

# Public Document Pack

## County Council

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

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Meeting date  
**Thursday, 13 October 2022**

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Meeting time  
**10.30 am**

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



County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

7/10/2022

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

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### AGENDA

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

<b>2.</b>	<b>MINUTES</b>
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To authorise the Chair to sign the minutes of the last meeting held on 22 July 2022 as a correct record.  
(Pages 13 - 36)

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

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

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

<b>6.</b>	<b>CHIEF EXECUTIVE'S BRIEFING</b>
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To receive a briefing from the Chief Executive.

<b>7.</b>	<b>PUBLIC QUESTIONS</b>
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7.1. **Question to the Cabinet Member for Finance and Transformation from Patrick Edwards**

Is the council going to refund council tax to council tax payers for the greatly diminished services it provided during the Covid-19 pandemic, especially as the Government paid 80% of many council workers' wages through the furlough scheme?

(Pages 37 - 38)

7.2. **Question to the Cabinet Member for a Learning Powys from Catherine Evans**

Schoolchildren have been disproportionately affected by COVID lockdowns and variable provision by schools. Additional PD days to facilitate planning for the new curriculum have further impacted learners.

Will PCC be offering learners their full entitlement to 190 school days per year from now on?

(Pages 39 - 40)

7.3. **Question to the Cabinet Member for Finance and Transformation from Peter Hindley**

Do Powys CC plan to use its discretionary powers to remove the additional council tax liability, that will apply to many farm holiday cottage properties as a result of recent legislation?

**BACKGROUND:**

**Recent Legislation:** Purpose designed Farm Holiday Cottages, typically conversions of redundant farm buildings, have been included under the Welsh Governments recent legislation aimed at combatting second homes.

You may be shocked to learn that Welsh Government has the ability to include businesses that by definition are not second homes and not housing. Nonetheless the legislation has now passed.

Many of these long-standing and successful family businesses will have their livelihoods destroyed and be forced to re-purpose their properties to alternative commercial uses as a result of this legislation.

**Impact on Housing:** In line with the Local Development Plan these properties are prevented by planning conditions from being used as permanent accommodation. As such, these properties actively protect pressures on local housing by accommodating visitors in non-domestic property.

When these properties are re-deployed away from holiday letting all those visitor nights will be displaced to local housing, placing greater demands on house prices and availability of rented accommodation.

**No Choice:** To illustrate the impact of the legislation on a typical business with 5 Farm-Cottage Holiday lets: The business will face 5 new Council Tax bills, in addition to the owner's current council tax bill on their domestic-use element of the site.

This not only places an additional operating cost on the business, impacting viability and the ability to compete, it also places blight on the property. Their home would have a total of 6 council tax bills making it unsaleable or significantly devaluing their property. Clearly owners will need to avoid that outcome. Hence many of these 'kind to local housing' holiday lets will be lost. Creating no additional domestic housing and transferring visitor demand to place more pressures on local housing.

**Removal of the Council Tax Liability:** Over 90% of all self-catering properties on the non-domestic rating list in Wales have benefitted from 100% small business rate relief for many years. Therefore removal of council tax liability on farm holiday cottages is not unreasonable.

If required, this can be achieved in a revenue neutral manner by adjustments to Premium Council Tax policy.

**Influencing Make-up of Holiday Accommodation in Powys:** Please consider Powys CC's ability to influence the future make up of holiday accommodation in the county. After the huge growth in AirBnB style accommodation over recent years the new legislation is likely to cause, perhaps a 30% reduction in self-catering accommodation (that is the aim after all).

Powys CC has the ability to influence whether Farm Holiday Cottage accommodation is part of the 30% reduction or whether it is saved. Common sense would suggest these types of property should be advantaged by legislation, due to their community benefit, rather than impacted. If you would like a better understanding of why many of these businesses will not meet the new criteria, information is available here: <https://www.responsiblecottages.co.uk/protect-welsh-farm-cottages-white-paper>

Note a similar argument also exists for all planning restricted properties and for many annexes.

**Fair Play:** It is plainly unfair to sweep Farm Holiday Cottage businesses into the same pot as second homes. Welsh Government has placed the responsibility to address this squarely onto Local Authorities through the use of your discretionary powers.

(Pages 41 - 44)

(Pages 45 - 120)

<b>9.</b>	<b>CONSTITUTION - SECTION 4 - SPEAKING ON MOTIONS</b>
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To consider the report of the Head of Legal and Monitoring Officer.

(Pages 121 - 154)

<b>10.</b>	<b>BROADCASTING COUNCIL MEETINGS</b>
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To consider the report of the Head of Legal and Monitoring Officer.

(Pages 155 - 156)

<b>11.</b>	<b>NOTICE OF MOTION - AIR AMBULANCE</b>
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The air ambulance has provided an essential and valuable service to Mid Wales for a number of years.

The proposed transfer of the base from Welshpool is therefore a retrograde step and one of great concern to our residents.

It is imperative that an equally efficient service that takes into consideration the rurality of the area, the difficulty of getting an ordinary ambulance and fewer health options is kept

We therefore call on the air ambulance base to be kept at Welshpool and to look into the option of extending the hours of service.

Proposed by County Councillor Elwyn Vaughan  
Seconded by County Councillor Gary Mitchell.

### **Finance Comment**

There will not be any financial consequence from the proposed motion as it only requires correspondence with Wales Air Ambulance. There are no further actions nor costs expected.

<b>12.</b>	<b>NOTICE OF MOTION - SCHOOL TRANSPORT</b>
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In recent months there have been a number of appeals made to the School Transport Team with regard to access to free home to school transport. Residents have been in touch with their County Councillors and Senedd representatives asking for support. The appeals have most frequently arisen from changes to catchment allocations, historical precedents and reduced flexibility but include:

- Younger siblings only provided free transport to a school which is different to the one their older sibling attends because the catchments have been changed.
- Problems with the way GIS is used to identify the closest school with some school buses travelling through another catchment on route to school.

- The system used to calculate the shortest route from home to school does not consider the route that the school bus travels, or even the most practical, driveable route by car.
- Pupils who are neighbours and/or close friends being forced to attend different schools because the boundary between catchments is being very strictly enforced with no room for overlap.

The effect of this has been to create unnecessary stress for pupils and their parents and will in some cases, where parents have the time and financial resource, result in parents following the bus into school, unnecessarily increasing carbon footprints.

The Council calls on the School Transport and Education Services to ensure that the current review of the Home to School Transport Policy not only delivers greater clarity for pupils/student's entitlement to free transport but also supports greater parental choice of school, where this can be done without increasing the total school transport budget.

Proposed by County Councillor Lucy Roberts  
Seconded by County Councillor Adrian Jones

### **Finance Comment**

The Service has confirmed, as part of the review of the home to school transport policy, it will provide clarity for parents to allow them to make an informed choice about the school in which the Council will provide transport for from the learners normal place of residence.

<b>13.</b>	<b>NOTICE OF MOTION - DRAINAGE AND FLOODING</b>
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Having seen increased adverse weather and flooding in recent years, it is apparent that the current conditions of our drains and gullies are not able to cope when we have increased and or severe rainfall. This is exacerbated by the lack of routine drain clearance due to the limited resources in Powys. Feedback from our residents, other councillors and community councils indicates that people feel that our other road maintenance problems are made worse by the increased amount of water running down the roads which should be going into the drains and gullies.

Earlier this year we saw severe flooding across Powys. Whilst flood risk cannot be eliminated when such extreme rainfall occurs, and flooding was also caused by rivers overflowing, in some areas properties were flooded potentially due to the lack of regular drain clearance. These are homes which are not adjacent to rivers or streams but flooded from road surface water which had no where else to go.

The Powys Conservative Group believe that there needs to be an annual routine drains maintenance schedule for county roads. However, we appreciate that this needs to be supported with sufficient resources. That is why we have already urged Powys Council to make use of the UK Government Shared Prosperity Levelling up Funds to bid for funding for at least two more drain jettors in Powys. Whilst that SPF process is still underway, there needs to be urgent action put in place, before the Winter sets in, in order to identify and clear those drains and gullies which are in the most high risk places that are likely to cause localised flooding of properties.

**This Council calls on the Powys Council administration to:**

1. Direct managers of the highways teams, at the earliest opportunity before Winter months, to work with Local Members to identify drains and gullies which need to be cleared in order to help prevent localised flooding.
2. Direct resources accordingly to ensure that those drains identified are cleared and unblocked urgently before the Winter months.

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

### **Financial/Service Assessment**

1. Depot meetings are being scheduled between October and December 2022 to meet with all members to discuss all highway matters including drain and gully emptying. The Council has 4 machines throughout the County to support county and trunk roads. We will take on board members concerns as part of this engagement and ensure the 4 machines are prioritised accordingly to ensure the critical gullies are cleared. This will still leave other gullies that have historically be cleaned when the service was operating with 8 Gully machines.
2. Whilst every effort will be made to cover the critical gullies throughout the County based on the 4 machines, in order to cover all gullies we would need to revert back to 8 machines across the County, which would be an additional revenue cost of £400k per year.

<b>14. NOTICE OF MOTION - NATURE EMERGENCY</b>
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### **Preamble**

For the purposes of this motion 'nature' shall mean all living organisms and the ecological complexes (including non-living elements (such as air, water, soil) and processes) of which they are part. It includes diversity within species, between species and of ecosystems; the resilience of ecosystems; the services they provide to society and the way in which humans interact with nature.

Professor [Sir Partha Dasgupta's review into The Economics of Biodiversity](#), commissioned by Her Majesty's Treasury in 2019 and updated just last year, highlighted that humanity does not exist in isolation from nature but sits within it. Nature is an asset on which all aspects of our society depend and with biodiversity declining faster than at any time in human history, we are undermining the productivity, resilience and adaptability that nature lends our society. In a county like Powys our nature loss is undermining the productivity, resilience and adaptability of our agricultural and forestry sectors alongside the inter-dependent tourism industry. Put simply, Powys depends on nature.

We are in the middle of a nature crisis. Almost half of all UK wildlife is in long term decline and 15% of species are at risk of extinction. The climate emergency is only hastening this destruction of the natural environment, damaging habitats and disrupting ecosystems. Yet it is these very habitats that have the potential to lock up carbon and fight back against rising global temperatures. It is essential that we not only protect these spaces but let them thrive – for the benefit of people, planet and nature. As we recover from the COVID-19 crisis, the need for nature-rich green spaces where we live and work is clearer than ever and will help health, education and the economy build back stronger.

We recognise that action must be taken now to remedy this and to put nature into recovery at a local level, in support of regional, national and international work to do the same.

Section 6 under Part 1 of the Environment (Wales) Act introduced an enhanced duty (the S6 duty) for public authorities. The S6 duty requires that public authorities must seek to maintain and enhance biodiversity so far as consistent with the proper exercise of their functions and in so doing promote the resilience of ecosystems.

Powys County Council has already done much including appointing a Biodiversity Officer under the Local Places for Nature funding from Welsh Government and whose principal duty is to distribute grants in support of nature to groups in Powys. Within its own services the Council is undertaking projects such as managing roadside verges for nature by changing their management regimes to cut and collect.

The Biodiversity Officer post – externally funded – lends some support to the current Local Nature Partnership in Powys, a forum that brings together a number of organisations interested in nature recovery and has recently published a Nature Recovery Action Plan for Powys.

The Council has already submitted a proposal to the Shared Prosperity Fund to seek external funding for an additional post for the period from 2022 – March 2025. This would effectively be a Nature Recovery Officer, to carry out wider biodiversity work, particularly oversight and reporting for Section 6 duties, engagement with Council services and communities and identifying projects for funding applications that sit outside Local Places for Nature.

Many people respect Sir David Attenborough who has said:

*“Our planet may be home to 30 million different kinds of animals and plants. Each individual locked in its own life-long fight for survival. Everywhere you look, on land or in the ocean, there are extraordinary examples of the lengths living things go to to stay alive.*

*Ever since we [humans] arrived on this planet as a species, we’ve cut them down, dug them up, burnt them, and poisoned them. Today we’re doing so on a greater scale than ever.”*

Or if you prefer Jeremy Clarkson:

*“Forget climate change, if insects disappear so does all life on this Planet”.*

**The Council notes that:**

- 1) Nature provides the life support systems enabling all organisms, including humans, to survive and to thrive.
- 2) Nature is essential to our economic, social, environmental, and cultural well-being. Nature provides us with a range of ecosystem services such as insects pollinating our food crops, wetlands purifying water and preventing flooding, peatlands storing carbon and woodlands purifying the air we breathe. Nature provides us with products that support our economies, for example, the means for food production, wood for building and fuel and providing the backdrop to our tourism industry.

