of it to be enforceable by any other person pursuant to the Contract (Rights of Third Parties) Act 1999 save as set out in this Agreement.

## **19. NO PARTNERSHIP**

- 19.1 The Trust and the Council are independent from each other and save as set out in this Agreement nothing contained in this Agreement shall be construed as implying that there is any relationship between the Trust and the Council of partnership or of principal / agent or of employer / employee.

## **20. VARIATION**

20.1 The terms of this Agreement may be varied with the mutual agreement of both parties. Such variation will be recorded in writing.

## **21. GOVERNING LAW**

21.1 This Agreement and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims) shall be governed by and construed in accordance with the laws of England and Wales as they apply in Wales and the parties submit to the exclusive jurisdiction of the courts of England and Wales.

## **22. GENERAL**

22.1 Any provision of this agreement that expressly or by implication is intended to come into or continue in force on or after termination or expiry of this agreement shall remain in full force and effect.

22.2 This Agreement constitutes the entire agreement between the parties and supersedes and extinguishes all previous and contemporaneous agreements, promises, assurances and understandings between them, whether written or oral, relating to its subject matter.

## SCHEDULE 1

### Terms of Reference for the Project Board

#### 1. PURPOSE:

The purpose of the Board is to oversee the delivery of the Montgomery Canal Restoration Levelling Up project. The Board will:

- 1.1 Oversee and monitor delivery of the project and programme of works as set out in the LUF funding application and any subsequent changes agreed by UK Government.
- 1.2 Ensure that roles and responsibilities are clearly defined at the commencement of the project and that staff resources are in place to enable the effective implementation of the project.
- 1.3 Ensure the project is delivered to time and key milestones are met.
- 1.4 Monitor and approve work packages ensuring that the project does not exceed the available budget.
- 1.5 Monitor the procurement of consultants and contractors
- 1.6 Receive and consider exception reports to identify variances in project delivery and where appropriate ensure actions are implemented to address any variances.
- 1.7 Oversee the financial management and monitoring of the project and external grant funding requirements.
- 1.8 Receive and agree project risk and issues logs and take actions accordingly to mitigate risks and resolve issues that have been elevated by the Project Manager.
- 1.9 Report progress with the delivery of the project and escalate any significant issues, decisions or changes in project and risk register to the Economic Development Delivery Group / Canal & River Trust Board for information/decision as appropriate.
- 1.10 Ensure that the project benefits, outcomes and outputs are delivered, and that appropriate monitoring and evaluation of the project is in place in accordance with LUF grant funding requirements.

- 1.11 Agree a communication plan and approve external communications and protocols.
- 1.12 Ensure key stakeholders are consulted, engaged and updated as appropriate.
- 1.13 Confirm the successful delivery and sign-off of the project.

**2. FUNCTIONS:**

- 2.1 The Project Board is reporting to the Cabinet of the Council and to the Canal & River Trust Board.
- 2.2 Where actions relating to matters considered by this Board reasonably fall on officers to undertake, then the Board may steer officers in taking those actions provided that such decisions did not exceed the limitations on cost, scope and programme outlined in the MOU/PMU and associated documentation.
- 2.3 Where a decision is require that exceed the limitations on cost, scope and programme outlined in the MOU/PMU and associated documentation, then the Board may make recommendations to the Cabinet of the Council and to the Canal & River Trust Board as appropriate.

**3. MEMBERSHIP:**

3.1 The core membership of the Board will comprise:

Job Title/Role
Regional Director of Wales and South West, Canal & River Trust
Head of External Programme Delivery', Canal & River Trust
Chair of Montgomeryshire Canal Partnership (Observer)
Head of Economy & Digital Services, Powys CC - Chair
Senior Manager (Highways, Technical and Business Development), Highways Powys CC

- 3.2 Substitutes are permitted.
- 3.3 The chair of the Board will be appointed by the Council as the lead authority will be agreed at the outset.
- 3.4 External attendees may be invited to the meeting, such as to present information or offer expert advice.
- 3.5 Agendas and papers for meetings will be sent to attendees at least 5 calendar days prior to each meeting of the Board.

3.6 For every meeting the agenda shall include: Highlight Report; Programme; Project Risk Register; Issues; Change Control; Finance Log.

#### **4. FREQUENCY:**

- 4.1 At the first meeting of the Board the regularity, time, length, and location of future meetings will be agreed.
- 4.2 The frequency and format of the meetings may be reviewed in future and is subject to change dependent on the agreement of members. The Chair may request additional meetings if they consider this to be appropriate.

#### **5. SECRETARIAT**

- 5.1 Administrative support for the Board will be provided by Powys County Council's Economy & Digital Service. Powys CC will be responsible for undertaking the following roles and functions which includes:
- 5.2 Ensuring the Board is established and meets regularly
- 5.3 Preparing the agenda, minutes for meetings in conjunction with the Project Manager
- 5.4 Inviting participants and managing attendance
- 5.5 Supporting the follow up and actions from meetings

#### **6. REVIEW:**

- 6.1 Terms of reference, functions and membership of the Board will be reviewed as necessary.



## SCHEDULE 2

### Montgomery Canal Restoration Project - Governance & Delivery Structure



LUF0268 MCR  
Project Delivery Struc

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## SCHEDULE 3

### Fraud Risk Assessment Guidance



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%20Fraud%20Risk%2

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Schedule 4 – Memorandum of Understanding & Approved PMU

Department for Levelling Up, Housing and Communities and Powys County Council



Schedule 4a -  
LUF0268 DLUHC LUF

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## SCHEDULE 5

### Finance & Payments

- 1) DLUHC have agreed to allocate LUF funding to the Project of up to £13,937,565 with indicative yearly allocations as follows:

Financial Year	Total (£)
2021-22	425,524
2022-23	4,321,645
2023-24	9,190,396
2023-24	0
<b>TOTAL</b>	<b>13,937,565</b>

- 2) LUF Grant funding will be paid to Powys County Council in six monthly tranches in January and July of each approved financial year. LUF payment to the Council will be made in accordance with the profiled LUF spend identified in the quarterly monitoring reports submitted by the Council on behalf of the project and on the basis that agreed project delivery targets have been met.
- 3) Where variance exists between profiled spend and milestones/progress achieved by the Project, DLUHC may reduce the award of grant or withhold altogether until satisfactory evidence of progress has been received.
- 4) Release of grant from Powys County Council to the Canal & River Trust is therefore subject to approval of monitoring reports submitted on behalf of the Project and grant funding being received by Powys County Council]The Council will use its best endeavours to ensure that DLUHC honour the MOU.
- 5) For the avoidance of doubt, the **maximum** project costs and **maximum** LUF grant support and funding profile for the projects of both parties outlined in clause 4.0 of the Agreement, are as follows:

Funding Body	CRT Works	PCC Works	Total
LUF	£12,626,138.28	£1,311,426.72	<b>£13,937,565.00</b>
CRT	£774,308.99	£0.00	£774,308.99
PCC	£628,594.94	£145,714.05	£774,308.99
	£14,029,042.20	£1,457,140.77	£15,486,182.97

- 6) At quarterly reporting points or as required by the Council to progress release of LUF grant payment from DLUHC on behalf of the Project, CRT will provide the Council with satisfactory financial and progress information and associated evidence to enable the Council to submit detailed monitoring reports in accordance with DLUHC requirements.
- 7) The level of detail required shall be determined by the Council following discussion with the Project Board. The detail required must satisfy the

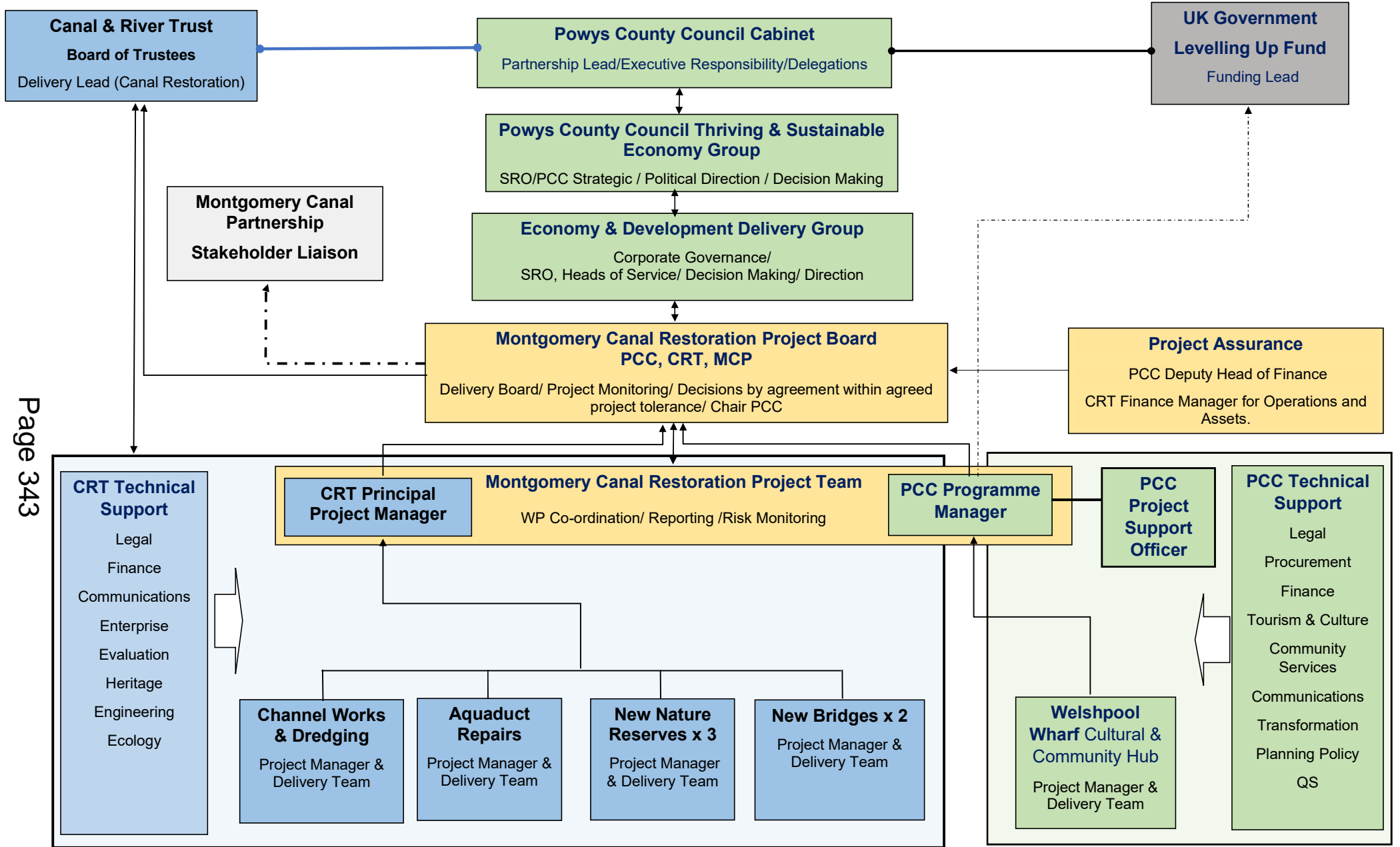
potential audit of project finances as covered in section 7 (Monitoring) and section 8 (Assurance) of the MOU.

- 8) On confirmation of receipt of satisfactory information, the Trust will submit a grant claim to the Council for 94.48067% of spend incurred during the 6 monthly period reported.
- 9) On receipt of funds from DLUHC, the Council will release payment to CRT.
- 10) In the event that DLUHC, for any reason, identify the need for Claw back of LUF, then other clauses in within this Agreement respect of liabilities will apply.
- 11) In the event that requests to reprofile funding are not approved by DLUHC, then this schedule will be updated to reflect revised apportionment that is approved by the Project Board and formally endorsed by both parties.

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## Montgomery Canal Restoration Project - Governance & Delivery Structure



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## LUF0268 Canal Restoration Project - Roles & Responsibilities

The diagram above shows the project governance & delivery structure. The following table outlines the roles and responsibilities of each part of the structure.

<p><b>Department for Levelling Up Housing &amp; Communities (DLUHC)</b></p>	<p>The UK Government, <b>Department for Levelling Up Housing &amp; Communities</b> are the primary funder/sponsor of the project. UK Government interests are protected through a signed memorandum with Powys County Council as the 'lead authority'. The MOU requires quarterly reporting and six-monthly release of forecast expenditure against progress. DLUHC liaison and reporting will be the responsibility of the PCC Programme Manager with information support from the Canal &amp; River Trust Principal Project Manager</p>
<p><b>PCC Cabinet</b></p>	<p><b>Powys County Council Cabinet</b> are responsible for implementing Council policy and retain final authority on LUF0268 Montgomery Canal Restoration project decisions. Notwithstanding this fact, Cabinet delegates responsibility for delivery of the Project to the 'Montgomery Canal Restoration Project Board'. Responsibility for delivery and decisions is restricted to the scope of works, programme and budget ceilings set out in the Memorandum of Understanding signed between Powys County Council and the DLUHC, the application bid, PMU and all related documentation. The Cabinet meets on a monthly basis.</p>
<p><b>Thriving &amp; Sustainable Economy Group (TASE)</b></p>	<p>A bi-monthly board with its own Terms of Reference, the <b>Thriving &amp; Sustainable Economy Group</b> is made up of the Leader of the Council and relevant Cabinet Members that oversee strategic economic development projects and initiatives. It provides member guidance, scrutiny and challenge on Economic Development &amp; Regeneration projects and programmes. The Group is chaired by the Cabinet Member for Economic Regeneration and includes the Director for Economy &amp; Environment, who is the SRO for the LU0268 Montgomery Canal Restoration Project. The Board may be called to an extraordinary meeting where scrutiny or decision to refer to cabinet is required</p>
<p><b>Economy &amp; Development Delivery Group (EDDG)</b></p>	<p>The <b>Economy &amp; Development Delivery Group</b> is the 'entry point' to corporate governance for this project. The EDDG comprises the Director for Economy &amp; Environment (the SRO for the project) and Heads of Service within the Council's Economy and Environment Service.</p> <p>Its remit includes the oversight and monitoring of major projects, programmes and initiatives relating to the Economy and Environment in Powys. This includes receiving highlight reports, monitoring progress, risks and supporting project personnel in the resolution of issues that have the potential to prevent successful project delivery.</p> <p>The Director for Economy and Environment leads the group and is also the SRO for the Project. Where decisions exceed the delegations afforded to the Group, the matter will be escalated by the SRO to the TASE Group in the first instance and further to Cabinet, if necessary.</p> <p>The EDDG will undertake 'programme board' responsibilities for the LUF funded programme of projects across Powys. The EDDG meets on a monthly basis.</p>
<p><b>Canal &amp; River Trust – Board of Trustees (CRT)</b></p>	<p>As the owner and operator of the canal assets, the <b>Canal &amp; River Trust</b> will be 'delivery lead' for the canal restoration elements of the project. The requirements for the role of 'delivery lead' for these elements and CRT's broader role within the wider project are detailed and confirmed by means of a Service Level Agreement between the Council and the Trust.</p> <p>The Trust will be represented at a senior level on the Montgomery Canal Project Board to consider all aspects of project progress and performance and will work with the PCC SRO and delegated Project Executive to resolve any issues that arise during the course of the project.</p> <p>The CRT will be represented at Project Board Level by the 'Regional Director of Wales and South West' and 'Head of External Programme Delivery'</p>
<p><b>Montgomery Canal Partnership</b></p>	<p>Led by the Canal &amp; River Trust, the <b>Montgomery Canal Partnership</b> brings together 15 groups across England &amp; Wales, with an interest in the restoration and operation of the Montgomery Canal. The Partnership is the primary conduit for sharing of project information to stakeholders and the key advisor on compliance with the Canals overarching Conservation Strategy. The Chairperson of the Partnership is a standing invitee on the Project Board as advisor and observer and will have an open invitation to attend the Project Team meetings should they wish.</p>
<p><b>Senior Responsible Owner PCC</b></p>	<p>The <b>Senior Responsible Owner (SRO)</b> is corporately responsible for ensuring that the Project meets its objectives, delivers the project outputs and evidences the required benefits identified in the LUF application.</p> <p>This role will be undertaken by the Director for Economy &amp; Environment, who sits on both the EDDG and TASE corporate governance groups.</p> <p>The SRO will:</p> <ul style="list-style-type: none"> <li>- obtain internal approvals and ensure 'buy-in' from senior internal (Council) stakeholders</li> <li>- ensure appropriate PCC resources are allocated to the PCC elements of the project and overarching grant administration.</li> <li>- Ensure that partners/stakeholders maintain their obligations to the delivery of the project in accordance with the application detail and Service Level Agreement</li> </ul>



<p><b>Montgomery Canal Restoration Project Board (MCRPB)</b></p>	<p>- Escalate issues within the corporate governance structure, as required.</p> <p>The <b>Montgomery Canal Restoration Project Board</b> is comprised of all parties necessary to ensure the successful delivery of the project</p> <p>Subject to confirmation by both parties, the Board will be responsible for overseeing the full delivery of the project in accordance with the scope, programme and costs outlined in the MOU, Application bid, PMU and associated documentation.</p> <p>The Board is responsible for the strategic direction and supervision of the project and its component sub projects and is ultimately accountable for its success.</p> <p>The Board will receive and approve progress and stage reports, monitor risks and have the power to make decisions that ensure progress is maintained and the project delivered. Decision making powers are held on the understanding that there are zero tolerances in respect of overall scope, costs and funding allocations assigned to the project in the Application Bid, MOU and PMU – and reinforced within the Schedule 5 – Finance &amp; Payments section of the SLA.</p> <p>The Board will meet on a Quarterly basis, or more frequently as required.</p> <p>The Project Board are also responsible for ensuring that partner resources are coordinated to maximise delivery of the outputs, outcomes and impacts identified and committed to in the application and associated documentation - in accordance with the terms put in place for this purpose – namely the MOU between DLUHC and PCC and SLA between PCC and CRT.</p> <p>The CRT and PCC will be represented by two attendees. The MCP will be entitled to one attendee in an advisory capacity.</p> <p>The Lead Authority, Powys County Council, will be represented by the Head of Economy and Digital Services (who is nominated by the SRO to act as 'Project Executive' and Chair) and the Senior Manager, Highways, Business and Technical Support</p> <p>The Canal &amp; River Trust, as owner and operator/user of the canal assets and lead delivery partner on Canal restoration works, will be represented by the 'Regional Director of Wales and South West' and 'Head of External Programme Delivery'</p> <p>The Montgomery Canal Partnership will be represented by the Chairperson of said organisation.</p> <p>The Board will have the ability to make decisions on a consensus basis only</p> <p>The Programme Manager /Principal Project Manager for PCC and CRT will be required to attend each meeting to report in accordance with their identified areas of responsibility (see below), providing guidance to the Board, as required.</p> <p>Additional attendees can be invited as required and agreed by the Board.</p> <p>Full Terms of Reference for the Project Board are included in Schedule 1 of the SLA.</p>
<p><b>Programme Manager PCC</b></p>	<p>The PCC Programme Manager is responsible for the delivery of PCC elements of the project and reporting/claims submission to DLUHC.</p> <p>the PCC Programme Manager is also responsible for liaising with the CRT Principal Project Manager on inter-dependencies ie Highway/Planning input into Bridge works.</p> <p>The PCC Programme Manager will:</p> <ul style="list-style-type: none"> <li>- provide oversight to the Project Board on the delivery of all aspects of the Project</li> <li>- Assist the designated PCC Project Manager of Welshpool Wharf works and report to the Board on all PCC elements of the Project (budget &amp; financials, risk, milestones, outputs and delivery) - providing early warning on risks and issues that impact on scope, programme and cost</li> <li>- provide overarching progress reports to the Project Board, EDDG and TASE Group</li> <li>- brief the SRO and their nominated project executive on any issues that may require corporate scrutiny at TASE Group/Cabinet level'</li> <li>- (with the assistance of the Project Support Officer) provide administrative support to the Project Board and Project Team meetings and ensure their formal recording</li> <li>- liaise with CRT nominees to compile, review, obtain authorisation and issue quarterly monitoring reports to DLUHC.</li> <li>- liaise with the CRT Principal Projects Manager to ensure effective project and programme management systems are in place for the delivery of all elements of the project to ensure all UKG requirements are met.</li> </ul>

	<ul style="list-style-type: none"> <li>- liaise with the CRT Programme manager to ensure effective external stakeholder management and communications are undertaken in accordance with the Communications Strategy &amp; Plan to be agreed by the Board</li> <li>- ensure compliance with LUF Funding and audit requirements.</li> <li>- Oversee the appointment of consultants to meet LUF Monitoring &amp; Evaluation requirements</li> <li>- To prepare, for Board approval, a Communication Strategy &amp; Plan to ensure effective stakeholder management and communications in relation to Council elements of the project</li> </ul>
<b>CRT Principal Project Manager</b>	<p>The CRT Principal Project Manager (PPM) will be responsible for the day to day management of CRT elements of the Project within the parameters set by the Project Board</p> <p>The PPM will:</p> <ul style="list-style-type: none"> <li>- ensure the CRT element/s of the Project are being delivered according to programme, cost, scope and quality - and provide early warning to Board members on risks and issues that threaten successful delivery</li> <li>- attend Project Board meetings to provide detailed reporting, information and guidance to the Board on progress all matters relating to CRT led works.</li> <li>- provide the PCC Programme Manager with the information as required for Project Board reporting and PCC corporate reporting.</li> <li>- provide PCC with all information necessary to satisfy compliance with requirements of the MOU with DLUHC</li> <li>- Ensure the timely and accurate provision of all financial information required to support PCC Grant drawdown and associated CRT claim for repayment.</li> <li>- ensure CRT delivery of evidence in relation to outputs, outcomes and benefits realisation to meet LUF M&amp;E commitments</li> <li>- ensure the prompt resolution of issues preventing the successful implementation of obligations under the SLA.</li> <li>- ensure the prompt escalation of project issues within the CRT project governance structure, where required</li> <li>- liaise with the PCC Programme manager to ensure effective project and programme management systems are in place for the delivery of all elements of the project to ensure all UKG requirements are met.</li> <li>- to prepare, for Board approval, a Communication Strategy &amp; Plan to ensure effective stakeholder management and communications in relation to Trust elements of the project</li> </ul>
<b>Project Assurance</b>	<p>This role will provide an independent and objective oversight of the performance of all project elements that have been awarded funding. This will include scrutinising financial management, benefits realisation, and risk management processes and performance. The role will be undertaken by the Council's Deputy Head of Finance and the Trust's Finance Manager for Operations and Assets.</p>
<b>Montgomery Canal Restoration Project Team</b>	<p>The Project Team will coordinate of all elements of the Project, bringing together relevant financial, technical and project management staff from CRT and PCC to ensure progress against milestones and allow 'early warning' identification and resolution of issues. The Project Team will receive reports from the delivery teams, review progress, update RAID logs, ensure that the Communications Strategy is being implemented and identify issues for escalation to the Board or higher. The Project Team will be chaired by the PCC Programme Manager and will meet on a monthly basis.</p>
<b>PCC Project Support Officer</b>	<p>The Project Support Officer will support the PCC Programme Manager with administration, coordination and recording of the Project Board and Project Team. They will also be responsible for supporting the PCC Programme Manager with M&amp;E reporting and claims processes (within the partnership and with DLUHC). This will include liaising with the Trust on content necessary for LUF reporting and financial information in respect of grant claims..</p>
<b>Technical Support</b>	<p>Additional specialist, technical, financial and administrative support will be available to the CRT and PCC Project and Programme Managers to assist the delivery of the elements and overarching Project. This will be drawn from internal services from both parties and external consultancy, as required.</p>
<b>Project Managers &amp; Delivery Teams</b>	<p>All component sub-projects will be led by a Project Manager supported by a delivery team consisting of officers and staff from relevant specialist and operational areas. The Project Manager and Delivery Team for each element of the broader Project are responsible for delivery of that sub-project. The Project Manager will have the responsibility of directing and overseeing day to day delivery of the component project; procurement and management of consultants/contractors and financial/risk management of said project. Team Managers may be appointed under the Project Manager to lead on specific works packages. The Project Managers will report to their respective Programme Manager/Principal Project Manager.</p>

## **SCHEDULE 1**

### **Terms of Reference for the Project Board**

#### **1. PURPOSE:**

The purpose of the Board is to oversee the delivery of the Montgomery Canal Restoration Levelling Up project. The Board will:

- 1.1 Oversee and monitor delivery of the project and programme of works as set out in the LUF funding application and any subsequent changes agreed by UK Government.
- 1.2 Ensure that roles and responsibilities are clearly defined at the commencement of the project and that staff resources are in place to enable the effective implementation of the project.
- 1.3 Ensure the project is delivered to time and key milestones are met.
- 1.4 Monitor and approve work packages ensuring that the project does not exceed the available budget.
- 1.5 Monitor the procurement of consultants and contractors
- 1.6 Receive and consider exception reports to identify variances in project delivery and where appropriate ensure actions are implemented to address any variances.
- 1.7 Oversee the financial management and monitoring of the project and external grant funding requirements.
- 1.8 Receive and agree project risk and issues logs and take actions accordingly to mitigate risks and resolve issues that have been elevated by the Project Manager.
- 1.9 Report progress with the delivery of the project and escalate any significant issues, decisions or changes in project and risk register to the Economic Development Delivery Group / Canal & River Trust Board for information/decision as appropriate.
- 1.10 Ensure that the project benefits, outcomes and outputs are delivered, and that appropriate monitoring and evaluation of the project is in place in accordance with LUF grant funding requirements.