- 3) Nature loss is well documented and reported:
  - a) Nature is declining at an unprecedented rate. The **IPBES (Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services) [Global Assessment of Biodiversity](#)**, the **[UN Global Biodiversity Outlook](#)** and the **[WWF's Living Planet Report](#)** show that levels of biodiversity across continents are plummeting with no sign of stopping, around one million animal and plant species across the globe are threatened with extinction.
  - b) The **[2019 State of Nature Report from the UK JNCC \(Joint Nature Conservancy Council\)](#)** report estimated that 1 in 6 of Wales' species are at risk of extinction and that over the past 50 years 73 species have already become extinct with a further 666 under threat of extinction.
  - c) The **[2020 State of our Natural Resources Report from Natural Resources Wales](#)** also shows that Wales' species and habitats are in serious decline and the resilience of our ecosystems is in decline too.
- 4) There is no single cause of nature loss. Contributory factors are many, individually complex and often interacting with each other, but they include:
  - a) Climate change.
  - b) Intensification of land management - driven by wider economics - on both our farmed and forested land.
  - c) Development pressures.
  - d) Pollution.
  - e) Hydrological change.
- 5) In **[2021 the Senedd declared a nature emergency](#)**, one of the first parliaments in the world to declare such an emergency. This requires Welsh Government to introduce a legally binding requirement to reverse biodiversity loss through statutory targets.

**The Council believes that:**

- 1) That nature is fundamentally important to the people and prosperity of Powys. One small but high profile 'marker' of this is our very own use of the red kite in the Council's logo. The red kite is also an example of a recovery success now urgently needed by so many species and habitats in Powys.
- 2) The ongoing decline in nature will impact directly on the residents, communities and businesses of Powys across many areas including the viability of our rural economies and the livelihoods they support, the provision of affordable food to our residents, the ability to manage flooding and the well-being of our communities to name just a few.
- 3) Despite the threats to nature there are many reasons to be hopeful:



- a) The Welsh legislative and policy structure and action planning directly considers the natural environment, including the way we manage it, and its links to our health and well-being. Specifically:
    - i) The **Environment (Wales) Act (2016)** places an enhanced duty on all public bodies to seek to maintain and enhance biodiversity (THE section 6 duty).
    - ii) The **Wellbeing of Future generations (Wales) Act (2015)** states that all public bodies must maximise their contribution to all the wellbeing goals.
    - iii) Wales being the first country to introduce the UN sustainable development goals into national policy and, as all sustainability goals are intertwined, this helps to put us in a position to create an environment for nature to thrive.
  - b) A **Nature Recovery Action Plan for Wales** now with a Powys focussed and recently published equivalent in the form of the **Powys Nature Recovery Action Plan**, the aim of which is to halt and reverse the declines in biodiversity across Powys.
  - c) The public – in no small part thanks to the work of David Attenborough – has a growing awareness and understanding both of the importance of nature and of the threats it is under. With this comes an increasing appetite to act directly and to support the action of others.
- 4) Here within Powys, we have substantial resources that can help us stem and reverse the loss of nature. It begins with talented and experienced land managers in our farming and forestry industries, an environmental NGO sector (specifically our Wildlife Trusts which the Welsh Government have recognised as playing a pivotal role in delivering a nature recovery), a higher education system with the infrastructure to support skills development, a local nature partnership and plan for action in the newly published Powys Nature Recovery Action Plan and a public that is increasingly supporting action to preserve nature.

**The Council resolves to:**

- 1) **Declare a Nature Emergency** as demonstration of the Council’s commitment to protecting and rejuvenating Powys’ natural environment for its inherent value, for the role nature plays in achieving a vibrant and viable economy and for the benefits nature provides to the wellbeing of our county’s residents.
- 2) **Establish meaningful supportive structures** that embed nature in decision making including:
  - a) **Establish a cross-party Nature Emergency Working Group** within the Council to help embed biodiversity in Council decision making, it’s engagement in partnerships and its ambitions for county-wide nature recovery.
  - b) **Appointment of a Council Member as a champion for nature** as allowed for by this Council’s constitution.

- c) **Actively seek to secure the funding from external new resources for a dedicated and permanent Nature Recovery Officer**, between them to help drive nature recovery within the Council and to animate action amongst stakeholders, seeking new external funds to help enable the delivery of nature recovery.
  - d) **Reaffirm the Council's support for the Local Nature Partnership** and to actively encourage and enable its development as an independent stakeholder group to represent those who manage nature alongside those who use and / or benefit from nature.
- 3) **Take meaningful action** to help achieve a net increase in nature county-wide including:
- a) **To draw up a response – outlining the Council's role – to the recently published Powys Nature Recovery Plan** produced by Powys Local Nature Partnership and which sets out actions needed to protect and conserve existing systems and to restore nature at a scale and pace commensurate with the threats it faces.
  - b) **To show meaningful leadership** by reviewing how the Council's assets and services can be more fully harnessed for reversing our county's loss of nature. **An immediate priority to be the County Farm Estates**. To then extend this as resources allow to review all services the Council provides such as Planning (exploring opportunities afforded by the review of the LDP to implement the motion for example), Procurement (a lot of nature's recovery can be aided by what and how we consume for example), Highways (further adoption of roadside verges as nature reserves), Education Services (skills development, school grounds), Countryside (parks management for example) etc.
  - c)

Proposed by County Councillor Adam Kennerley  
 Seconded by County Councillor Angela Davies

### **Financial Assessment - Section 151 Officer**

Some of the actions proposed will require support through officer time and where this can be accommodated within existing resources available to the service, the proposals will not incur any additional cost.

Other elements of the proposals will require additional resource at additional cost. This is recognised in part with reference to the need to secure additional funding, or as resources allow, and it is on this basis that the proposed actions must be considered/supported. Where this is the case further approvals will be required through the annual budget setting or virement process before they can proceed.

<b>15.</b>	<b>QUESTIONS IN ACCORDANCE WITH THE CONSTITUTION</b>
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15.1. **Question to the Cabinet Member for a Learning Powys from County Councillor Elwyn Vaughan**

How many Powys pupils from outside the Swansea valley area, travel to Ysgol Ystalyfera for their education?

(Pages 157 - 158)

15.2. **Question to the Cabinet Member for a Connected Powys from County Councillor Elwyn Vaughan**

In view of the impending energy crisis and the increased costs for all, can I draw your attention to the German proposals –

- Public buildings heated to max. 19° C
- No heating in communal spaces of public buildings (e.g. corridors)
- Monuments and public buildings won't be illuminated.
- Shop doors can't be kept permanently open
- No lighting in shop windows or on billboards from 10 pm
- Private pools can't be heated with energy from the grid.

Can we as an authority implement the relevant elements of these proposals thus not only cutting down on energy waste but also making a positive environmental contribution?

(Pages 159 - 160)

**At the end of the formal meeting there will be a briefing on Children's Services and Education**

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**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD IN COUNTY HALL /  
BY ZOOM ON FRIDAY, 22 JULY 2022**

**PRESENT**

County Councillor G W Ratcliffe (Chair)

County Councillors B Baynham, D Bebb, M Beecham, S J Beecham, B Breeze, G Breeze, J Berriman, L Brighthouse, A Cartwright, J Charlton, R Church, T Colbert, S Cox, A W Davies, A Davies, B Davies, B Davies, S C Davies, M J Dorrance, D Edwards, J Ewing, L George, J Gibson-Watt, I Harrison, K Healy, H Hulme, P James, A Jones, E A Jones, E Jones, G D Jones, G E Jones, J R Jones, A Kennerley, C Kenyon-Wade, P Lewington, K Lewis, P E Lewis, W Lloyd, I McIntosh, S McNicholas, DW Meredith, C Johnson-Wood, G Mitchell, G Morgan, G Morgan, WD Powell, G Preston, G Pugh, J Pugh, L Rijnenberg, L Roberts, P Roberts, C Robinson, E Roderick, D Selby, D A Thomas, R G Thomas, J Thorp, E Vaughan, C Walsh, J Wilkinson, A Williams and J M Williams

<b>1.</b>	<b>APOLOGIES</b>
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Apologies for absence were received from County Councillors A Jenner, D H Williams and S L Williams.

<b>2.</b>	<b>MINUTES</b>
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The Chair was authorised to sign the minutes of the meetings held on 24<sup>th</sup> February, and reconvened on 3<sup>rd</sup> March, 3<sup>rd</sup> March and 26<sup>th</sup> May 2022 as correct records.

<b>3.</b>	<b>DECLARATIONS OF INTEREST</b>
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The Monitoring Officer advised that all members had a personal but non-prejudicial interest in item 10 Members' Salaries, Allowances and Expenses but that there was an exemption in the Members' Code of Conduct which allowed Members to speak and vote on this item.

The Monitoring Officer advised County Councillor C Walsh that he did not have an interest in Item 15 Notice of Motion – School Closures as a minor authority governor at Priory School, nor did County Councillor I McIntosh as the decision rested with the Cabinet.

County Councillor G Mitchell declared a personal and prejudicial interest in item 15, Notice of Motion on School Closures.

<b>4.</b>	<b>CHAIR'S ANNOUNCEMENTS</b>
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The Chair thanked his Vice-Chair for representing him at the Women's Cycle Tour of Wales and the Young People's Village at the Royal Welsh Show.

He outlined the functions he had attended including the Radnorshire Rally and the Gurkha's parade. He had met the First Minister at the Royal Welsh Show and had hosted a reception at the Show. He had presented a Gold Kite award to Joyce Williams on the occasion of her 100<sup>th</sup> birthday, a Silver Kite to Rachel Palmer for her environmental work and to Karen and Danny Sherwood who had fostered children for over 25 years. He had also attended an event to thank volunteers involved in the vaccination and track and trace programmes.

<b>5.</b>	<b>LEADER'S ANNOUNCEMENTS</b>
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The Leader thanked staff who had been involved in setting up and supporting the Council's presence at the Royal Welsh Show. The Cabinet had launched its strategy for the new administration and a revision to the schools transformation strategy at the Show. He was pleased to note the turf cutting ceremony for the new school at Ysgol Cedewain. Brynllawarch Special School would also be redeveloped. He further reported that 32 one bedroom energy efficient flats would be developed on the site of Robert Housing House and that the social housing development at Sarn had been highly commended from the Housing Excellence in Wales awards.

He was pleased to report that Powys County Council had joined the Proud Council network which committed the Council to fully recognising LGBTQ+ rights, the first rural Welsh council to do so. He advised that the Cabinet was determined to enhance the way in which it consulted with the public. Businesses would be consulted on an employment and skills survey and on electric vehicle charging. Finally, he was pleased to note that the Welsh in Education Strategic Plan had been approved by Welsh Government, although he recognised that there was more to do and that the Cabinet wished to be more ambitious in the provision of Welsh medium education in future.

<b>6.</b>	<b>CHIEF EXECUTIVE'S BRIEFING</b>
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The Chief Executive advised that Care Inspectorate Wales had published a largely positive letter following an inspection visit in May. She outlined interim arrangements following the departure of the Director of Social Services and advised that these arrangements would be reviewed after six months. She thanked Powys residents who had offered homes Ukrainian refugees. She advised that she had visited Council staff providing support at the Royal Welsh Show and thanked all the staff involved. Finally, she had attended the Urdd Eisteddfod in Denbigh and she congratulated all the participants from Powys. Powys was looking forward to welcoming the Urdd Eisteddfod to Machynlleth in May 2024.

County Councillor Aled Davies welcomed the CiW letter and he thanked the staff and the former portfolio holder for their work in improving the standards in the service.

<b>7.</b>	<b>ANNUAL SELF-ASSESSMENT REPORT</b>
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Council considered the first Annual Self-Assessment report. The report 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 would help guide the Cabinet on how it delivered services and help Scrutiny focus on the areas for further review. The Leader thanked the officers and members involved in its production. In response to a member's question, it was confirmed that a bilingual easy read version would be produced. It was moved by County Councillor Michael Williams and seconded by County Councillor Elwyn Vaughan and by 63 votes to 0 it was

### **RESOLVED**

- 1. That the Council considers the report presented and satisfies 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.**
  
- 2. That the document is clear and provides the right level of information to make it meaningful and relevant to all audiences.**

County Councillor William Powell left the meeting at 11.20.

<b>8. MARKET STABILITY REPORT SOCIAL SERVICES 2022</b>
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Council considered the Market Stability report for Social Services for 2022. The report identified challenges in the market and proposals for actions to be taken in future years. The report would help the Council and Powys Teaching Health Board to better understand the social care market within Powys and plan for future provision.

The key themes of the report were pressures on workforce capacity which had been exacerbated by the rising demand for services in the pandemic, the impact of changing demographics and the cumulative impact of ongoing budget constraints.

The Cabinet Member for Future Generations emphasised the importance of providing services in Welsh and she acknowledged the vital role played by carers and the third sector. Officers outlined the support provided to carers.

The report would be submitted to Powys Teaching Health Board, the Regional Partnership Board and Welsh Government. It would be used to plan future service delivery through the area plans and commissioning strategies. The

Leader said his priority was to pursue the integration agenda with the Health Board at pace.