- 1.11 Agree a communication plan and approve external communications and protocols.
- 1.12 Ensure key stakeholders are consulted, engaged and updated as appropriate.
- 1.13 Confirm the successful delivery and sign-off of the project.

**2. FUNCTIONS:**

- 2.1 The Project Board is reporting to the Cabinet of the Council and to the Canal & River Trust Board.
- 2.2 Where actions relating to matters considered by this Board reasonably fall on officers to undertake, then the Board may steer officers in taking those actions provided that such decisions did not exceed the limitations on cost, scope and programme outlined in the MOU/PMU and associated documentation.
- 2.3 Where a decision is require that exceed the limitations on cost, scope and programme outlined in the MOU/PMU and associated documentation, then the Board may make recommendations to the Cabinet of the Council and to the Canal & River Trust Board as appropriate.

**3. MEMBERSHIP:**

3.1 The core membership of the Board will comprise:

Job Title/Role
Regional Director of Wales and South West, Canal & River Trust
Head of External Programme Delivery', Canal & River Trust
Chair of Montgomeryshire Canal Partnership (Observer)
Head of Economy & Digital Services, Powys CC (Chair)
Snr Manager, Highways Technical & Business Development

- 3.2 Substitutes are permitted.
- 3.3 The chair of the Board will be appointed by the Council as the lead authority will be agreed at the outset.
- 3.4 External attendees may be invited to the meeting, such as to present information or offer expert advice.
- 3.5 Agendas and papers for meetings will be sent to attendees at least 5 calendar days prior to each meeting of the Board.
- 3.6 For every meeting the agenda shall include: Highlight Report; Programme; Project Risk Register; Issues; Change Control; Finance Log.

#### **4. FREQUENCY:**

- 4.1 At the first meeting of the Board the regularity, time, length, and location of future meetings will be agreed.
- 4.2 The frequency and format of the meetings may be reviewed in future and is subject to change dependent on the agreement of members. The Chair may request additional meetings if they consider this to be appropriate.

#### **5. SECRETARIAT**

- 5.1 Administrative support for the Board will be provided by Powys County Council's Economy & Digital Service. Powys CC will be responsible for undertaking the following roles and functions which includes:
  - 5.2 Ensuring the Board is established and meets regularly
  - 5.3 Preparing the agenda, minutes for meetings in conjunction with the Project Manager
  - 5.4 Inviting participants and managing attendance
  - 5.5 Supporting the follow up and actions from meetings

#### **6. REVIEW:**

- 6.1 Terms of reference, functions and membership of the Board will be reviewed as necessary.

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

### Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

This specifies that the Council must have due regard to:

- **Eliminate** discrimination, harassment and victimisation
- **Advance** equality of opportunity between people who share a relevant protected characteristic and those who do not;
- **Foster** good relations between people who share a protected characteristic and those who do not.

And must:

- Remove or minimise disadvantages experienced by people due to their protected characteristics
- Take steps to meet the needs of people from protected groups.
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The Act describes fostering good relations as tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not. Meeting the duty may involve treating some people more favourably than others, as long as this does not contravene other provisions within the Act.

### Wellbeing of Future Generations (Wales) Act 2015

The Wellbeing of Future Generations Act will from April 2016 require all public bodies to demonstrate that we are improving social, economic, environmental and cultural wellbeing, whilst also looking to the future, planning for the long term and ensuring that we don't compromise the ability of future generations to be able to do the same. This is called sustainable development.

The Act sets out 7 Wellbeing Goals:

- **A Prosperous Wales**
- **A Resilient Wales**
- **A Healthier Wales**
- **A More Equal Wales**
- **A Wales of Cohesive Communities**
- **A Wales of Vibrant Culture and Thriving Welsh Language**
- **A Globally Responsible Wales**

We have to demonstrate how we are contributing to all of these goals and following the 5 **Sustainable Development principles**:  
Long term. Integration. Collaboration. Involvement and Prevention

### Welsh Language (Wales) Measure 2011

- Gives the Welsh language **official status** in Wales
- Establishes the principle that the Welsh language should be treated **no less favourably** than the English language
- Requires public authorities to **comply with standards** relating to Welsh language provision

The Policy Making Standards relate to assessing the impact of policies and decisions on opportunities for persons to use the Welsh language, and on treating the Welsh language no less favourably than the English language. The Council must therefore consider the Welsh Language when we are developing policies and strategies or when considering new ways of providing services.

**Integrated Risk Assessment (Legislative Frameworks)** - Whilst there is no formal legislation which stipulates that we must formally manage our risks, it is good practice to undertake risk management which is a process that aims to help assess, evaluate and take action on risks with a view to increasing the probability of success and reducing the likelihood of failure to ensure that 'business as usual' is maintained, and which should be regularly monitored to ensure control of our identified risks where required. The outputs from effective risk management include compliance, assurance and **enhanced decision making**. These outputs provide benefits by way of improvements in the efficiency of our operations, successful delivery of our change projects and the efficacy of our corporate objectives.

**Risk management** should be a continuous process that supports the development and implementation of our corporate planning and budget setting processes. Plans typically focus on a desired future, which is underpinned by a set of reasonable assumptions. However, each of these assumptions carries a level of uncertainty and risk. Using identified risks in the both the corporate planning and budget setting processes will ensure that we make informed decisions based on the current level of risk, and are fully aware of how the risks could either have a negative impact on our ability to deliver our objectives, or how we can exploit opportunities and take advantage of these. Achieving our targeted performance is dependent upon the ability to manage our risks. As we move towards becoming a commissioning council we need to become more intelligent about the risks which we take in order that we can sustain our services with a continually reducing budget. Equally important we must be aware of the risks to avoid to ensure we protect our customers, reputation and financial stability.

The implementation of suitable risk responses should also form part of our corporate planning process, to provide appropriate mitigating controls to our risks based upon the impact and probability identified in the risk assessment process. Risk Management is high on the agenda of Cabinet and Management Team who view the **Risk Register** on a quarterly basis, along with Audit Committee and the Scrutiny Committees. The monitoring process is also embedded in Quarterly Performance Review meetings to ensure that Portfolio Holders are aware of risks within their respective areas.

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



### Guidance

#### Who can see the Document?

Draft versions of the assessment should be watermarked as “Draft” and retained for completeness, however only the final version will be publically available. Therefore, draft versions would not normally be subject to Freedom of Information requests, unless specifically requested. However, draft versions may be provided to regulators if appropriate. In line with Council policy, IAs should be retained for 7 years.

#### Due Regard

When completing the IA, services are required to show ‘due regard’. ‘Due regard’ is a legal term that requires proportionality and relevance. Brown’s Principles are often used in court to determine whether a public body has shown ‘due regard’ to legislation. Public bodies should ensure:

Brown Principle	Requirement
<b>Knowledge</b>	The decision makers must be aware of their duty to have ‘due regard’ to the requirements identified in the assessment, the majority of which are covered by statutory legislation
<b>Sufficient information</b>	The decision maker must consider what information he or she has and what further information may be needed in order to give proper consideration to the IA.
<b>Timeliness</b>	The IA must be completed before and at the time that a particular proposal is under consideration or decision is taken – that is, in the development of proposal, and in making a final decision. A public body cannot satisfy the Duty by justifying a decision after it has been taken.
<b>Real consideration (Decision making)</b>	Consideration of the requirements identified in the assessment must form an integral part of the decision-making process. The IA is not a matter of box-ticking; it must be exercised in substance, with rigour and with an open mind in such a way that it influences the final decision
<b>Accountability(No delegation)</b>	Public bodies are responsible for ensuring that any third parties which exercise functions on their behalf are capable of complying with the IA, are required to comply with it, and that they do so in practice. It is a requirement where the legislative aspects cannot be delegated
<b>Monitoring and review</b>	Services must have regard to the aims of the IA not only when a proposal is developed and decided upon, but also when it is implemented and reviewed. Monitoring the impact is certainly good practice and is a continuing duty under some statutory legislation (e.g. equalities)

#### UN Convention on the Rights of the Child

The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard. These rights must be given due regard when completing this assessment.

#### Evidence

Evidence should be a mixture of both quantitative and qualitative data, therefore the consideration of performance indicators, statistical data and engagement and communication feedback. Arrangements for capturing service and performance data should be disaggregated across protected characteristics and Welsh speakers where pragmatically possible. Giving foresight to this requirement will ensure services have access to current quantitative data when considering a proposal.

#### Consultation and engagement (involvement)

With reference to engagement and consultation the council has signed up to the [National Principles for Public Engagement in Wales](#) which a service should have due regard to. There has also been an increase over recent years in legal challenges made to consultation exercises. How well a consultation exercise is conducted has been the focus of a number of Judicial Reviews. [The Gunning Principles](#) are used by courts to determine how well a public body has ran its consultation/engagement activities. Services should also familiarise themselves with these principles when seeking to engage stakeholders and get advice and support from the Corporate Engagement officers.



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### Impact upon the processing of personal data

The General Data Protection Regulations mandated the need to undertake Data Protection Impact Assessment, (DPIA) where use of personal data is likely to result in a high risk to the rights and freedoms in relation to individuals and their information. The type of processing of personal information that will require a DPIA is when systematic and extensive profiling or automated decision making is taking place, where special category information or information in respect of criminal offence data is being used, implementation of CCTV, use of new technologies, using biometric or genetic data, using location of individual's data, or delivering on-line services to children. It is considered good practice to undertake a DPIA when major projects which require the use of personal data are being considered, in order to meet the Council's obligations to implement the principles of data protection and safeguard the individual's rights and freedoms. This is data protection by design and default.

The DPIA screening questions and template are available from the Data Protection Officer ([Information.compliance@powys.gov.uk](mailto:Information.compliance@powys.gov.uk)) and more [information can be found here](#).

### General notes

- **Blank boxes, if appropriate are good (don't complete boxes for the sake of it)! When completing the impact assessment, it is likely you will encounter evidence / data gaps which make it difficult for a service to substantiate its judgement. It is important that at each point, the IA is providing an honest judgement. Therefore, if gaps exist, please state that. Mitigating actions should include steps to close such gaps where possible and at each iteration of the IA, the evidence should be appropriately complete, enabling each judgement to be substantiated.**
- *If you start a row finish it. If appropriate you can use the same answer in more than one place.*
- *The purpose of the IA is to provide a single assessment. This approach is likely to be sufficient for about 80% of our proposals. The Pareto principle is likely to apply and you will determine that on more complex issues, additional work may be required to demonstrate due regard, in particular in the field of Welsh language and Equality impact assessment. However, that will be a matter of judgement for the service.*

### Judgement

Based on the analysis completed for each criteria, please provide an assessment result:

- **Unknown**                      *insufficient evidence to substantiate any judgement on impacts of the proposal*
- **Very Poor**                    *the proposal significantly undermines this aspect*
- **Poor**                            *the proposal undermines this aspect*
- **Neutral:**                      *proposal neither undermines or contributes to this aspect or is not applicable*
- **Good:**                        *the proposal makes a positive contribution to this aspect*
- **Very Good:**                 *the proposal makes a close to optimal contribution to this aspect*

*Impact – this is the judgement made on the available evidence. The 'Impact after mitigation' is the shift in judgement when additional work or evidence gathering is done to improve the potential impact. If additional work is not likely to improve the judgement then it may not have been either, sufficiently thought through, or worth doing.*

### Additional steps (What work will be done to better contribute to positive or mitigate any negative impacts?)

*This is basically as the question asks; what work will be done to improve the potential impact, are there opportunities to collaborate? Only indicate additional steps that the service has every intention of doing and that are likely to have a positive effect on the judgement (ie the difference between the inherent judgement and the residual judgement).*

<b>Service Area</b>	Economic Development	<b>Head of Service</b>	Diane Reynolds	<b>Portfolio Holder</b>	Cllr David Selby
<b>Proposal</b>	LUF0268 Montgomery Canal Restoration Project				

**Outline Summary**

On 27 October 2021, HM Government announced the outcome of the LUF competition. The Council were successful with their bid for the Montgomery Canal Restoration. The Department for Levelling Up, Housing and Communities ('DLUHC') considered the application submitted by the Council for the LUF proposal Montgomery Canal Restoration and agreed to allocate funding up to £13,937,565 across FY2021-22, FY2022-23, FY2023-24 and FY2024-25. The indicative allocation for each year is set out in the following table:

Financial Year	Total (£)
2021-22	425,524
2022-23	4,321,645
2023-24	9,190,396
2024-25	0
<b>Total 2020-21 – 2024-25</b>	<b>13,937,565</b>

The funding is provided to form part of the necessary capital investment required for delivery of the Montgomery Canal Restoration Project. The project will contribute to the revitalisation of a significant disused section of the Montgomery Canal, specifically a 4.4 mile section which, when completed, will enable navigation from the Wales-English border at Llanymynech south to Arddleen, connecting to the 12 miles already restored either side of Welshpool and to the national canal network. The phased restoration will be an exemplar of sustainable development, in North Powys. It will make a substantial contribution to the phased restoration and regeneration of the Canal as a flagship nature-based visitor attraction providing long term economic, cultural, and outdoor recreational benefits to local communities. The project greatly values protecting and enhancing the canals unique natural environment and built heritage whilst making it accessible to local people and visitors. Complementary infrastructure and improvement works will be undertaken to enhance the economic, social, and environmental benefit from the Canal through the refurbishment of historic buildings at Welshpool: Y Llanffa wharf building and two, listed, canalside cottages. Refurbishment works will create an improved, vibrant community cultural hub facility. This will include a museum, library, and retail outlets, contributing to the regeneration of the canal, the town and wider region ensuring we are sympathetically revitalising historic Canalside buildings back into operation.

**Montgomery Canal Vision**

Restoration of the historic Montgomeryshire Canal creating a regionally important asset and strategic visitor destination. Providing a flagship model and catalyst for sustainable rural regeneration with the canal at its heart, creating distinctive, accessible, prosperous, attractive and sustainable communities. The Montgomery Canal underpins this vision with five core investment objectives, these investment objectives encompass the types of changes we envisage for people and communities sought through the restoration of the canal.

**Distinctive communities:** Create community ownership, sense of place and landscape through renovation and enhancement of key historic built and natural heritage assets enhancing our cultural identity.

**Accessible communities:** Broaden Montgomery canal access to a wider audience for walking and outdoor recreation, creating active, resilient and cohesive communities that are happier and healthier.

**Prosperous communities:** Building resilient and prosperous communities connecting towns and waterways, restoring our built heritage, providing an attractive setting to stimulate economic development and regeneration.

**Attractive communities:** Development of a flagship nature-based tourism offer, raising the quality and perception of Powys and Mid Wales as a visitor destination, increasing visitor numbers and expenditure/income throughout the season.

**Sustainable communities:** Responsible action by all to conserve, and enhance wildlife through creation of new habitats, species and habitat management and local education and training, providing opportunities for local participation in conservation and natural resource management.

The Canal is uniquely placed to introduce economic and social benefit along a corridor through a dispersed population in a rural area with limited opportunities for development. The interventions will deliver a significant contribution to the works required to reopen navigation of the Montgomery Canal from the border at Llanymynech to Arddleen.

The component elements of the Project are as follows:

#### Canal & River Trust Projects

- Rebuild Walls Bridge and Williams Bridge
- The creation of three off-line water-based nature reserves alongside the canal to meet ecological requirements for restoration
- Dredging to remove the silt and weed growth and associated bank protection works to prevent collapse – including provision of and a sustainable cycling and walking route along the canal corridor.
- Aqueduct repairs, relining locks, repairing leaks and sluices, replace missing masonry and other infrastructure works to enable the utilisation of the Canal for the project purposes

#### Powys County Council Project

- Development and enhancement of a canal side community and cultural hub at Welshpool town centre centering on the refurbishment of the Y Lanfa Building and two, adjoining, canalside cottages.

UK Government and Powys County Council formally signed a Memorandum of Understanding in February 22, enabling formal commencement of the project. The Canal & River Trust will act as delivery lead for the restoration works between Llanymynech and Arddleen whilst Powys County Council will act as delivery lead for the Welshpool Wharf Cultural Hub improvements together with overarching responsibility as lead authority for reporting to UKG

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

*Services are encouraged to begin the IA as early in the process of developing a proposal as possible. The IA can be strengthened as time progresses, helping shape the proposal. Version control will provide a useful audit trail of how the IA has developed. Draft versions of the assessment should be retained for completeness, however only the final version will be publically available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.*

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Version	Author	Job Title	Date
0.1 Draft	Colin Phillips	Interim Regeneration Project Manager	15/07/2022

### 2. Profile of savings delivery (if applicable)

This section requires the savings proposals to be listed in full in the year that they are expected to be delivered. Only include in the year being delivered, **do not** add into future years to make a cumulative total. Where there is a part year saving in one year and the residue in the next year please show this, for example a £100,000 saving to be delivered over the next two years would be shown as:

If you have a savings proposal that will deliver new savings over more than five years please can you put into the final box (savings year 5 plus).

2020-21	2021-22	2022-23	2023-24	2024-25	2025+	TOTAL
£0	£0	£0	£0	£0	£0	£0

### Further information

Please use this section to explain the type of savings that will be delivered, i.e. staffing, travel, external provider / contractor, etc etc - if this is not clearly set out in another part of the document. So the reader can understand where the reductions will be made.

### 3. Consultation requirements

Services should seek to engage stakeholders when assessing the impact of changes to service provision. Advice and support is available from the Corporate Engagement officers

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	During key project stages the project will seek to consult and engage with local communities, businesses, and residents. The purpose of engagement and consultation will be to ensure where possible communities can help shape proposals or development works and raise concerns. Engagement alongside the proposed works will also seek to develop greater unity between canal side communities, businesses and groups to see secondary elements develop which will further enhance the canal renovation offer and outcomes. A Communication Strategy and Plan is currently under development

### 4. Impact on Other Service Areas

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

E.g. Are you going to be removing provision of a service from a building owned by another service area, thus reducing their income, or removing a service that could increase uptake of another service?

Before undertaking the assessment, consider all of your stakeholders who will be involved in the process or potentially impacted by the proposal. It is advisable to complete the assessment in a group environment, and to invite your stakeholders to input in the assessment.

Could the proposal have any implications for Health and Safety or Corporate Parenting? Please seek advice if you're not sure.

Depending on your proposal you may also need to consider the following:

Have you spoken to the VAT Officer to ensure VAT compliance?

Have you spoken to the Insurance Officer to ensure you have relevant insurance cover where applicable?

Does your project involve buying or investing in a property or a business in order to generate income? \* If you are intending to buy or invest in a property or a business in order to generate income please ensure that you have contacted the Finance department to ensure compliance with the updated CIPFA code of practice.

#### **Data Protection Impact Assessment**

Will the proposal involve processing the personal details of individuals? Please answer yes or no

Is Powys County Council the data controller? Please answer yes or no

If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment.

For further advice please contact the Data Compliance Team.

During key project stages there will be a requirement to consult and engage with local communities, businesses, and residents. The project will retain surveying data attained from business and public surveys for evaluation and monitoring purposes. All data collection, storage and security will follow corporate legal procedures, legislation and guidelines including the GDPR General Data Protection Regulation 2016/679 and the Data Protection Act 2018 to ensure we remain compliant with required data protection standards, and maintain the confidentiality and protection of all individual's data. The project will also adhere and follow the guiding principles and obligations under the Freedom of Information Act 2000 including the Statutory Code issued under Section 45 of the Act and the Environment Information Regulations 2004 (the "Information Laws")

These obligations will be transferred to our delivery partner – the Canal & River Trust – through the Service Level Agreement currently being negotiated

#### 4a Geographical Locations

**What geographical area(s) will be impacted by the proposal? (Chose all those applicable)**

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Powys <input checked="" type="checkbox"/>	Brecon <input type="checkbox"/>	Llandrindod and Rhayader <input type="checkbox"/>	Machynlleth <input type="checkbox"/>
North <input checked="" type="checkbox"/>	Builth and Llanwrtyd <input type="checkbox"/>	Llanfair Caereinion <input type="checkbox"/>	Newtown <input checked="" type="checkbox"/>
Mid <input type="checkbox"/>	Crickhowell <input type="checkbox"/>	Llanfyllin <input type="checkbox"/>	Welshpool and Montgomery <input checked="" type="checkbox"/>
South <input type="checkbox"/>	Hay and Talgarth <input type="checkbox"/>	Llanidloes <input type="checkbox"/>	Ystradgynlais <input type="checkbox"/>
	Knighton and Presteigne <input type="checkbox"/>		

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

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Council Priority	How does the proposal impact on this priority?	IMPACT Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Unknown Very Poor Poor Neutral Good Very Good

<p><b>The Economy</b>  <b>We will develop a vibrant economy by:</b></p> <ul style="list-style-type: none"> <li>• <i>Providing support for businesses to grow</i></li> <li>• <i>Promoting Powys as a place to live, visit and do business</i></li> <li>• <i>Improving the availability of affordable and sustainable housing</i></li> <li>• <i>Improving our infrastructure to support regeneration and attract investment</i></li> <li>• <i>Improving skills and support people to get good quality jobs</i></li> <li>• <i>Enabling people with a disability to have improved opportunities for valued occupation including paid employment</i></li> <li>• <i>Creating equality of opportunity for all our staff and take action to close the pay gap</i></li> </ul> <p>Outcome: The Powys economy is thriving and sustainable</p> <p>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.</p>	<p>The restoration of the Montgomery canal will have both direct and indirect economic benefits to the local economy. These can be summarised to include;</p> <ul style="list-style-type: none"> <li>• The economic benefits of the canal restoration arising from increased tourism and leisure activity within the local economy;</li> <li>• The economic benefits of the canal restoration on the supply-side of the tourism and leisure economy, in relation to tourism and leisure businesses within the canal corridor;</li> <li>• The impact of the canal restoration on property developments. Tourism and leisure activity generates an economic impact through increased expenditure by visitors, which in turn leads to money being retained locally which supports jobs in local businesses. Such businesses may or may not be located canalside. The canal attracts visitors, who may spend money anywhere within the local economy. Canals also act as a catalyst for the development of property alongside them. Such property-related effects can include:-</li> <li>• Canals help to establish developer and investor confidence, particularly in disadvantaged areas;</li> <li>• Improvements to canal environments have been shown to bring forward the development of previously vacant or underused sites. Their linear form means that canals can also act as a valuable way in which to integrate discrete development schemes;</li> <li>• Attractive development can enhance the vibrancy and vitality of an area. In particular, tourism and leisure schemes</li> </ul>	<p style="text-align: center;"><i>Good</i></p>	<p>Communication and engagement through key project delivery stages will be key to ensure the most economic impact can be delivered through the Montgomery Canal project. Maximising the input and engagement of local supply chains, skills, local businesses and communities will provide the best opportunity to realise as many of the opportunities listed to the left thus contributing towards a vibrant economy in the adjacent local economies.</p>	<p style="text-align: center;"><i>Good</i></p>
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	<p>benefit strongly from the striking setting that a canal location provides;</p> <ul style="list-style-type: none"> <li>Evidence suggests that property developments at waterside locations command a premium value when compared to schemes based elsewhere and are also easier to sell/ let. This is particularly true of residential and office developments.</li> </ul>			
<p><b>Health and Care</b>  <b>We will lead the way in providing effective, integrated health and care in a rural environment by:</b></p> <ul style="list-style-type: none"> <li>Ensuring that Powys children and young people are safe, healthy, resilient, learning, fulfilled and have their voices heard, valued and acted on</li> <li>Ensuring that Powys adults are safe, resilient, fulfilled and have their voices heard, valued and acted on</li> <li>Working 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</li> <li>Improving the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations</li> <li>Helping people to get the support they need to prevent homelessness</li> </ul> <p>Outcome: Powys residents start well, live well and age well</p> <p>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.</p>	<p>The economic impact of canal restorations is not the only impact to be delivered by canal restoration. There are numerous social impacts that can be delivered by waterway restorations. These include increased/enhanced leisure opportunities; increased volunteering opportunities; educational activities; reduced social deprivation; improved quality of life/well-being; and improved community cohesion. Canal restorations can also have important health benefits to local communities, as they provide recreational space for leisure activities and exercise.</p> <p>Waterways, along with other outdoor routes and spaces, deliver benefits to people's health, through creating opportunities for outdoor exercise, and mental well-being. It is known that physical exercise and improved mental health reduce illness and lead to significant cost savings for the National Health Service.</p>	<p><i>Good</i></p>	<p>Through working with local communities and community groups secondary social and health care initiatives can be developed which contribute towards improved health and care outcomes. Canals offer a calming environment which can be utilised to improve mental and physical health and wellbeing from eco-therapy, community exercise, running and walking groups to volunteering and providing an outdoor learning and education resource for local children</p>	<p><i>Very Good</i></p>