The report was moved by County Councillor Sian Cox and seconded by County Councillor Edwin Roderick and it was unanimously

**RESOLVED the report be noted.**

<b>9.</b>	<b>REVENUE VIREMENTS</b>
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Council considered two virements in the Vehicle Replacement Reserve:

- Fleet Management Services reported an underspend of £1,054,400 against depreciation charges. The service 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. Where possible this funding would be used to purchase “green” vehicles.
- Fleet Management Services had generated £226,086 of income from the sale of vehicles/equipment, and had 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.

Members asked about staffing pressures in the HTR service which had led to some delays in waste collection. The Executive Director Economy and Environment advised that the service was seeking to manage this with agency staff and by recruiting staff. The Cabinet Member for a Greener Powys asked Members to contact her if collections were missed.

It was proposed by County Councillor Michael Williams and seconded by County Councillor Gareth E Jones and unanimously

**RESOLVED to approve the virements set out in the report.**

<b>10.</b>	<b>MEMBER ALLOWANCES AND EXPENSES 2021-22</b>
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The Head of Legal and Democratic Services reminded members that they had an interest in this item but that there was a dispensation which allowed them to speak and vote on it.

Council received the report setting out the amounts paid and reimbursed to Members and Co-opted Members during the tax year 2021-22, in salaries and expenses.

It was proposed by County Councillor Les George and seconded by County Councillor Michael Williams and unanimously

**RESOLVED that the report be noted.**



<b>11.</b>	<b>COMMITTEE MEMBERSHIP</b>
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Council noted appointments made to committees by political groups since the last meeting. The Head of Legal and Democratic Services advised of one error in the report on page 383 of the pack, noting that there wasn't a Conservative vacancy on the Licensing Act 2003 Committee. He further advised that County Councillor Corrina Kenyon-Wade had been appointed to the Health and Care Scrutiny Committee by the Liberal Democrats. He would look again at the numbers on the Health and Care Scrutiny Committee as the Liberal Democrat group did not believe they had another place to fill. The Head of Legal and Democratic Services had been authorised by group leaders to approach non-aligned members to fill vacancies on committees.

It was proposed by County Councillor Les George and seconded by County Councillor Elwyn Vaughan and unanimously

**RESOLVED to note the appointment of members to committees.**

<b>12.</b>	<b>APPOINTMENT OF INDEPENDENT (LAY) MEMBER ON THE STANDARDS COMMITTEE</b>
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Council considered a report on the appointment of an independent (lay) member of the Standards Committee. Following an interview by an appointments panel, the panel had recommended the appointment of Mr Jonathan Goolden.

It was moved by County Councillor Michael Williams and seconded by County Councillor Elwyn Vaughan and by 59 votes to 0 with 1 abstention it was

**RESOLVED that Mr Jonathan Goolden be appointed as an Independent (Lay) Member for a period of 6 years from 22 July 2022.**

<b>13.</b>	<b>APPOINTMENT OF COUNCILLORS TO OUTSIDE BODIES</b>
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The Pritchard Trust

It was moved by County Councillor Gareth E Jones and seconded by County Councillor Karl Lewis and unanimously

**RESOLVED that County Councillor Jeremy Pugh be appointed to the Pritchard Trust.**

The Evans Trust

It was moved by County Councillor Gareth E Jones and seconded by County Councillor Claire Johnson-Wood and unanimously

**RESOLVED that County Councillor Jeremy Pugh be appointed to the Evans Trust.**

The Reserve Forces' and Cadet's Association for Wales

It was moved by County Councillor Pete Roberts and seconded by County Councillor Les George and unanimously

**RESOLVED that County Councillor Gareth Ratcliffe be appointed to the Reserve Forces' and Cadets' Association for Wales.**

Wyeside Arts Centre Board

County Councillor Corrina Kenyon-Wade was proposed by County Councillor Richard Church and seconded by County Councillor Les George, and County Councillor Little Brighthouse was proposed by County Councillor Pete Roberts and seconded by County Councillor Josie Ewing and it was unanimously

**RESOLVED that County Councillor Corrina Kenyon-Wade and County Councillor Little Brighthouse be appointed to the Wyeside Arts Centre Board.**

<b>14.</b>	<b>NEWTOWN TOWN COUNCIL REQUEST FOR ELECTION</b>
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Council considered a request from Newtown Town Council that an election is held for two vacancies in the South ward of the town council. This would enable the Town Council to co-opt to four other vacant seats.

It was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Graham Breeze and by 59 votes to 0 it was

**RESOLVED to make the Newtown Town Council (South ward) Election – Order 2022 as set out in Appendix A to the report.**

<b>15.</b>	<b>NOTICE OF MOTION - SCHOOL CLOSURES</b>
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County Councillor Gary Mitchell declared a personal and prejudicial interest in this item and left the meeting while it was being considered.

Council considered the following motion proposed by County Councillor Iain McIntosh and seconded by County Councillor Karl Lewis:

“The current Welsh school closure programme started when the previous Labour and Liberal Democrat Welsh Government administration was in power, with Kirsty Williams MS as Education Minister. Since then, local authorities throughout Wales have taken decisions to close primary schools. The following three schools now face closure in Powys:

Cradoc CP School  
Llanfihangel Rhydithon CP School  
Llanbedr Church in Wales School

During the closure process, the proposals to close the above three schools went through the Learning and Skills Scrutiny committee, chaired by the Liberal Democrat Councillor Cllr Pete Roberts.

On 8<sup>th</sup> December the Learning and Skills scrutiny group met to consider the closure of Cradoc CP School; [2021-12-08 Scrutiny Recs to Cabinet - Cradoc and Mount Street v2.pdf \(moderngov.co.uk\)](#). The chairman made no objections to the proposal and submitted observations with four additional recommendations.

On 22<sup>nd</sup> September the Learning and Skills scrutiny group met to consider the closure of Llanfihangel Rhydithon CP School; [2021-09-22 Scrutiny Recs to Cabinet - Llanfihangel Rhydithon.pdf \(moderngov.co.uk\)](#). The chairman made no objections to the proposal and submitted observations to include the comment "The committee was satisfied that the majority of the arguments set out in the document were justified on all grounds."

On 4<sup>th</sup> November the Learning and Skills scrutiny group met to consider the closure of Llanbedr Church in Wales School; [2021-11-04 Scrutiny Recs to Cabinet - Llanbedr.pdf \(moderngov.co.uk\)](#). The chairman made no objections to the proposal and submitted observations to include the comment "There were no recommendations from scrutiny to the cabinet."

Despite the Learning and Skills Scrutiny committee chair's apparent satisfaction with the three primary school closure proposals, Welsh Liberal Democrat candidates now forming the new Powys County Council administration campaigned, and committed, to reverse the closure of primary schools in Powys during the recent County Council election campaign:

On 29<sup>th</sup> January 2022, 13<sup>th</sup> February 2022 and 14<sup>th</sup> May 2022, several Liberal Democrat Council candidates, Councillors, and current Cabinet members joined Powys residents on protest walks and campaign days to fight against the closure of the three schools above. On 23<sup>rd</sup> January 2022 several Labour candidates, councillors and a current Cabinet member joined Powys residents on a protest walk to fight against the closure of Cradoc CP School, Mount Street Infants School, and Mount Street Primary School. During this year's County Council election campaign period, Liberal Democrat and Labour candidates informed Powys residents, through campaign literature, social media, and doorstep conversations that if elected, and in control of this authority, they would stop the closure of the three schools above. Since taking control of this authority in May, the new administration has failed to carry out their commitment to Powys residents. Instead, the Leader has announced that Llanfihangel Rhydithon and Llanbedr school closures will be delayed for one calendar year, offering false hope to parents, teachers, and children, as council officers have confirmed that both schools will still close.

The Leader and new Cabinet members have now revealed plans to proceed with the proposal to close Cradoc CP School, going against commitments made to all residents, teachers, parents and children in Powys.

This council therefore calls upon the new Powys County Council administration to:

Keep Cradoc CP School open.

Not propose the closure of Cradoc CP School again during the next five-year term.”

County Councillor McIntosh argued that instead of closing small rural schools, the Council should be holding Welsh Government to account for putting it in this position. He said that there was no evidence that larger schools were better for children’s education. He questioned the costings provided as Cradoc school would be there for another four years regardless of whether the motion was passed and money would need to be spent on relacing mobile classrooms.

County Councillor Pete Roberts challenged the attribution of the comments of the Learning and Skills Scrutiny Committee to him personally in the preamble to the motion, when as the Chair of that Committee, it was his role to report the comments of the committee. He contended that it was misleading not to include the full minute relating to Llanfihangel Rhydithon CP School in the preamble “The Committee was satisfied that the majority of the arguments set out in the document were justified on all grounds, with the exception of those in relation to federation and Welsh Language.” He argued that if the motion was passed, the school could not be federated or put into a cluster regardless of circumstances. He argued that it was essential to judge every proposal on its merits.

The motion was lost by 14 votes to 41 with 4 abstentions.

County Councillor Gary Mitchell returned to the meeting.

<b>16.</b>	<b>NOTICE OF MOTION - RURAL FUEL DUTY RELIEF SCHEME</b>
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Council debated the following motion proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Bryn Davies.

“Poor public transport infrastructure sadly means that many Powys residents have few alternatives for essential journeys, and are dependent on using the car. At 80%, Wales continues to have the highest proportion of people travelling to work by car compared to the regions of England or Scotland.

Rural areas of Wales are currently not supported despite meeting almost all of the criteria. The scheme must be reconfigured to take into account access to local public transport networks, as well as a guarantee of inclusion of Welsh areas within the scheme. In view of this, Council -

-supports calls for rural Wales to be included in the Rural Fuel Duty Relief scheme;

-presses on HM Treasury to update the criteria for the scheme

-and asks for our Powys MPs to work with other Mid Wales opposition MPs in ensuring a united voice in pressing the case at Westminster.”

In proposing the motion Councillor Vaughan noted that despite Wales being the most car dependent nation of the UK due to poor public transport investment, no part of the country was eligible for the scheme.

By 55 votes to 2 with 1 abstention it was

**RESOLVED that the Council**  
**-supports calls for rural Wales to be included in the Rural Fuel Duty Relief scheme;**  
**-presses on HM Treasury to update the criteria for the scheme**  
**-and asks for our Powys MPs to work with other Mid Wales opposition MPs in ensuring a united voice in pressing the case at Westminster.**

<b>17.</b>	<b>NOTICE OF MOTION - DYDD GWYL DEWI</b>
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Council debated the following motion proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Gary Mitchell.

1. That the Council asks the Cabinet to officially recognise St David's Day by giving a day's leave to its workforce in order to celebrate our Patron Saint's Day on 1 March 2023 and every year thereafter.
2. That the Council calls on the Westminster Government to devolve to Welsh Government the power to create bank holidays for Wales (via the Banking and Financial Dealings Act 1971) – in the same manner as already happens in Scotland and Northern Ireland.

County Councillor Elwyn Vaughan argued that Wales had fewer bank holidays than the rest of Europe and that an additional bank holiday would bring economic benefits.

An amendment was moved by County Councillor David Thomas and seconded by County Councillor Susan McNicholas to delete part 1 of the motion arguing that for the Council to grant staff a day's leave on 1 March 2023 would mean significant extra costs. Council voted on the amendment which was passed by 43 votes to 10 with 1 abstention and became the substantive amendment. Council then voted on the substantive amendment and by 44 votes to 10

**RESOLVED that the Council calls on the Westminster Government to devolve to Welsh Government the power to create bank holidays for Wales (via the Banking and Financial Dealings Act 1971) – in the same manner as already happens in Scotland and Northern Ireland.**

<b>18.</b>	<b>QUESTIONS TO THE PORTFOLIO HOLDER FOR WELSH LANGUAGE FROM COUNTY COUNCILLOR ELWYN VAUGHAN</b>
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The 2011 Census shows that circa 19% of Powys population is fully bilingual ie in Welsh and English.

Yet in March 2022, the Language Commissioner reviewed a 4 week customer survey which showed that of 17 calls made to Powys only 1 stated that a Welsh

service was available, and of the 15 calls answered by staff, only 3 were able to respond fully to the needs of the caller in Welsh.

Furthermore, employment data shows that only 7.59% of Powys staff are fully bilingual in 2021-22 with housing and community development department as low as 5.04%

Yet from April 2021 to March 2022 of the 1,271 jobs advertised, only 64, or 5% showed the need for full bilingualism.

In view of the fact that the authority does not reflect our society, let alone meet its legal obligations, and hence the need for a radical over-all of the situation, what are your proposals to correct this imbalance?

### **Response**

The Workforce and Organisation Design service are undertaking a thorough recruitment review, and the Welsh language will be considered as part of this. The Council has good practices in place already e.g., bilingual job adverts and job descriptions, and the opportunity to apply for any role in Welsh. We carry out selection processes in Welsh and for roles where Welsh is essential we publish these adverts in Welsh only.