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<p><b>Learning and Skills</b>  <b>We will strengthen learning and skills by:</b></p> <ul style="list-style-type: none"> <li>• Improving educational attainment of all pupils</li> <li>• Improving the evaluation, planning and coordination of provision for learners with special educational needs and other pupils who may require extra support</li> <li>• Improving our school's infrastructure</li> <li>• Improving the skills and employability of young people and adults</li> <li>• Improving opportunities and outcomes for children living in poverty</li> </ul> <p>Outcome: Powys residents are capable, confident and fulfilled</p> <p>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.</p>	<p>N/A</p>	<p><i>Neutral</i></p>	<p>No direct impact on learning and provision of schools infrastructure through Montgomery canal works. The development of infrastructure along the canal and developments to Y Llanffa wharf building will create an improved, vibrant community cultural hub facility, museum and library which will provide an engaging space for future generations to learn outside of a school setting. The creation of 3 off-line water-based nature reserves will provide children and adults alike with the opportunity to learn about biodiversity, nature conservation and species, flora and fauna alike. Future engagement with community groups along the canal development open up future opportunities for outdoor learning and skills such as supporting volunteering efforts to restore and maintain canal infrastructure and nature reserves</p>	<p><i>Good</i></p>
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<p><b>Residents and Communities</b>  <b>We will support our residents and communities by:</b></p> <ul style="list-style-type: none"> <li>• Strengthening community development and resilience</li> <li>• Strengthening our relationship with residents and communities</li> <li>• Safeguarding and enhance the natural environment for residents and communities</li> <li>• Improving 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</li> </ul> <p>Outcome: Powys communities are vibrant, resourceful and connected</p> <p>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.</p>	<p>The Canal restoration and Welshpool Wharf development has significant potential to act as a social “hub”, bringing together a wide variety of participants through high quality leisure and recreational facilities.</p> <p>Canal restoration can realise important social and community cohesion benefits through restoration and community engagement.</p> <p>Local community involvement in canal restoration is often key to a successful sustainable restoration. Improved access and transformation of the canal infrastructure including its cultural and heritage buildings can be an excellent focus for community activity and help develop civic pride. Many visitors to canals are from the local community and as such have a natural affinity to the canal. Canal restoration can be used to develop resilience and strengthen relationships with communities alongside the infrastructure such as increased involvement via volunteering or learning the history and heritage of the canal.</p> <p>Pride in community and community assets can be nurtured through canal restoration providing economic, social and health benefits to local residents and communities. The restoration, enhancement and safeguarding of local natural environments and green spaces can strengthen local pride and effort to learn about biodiversity, species and flora and fauna providing learning and</p>	<p style="text-align: center;"><i>Good</i></p>	<p>Where possible engagement with adjacent community councils, groups and residents will be undertaken to ensure the project works with local people, community groups and businesses, making sure everyone who wants to can take part in the canal restoration so that the it is inclusive, community-led and benefits local people and communities, wildlife and heritage.</p> <p>Efforts could be looked at to improve digital infrastructure along the canal such as Lorowan sensor technology which could be installed at key points along the canal infrastructure providing key visitor and canal use data and information which could inform future investments or key real time data to inform efficient action regarding safety and maintenance works or mitigation of potential risk to the general public through infrastructure damage to canal towpaths etc.</p> <p>Local events which utilise the canal such as the Montgomery canal triathlon can be enhanced to include wider community secondary activities and involvement. This will increase community cohesion and provide additional indirect economic and socio economic benefits.</p>	<p style="text-align: center;"><i>Very Good</i></p>
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	volunteering opportunities for local people.			
<b>Source of Outline Evidence to support judgement</b>				
<ul style="list-style-type: none"><li>Montgomery Canal Visitor Economy Assessment</li></ul>				

**Additional Links and Information**

- Further information on the council's priorities can be viewed in the [Corporate Improvement Plan](#)

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

Well-being Goal	How does the proposal contribute to this goal?	<u>IMPACT</u> Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Unknown Very Poor Poor Neutral Good Very Good	Source of Outline Evidence to support judgement
<p><b>A prosperous Wales:</b>                      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.</p>	<p>The Canal restoration project will where possible consider methods to create and keep jobs and wealth locally. The restoration of the canal will elevate an already much loved local asset into a flagship nature-based visitor attraction providing long term economic, cultural, and outdoor recreational benefits to local communities. The project greatly values protecting and enhancing the canals unique natural environment and built heritage whilst making it accessible to local people and visitors. Complementary infrastructure and improvement works will be undertaken to enhance the economic, social, and environmental benefit from the Canal through the refurbishment of historic buildings at Welshpool: Y Lanfa wharf building and two, listed, canalside cottages. Refurbishment works will create an improved, vibrant community cultural hub facility. This will include a museum, library, and retail outlets, contributing to the regeneration of the canal, the town and wider region ensuring we are sympathetically revitalising historic Canalside buildings back into operation.</p>	<p>Good</p>	<p>Current restoration and maintenance work on the Montgomery Canal is undertaken in part by dedicated and invaluable volunteers and C&amp;RT members. In delivery of the LUF project every opportunity will be taken to ensure there are opportunities for local procurement, jobs, community involvement, traineeships or apprenticeships.</p> <p>Facilitating the integration of long-distance walking, cycling, paddling routes and boating will enhance distinctive and attractive communities, increasing tourism (in terms of both duration of stay and spend). The canal will create a unique selling point for communities along its length, supporting effective placemaking, providing an attractive setting for economic development and regeneration and supporting existing businesses to grow.</p>	<p>Good</p>	

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<p><b>A resilient Wales:</b>          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).</p>	<p>The project will create a high-quality green-blue corridor supporting biodiversity and ecological connectivity, encouraging outdoor recreational activity within the community, improving health and wellbeing and attracting visitors to the area.</p>	<p><i>Good</i></p>	<p>The canal is a unique environmental asset supporting UK Gov’s 2050 net zero targets and seeks to enhance the natural environment for future generations. The project aspires to develop sustainable and responsible communities who prioritise, protect, and enhance our natural environment, addressing declining biodiversity through conservation and nature resource management.</p> <p>The project will look to increase the access and outdoor learning opportunities provided to schools and families enabling them to access the nature reserves for educational and recreational visits improving the promotion, safeguarding and protection of key species, habitats, flora and fauna alongside the canal.</p> <p>The CRT have a plan to both halt the loss of biodiversity around these canals and to restore and enhance biodiversity in areas that have seen degradation of such diversity. The environmental benefits of diverse ecosystems along canal corridors should be a future consideration as part of project development or future canal works which will look to mitigate climate change impacts through increased efforts to support species to thrive through complimentary planting of trees and wild flowers.</p> <p>One key deliverable of the project will be the creation of three off-line water-based nature reserves alongside the canal to meet ecological requirements for restoration. These nature reserves will seek to provide a home for plantlife and wildlife displaced by dredging of the canal</p>	<p><i>Very Good</i></p>	
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			and will be designed in partnership with key stakeholders such as NRW, Wildlife Trust and Welsh Government. Special consideration will focus on efforts to maintain and enhance biodiversity and promote the ecological resilience of existing displaced ecosystems whilst aiming to attract new species.		
<p><b>A healthier Wales:</b>  A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p><b>Public Health (Wales) Act, 2017:</b>  Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p> <p><a href="http://www.legislation.gov.uk/anaw/2017/2/contents/enacted">http://www.legislation.gov.uk/anaw/2017/2/contents/enacted</a></p>	<p>The project will help link communities along the canal corridor and support public health by enhancing high-quality walking and cycling routes and encouraging participation in a wide range of outdoor recreation activities.</p> <p>Enhanced opportunities for recreation on the water, canoeing, boating and paddle boarding.  Enhanced environment for towpath users.  Enhanced opportunities for wildlife spotting.  The local area will be a better place to live, work and visit.</p>	<i>Good</i>	<p>Social benefit will enhance green and blue space for residents in a deeply rural area. Although the area is well served by public footpaths/ rights of way are mostly through farmed land presenting barriers to even those with mildly limited mobility: stiles, rough ground, steep slopes, difficult conditions in wet weather. The Canal towpath provides accessible and extensive recreation network accessible to those with mobility limitations, and confidence and perception barriers to enjoying wider countryside. The enhancements to navigation in the project provide increased amenity value and the bank protection works will support the towpath which in places threatens to collapse.</p>	<i>Very good</i>	
<p><b>A Wales of cohesive communities:</b>  Attractive, viable, safe and well-connected communities.</p>	<i>See residents and communities section above</i>	<i>Good</i>	<i>See residents and communities section above</i>	<i>Very Good</i>	

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<p><b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p><b>Human Rights</b> - is about being proactive in:</p> <ul style="list-style-type: none"> <li>• Empowering people using public services to understand, claim and enjoy their human rights</li> <li>• Increasing the ability and accountability of those delivering public services to respect, protect and fulfil human rights duties</li> <li>• Deepening our understanding of the relationships between rights-holders and duty-holders in order to help bridge the gaps between them</li> <li>• Creating the conditions under which all people can live in dignity and develop their full potential</li> </ul> <p><b>UN Convention on the Rights of the Child</b> The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	N/A	Neutral	N/A	Neutral	
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**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.

*Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards*

*The Welsh language and culture are an integral part of our communities, and contribute to the rich heritage of the county. The two main principles of the Welsh Language Measure are that in Wales:*

- *The Welsh Language should be treated no less favourably than the English language.*
- *That persons should be able to live their lives through the medium of Welsh if they choose to do so.*

*This section of the template is designed to assist in the analysis of gathered data and evidence, to determine the impact on the Welsh language, culture and heritage, and to identify any areas for improvement, in order to ensure the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English.*

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<p><b>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language</b></p> <p><i>The Council has a duty to ensure that people can access services through the medium of Welsh wherever they are within the county, and that services provided in Welsh are not inferior to that provided in English.</i></p> <p><i>Opportunities to use the Welsh language in official and social spheres must be promoted and protected. Consideration should be given to the impact of policies and decisions on the sustainability of Welsh speaking communities.</i></p>	<p>The refurbishment of historic buildings at Welshpool including the Y Llanffa wharf building and two, listed, canalside cottages. Will seek to create an improved, vibrant community cultural hub facilities including a museum, library, and retail outlets. These facilities will look to promote the use of Welsh language including</p> <ul style="list-style-type: none"> <li>• Increasing the opportunity for persons to access services through the medium of Welsh providing the ability to use the Welsh language in a social setting</li> <li>• Increasing the opportunity for persons to use the Welsh language within the workplace aligning to the commitment of Powys County Council</li> <li>• Ensuring that Welsh speaking service users receive services to the same standard as those who access services through the medium of English?</li> </ul>	<p style="text-align: center;">Good</p>	<p>Additional consideration can be given to ensure that improvements to signage and cultural/heritage information boards include Welsh language promotion and inclusion ensuring the Welsh language isn't treated any less favourably than English. Where Welsh Language isn't already available this could be amended to include bi-lingual information.</p> <p>Any consultation and engagement undertaken through the course of the project will where possible be bi-lingual with Welsh language medium available and promoted</p>	<p style="text-align: center;">Good</p>	<p><i>Sources of Evidence</i></p> <ul style="list-style-type: none"> <li>• <i>Data on Welsh language requirements of service users</i></li> <li>• <i>Welsh language skills data for Council staff</i></li> <li>• <i>Consultation and engagement with service users and organisations promoting / providing Welsh medium services (e.g. Welsh Language Forums)</i></li> </ul>
<p><b>Opportunities to promote the Welsh language.</b></p> <p><i>The Council must take opportunities to promote the Welsh language and services provided through the medium of Welsh.</i></p>	<ul style="list-style-type: none"> <li>• As above</li> </ul>	<p style="text-align: center;">Neutral</p>	<p style="text-align: center;">As above</p>	<p style="text-align: center;">Good</p>	



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<p><b>People are encouraged to do sport, art and recreation.</b></p> <p>Recognising the contribution that participation in sport, art and recreation can make to the well-being of individuals and communities, the Council is encouraged to take advantage of relevant opportunities where realistically possible.</p>	<ul style="list-style-type: none"> <li>• See health and care and healthier Wales sections</li> </ul>	<p>Good</p>	<p>See health and care and healthier Wales sections</p>	<p>Good</p>	<p>Possible Sources of Evidence</p> <ul style="list-style-type: none"> <li>• Consultation and Engagement analysis</li> <li>• Canal usage data</li> </ul>
<p><b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances). Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</p> <p>Equality is about making sure people are treated fairly. It is not about “treating everyone the same” but recognising everyone’s needs are met in different ways. This means you should determine whether a policy will assist or inhibit your ability to eliminate discrimination; advance equality; and foster good relations. Listed below are the 9 protected characteristics.</p> <p>This section of the template is designed to assist in the analysis of gathered data and evidence, to determine the impact on Equality, and to identify any areas for improvement. By taking into account the general duty this will enable the authority to demonstrate that we are making decisions in a fair, transparent and accountable way. When assessing impact you should look at diversity within, as well as between the groups e.g. Disabled people with different impairments.</p>					
<p><b>Age</b></p> <p>Where age is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</p>	<p>The Canal towpath provides accessible and extensive recreation network accessible to those with mobility limitations, and confidence and perception barriers to enjoying wider countryside.</p>	<p>Neutral</p>	<p>Restoration opens up walking and cycling routes through improvements in towpaths and the canal itself. Many towpaths are now accessible for wheelchair users and the fact that canals are built through flat land means that they can be especially beneficial to those getting back into exercise.</p>	<p>Good</p>	<p>Possible Sources of Evidence</p> <ul style="list-style-type: none"> <li>• Profiling of service users</li> <li>• Service user satisfaction rates</li> </ul>
<p><b>Disability</b></p> <p>A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities</p>	<p>The Montgomery canal is an asset accessible to all age groups and disabilities and work undertaken through the LUF project will look to improve the experience and environment for all users regardless of age, physical or mental health status.</p>	<p>Neutral</p>	<p>Every effort will be taken to engage and consider works which improve the accessibility and experience of different generations and disabilities.</p>	<p>Good</p>	<p>Possible Sources of Evidence</p> <ul style="list-style-type: none"> <li>• Complaints / Compliments monitoring</li> <li>• Wider research reports and findings</li> </ul>

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<p><b>Gender reassignment</b></p> <p><i>People who change their gender from the one assigned at birth (A person who is proposing to undergo, are undergoing, have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex)</i></p>	N/A		N/A		
<p><b>Marriage or civil partnership</b></p> <p><i>Being in a marriage or civil partnership</i></p>	N/A		N/A		
<p><b>Race</b></p> <p><i>Being a particular colour, ethnic origin, national origin or nationality</i></p>	N/A		N/A		
<p><b>Religion or belief</b></p> <p><i>Having a recognised religion or belief or a lack of belief</i></p>	N/A		N/A		
<p><b>Sex</b></p> <p><i>Being male or female</i></p>	N/A		N/A		
<p><b>Sexual Orientation</b></p> <p><i>How people feel as well as act, in respect of people of the same sex, people of the opposite sex, or both sexes</i></p>	N/A		N/A		

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<p><b>Pregnancy and Maternity</b></p> <p><i>Pregnancy is the condition of being pregnant or expecting a baby.</i></p> <p><i>Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</i></p>	N/A		N/A		
<p><b>Socio-economic duty</b> (insert the final WG definition)</p> <p><i>In broad terms, 'socio-economic disadvantage' means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both places and communities of interest, leading to further negative outcomes such as social exclusion.</i></p>	<p>The canal is an accessible space for all individuals regardless of circumstance and can provide an environment for learning, social interaction, mental and physical health benefits among other benefits. The LUF project will engage with key stakeholders through the project lifecycle to ensure where possible supporting spin off projects/activity can be developed which will improve the overall canal offer and contribute towards reduction of negative socio-economic impacts.</p>	Good	<p>The restoration of the Montgomery canal and additional infrastructure improvements are likely to see improved connections with the local communities and residents. Through working closely with community groups and various organisations there is a real opportunity to develop secondary activity which looks to support residents and groups who have socio-economic disadvantages.</p> <p>Future socio-economic benefits from the restoration of the canal to the national network have been explored within the Montgomery Canal Visitor Economy Assessment, the project can seek to explore areas within this report as part of the LUF project which will improve the socio economic impact for residents and communities along the canal.</p>	Good	
<b>Source of Outline Evidence to support judgement</b>					
<p><i>Possible Sources of Evidence</i></p> <ul style="list-style-type: none"> <li>• Consultation and Engagement analysis</li> <li>• Project documentation</li> <li>• Benefits profile</li> <li>• Mont canal Visitor Economy Assessment</li> </ul>					

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### **Additional Links and Information**

For more detailed explanations of the 9 protected characteristics please click on the following links

- <http://www.equalityhumanrights.com/private-and-public-sector-guidance/guidance-all/protected-characteristics>
- <http://www.equalityadvisoryservice.com/app/help/session/L3RpbWUvMTQ0MjMyODAyOC9zaWQvSHQ1VUt4d20%3D>

The Equality and Human Rights Commission is responsible for enforcing equality law and has a website full of information and good practice

- <http://www.equalityhumanrights.com/>
- Assessing Impact and the Equality Duty - A Guide for Listed Public Authorities in Wales
- <http://www.equalityhumanrights.com/publication/assessing-impact-and-equality-duty-guide-listed-public-authorities-wales>
- Equality impact assessments – advice and guidance
- <https://www.equalityhumanrights.com/en/advice-and-guidance/equality-impact-assessments>
- The Essential Guide to the Public Sector Equality Duty An overview for listed public authorities in Wales
- <https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-wales>
- Case studies
- <http://www.equalityhumanrights.com/private-and-public-sector-guidance/public-sector-providers/public-sector-equality-duty/case-studies>

UN convention on the rights of people with disabilities

- <https://www.equalityhumanrights.com/en/our-human-rights-work/monitoring-and-promoting-un-treaties/un-convention-rights-persons-disabilities>

Children's Rights Wales.

- <https://gov.wales/childrens-rights>
- EIA Practice hub by the NHS sponsored by WG and WLGA.
- <http://www.eiapractice.wales.nhs.uk/home>

Powys County Councils Strategic Equality Plan aims to make sure that we meet everybody's needs and tackle disadvantages. The plan was adopted in 2012 and is currently being reviewed. The plan sets out ten objectives for improvement.

- <https://en.powys.gov.uk/equalities>

Powys statistics

- <https://en.powys.gov.uk/article/5800/Wellbeing-Information-Bank>

United Nations - Human rights are the basic rights and freedoms that belong to every person, regardless of age, sex, race, sexual orientation nationality, socio-economic group or any other status.

- <http://www.un.org/en/index.html>

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

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Unknown Very Poor Poor Neutral Good Very Good	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle</b> The simultaneous improvement of the social, economic, environmental and cultural well-being of communities in Powys and beyond, both now and in the future, using the ways of working below.					
<p><b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>The Montgomery Canal restoration project is an important short term step towards a greater long term vision and objective. The Project is acutely aware that the LUF funding will not deliver the whole of the vision and as such not all economic and social benefits will be delivered in this one funding intervention. The project does however see the restoration and investment in the canal infrastructure and nature reserves etc as a catalyst for future opportunities and regeneration towards a fully navigable waterway.</p>	<p>Neutral</p>	<p>The project understands the importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs. The redevelopment and sympathetic restoration of listed buildings on the canal wharf is geared towards long term social and cultural community offer, providing a vibrant and attractive space and improving the offer within Welshpool.</p> <p>The canal restoration and nature reserve creation is part of a longer term strategy and vision which will see improved social and economic benefits alongside improved biodiversity, species and environmental protection and management.</p> <p>Should the canal become navigable and connected to the wider UK canal networks this should see an increase in boating and non boating outdoor adventure tourism growth along the canal. Secondary benefits and future development potential of this long term vision provides various regeneration opportunities for new and existing businesses. The work also has potential to inform future investment through town investment plans.</p>	<p>Good</p>	<p>Possible Sources of Evidence</p> <ul style="list-style-type: none"> <li>Well-being Assessment</li> <li>Future Trends report</li> <li>Service data</li> <li>Residents Survey information</li> <li>Mont canal Visitor Economy Assessment</li> </ul>

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<p><b>Collaboration:</b>  <i>Working with others in a collaborative way to find shared sustainable solutions.</i></p>	<p>The Montgomery canal project and the Canal &amp; River Trust have engaged with key stakeholders including residents and communities, town and community councils and local authority through the last few years on their plans to restore the navigation of the canal into the wider canal network. Engagement has identified support and lead to the restoration featuring in various local and regional vision documents, town plans and Powys LDP.</p> <p>The project is collaborative in nature with the bid for LUF funding being a collective application by Powys County Council and The Canal and Rivers Trust. The delivery will be a collaborative partnership underwritten by a memorandum of understanding and a SLA between delivery partners. The project will work with various stakeholders and partners through key delivery stages to engage, shape and inform works so if opportunities to work with others to deliver improved outcomes become identified they can be explored in more detail.</p> <p>Key pieces of work such as the environmental and biodiversity elements including the dredging and design and creation of off water nature reserves will require collaboration and close working with key partners such as Montgomery Waterways Restoration Trust, NRW, Wildlife Trusts, community groups and the third sector or volunteers to ensure planning approvals and suitable habitats can be established inkeeping with formal approval processes. The project will also work closely with NRW to ensure we secure dredging approvals and <a href="#">SAC approvals alongside canal restoration works</a>.</p>	<p style="text-align: center;">Good</p>	<p>The Project will further enhance the outcomes of the Montgomery canal restoration project through further engagement and collaboration with key stakeholders during project development.</p> <p>The Canal &amp; Rivers Trust has already taken a step in this direction through the commissioning of a economic Impact Assessment of future phased restoration works. This assessment looked at the potential economic impact the re-opening of the canal between Llanymynech and Welshpool could provide, eventually allowing a fully navigable canal between the junction of the Llangollen canal to beyond Welshpool, will have on the wider visitor economy within the region. The work touches upon additional future elements which can be explored in collaboration with key stakeholders for wider economic, social and environmental benefit and spin off enterprises.</p> <p>As mentioned above the LUF project is likely a first steps on a longer journey of social and economic regeneration aligned to the canal restoration.</p>	<p style="text-align: center;">Good</p>	<p><i>Possible Sources of Evidence</i></p> <ul style="list-style-type: none"> <li>• <i>Service data</i></li> <li>• <i>Customer feedback</i></li> <li>• <i>Montgomery Canal Visitor Economy Assessment</i></li> </ul>
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<p><b>Involvement:</b>  <i>Involving a diversity of the population in the decisions that affect them.</i></p> <p><i>Stakeholder Communication and Engagement: Ensuring the views and voices of the stakeholders who will be impacted by a proposal are sought, heard and used to inform and influence decisions made</i></p> <p><b>Including Unpaid Carers:</b>  <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>The project is in-line with the published Restoration Strategy for the Montgomery Canal. No aspects of the proposal have been identified as controversial. The community support for the proposal has been recognised and endorsed through the Welshpool Town &amp; Community Plan and the Newtown &amp; Llanllwchaiarn Town plan. It is also illustrated by the significant amount of volunteer work and community fund raising which has been undertaken over many years to help progress the restoration of the canal and related activities and events.</p> <p>The Welshpool Town &amp; Community Plan 2017-22 includes several policies in support of Canal reopening and creation of nature reserves. This was widely consulted on including all households, and businesses and the Youth Council. The Newtown &amp; Llanllwchaiarn Town plan was recently widely consulted on as draft SPG. 760 hours community input went into the plan development including drop in events, workshops and public survey Jan-Sept 2019- 7000 comments were received. The plan supports the Canal restoration, including Policy CH-F “Proposals for the repair and sensitive restoration of the Montgomery Canal that seek to minimise the loss of existing fabric together with compatible and alternative uses for associated historic buildings will be supported”.</p> <p>In a Heritage Lottery Fund project the Trust in 2017 surveyed opinions of 2,500 people along the Canal corridor on each side of the border. The result was: – 68% “very supportive” of Canal restoration and 25% “quite supportive”.</p> <p>The current, widely consulted on, Powys LDP includes “Policy TD3 – Montgomery Canal and Associated Development” Development proposals that support the restoration of the Montgomery Canal and preserve and enhance the role of the canal as a multifunctional resource, including</p>	<p style="text-align: center;">Good</p>	<p>During key stages the project will seek to consult and engage with local communities, businesses, and residents. The purpose of engagement and consultation will be to ensure where possible communities can help shape proposals or development works and raise concerns. Engagement alongside the proposed works will also seek to develop greater unity between canal side communities, businesses and groups to see secondary elements develop which will further enhance the canal renovation offer and outcomes. A Communication Strategy and Plan is currently under development</p>	<p style="text-align: center;">Good</p>	<p><i>Possible Sources of Evidence</i></p> <ul style="list-style-type: none"> <li>• Existing research and data</li> <li>• Consultation analysis</li> <li>• Focus groups</li> <li>• Drop in events</li> <li>• Complaints / Compliments monitoring</li> </ul>
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	offline reserves and other appropriate canal-related development, will be supported.				
<b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring.</i>	N/A	N/A	N/A	N/A	
<b>Including Safeguarding:</b> <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i>	N/A	N/A	N/A	N/A	