As part of the review we will update data on staff Welsh language skills to ensure that it is accurate, and ensure managers consider the Welsh skills needed for a particular vacancy carefully as part of the recruitment process. The Council needs to be mindful of the recruitment challenges we and other local authorities are facing in a range of sectors. It is important that the Welsh language skills of our workforce are enhanced, and that we continue to provide opportunities for future talent applying for our vacancies. We recognise too that we have experienced considerable difficulties recruiting to posts where Welsh language skills are essential, going out to recruitment up to 4 times on occasion to secure recruitment, although New Ways of Working has eased the challenges in some areas relating to this by enabling some categories of employees to work from home.

We understand the importance of Welsh language skills across Powys and are committed to reflecting our communities and the people of Powys. As part of the review we will look at how we can actively encourage applications from Welsh speakers. We will consider how managers can identify roles that may not require Welsh language skills at the point of recruitment, but where there may be a requirement for them to learn some specific work-based Welsh as part of their role. This will make it easier for residents to use Welsh when interacting with us. We proactively advertise Welsh language training opportunities via Aberystwyth University and encourage staff to use Welsh with one another, for example by showing they speak Welsh on their e-mail signature on their building passes and lanyards. We will introduce informal virtual coffee mornings and lunchtime sessions where staff can practise their Welsh. We have spoken to Carmarthenshire County Council about this to learn from their best practice to ensure sessions are focussed and develop practical Welsh language skills staff can use when providing services.

In the longer term, our Welsh in Education Strategic Plan will help to address the imbalance between the percentage of Welsh speakers in the county and those working for us.

In response to Councillor Vaughan's supplementary question about making progress with the cross party group, the Cabinet Member confirmed that she would work with him and other members to move things forward.

**County Councillor G W Ratcliffe (Chair)**

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**COFNODION CYFARFOD COUNTY COUNCIL A GYNHALIWDYD YN NEUADD Y SIR  
/ TRWY ZOOM DYDD GWENER, 22 GORFFENNAF 2022**

**YN BRESENNOL:**

Y Cyngorydd Sir G W Ratcliffe (Cadeirydd)

Y Cynghorwyr Sir B Baynham, D Bebb, M Beecham, S J Beecham, B Breeze, G Breeze, J Berriman, L Brighthouse, A Cartwright, J Charlton, R Church, T Colbert, S Cox, A W Davies, A Davies, B Davies, B Davies, S C Davies, M J Dorrance, D Edwards, J Ewing, L George, J Gibson-Watt, I Harrison, K Healy, H Hulme, P James, A Jones, E A Jones, E Jones, G D Jones, G E Jones, J R Jones, A Kennerley, C Kenyon-Wade, P Lewington, K Lewis, P E Lewis, W Lloyd, I McIntosh, S McNicholas, DW Meredith, C Johnson-Wood, G Mitchell, G Morgan, G Morgan, WD Powell, G Preston, G Pugh, J Pugh, L Rijnenberg, L Roberts, P Roberts, C Robinson, E Roderick, D Selby, D A Thomas, R G Thomas, J Thorp, E Vaughan, C Walsh, J Wilkinson, A Williams a J M Williams

**1. YMDDIHEURIADAU**

Derbyniwyd ymddiheuriadau am absenoldeb gan y Cynghorwyr Sir A Jenner, D H Williams and S L Williams

**2. COFNODION**

Awdurdodwyd y Cadeirydd i lofnodi cofnodion y cyfarfod a gynhaliwyd ar 24 Chwefror, a'r cyfarfodydd a ailgynullwyd ar 3 Mawrth, 3 Mawrth, 3 Ebrill a 26 Mai 2022 yn gofnodion cywir.

**3. DATGANIADAU O FUDDIANT**

Dyweddodd y Swyddog Monitro fod gan bob aelod ddiddordeb personol ond answyddogol yn eitem 10 o Gyflogau, Lwfansau a Threuliau Aelodau ond bod eithriad yng Nghod Ymddygiad yr Aelodau a oedd yn caniatáu i Aelodau siarad a phleidleisio ar yr eitem hon.

Hysbysodd y Swyddog Monitro y Cyngorydd Sir C Walsh nad oedd ganddo fuddiant yn Eitem 15 Hysbysiad o Gynnig - Cau Ysgolion fel mân lywodraethwr yr awdurdod yn Ysgol y Priordy, na chwaith y Cyngorydd Sir I McIntosh gan fod y Cabinet yn gyfrifol am y penderfyniad.

Datganodd y Cyngorydd Sir G Mitchell ddiddordeb personol a rhagfarnus yn eitem 15, Hysbysiad o Gynnig ar Gau Ysgolion.

**4. CYHOEDDIADAU'R CADEIRYDD**

Diolchodd y Cadeirydd i'w Is-gadeirydd am ei gynrychioli yn Nhaith Seiclo Merched Cymru a Phentref y Bobl Ifanc yn y Sioe Frenhinol.

Amlinellodd y swyddogaethau yr oedd wedi eu mynychu gan gynnwys Rali Sir Faesyfed a gorymdaith Gurkha. Roedd wedi cyfarfod â'r Prif Weinidog yn y Sioe Frenhinol ac wedi cynnal cyfarfod croeso yn y Sioe. Roedd wedi cyflwyno gwobr Barcud Aur i Joyce Williams ar achlysur ei phen-blwydd yn 100 oed, Barcud Arian i Rachel Palmer am ei gwaith amgylcheddol ac i Karen a Danny Sherwood a oedd wedi maethu plant am dros 25 mlynedd. Roedd hefyd wedi mynychu digwyddiad i ddiolch i wirfoddolwyr oedd yn rhan o'r rhaglen frechu ac olrhain.

## 5. CYHOEDDIADAU'R ARWEINYDD

Diolchodd yr Arweinydd i staff oedd wedi bod yn rhan o'r broses o sefydlu a chefnogi presenoldeb y Cyngor yn y Sioe Frenhinol. Roedd y Cabinet wedi lansio ei strategaeth ar gyfer y weinyddiaeth newydd a diwygiad i'r strategaeth trawsnewid ysgolion yn y Sioe. Roedd yn falch iawn iddo nodi seremoni torri'r dywarchen ar gyfer yr ysgol newydd yn Ysgol Cedewain. Byddai Ysgol Arbennig Brynllawarch hefyd yn cael ei hailddatblygu. Dywedodd ymhellach y byddai 32 o fflatiau un-ystafell-wely sy'n defnyddio ynni'n effeithlon yn cael eu datblygu ar safle Robert Owen House ac bod datblygiad tai cymdeithasol yn Sarn wedi derbyn canmoliaeth uchel yng ngwobrau Rhagoriaeth Tai yng Nghymru.

Roedd yn falch o ddweud bod Cyngor Sir Powys wedi ymuno â'r rhwydwaith Cynghorau Balch a wnaeth ymrwymo'r Cyngor i gydnabod hawliau LGBTQ+ yn llawn, y cyngor gwledig cyntaf yng Nghymru i wneud hynny. Dywedodd fod y Cabinet yn benderfynol o wella'r ffordd y byddai'n ymgynghori â'r cyhoedd. Dylid ymgynghori â busnesau ar arolwg cyflogaeth a sgiliau ac ar godi tâl cerbydau trydan. Yn olaf, roedd yn falch o nodi bod y Cynllun Strategol y Gymraeg mewn Addysg (CSGA) wedi ei gymeradwyo gan Lywodraeth Cymru, er iddo gydnabod bod mwy i'w wneud a bod y Cabinet yn dymuno bod yn fwy uchelgeisiol yn y ddarpariaeth addysg cyfrwng Cymraeg yn y dyfodol.

## 6. BRIFF Y PRIF WEITHREDWR

Dywedodd y Prif Weithredwr bod Arolygiaeth Gofal Cymru wedi cyhoeddi llythyr a oedd yn gadarnhaol i raddau helaeth, yn dilyn ymweliad arolygu ym mis Mai. Amlinellodd drefniadau dros dro yn dilyn ymadawiad y Cyfarwyddwr Gwasanaethau Cymdeithasol a chynghorodd y byddai'r trefniadau hyn yn cael eu hadolygu ar ôl chwe mis. Diolchodd i drigolion Powys oedd wedi cynnig cartrefi ffoaduriaid Wcráin. Dywedodd ei bod wedi ymweld â staff y Cyngor gan ddarparu cymorth yn y Sioe Frenhinol gan ddiolch i'r holl staff fu'n rhan o'r ymgyrch. Yn olaf, roedd hi wedi mynychu Eisteddfod yr Urdd yn Ninbych ac fe wnaeth hi longyfarch yr holl gyfranogwyr o Bowys. Roedd Powys yn edrych ymlaen at groesawu Eisteddfod yr Urdd i Fachynlleth ym mis Mai 2024.

Fe wnaeth y Cynghorydd Sir Aled Davies groesawu llythyr AGC a diolchodd i'r staff a'r cyn ddeiliad portffolio am eu gwaith o wella'r safonau yn y gwasanaeth.

## 7. ADRODDIAD HUNAN-ASESU BLYNYDDOL

Rhoddodd y Cyngor ystyriaeth i'r adroddiad Hunanasesu Blynyddol cyntaf. Mae'r adroddiad yn ymgorffori monitro blynyddol perfformiad y Cyngor yn erbyn ei

Gynllun Gwella Corfforaethol a'i Amcanion Cydraddoldeb Strategol a rhoddodd olwg gyfannol ar y sefydliad sy'n gweithio tuag at wireddu ei amcanion llesiant. Byddai'r adroddiad yn helpu i lywio'r Cabinet ar sut y gwnaeth ddarparu gwasanaethau ac yn helpu'r pwyllgor Craffu i ganolbwyntio ar y meysydd sydd i'w hadolygu ymhellach. Diolchodd yr Arweinydd i'r swyddogion ac i'r aelodau fu'n rhan o'i gynhyrchu. Mewn ymateb i gwestiwn aelod, cadarnhawyd y byddai fersiwn dwyieithog hawdd ei ddarllen yn cael ei lunio. Cafodd ei gynnig gan y Cyngorydd Sir Michael Williams a'i eilio gan y Cyngorydd Sir Elwyn Vaughan, ac o 63 pleidlais i 0

## **PENDERFYNWYD**

- 1. Bod y Cyngor o'r farn bod yr adroddiad wedi'i gyflwyno, a'i fod yn fodlon bod y meini prawf canlynol wedi'u bodloni:**
  - Bod yr Adroddiad Hunanasesu yn cyflawni rhwymedigaethau'r Awdurdod o dan Ddeddf Llywodraeth Leol ac Etholiadau (Cymru) 2021.**
  - Bod y casgliadau a gyflwynwyd yn yr Adroddiad Hunanasesu yn cael eu hystyried yn gorfforaethol i fod yn werthusiad teg a chywir o berfformiad yr Awdurdod yn 2021/22.**
  - Bod yr adroddiad hunanasesu yn cynnig darlun agored, cytbwys, a realistig o gyflawniadau a heriau'r Cyngor dros y flwyddyn flaenorol.**
- 2. Bod y ddogfen yn glir ac yn darparu'r lefel gywir o wybodaeth i'w gwneud yn ystyrlon ac yn berthnasol i bob cynulleidfa.**

Gadawodd y Cyngorydd Sir William Powell y cyfarfod am 11.20.

<b>8.</b>	<b>ADRODDIAD SEFYDLOGRWWYDD Y FARCHNAD AR Y GWASANAETHAU CYMDEITHASOL 2022</b>
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Ystyriodd y Cyngor adroddiad Sefydlogrwydd y Farchnad ar gyfer Gwasanaethau Cymdeithasol ar gyfer 2022. Nododd yr adroddiad heriau yn y farchnad a chynigion i gamau gweithredu gael eu cymryd yn y blynyddoedd i ddod. Byddai'r adroddiad yn helpu'r Cyngor a Bwrdd Iechyd Addysgu Powys i ddeall y farchnad gofal cymdeithasol Powys yn well ac i gynllunio ar gyfer darpariaeth i'r dyfodol.

Prif themâu'r adroddiad oedd pwysau ar gapasiti'r gweithlu a oedd wedi gwaethygu oherwydd y galw cynyddol am wasanaethau yn ystod y pandemig, effaith newid demograffeg ac effaith gronnydd cyfyngiadau parhaus ar y gyllideb.

Pwysleisiodd Aelod Cabinet Cenedlaethau'r Dyfodol bwysigrwydd darparu gwasanaethau yn y Gymraeg, ac fe wnaeth hi gydnabod y rôl hanfodol oedd yn cael ei chwarae gan ofalwyr a'r trydydd sector. Fe amlinellodd y swyddogion y gefnogaeth a roddwyd i ofalwyr.

Byddai'r adroddiad yn cael ei gyflwyno i Fwrdd Iechyd Addysgu Powys, y Bwrdd Partneriaeth Rhanbarthol a Llywodraeth Cymru. Byddai'n cael ei ddefnyddio i

gynllunio darpariaeth gwasanaethau yn y dyfodol drwy'r cynlluniau ardal a'r strategaethau comisiynu. Dywedodd yr Arweinydd mai ei flaenoriaeth oedd dilyn yr agenda integreiddio gyda'r Bwrdd Iechyd yn fuan.

Cafodd yr adroddiad ei gynnig gan y Cyngorydd Sir Sian Cox ac eiliwyd ef gan y Cyngorydd Sir Edwin Roderick, ac yn unfrydol

**PENDERFYNWYD nodi'r adroddiad.**

<b>9.</b>	<b>TROSGLWYDDIADAU REFENIW</b>
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Rhoddodd y Cyngor ystyriaeth i ddau drosglwyddiad yn y Gronfa Wrth Gefn Amnewid Cerbydau:

- Nododd y Gwasanaethau Rheoli Fflyd danwariant o £1,054,400 yn erbyn tâl dibrisiant Gofynnodd y gwasanaeth i ddefnyddio'r tanwariant hwn gyda chyfraniad ychwanegol at y gronfa gyfnewid cerbydau er mwyn cynorthwyo i reoli'r pwysau cynyddol ar y gronfa drafnidiaeth sy'n deillio o chwyddiant sylweddol ar gostau prynu. Lle bo modd, byddai'r cyllid hwn yn cael ei ddefnyddio i brynu cerbydau "gwyrdd"
- Roedd y Gwasanaethau Rheoli Fflyd wedi creu £226,086 o incwm o werthu cerbydau/offer, ac wedi gofyn am drosglwyddo hyn i gronfa wrth gefn amnewid cerbydau er mwyn ei ddefnyddio i ariannu prynu cerbydau a/neu offer yn y dyfodol. Lle bo modd, byddai'r cyllid hwn yn cael ei ddefnyddio i brynu cerbydau "gwyrdd"

Holodd Aelodau am bwysau staffio yng ngwasanaeth HTR oedd wedi arwain at rywfaint o oedi wrth gasglu gwastraff Fe wnaeth y Cyfarwyddwr Gweithredol yr Economi a'r Amgylchedd gynghori bod y gwasanaeth yn ceisio rheoli hyn gyda staff asiantaeth a thrwy recriwtio staff Gofynnodd yr Aelod Cabinet Powys fwy gwyrdd i Aelodau gysylltu â hi os methwyd casgliadau

Cafodd ei gynnig gan y Cyngorydd Sir Michael Williams a'i eilio gan y Cyngorydd Sir Gareth E Jones, ac yn unfrydol

**PENDERFYNWYD cymeradwyo'r taliadau a nodir yn yr adroddiad**

<b>10.</b>	<b>LWFANSAU A THREULIAU AELODAU 2021-22</b>
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Atgoffodd Pennaeth y Gwasanaethau Cyfreithiol a Democrataidd yr aelodau fod ganddynt fuddiant yn yr eitem hon ond bod goddefeb yn bodoli a oedd yn caniatáu iddynt siarad a phleidleisio arno.

Derbyniodd y Cyngor yr adroddiad a oedd yn nodi'r symiau a dalwyd ac a adalwyd i Aelodau ac Aelodau Cyfetholedig yn ystod blwyddyn dreth 2021-22, mewn cyflogau a threuliau.

Cafodd ei gynnig gan y Cyngorydd Sir Les George a'i eilio gan y Cyngorydd Sir Michael Williams, ac yn unfrydol

**PENDERFYNWYD nodi'r adroddiad.**

**11. AELODAETH O'R PWYLLGOR**

Nododd y Cyngor benodiadau a wnaed i bwyllgorau gan grwpiau gwleidyddol ers y cyfarfod diwethaf. Fe wnaeth Pennaeth y Gwasanaethau Cyfreithiol a Democrataidd ein hysbysu o un camgymeriad yn yr adroddiad, ar dudalen 383 o'r pecyn, gan nodi nad oedd swydd wag Geidwadol ar y Pwyllgor Deddf Trwyddedu 2003. Dywedodd ymhellach fod y Cynghorydd Sir Corrina Kenyon-Wade wedi ei phenodi i'r Pwyllgor Craffu Iechyd a Gofal gan y Democratiaid Rhyddfrydol. Fe fyddai'n edrych eto ar y niferoedd ar y Pwyllgor Craffu Iechyd a Gofal gan nad oedd grŵp y Democratiaid Rhyddfrydol yn credu bod ganddyn nhw le arall i'w lenwi. Roedd Pennaeth y Gwasanaethau Cyfreithiol a Democrataidd wedi'u hawdurdodi gan arweinwyr grŵp i fynd at aelodau nad ydynt yn cydweithio â nhw i lenwi swyddi gwag ar bwyllgorau.

Cafodd ei gynnig gan y Cynghorydd Sir Les George a'i eilio gan y Cynghorydd Sir Michael Williams, ac yn unfrydol

**PENDERFYNWYD nodi penodiad aelodau i bwyllgorau.**

**12. PENODI AELOD ANNIBYNNOL (LLEYG) AR Y PWYLLGOR SAFONAU**

Ystyriodd y Cyngor adroddiad ar benodi aelod annibynnol (lleyg) o'r Pwyllgor Safonau. Yn dilyn cyfweiliad gan banel o apwyntiadau, roedd y panel wedi argymhell penodi Mr Jonathan Goolden.

Fe'i cynigiwyd gan y Cynghorydd Sir Les George a'i eilio gan y Cynghorydd Sir Elwyn Vaughan, ac yn unfrydol

**PENDERFYNWYD penodi Mr Jonathan Goolden yn Aelod Annibynnol (Lleyg) am gyfnod o 6 mlynedd o 22 Gorffennaf 2022.**

**13. PENODI CYNGHORWYR I GYRFF ALLANOL**

Ymddiriedolaeth Pritchard

Cynigiwyd ef gan y Cynghorydd Sir Gareth E Jones a'i eilio gan y Cynghorydd Sir Michael Williams, ac yn unfrydol

**PENDERFYNWYD y byddai'r Cynghorydd Sir Jeremy Pugh yn cael ei benodi i Ymddiriedolaeth Pritchard**

Ymddiriedolaeth Evans

Cafodd ei gynnig gan y Cyngorydd Sir Gareth E Jones a'i eilio gan y Cyngorydd Sir Claire Johnson-Wood, ac yn unfrydol

**PENDERFYNWYD penodi'r Cyngorydd Sir Jeremy Pugh i Ymddiriedolaeth Pritchard**

Cymdeithas Lluoedd Wrth Gefn a Chadlanciau Cymru

Cafodd ei gynnig gan y Cyngorydd Sir Les George a'i eilio gan y Cyngorydd Sir Michael Williams, ac yn unfrydol

**PENDERFYNWYD penodi'r Cyngorydd Sir Gareth Ratcliffe i Gymdeithas Lluoedd Wrth Gefn a Chadlanciau Cymru**

Bwrdd Canolfan Celfyddydau Wyeside

Cynigiwyd y Cyngorydd Sir Corrina Kenyon-Wade gan y Cyngorydd Sir Richard Church ac fe'i heiliwyd gan y Cyngorydd Sir Les George, a chynigiwyd y Cyngorydd Sir Little Brighouse gan y Cyngorydd Sir Pete Roberts a'i heilio gan y Cyngorydd Sir Josie Ewing, ac yn unfrydol

**PENDERFYNWYD penodi'r Cyngorydd Sir Corrina Kenyon-Wade a'r Cyngorydd Sir Little Brighouse i Fwrdd Canolfan Celfyddydau Wyeside**

**14. CAIS AM ETHOLIAD GAN GYNGOR TREF Y DRENEWYDD**

Fe wnaeth y cyngor ystyried cais gan Gyngor Tref Y Drenewydd bod etholiad yn cael ei gynnal am ddwy swydd wag yn ward De'r cyngor tref. Byddai hyn yn galluogi'r Cyngor Tref i gyfethol pobl i bedair sedd wag arall.

Daeth y cynnig gan y Cyngorydd Sir Michael Williams a'i eilio gan y Cyngorydd Sir Elwyn Vaughan ac o 59 pleidlais i 0,

**PENDERFYNWYD gwneud Gorchymyn Etholiad Cyngor Tref y Drenewydd (Ward Ddeheuol) 2022 fel y manylwyd yn Atodiad A yr adroddiad.**

**15. HYSBYSIAD O GYNNIG - CAU YSGOLION**

Datganodd y Cyngorydd Sir Gary Mitchell ddiddordeb personol a rhagfarnus yn yr eitem hon a gadawodd y cyfarfod tra'r oedd yn cael ei ystyried.

Rhoddodd y Cyngor ystyriaeth i'r cynnig canlynol a gynigiwyd gan y Cyngorydd Sir Iain McIntosh ac a eiliwyd gan y Cyngorydd Sir Karl Lewis:

“Dechreuodd y rhaglen bresennol ar gau ysgolion Cymru pan oedd gweinyddiaeth flaenorol Llywodraeth Cymru dan Lafur a'r Democratiaid Rhyddfrydol mewn grym, gyda Kirsty Williams AS yn Weinidog Addysg. Ers hynny, mae awdurdodau lleol ledled Cymru wedi gwneud penderfyniadau i gau

ysgolion cynradd. Mae'r tair ysgol ganlynol bellach yn wynebu gorfod cau ym Mhowys:

Ysgol Gynradd Gymunedol Cradog  
Ysgol Gynradd Gymunedol Llanfihangel Rhydieithon  
Ysgol yr Eglwys yng Nghymru Llanbedr

Yn ystod y broses o gau'r ysgolion, aeth y cynigion i gau'r tair ysgol uchod drwy'r pwyllgor Craffu Dysgu a Sgiliau, dan gadeiryddiaeth y Cynghorydd Pete Roberts o'r Democratiaid Rhyddfrydol.

Ar 8 Rhagfyr cyfarfu'r grŵp craffu Dysgu a Sgiliau i ystyried cau Ysgol Gynradd Gymunedol Cradog; [2021-12-08 Argymhellion Craffu i'r Cabinet - Cradog a Mount Street v2.pdf \(modern.gov.co.uk\)](#). Ni wnaeth y cadeirydd unrhyw wrthwynebiadau i'r cynnig a chyflwynodd arsylwadau gyda phedwar argymhelliad ychwanegol.

Ar 22 Medi bu'r grŵp craffu Dysgu a Sgiliau yn cwrdd i ystyried cau Ysgol Gynradd Gymunedol Llanfihangel Rhydithon; [2021-09-22 Argymhellion Craffu i'r Cabinet - Llanfihangel Rhydithon v2.pdf \(modern.gov.co.uk\)](#). Ni wnaeth y cadeirydd unrhyw wrthwynebiadau i'r cynnig a chyflwynodd arsylwadau yn cynnwys y sylw "Roedd y pwyllgor yn fodlon bod modd cyfiawnhau mwyafrif y dadleuon a nodwyd yn y ddogfen ar bob sail."

Ar 4 Medi bu'r grŵp craffu Dysgu a Sgiliau yn cwrdd i ystyried cau Ysgol yr Eglwys yng Nghymru Llanbedr; [2021-11-04 Argymhellion Craffu i'r Cabinet - Llanbedr v2.pdf \(modern.gov.co.uk\)](#). Ni wnaeth y cadeirydd unrhyw wrthwynebiadau i'r cynnig a chyflwynodd arsylwadau yn cynnwys y sylw "Doedd dim argymhellion gan y grŵp craffu i'r cabinet."

Er gwaethaf boddhad ymddangosiadol cadeirydd y pwyllgor Craffu Dysgu a Sgiliau gyda'r tri chynnig i gau ysgolion cynradd, fe ymgyrchodd ac ymrwymodd ymgeiswyr y Democratiaid Rhyddfrydol Cymreig, sef gweinyddiaeth newydd Cyngor Sir Powys, i wrthdroi cau ysgolion cynradd ym Mhowys yn ystod ymgyrch etholiadol y Cyngor Sir yn ddiweddar:

Ar 29 Ionawr 2022, 13 Chwefror 2022 a 14 Mai 2022, ymunodd nifer o ymgeiswyr, Cynghorwyr ac aelodau Cabinet presennol y Democratiaid Rhyddfrydol â thrigolion Powys ar deithiau protest a diwrnodau ymgyrchu i ymladd yn erbyn cau'r tair ysgol uchod. Ar 23 Ionawr 2022, ymunodd sawl ymgeisydd Llafur, cynghorwyr ac aelod o'r Cabinet presennol â thrigolion Powys ar daith gerdded mewn protest i ymladd yn erbyn cau Ysgol Gynradd Cradog, Ysgol Fabanod Mount Street ac Ysgol Gynradd Mount Street Yn ystod cyfnod ymgyrchu etholiadol y Cyngor Sir eleni, rhoddodd ymgeiswyr y Democratiaid Rhyddfrydol a Llafur wybod i drigolion Powys, trwy ddeunyddiau ymgyrchu, y cyfryngau cymdeithasol, a sgysiau ar stepen y drws y byddent yn atal cau'r tair ysgol uchod pe baent yn cael eu hethol, ac yn rheoli'r awdurdod hwn. Ers ymgyrdd â rheolaeth o'r awdurdod hwn fis Mai, mae'r weinyddiaeth newydd wedi methu â chyflawni eu hymrwymiad i drigolion Powys. Yn hytrach, mae'r Arweinydd wedi cyhoeddi y bydd cau ysgolion Llanfihangel Rhydithon a Llanbedr yn cael eu gohirio am un flwyddyn galendr, gan gynnig gobaith ffug i rieni, athrawon, a phlant, wrth i swyddogion y cyngor gadarnhau y bydd y ddwy ysgol yn dal yn cau.