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<p><b>Integration:</b>          Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</p>	<p>The project proposed doesn't pose any tensions between the running of existing services and the new provision which will be developed as part of the project outcomes. The project has a memorandum of understanding in place with UK Govt and a Service Level Agreement in draft form with project partners which identifies clear roles and responsibilities. The project is a collaborative partnership approach and will have a positive impact on environmental, economic, social and cultural aspects with consideration of these individually and separately as part of the project scope e.g development of nature reserves or sympathetic redevelopment of wharf buildings for commercial and social benefit.</p>	<p style="text-align: center;"><i>Neutral</i></p>	<p>The project will have a positive impact across the wellbeing objective goals including environmental, economic, social and cultural aspects.</p> <p>The development of the wharf and revitalisation of cultural buildings to enhance or bring back into operation will restore otherwise dilapidated culturally important buildings into operational assets which provide an enhanced visitor and community environment providing economic opportunities coupled with social and community benefits such as improved town centre experience and social environment.</p> <p>The restoration of the canal will positively impact communities, residents and visitors along the improved infrastructure particularly from an health and wellbeing and environmental aspect. A revitalised canal towpath and development of nature reserves will see the existing environment, flora and fauna and various species thrive in a safe and protected environment. Nature reserves will provide opportunities for learning and additional visitor destinations. The positive health and wellbeing impacts of outdoor waterside environments are well documented. The improvement of the existing much loved infrastructure should ensure more residents and visitors can enjoy access to the canal providing opportunities for increased footfall and economic benefits to businesses and communities adjacent to the canal towpath but also opportunities for spin off and provide new enterprises, community groups, activities and additional social events like the</p>	<p style="text-align: center;"><i>Good</i></p>	<ul style="list-style-type: none"> <li>• <i>Customer feedback</i></li> <li>• <i>Consultation analysis</i></li> </ul>
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			Montgomery canal triathlon to expand. Improved access and vibrancy of the canal infrastructure will see more use the canal as a means of physical and mental health nurturing and improvement reducing stress and anxiety through connection with green spaces and through walking, cycling or water based exercise improving overall physical health which reduces burden on local health services.			
Page 378	<b>Powys County Council Workforce:</b> What Impact will this change have on the Workforce?	The project will undertake refurbishment of historic buildings at Welshpool including Y Llanffa wharf building and two, listed, canalside cottages. Refurbishment works will create an improved, vibrant community cultural hub facility. This will include a museum, library, and retail outlets, contributing to the regeneration of the canal, the town and wider region ensuring we are sympathetically revitalising historic Canalside buildings back into operation.	Good	The developments of the wharf should only improve the environment which our employees work and provide potentially provide further employment and arts and cultural opportunities through the refurbishment work creating vibrant community facilities.	Good	
	<b>Payroll:</b> Will this change impact negatively or positively on salary, or any overtime/enhanced payments etc? Does this proposal comply with the Councils Single Status Terms and Conditions? If the pay element for the member of staff changes, does this affect any particular group of employees? (Male/Female dominated workforce) Does this proposal comply with the Councils Single Status Terms and Conditions?	The proposed project works should not have any direct impact on current employment/employee working arrangements which would require a change in contractual and payroll conditions.	Neutral	The proposed project works should not have any direct impact on current employment/employee working arrangements which would require a change in contractual and payroll conditions.	Neutral	

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<p><b>Welsh Language impact on staff</b></p> <p>The Council must have sufficient Welsh speaking staff to ensure it can provide services according to the Welsh Language Standards. Under the Standards, the Council must also provide information for staff through the medium of Welsh, and provide support and training to enable them to use the Welsh language within the workplace, and provide a bilingual service for the public.</p>	<p>The refurbishment of historic buildings at Welshpool including the Y Llanffa wharf building and two, listed, canalside cottages. Will seek to create an improved, vibrant community cultural hub facilities including a museum, library, and retail outlets. These facilities will look to promote the use of Welsh language and support staff who wish to improve or learn their Welsh language skills as part of their roles.</p>	<p><i>Neutral</i></p>	<p>Improvements to existing and installation of additional complimentary signage and cultural/heritage information elements will seek to include Welsh language promotion and inclusion ensuring the Welsh language isn't treated any less favourably than English.</p>	<p><i>Good</i></p>	
<p><b>Apprenticeships:</b></p> <p>Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?</p>	<p>Apprenticeship opportunities at Y Llanffa services are likely to have no negative impacts from the proposed project works. Any additional employment opportunities will consider the roles suitability for an apprentice such as any new employment activity.</p>	<p><i>Neutral</i></p>	<p>There should be improved apprenticeship opportunities as part of works to undertake restoration and civil engineering of the canal infrastructure. Suppliers and contractors should be encouraged to employ local apprentices and supply chains where possible to maximise local economic value</p>	<p><i>Good</i></p>	

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<p><b>Source of Outline Evidence to support judgement</b></p> <p><i>Possible Sources of Evidence</i></p> <ul style="list-style-type: none"> <li>• Consultation and Engagement analysis</li> <li>• Commissioning documentation</li> <li>• Project documentation</li> <li>• Benefits profile</li> </ul>
---

8. What are the risks or opportunities to service delivery for the council following implementation of this proposal? (To be included within the service, programme or project risk register)

Description of risks or opportunities			
Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating

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Staff Resources not adequate to deliver project	8	Established project management procedures to ensure all activities are properly resourced by competent and qualified staff. Clear project structure and resource allocation. PCC and CRT posts to be advertised May 22	4
Design does not meet project timetable. Resulting in delay of Stage approval for construction Inability to meet 'contracted' programme	8	Development and Design stage behind schedule due to delay in SLA agreement. Scope for acceleration ensure works delivered within operational timescales. Parallel discussion to be undertaken with UKG regarding extension into 2024/25 to mitigate risk.	4
Planning Permissions required & not granted	10	Development/Design stage includes early consultation with Development Control to identify key constraints and agree timetable for planning submission.	8
Design does not meet community aspirations / lack of community support for proposals	8	Plans will be subject to a pre-app public consultation . Prior consultation for 2 Town Plans at location sites, have endorsed the principle of Canal restoration. Communication Strategy to be developed and implemented	4
Procurement requirements impact project timescales	8	Consideration of existing frameworks for delivery of MCR works minimising delay and accelerating mobilisation. All works to be compliant with the Public Contract Regulations 2015	4
Contractors Work Programme does not align with project and funding timescales	8	Robust project planning at design stage to ensure works are achievable within funding timescales. Efficient tender process and early market engagement to ensure no delays in appointing contractors. Indicative programme a aligns with operation timescales	6
Works Cost Estimates exceeds available budget threshold	12	Healthy contingencies. Tender assessment criteria to emphasis cost weighting. Pre Tender estimates within available funding allocation. Bid is for a flexible programme of works to progress the restoration of the canal up to a fixed value. Early engagement and notification to the market to ensure work is contractd at the earliest point possible	8
Construction Materials Lead in times Risk of Non Delivery	12	Early engagement with suppliers to ensure availability of product. Identify alternative product to mitigate non availability. May require reordering of works and updating of project plan should unforeseen issues arise	6
Covid 19 - Potential for future variants. Further lockdowns/restrictions would impact on project communications and delay supply chain availability - causing project delays, extensions and increased costs.	6	LA's and suppliers have built resilience into working practices to minimise further disturbances ie remote working/safe working practices etc. Monitor within project risk registers.	6

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## Risk Assessment Matrix

Powys County Council Risk Assessment Matrix 2019

### Risk Matrix

		THREATS					OPPORTUNITIES					
Likelihood	Almost certain (5)	5	10	15	20	25	25	20	15	10	5	Almost certain (5)
	Likely (4)	4	8	12	16	20	20	16	12	8	4	Likely (4)
	Possible (3)	3	6	9	12	15	15	12	9	6	3	Possible (3)
	Unlikely (2)	2	4	6	8	10	10	8	6	4	2	Unlikely (2)
	Rare (1)	1	2	3	4	5	5	4	3	2	1	Rare (1)
<b>Likelihood x Impact = Overall Risk Level</b>		Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Catastrophic (5)	Exceptional (5)	Major (4)	Moderate (3)	Minor (2)	Insignificant (1)	<b>Likelihood x Impact = Overall Risk Level</b>
		Impact					Impact (Positive)					

### Likelihood Guidance

Likelihood Ratings	
Likelihood	Description
Rare (1)	May occur only in exceptional circumstances.
Unlikely (2)	Not expected but could occur at some time.
Possible (3)	May/ will occur at some point.
Likely (4)	Will probably occur but not a persistent issue.
Almost certain (5)	Likely to occur on many occasions, a persistent issue

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### Impact Guidance – Threats only

Impact Category	Impact Levels				
	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Catastrophic (5)
Programmes/ Projects/ objectives	Barely noticeable reduction in scope / quality /schedule. No threat to delivery of the project on time and to budget and no threat to identified benefits/outcomes.	Minor reduction in scope / quality / schedule. Project Budget Overruns. No threat to overall delivery of the project and the identified benefits / outcomes.	Reduction in scope or quality, project objectives or schedule. Moderate threat to delivery of the project on time and to budget, and achievement of benefits/ outcomes.	Significant project overruns. Major threat to delivery of the project on time and to budget, and achievement of one or more benefits / outcomes.	Inability to meet project objectives, reputation of the organisation seriously damaged
Personal safety	Adverse event leading to minor injury not requiring first aid.	Minor injury or illness, first aid treatment required Short term injury/harm < 1month Staff sickness< 3 days	Agency reportable, e.g. HSE, Police. Semi-permanent injury (< 1 year) requiring medical treatment and/or counselling. Staff sickness < 4 weeks	Major injuries / long term incapacity or disability (e.g. loss of limb/mis- diagnosis mis-treatment leading to poor prognosis). Long term sickness>4 weeks	Incident leading to death or major Permanent incapacity. Significant number of people affected
Residents and Communities	No impact on community.	Minimal impact on community.	Noticeable (positive or negative) impact on the community or a more manageable impact on a smaller number of vulnerable groups/individuals which is not likely to last more than six months.	A more severe but manageable impact (positive or negative) on a significant number of vulnerable groups/individuals which is not likely to last more than twelve months.	A lasting and noticeable impact (positive/negative) on a significant number of vulnerable groups/ individuals.
Legal	Unlikely to cause complaint/litigation. Resolved with no legal implications.	High potential for complaint, litigation possible. Minor legal implications or action is anticipated	Litigation to be expected. Tribunal/Powys County Council legal team involvement required (potential for claim).	Litigation almost certain and difficult to defend. Criminal prosecution anticipated and/or civil litigation.	Litigation certain. Criminal prosecution anticipated and or civil litigation (> 1 person).
Service Provision	Interruption in a service which does not impact on the ability to continue to provide service	Short term disruption to service with minor impact on residents / communities. Impact can be managed within	Some disruption in service with unacceptable impact on residents/ communities. Temporary loss of ability to provide service. Effect may	Sustained loss of service which has serious impact on residents / communities. Effect may require considerable additional	Permanent loss of core service or facility. Effect could not be managed within a reasonable time frame or by a short-term allocation of resources and may