Bellach mae'r Arweinydd ac aelodau newydd y Cabinet wedi datgelu cynlluniau i fwrw ymlaen â'r cynnig i gau Ysgol CP Cradog, gan fynd yn erbyn ymrwymïadau a wnaed i bob preswlydd, athro, rhiant a phlentyn ym Mhowys.

Mae'r cyngor yma felly yn galw ar weinyddiaeth newydd Cyngor Sir Powys i:

Gadw Ysgol CP Cradog ar agor.

Peidio â chynnig cau Ysgol CP Cradog eto yn ystod y tymor pum mlynedd nesaf."

Dadl y Cynghorydd Sir McIntosh oedd y dylai'r Cyngor, yn hytrach na chau ysgolion bach gwledig, fod yn dal Llywodraeth Cymru i gyfrif am ei osod yn y sefyllfa yma. Dywedodd nad oedd tystiolaeth bod ysgolion mwy yn well ar gyfer addysg plant. Roedd yn cwestiynu'r costau a ddarparwyd gan y byddai ysgol Cradog yno am bedair blynedd arall p'un a fyddai'r cynnig yn cael ei basio ai peidio, a byddai angen gwario arian ar ystafelloedd dosbarth symudol newydd.

Roedd y Cynghorydd Sir Pete Roberts yn herio'r honiad mai ef yn bersonol oedd yn gyfrifol am sylwadau'r Pwyllgor Craffu Dysgu a Sgiliau yn y rhagymadrodd i'r cynnig, gan mai ei rôl ef oedd adrodd ar sylwadau'r pwyllgor pan oedd yn Gadeirydd y Pwyllgor hwnnw. Dadleuodd ei fod yn gamarweiniol i beidio â chynnwys y cofnod llawn a oedd yn ymwneud ag Ysgol CP Llanfihangel Rhydieithon yn y rhagair, sef "Roedd y Pwyllgor yn fodlon bod modd cyfiawnhau'r rhan fwyaf o'r dadleuon a nodwyd yn y ddogfen ar bob sail, ac eithrio'r rheiny mewn perthynas â ffederasiwn a'r Gymraeg." Dadleuodd, pe bai'r cynnig yn cael ei basio, na ellid ffederaleiddio na rhoi'r ysgol mewn clwstwr waeth beth fo'r amgylchiadau. Dadleuodd ei bod yn hanfodol barnu pob cynnig yn ôl ei deilyngdod

Collwyd y cynnig o 14 pleidlais i 41, gyda 4 yn ymatal.

Dychwelodd y Cynghorydd Sir Gary Mitchell i'r cyfarfod.

<b>16.</b>	<b>HYSBYSIAD O GYNNIG - CYNLLUN RHYDDHAD TRETH TANWYDD GWLEDIG</b>
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Trafododd y Cyngor y cynnig canlynol a gafodd ei gynneg gan y Cynghorydd Sir Elwyn Vaughan a'i eilio gan Y Cynghorydd Sir Bryn Davies.

"Mae seilwaith trafndiaeth gyhoeddus wael yn anffodus yn golygu nad oes gan lawer o drigolion Powys fawr o ddewis wrth fynd ar siwrneiau hanfodol, ac maen nhw'n ddibynnol ar ddefnyddio'r car. Cymru sy'n parhau i fod â'r gyfran uchaf o bobl yn teithio i'r gwaith mewn car (80%) o'i gymharu â rhanbarthau Lloegr neu'r Alban.

Ar hyn o bryd 'dyw ardaloedd gwledig Cymru ddim yn cael cefnogaeth er iddyn nhw fodloni bron pob un o'r meini prawf. Rhaid ad-drefnu'r cynllun er mwyn ystyried mynediad at rwydweithiau trafndiaeth gyhoeddus leol, yn ogystal â gwarant y bydd ardaloedd yng Nghymru'n cael eu cynnwys o fewn y cynllun. O ystyried hyn, mae'r Cyngor -



- yn cefnogi galwadau i gynnwys y Gymru wledig yn y cynllun Rhyddhad Dyletswydd Tanwydd Gwledig;
- yn pwysu ar Drysorlys EM i ddiweddarau meini prawf y cynllun
- ac yn gofyn i'n ASau ym Mhowys gydweithio gydag ASau eraill o'r gwrthbleidiau yn y Canolbarth gan sicrhau llais unedig wrth bledio'r achos yn San Steffan."

Wrth gynnig y cynnig hwn, fe wnaeth y Cyngorydd Vaughan nodi, er mai Cymru yw'r genedl sydd fwyaf dibynnol ar geir yn y DU oherwydd buddsoddiad gwael mewn trafndiaeth gyhoeddus, nad oes unrhyw ran o'r wlad yn gymwys ar gyfer y cynllun.

O 55 pleidlais i 2, gydag 1 yn ymatal,

**PENDERFYNWYD bod y Cyngor**

- yn cefnogi galwadau i gynnwys y Gymru wledig yn y cynllun Rhyddhad Dyletswydd Tanwydd Gwledig;
- yn pwysu ar Drysorlys EM i ddiweddarau meini prawf y cynllun
- ac yn gofyn i ASau ym Mhowys weithio gydag ASau eraill o'r gwrthbleidiau yn y Canolbarth gan sicrhau llais unedig wrth bwysu ar yr achos yn San Steffan.

<b>17. HYSBYSIAD O GYNNIG - DYDD GWYL DEWI</b>
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Trafododd y Cyngor y cynnig canlynol a gafodd ei gynnig gan y Cyngorydd Sir Elwyn Vaughan a'i eilio gan y Cyngorydd Sir Gary Mitchell.

1. Bod y Cyngor yn gofyn i'r Cabinet gydnabod Dydd Gŵyl Dewi yn swyddogol trwy roi diwrnod o wyliau i'w weithlu er mwyn dathlu Dydd ein Nawddsant ar 1 Mawrth 2023 a phob blwyddyn wedi hynny.
2. Bod y Cyngor yn galw ar Lywodraeth San Steffan i ddatganoli i Lywodraeth Cymru y pŵer i greu gwyliau banc i Gymru (drwy'r Ddeddf Bancio a Delio Ariannol 1971) - yn yr un modd ag sy'n digwydd eisoes yn Yr Alban a Gogledd Iwerddon.

Dadl y Cyngorydd Sir Elwyn Vaughan oedd bod gan Gymru lai o wyliau banc na gweddill Ewrop a bod gwyl banc ychwanegol yn dod â manteision economaidd.

Cafodd gwelliant ei gynnig gan y Cyngorydd Sir David Thomas a'i eilio gan y Cyngorydd Sir Susan McNicholas i ddileu rhan 1 o'r cynnig gan ddadlau y byddai'r Cyngor i roi diwrnod o wyliau i staff ar 1 Mawrth 2023 yn golygu costau ychwanegol sylweddol. Pleidleisiodd y Cyngor ar y gwelliant ac fe gafodd ei basio o 43 pleidlais i 10, gydag 1 yn ymatal, a daeth yn welliant sylweddol. Yna fe wnaeth y Cyngor bleidleisio ar y gwelliant sylweddol, ac o 44 pleidlais i 10

**PENDERFYNWYD bod y Cyngor yn galw ar Lywodraeth San Steffan i ddatganoli i Lywodraeth Cymru y pŵer i greu gwyliau banc i Gymru (drwy'r Ddeddf Bancio a Delio Ariannol 1971) -**

**yn yr un modd ag sy'n digwydd eisoes yn Yr Alban a Gogledd Iwerddon.**

<b>18.</b>	<b>CWESTIYNAU I AELOD PORTFFOLIO'R CABINET Â CHYFRIFOLDEB AM Y GYMRAEG GAN Y CYNGHORYDD SIR ELWYN VAUGHAN</b>
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Mae Cyfrifiad 2011 yn dangos bod tua 19% o boblogaeth Powys yn gwbl ddwyieithog, h.y. yn y Gymraeg a'r Saesneg.

Eto, ym mis Mawrth 2022, adolygodd y Comisiynydd Iaith arolwg cwsmer 4-wythnos oedd yn dangos, o blith 17 galwad a wnaed i Bowys dim ond 1 a oedd yn nodi bod gwasanaeth Cymraeg ar gael, ac o'r 15 galwad a atebwyd gan staff, dim ond 3 oedd yn gallu ymateb yn llawn i anghenion y galwr yn Gymraeg.

Yn ogystal â hyn, mae data cyflogaeth yn dangos mai dim ond 7.59% o staff Powys sy'n gwbl ddwyieithog yn 2021-22, ac mae'r gyfran yn yr adran tai a datblygu cymunedol cyn lleied â 5.04%

Eto, o fis Ebrill 2021 i fis Mawrth 2022 o'r 1,271 o swyddi a gafodd eu hysbysebu, dim ond 64, neu 5%, oedd yn dangos yr angen am ddwyieithrwydd llawn.

O ystyried y ffaith nad yw'r awdurdod yn adlewyrchu ein cymdeithas, heb sôn am gyflawni ei rwymedigaethau cyfreithiol, ac felly bod angen ailwampio'r sefyllfa, beth yw eich cynigion i gywiro'r anghydbwysedd hwn?

### **Ymateb**

Mae'r gwasanaeth Cynllunio'r Gweithlu a Threfniadaeth yn cynnal adolygiad recriwtio trylwyr, a bydd y Gymraeg yn cael ei hystyried fel rhan o hyn. Mae gan y Cyngor arferion da ar waith yn barod e.e., hysbysebion swyddi dwyieithog a disgrifiadau swydd, a'r cyfle i wneud cais am unrhyw rôl yn y Gymraeg. Rydym yn cynnal prosesau dethol yn y Gymraeg ac am rolau lle mae'r Gymraeg yn hanfodol rydym yn cyhoeddi'r hysbysebion hyn yn y Gymraeg yn unig.

Fel rhan o'r adolygiad byddwn yn diweddarau data ar sgiliau Cymraeg staff er mwyn sicrhau ei fod yn gywir, ac yn sicrhau bod rheolwyr yn ystyried y sgiliau Cymraeg sydd eu hangen ar gyfer swydd wag benodol yn ofalus fel rhan o'r broses recriwtio. Mae angen i'r Cyngor fod yn ymwybodol o'r heriau recriwtio rydyn ni ac awdurdodau lleol eraill yn eu hwynebu mewn amrywiaeth o sectorau. Mae'n bwysig gwella sgiliau Cymraeg ein gweithlu, a'n bod yn parhau i ddarparu cyfleoedd i dalent yn y dyfodol wrth ymgeisio am ein swyddi gwag. Rydym yn cydnabod hefyd ein bod wedi profi anawsterau sylweddol wrth recriwtio i swyddi lle mae sgiliau Cymraeg yn hanfodol, gan fynd allan i recriwtio hyd at 4 gwaith ambell waith i sicrhau recriwtio, er bod Ffyrdd Newydd o Weithio wedi lliniaru'r heriau mewn rhai meysydd sy'n ymwneud â hyn drwy alluogi rhai categorïau o weithwyr i weithio gartref.

Rydym yn deall pwysigrwydd sgiliau iaith Gymraeg ledled Powys ac rydym wedi ymrwmo i adlewyrchu ein cymunedau a phobl Powys. Fel rhan o'r adolygiad, byddwn ni'n edrych ar sut y gallwn ni fynd ati i annog ceisiadau gan siaradwyr Cymraeg. Byddwn ni'n ystyried sut y gall rheolwyr adnabod rolau na fyddant yn

gofyn am sgiliau Cymraeg ar y pwynt recriwtio o bosib, ond lle efallai bydd gofyn iddyn nhw ddysgu rhywfaint o Gymraeg penodol yn y gweithle fel rhan o'u rôl. Bydd hyn yn ei gwneud hi'n haws i drigolion ddefnyddio'r Gymraeg wrth ryngweithio â ni.

Rydym yn hysbysebu cyfleoedd hyfforddi'r Gymraeg yn rhagweithiol trwy Brifysgol Aberystwyth ac yn annog staff i ddefnyddio'r Gymraeg gyda'i gilydd, er enghraifft trwy ddangos eu bod yn siarad Cymraeg am eu llofnod e-bost ar eu pasys adeilad a'u laniard. Byddwn ni'n cyflwyno boreau coffi rhithwir anffurfiol a sesiynau amser cinio lle gall staff ymarfer eu Cymraeg.