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		normal working arrangements.	require some additional resource, but manageable in a reasonable time frame.	resource but will not require a major strategy change.	require major strategy changes. The Council risks special measures. Officer/Member forced to resign.
Staffing and competence	Short term low staffing level temporarily reduces service quality (less than 1 day) Short term low staffing level (>1 day), where there is no disruption to service	Ongoing low staffing level reduces service quality Minor error due to ineffective training / implementation of training	Late delivery of key objective / service due to lack of staff. Moderate error due to ineffective training / implementation of training Ongoing problem with staffing levels	Uncertain delivery of key objective / service due to lack of staff. Major error due to ineffective training / implementation of training	Non delivery of key objective / service due to lack of staff. Loss of key staff. Critical error due to ineffective training / implementation of training
Financial (loss/gain)	Negligible organisational / personal financial loss (£<5k) Under £0.5m.	Minor organisational / personal financial loss (£5k-£25k) Between £0.5m - £3m.	Significant organisational / personal financial loss (£25k-50k) Between £3m - £5m.	Major organisational / personal financial loss (£50k - £1 million) More than £5m.	Severe organisational / personal financial loss (>£1 million)
Inspection/ Audit	Small number of recommendations which focus on minor quality improvement issues	Recommendations made which can be addressed by low level of management action.	Challenging recommendations that can be addressed with appropriate action plan.	Critical report. Welsh Government Intervention.	Severely critical report. Welsh Government take over. Prosecution.
Reputation	Rumours, no media coverage Little effect on staff morale. Minimal and transient loss of public or partner trust. Contained within the individual service.	Local media coverage – short term. Some public embarrassment. Minor effect on staff morale / public attitudes. Dissatisfaction reported through Council Complaints procedure. Local MP involvement.	Local media – long term adverse publicity. Significant effect on staff morale and public perception of the organisation. Dissatisfaction regularly reported through Council Complaints procedure.	National media / adverse publicity, less than 3 days. Public confidence in the organisation undermined Use of services affected. Viral social media or online pickup.	National/ International media / adverse publicity, >3 days. MP concern. Public Enquiry or poor external assessor report. Legal Action.
Environmental	No lasting effect (positive or negative) on the natural and built environment.	Short term (weeks) minor effect (positive or negative) on the natural and or built environment.	Short term (weeks) moderate effect (positive or negative) on the natural and or built environment.	Medium term (months up to 1 year) major effect (positive or negative) on the natural and or built environment.	Lasting long term (1 year plus) effect (positive or negative) on the natural and or built environment.

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### 9. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The Impact Assessment for the Montgomery Canal Restoration Project confirms compliance with all national, regional and corporate priorities plans and objectives, providing positive impact across a range of social, economic, environmental and health measures.</p> <p>The project will contribute positively towards several goals outlined in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, the Wellbeing of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure 2011. Likewise, contributing significantly towards Corporate Strategy and Plans. The Project does not cause any negative impacts.</p> <p>In making a substantial contribution towards the restoration of the Canal between Llanymynach and Ardleen, the Project will, in itself, make a positive contribution to the visitor economy, wellbeing and health of businesses, visitors and residents. As part of a longer term, phased approach, to deliver the full restoration of the Montgomery Canal, the project has the potential to contribute to additional benefits for communities and residents by providing momentum and a more compelling case for investment.</p>	

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

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What additional evidence and data has informed the development of your proposal?
Memorandum of understanding Project documentation Montgomery Canal Visitor Economy Assessment

### 11. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
The Montgomery Canal project has robust governance arrangements in place which should be expected given the scale of funding aligned to the project and the project management arrangements which are required as part of Levelling Up Funding. The EQIA is just one of a suite of key project documentation which will be required to be maintained and monitored as part of the monitoring and evaluation review process with UK Government.



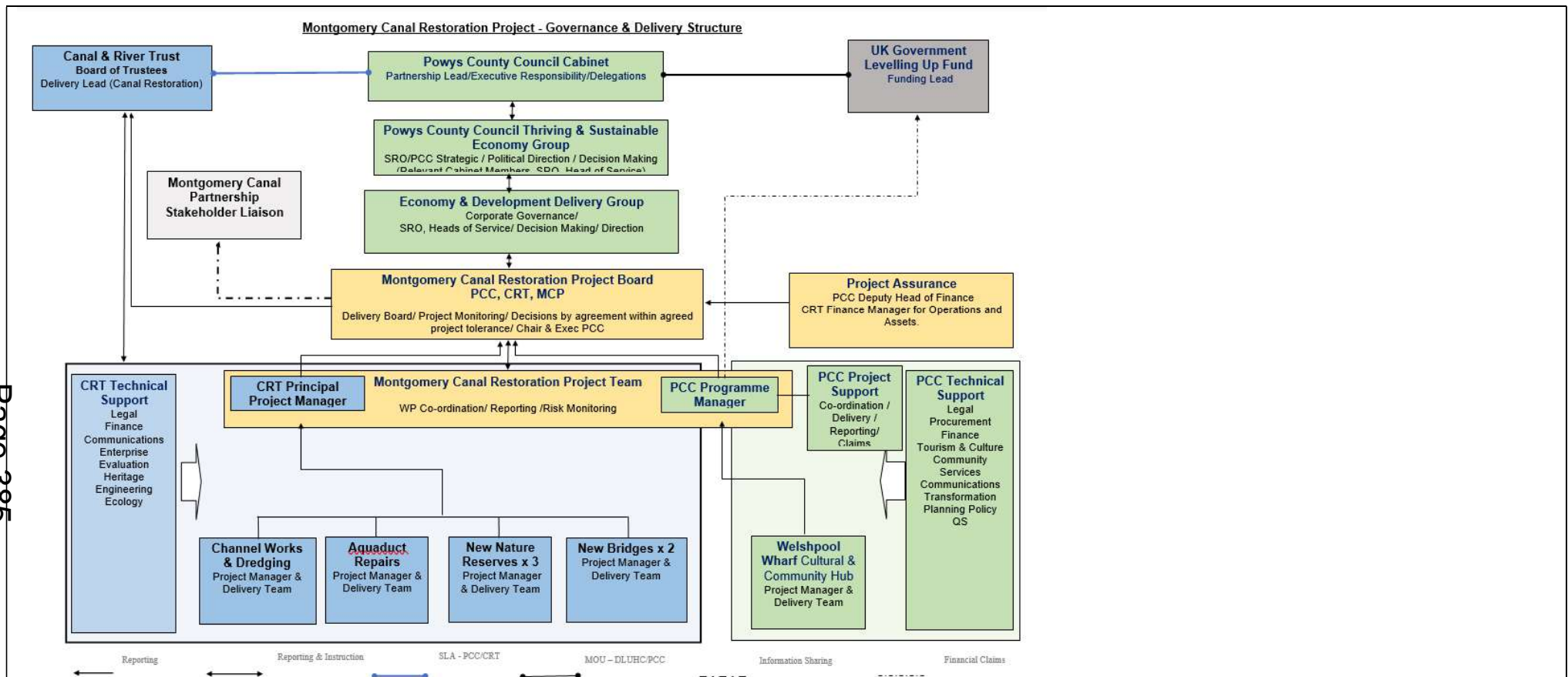
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The Montgomery Canal Restoration Project Board and partnership based Project Team will have the overall responsibility and accountability to ensure all project documentation is accurate, robust and up to date. Alongside the EQIA there will be key documentation such as a project plan and risk register, these document in conjunction will be monitored daily and overseen by the board for key delegated decision making authority. Any risks/issues which cannot be resolved by the Project Board will be escalated upwards as outlined on the governance chart ensuring full local authority and government oversight and responsibility.

Alongside the Project Plan, key actions and decisions will be logged, monitored and reviewed in an action log. This will identify the action, lead organisation and responsible officer, timescales for action resolution, proposed action and key progress update. This will be the responsibility of the project team with overview from the project board as part of board meetings. As outlined above any escalation or significant impacts which arise during project development which cannot be resolved by the board will be escalated inline with the governance chart.

**Please state when this Impact Assessment will be reviewed.**

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This impact assessment should be updated as the project evolves and details of restoration works provide more clarity on the impacts. Any consultation and engagement undertaken throughout the project development should also be reflected in the EQIA.

### 12. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Colin Phillips		
Head of Service:	Diane Reynolds		
Portfolio Holder:	CLlr David Selby		

### 13. Governance

*Who needs to make this decision?*

Decision to be made by	Date required
Cabinet	

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**It is advised that no formal decision is made unless an impact assessment has been completed to the satisfaction of the above and that sufficient evidence is available to substantiate any judgements made in the impact assessment. It is the ultimate responsibility of the and Portfolio Holder to ensure the correct ownership and accountability is sustained.**

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23 June	Cabinet Member for a Learning Powys	Approved the appointment of school governors.
23 June	Leader	Offered the tenancy of the County Farm at New Hall, Kerry at the tendered rent on the recommendation of the Farm Letting Panel following interviews.
8 July	Cabinet Member for a Learning Powys	Approved the appointment of school governors.

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Cabinet / Delegated					
Decision Date	Title	Portfolio Holder	Lead	Decision Maker	Scrutiny
03/08/22	WHQS -2 Consultation Response to WG	Councillor Matthew Dorrance	Nina Davies	Portfolio Holder	
20/09/22	Corporate Safeguarding Update	Councillor Sian Cox		Cabinet	
20/09/22	Quarter 1 Treasury Management Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet	
20/09/22	Medium Term Financial Strategy	Councillor David Arnold Thomas	Jane Thomas	Cabinet	
20/09/22	Sennybridge Primary School Outline Business Case	Councillor Pete Roberts	Emma Palmer	Cabinet	
11/10/22	Ysgol Calon Cymru options	Councillor Pete Roberts	Emma Palmer	Cabinet	
11/10/22	Bro Hyddgen Outline Business Case	Councillor Pete Roberts	Emma Palmer	Cabinet	Learning & Skills Scrutiny 21 Sept
11/10/22	Adopted LDP Annual Monitoring Report	Councillor Jake Berriman	Peter Morris	Cabinet	
11/10/22	ECO-4	Councillor Matthew Dorrance	Nina Davies	Cabinet	
01/10/22	Annual Information Governance Report	Councillor James Gibson-watt	Clive Pinney	Cabinet	
08/11/22	Revenue Outturn as at 30 September	Councillor David Arnold Thomas	Jane Thomas	Cabinet	
08/11/22	Capital Programme Update as at 30 September	Councillor David Arnold Thomas	Jane Thomas	Cabinet	
08/11/22	Ysgol Cribarth Language Category	Councillor Pete Roberts	Emma Palmer	Cabinet	
22/11/22	Quarter 2 Strategic Risk Register	Councillor David Arnold Thomas	Jane Thomas	Cabinet	Health & Care Scrutiny 21 Oct; Learning & Skills Scrutiny 26 Oct; ECR Scrutiny 31 Oct
22/11/22	Council Tax Base	Councillor David Arnold Thomas	Jane Thomas	Cabinet	
22/11/22	Quarter 2 Performance Report	Councillor James Gibson-watt	Emma Palmer	Cabinet	Health & Care Scrutiny 21 Oct; Learning & Skills Scrutiny 26 Oct; ECR Scrutiny 31 Oct

13/12/22 Quarter 2 Treasury Management Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet
13/12/22 HRA Business Plan 2023-24	Councillor Matthew Dorrance	Nina Davies	Cabinet
13/12/22 Rent Setting	Councillor Matthew Dorrance	Nina Davies	Cabinet

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