Rydym wedi siarad â Chyngor Sir Gâr am hyn i ddysgu o'u harfer gorau i sicrhau bod sesiynau'n canolbwyntio a datblygu staff sgiliau Cymraeg ymarferol y gall staff eu defnyddio wrth ddarparu gwasanaethau.

Yn y tymor hirach, bydd ein Cynllun Strategol Cymraeg mewn Addysg yn ein cynorthwyo i fynd i'r afael â'r anghydbwysedd rhwng canran y siaradwyr Cymraeg yn y sir a'r rhai sy'n gweithio i ni.

Mewn ymateb i gwestiwn atodol y Cyngorydd Vaughan ynglŷn â gwneud cynnydd gyda'r grŵp trawsbleidiol, cadarnhaodd yr Aelod Cabinet y byddai'n gweithio gydag ef ac aelodau eraill i symud pethau ymlaen.

Y Cyngorydd Sir **G W Ratcliffe (Cadeirydd)**

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# 7.1

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
13 October 2022

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

**SUBJECT:** Question from Patrick Edwards

**Is the council going to refund council tax to council tax payers for the greatly diminished services it provided during the Covid-19 pandemic, especially as the Government paid 80% of many council workers' wages through the furlough scheme?**

### **Response**

The amount of Council Tax charged for a financial year is calculated in accordance with the Local Government Finance Act 1992. The annual charge is a contribution to the overall running costs of the Council to delivery both its statutory and non-statutory services. The charge is not linked specifically to the services received or used by an individual taxpayer.

The Council faced significant pressure through the covid period and although some services ceased or were limited for a time, most continued to be delivered, many had to adapt to different ways of working in order to keep employees and service users safe. Schools delivered hubs to support the children of key workers, and delivered online teaching for pupils, Care staff continued to deliver care services to residents in need, social workers continued to support older people and children and Waste collection services were maintained.

Where services did stop, staff were redeployed to undertake other duties such things as welfare calls to our vulnerable residents, track and trace support, enforcement work and other areas where pressure on the council's services increased.

All Councils in Wales were required to assist Welsh Government taking on additional responsibilities through Covid to support the public and businesses. We distributed £114m of business grants making 17,961 payments and rate relief schemes, 7,952 carers payments were issued, self-isolation and free school meal payments were administered, alongside several other in schemes.

Services like Waste collection, Homelessness and Social Care had to address front line staff absences through Covid as well as respond to significantly increased demands. For many months the council operated at "business critical" level

because the demands to support the public and the Welsh Governments response were so great.

The pandemic impacted significantly on the Councils finances, additional costs and loss of income was set to push the council into a significant deficit even after fully utilising the funding we receive annually from Welsh government and collect through Council Tax. We did draw support from the government furlough scheme for the limited number of staff we were unable to redeploy, but we also drew down £29,743 million from the Welsh Government Covid hardship fund which enabled us to balance the budget.

# 7.2

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
13 October 2022

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

**SUBJECT:** Question from Catherine Evans

**Schoolchildren have been disproportionately affected by COVID lockdowns and variable provision by schools. Additional PD days to facilitate planning for the new curriculum have further impacted learners.**

**Will PCC be offering learners their full entitlement to 190 school days per year from now on?**

### **Response**

Schools are required to be open to pupils for 190 days in an academic year or 380 sessions by the Education (School Day and School Year) (Wales) (Amendment) Regulations 2006.

All schools in Wales operate according to the [School Teachers' Pay and Conditions \(Wales\) Document](#) (STPCD(Wales)) which states that a classroom teacher can be directed by the headteacher to work for up to a maximum of 1,265 hours over 195 days of the year.

A maximum of 190 days involve teaching pupils/students, the remainder being non-teaching days to undertake other duties related to the role of a teacher. These are often known as in-service training days (INSET). In compliance with these regulations, the Powys school term dates and planned non-pupil (INSET) are published on the Powys CC website: [School Term Dates - Powys County Council](#)

[Additional national INSET days 2022 to 2025 | GOV.WALES](#))

### **The Welsh Government are currently consulting on:**

- whether there should be an additional national professional learning INSET day during the 2022 to 2023, 2023 to 2024 and 2024 to 2025 academic years to support the profession with the roll-out of Curriculum for Wales, Additional Learning Needs (ALN) reform and equity in education

- whether schools should be given flexibility on the timing of the additional INSET day
- whether it should be mandated that any additional INSET day is used wholly or partly to deliver professional learning to support delivery of our priorities for the education system in Wales

[Additional national INSET days 2022 to 2025 \(smartsurvey.co.uk\)](https://smartsurvey.co.uk)



# 7.3

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
13 October 2022

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

**SUBJECT:** Question from Peter Hindley

**Do Powys CC plan to use its discretionary powers to remove the additional council tax liability, that will apply to many farm holiday cottage properties as a result of recent legislation?**

### **BACKGROUND:**

***Recent Legislation:*** Purpose designed Farm Holiday Cottages, typically conversions of redundant farm buildings, have been included under the Welsh Governments recent legislation aimed at combatting second homes.

You may be shocked to learn that Welsh Government has the ability to include businesses that by definition are not second homes and not housing. Nonetheless the legislation has now passed.

Many of these long-standing and successful family businesses will have their livelihoods destroyed and be forced to re-purpose their properties to alternative commercial uses as a result of this legislation.

***Impact on Housing:*** In line with the Local Development Plan these properties are prevented by planning conditions from being used as permanent accommodation. As such, these properties actively protect pressures on local housing by accommodating visitors in non-domestic property.

When these properties are re-deployed away from holiday letting all those visitor nights will be displaced to local housing, placing greater demands on house prices and availability of rented accommodation.

***No Choice:*** To illustrate the impact of the legislation on a typical business with 5 Farm-Cottage Holiday lets: The business will face 5 new Council Tax bills, in addition to the owner's current council tax bill on their domestic-use element of the site.

This not only places an additional operating cost on the business, impacting viability and the ability to compete, it also places blight on the property. Their home would have a total of 6 council tax bills making it unsaleable or significantly devaluing their property. Clearly owners will need to avoid that outcome. Hence many of these 'kind to local housing' holiday lets will be

lost. Creating no additional domestic housing and transferring visitor demand to place more pressures on local housing.

***Removal of the Council Tax Liability:*** Over 90% of all self-catering properties on the non-domestic rating list in Wales have benefitted from 100% small business rate relief for many years. Therefore removal of council tax liability on farm holiday cottages is not unreasonable.

If required, this can be achieved in a revenue neutral manner by adjustments to Premium Council Tax policy.

***Influencing Make-up of Holiday Accommodation in Powys:*** Please consider Powys CC's ability to influence the future make up of holiday accommodation in the county. After the huge growth in AirBnB style accommodation over recent years the new legislation is likely to cause, perhaps a 30% reduction in self-catering accommodation (that is the aim after all).

Powys CC has the ability to influence whether Farm Holiday Cottage accommodation is part of the 30% reduction or whether it is saved. Common sense would suggest these types of property should be advantaged by legislation, due to their community benefit, rather than impacted. If you would like a better understanding of why many of these businesses will not meet the new criteria, information is available here:

<https://www.responsiblecottages.co.uk/protect-welsh-farm-cottages-white-paper>

Note a similar argument also exists for all planning restricted properties and for many annexes.

***Fair Play:*** It is plainly unfair to sweep Farm Holiday Cottage businesses into the same pot as second homes. Welsh Government has placed the responsibility to address this squarely onto Local Authorities through the use of your discretionary powers.

## **Response**

The Council has not yet fully considered its position in this regard. We do not at this time have sufficient information to understand the number of properties that are impacted by the change of legislation which may fall into Council Tax Liability or whether any exemptions already exist that reduces the liability for property owners.

Under section 13A of the Local Government Finance Act 1992, a Local Authority has discretionary powers to reduce the council tax liability by an amount as the Local Authority deems appropriate.

The Councils Section 13a discretionary scheme does not currently include properties where planning conditions limit the use to holiday lets.

The Council must consider the full financial implications in awarding any discounts other than those currently available under the statutory legislation and the financial burden of Section 13a discounts has to be met 100% by the Council so is funded

through the Council Tax collected from other taxpayers. The council has to consider all of its Council Tax payers in awarding discretionary discount.

Once we do have sufficient information available we can make an informed decision as to how to proceed.

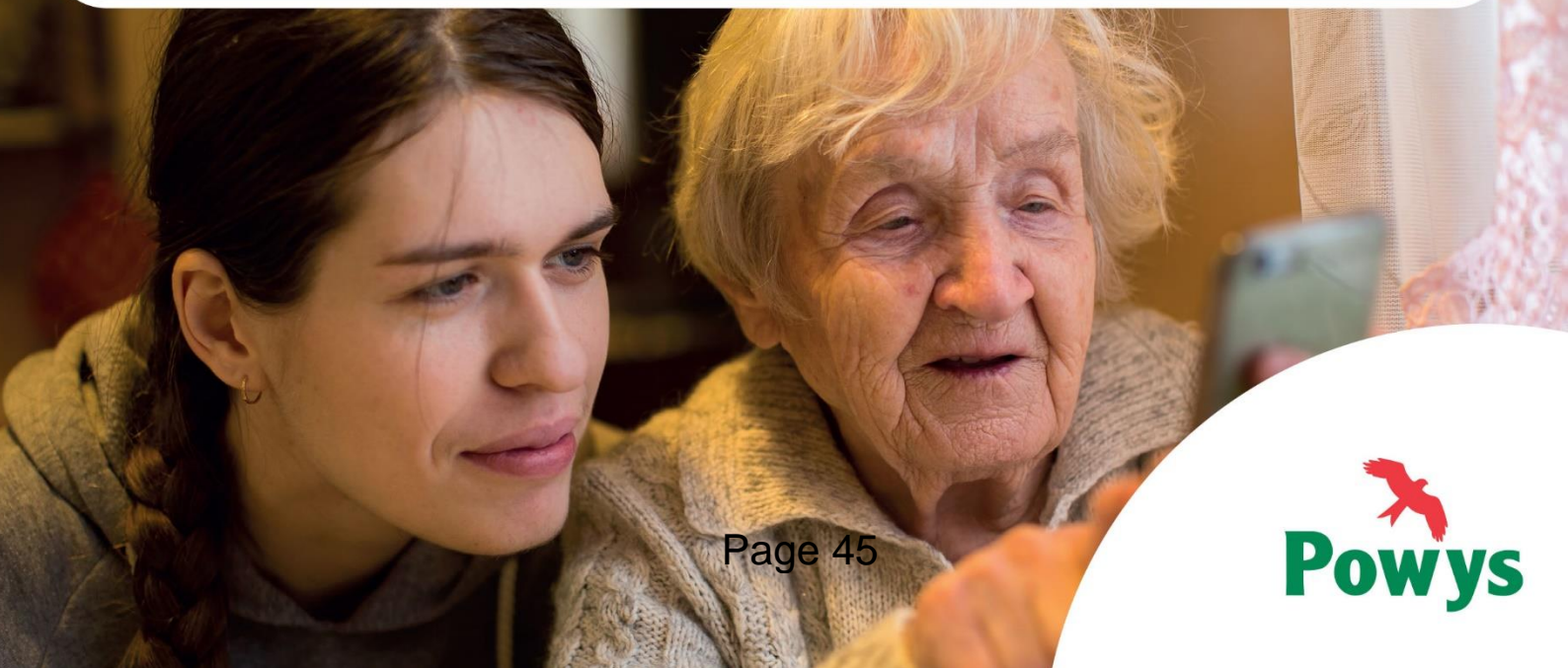
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# Director of Social Services Annual Report

April 2021 March 2022





# Contents

- 1. Introduction..... 3
- 2. How Are People Shaping Our Services? ..... 6
- 3. Providing Services during the Covid-19 Pandemic ..... 9
- 4. Promoting and Improving the Well-being of Powys Residents..... 16
- 5. How we Do What We Do ..... 23
- 6. What we Achieved..... 26
- 7. Accessing Further Information and Key Documents..... 29



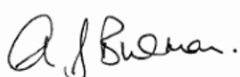
## Director's Summary of Performance

Whilst I reflect on the last 12 Months, I am struck by how challenging it has been across both Children and Adult Services and how, this time last year, I could not have imagined that 2021/2022 could be more challenging than the previous 12 months. The increased demand across our services has been significant and sustained. This reflects the pressures across our communities. The direct and indirect impact of Covid, various lockdowns and the cost-of-living challenges are all having a significant impact on people's lives as well as delays in people accessing treatment through the NHS. However, despite this I have witnessed the most outstanding force of goodwill and commitment from staff across both Children and Adult Services to do their utmost to deliver for Powys residents.

Our performance for 2021/22, in the context of the pressures is exceptional. We have continued to work with families to keep Children and Young People safe at the heart of their families and communities. In doing so we have significantly reduced the number of Children who come into the Care of the local authority. We have developed a range of accommodation options for young people leaving the care of the local authority and the Corporate Parenting agenda has been significantly strengthened. We have continued to support people to live at home independently and delay the need for admission to Nursing Homes by 4 years against the national average. Despite significant challenges in the Domiciliary care market, our workforce has worked additional hours and their days off to keep people at home, safe, whilst our commissioning team have been working with the market to reset and recruit. This continues to be an ongoing challenge. We have continued to embrace technology across both services to mitigate and manage risk and this includes several excellent examples of robotics, including robotic beds which reduce the demand for care and support.

It has been my pleasure to be the Director of Social Services in Powys for the last 4 years. However, this will be my final annual report.

Alison Bulman



Director of Social Services



## Introduction

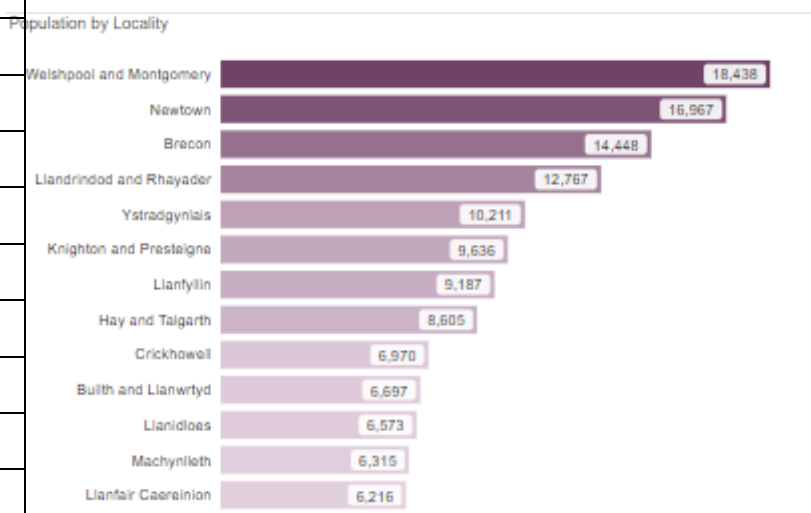
Welsh Government requires all local authorities to publish a report about the key achievements and challenges in Children’s and Adults Social Services in the previous year (please see relevant legislation at the end of this report). It is published on the Council’s website and is aimed at interested parties such as elected members, residents, voluntary/community sector organisations, statutory partners such as the NHS, regulators such as Care Inspectorate Wales and Welsh ministers.

This report provides an overview of how well the services achieved the intended outcomes as set out in 2020/21 report, as well as identifying new developments and aspirations for 2022/23 and beyond. Detailed information about performance is available on our website, please see the link at the end of this report.

## Demographics

There are more people over the age of 64 than in the rest of Wales, which provides a rich tapestry of experiences, but also creates challenges to the employment and care sector.

Locality	Population
Welshpool and Montgomery	18,438
Newtown	16,967
Brecon	14,448
Llandrindod and Rhayader	12,767
Ystradgynlais	10,211
Knighton and Presteigne	9,636
Llanfyllin	9,187
Crickhowell	6,970
Builth and Llanwtyd	6,697
Hay and Talgarth	8,605
Llanidloes	6,573
Machynlleth	6,315
Llanfair Caereinion	6,216



## Age groups in Powys in % (ONS, 2020 mid year estimates)

	Powys	Wales	UK
0-15	16	18	19
16-64	57	61	62
65 and over	28	21	19

Powys County Council’s Social Services Department includes Children’s Services and Adults’ Services. Both are supported by an internal Commissioning team, as well as Corporate Finance, Human Resources, and other support services.

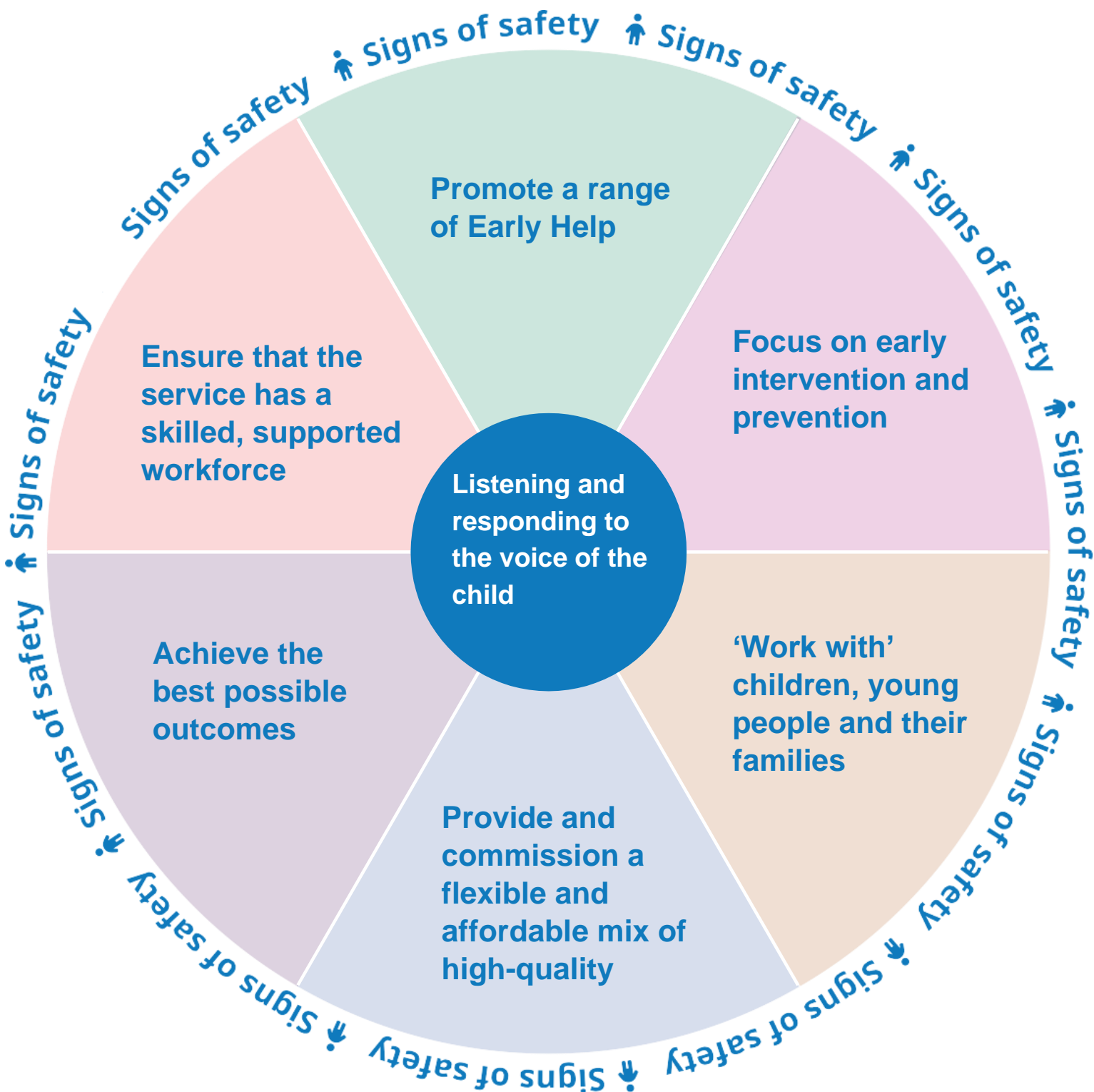


## Adult Services' key objectives

1. **Front Door:** We operate an effective front door which provides information, advice and signposting which enables residents to make informed choices in relation to their care and wellbeing. The service focuses on resolution at the earliest opportunity for the resident.
2. **Hospital:** We work with NHS Partners to have in place a set of arrangements that allow for the speedy transfer of people from hospital, to achieve the best possible outcomes for those people.
3. **Partnership:** We work with Powys Teaching Health Board to adopt and reinvigorate a recovery approach to all health and social care services.
4. **Community:** We work to ensure that there is timely, targeted and effective use of reablement, rehabilitation and support that has a focus on enabling independence and self-management and avoiding the over-prescription of care.
5. **Long term care:** We work alongside people with long-term care needs to have a care and support plan with a focus on achieving the maximum possible independence (as is realistic and possible for their individual circumstances) and delivers the desired outcome. We review these plans regularly based on outcomes achieved.
6. **Workforce:** We have in place a workforce that is fully trained and supported to work with people needing social care which fits with the ethos and principles of the Council.
7. **Management:** We collate and analyse data to help us understand whether there has been an impact on the delivery of outcomes and the management of demand on our services.



# Children's Services' key objectives



## How Are People Shaping Our Services?

Powys County Council engages with the people of Powys and partners in a variety of ways and has continued to do so during the last reporting year, still heavily influenced by the pandemic. Therefore, most of our engagement was 'virtual'. We have been told that, rather than that being a detriment to engagement, many people in the community have welcomed this approach as it enabled them to participate without having to travel often significant distances.

### Citizen Forums

Our citizen forums have continued to meet virtually via Microsoft Teams, Zoom or Microsoft Meet. We have taken the opportunity to consult on several different topics including the Customer Care Charter and Residents Expectation Booklet. We have also provided opportunities for support in responses to Welsh Government consultations and have had presentations from a variety of contributors including the Older People's Commissioner for Wales's Office who provided an overview on the report "Leave no-one Behind". Members of the forums have updated on projects within the community.

We have asked PAVO (Powys Association of Voluntary Organisations) to look at the function of our Older People's Forum which meets regularly to discuss issues important to older people in Powys, its membership and how we can ensure that the older citizens of Powys can have their voices heard and are awaiting the outcome of the survey to be undertaken with residents aged 60+. We hope that as part of this engagement we will be able to recruit new members to the forum. The work of the Older People's Forum will feed into the Age Well Partnership Board in the future.



## Recognising, valuing, and coproducing with Young and Adult Carers

Young and Adult Carers experienced disproportionately pressures due to the Covid Pandemic as they looked after loved ones with ill health or a disability. The number of Carers has also increased by 27% (Carers Wales (2021). Powys's Population Needs Assessment (2021) estimates that there are now 35,918 carers in Powys over 18. Research (Becker, S (2018) indicates that as many as one in five children of school age are Young Carers during their school lives. This means one in five of the 15,445 pupils in Powys will become a Young Carer.

Our **Carers Steering Group** is made up of young and adult Carers along with leaders in Social Services, Education in Health. Carers of all ages chair the group and collectively the group plans and acts. We have collaborated with Credu, a Powys based charity, and the rapidly growing Carer's movement.

- Contact with **5991** Carers and families
- Person centred support for **1157** Carers and their families in Powys. This means that Carers were listened to, understood, able to make informed choices and move towards their personal outcomes. This is sometimes achieved over a few sessions, sometimes over a few years, every person is different.
- Additional investment for bespoke respite supported for **782** Carers.
- Trained volunteer councillors gave in depth counselling support to **26** Carers in Powys
- Special investment in supporting Carers with Covid resilience meant **403** were able to access course / learning opportunities
- Investment from Welsh Government meant that **166** Carers in Powys were able to access emergency financial support through the winter
- Opportunities for social connection with a wide range of face to face and on-line activities and groups for young carers and adult carers, including action forums, peer groups, art groups, yoga and wellbeing groups and a summer festival for Carers of all ages and their families.
- Awareness and skills within social services, health, education and the wider community to recognise, value and support Carers throughout our communities, making 90,000 contacts through a range of media including face to face training and awareness raising stalls as well as social media, newsletters and press.
- Carers of all ages and others feel so passionately about the cause volunteering has tripled to **130** people in the last 18 months.

Parent Carer Hayley Pugh sums up our support when she says:

**“Thank you, I've found such positive empowering support in Credu!! Credu's commitment to carers has been life changing. Giving us a voice, a platform, a purpose to dare to look forward and believe again in ourselves... a cuppa, a chat, a friendly ear, some support, positive direction, a platform to services, wonderful therapeutic sessions...I no longer feel like I'm a tick box problem. I feel like Hayley again....”**

Going forward, the number of Carers is considerably higher than the resources available to support them. resources. A key focus is therefore building capacity and capability within education, health, social services and community organisations to recognise, value and support Carers as a norm. Carers have a right to assessment and we are currently developing a pilot project whereby Credu undertake Carers Assessments to explore approaches and processes that give Carers the very best possible experience.

For more information about carers support services, please go here [Carers Cymru | Credu | Powys Young & Adult Carers](#)



## Children's Services participation

In 2022-2023 Children's Services have worked with Coram Voice to undertake *Bright Spots*, a programme which aims to improve the well-being of children and young people in care by identifying and promoting practices that have a positive impact. This is a large piece of work which illustrates our on-going commitment to improving outcomes for children looked after and care experienced young people as outlined in Children's Services Participation Strategy. This gives us an opportunity to really listen to young people in a focused and systematic way to ensure we better understand how children and young people perceive their care, well-being, the people they know, and their rights. The initial part of the Bright Spots programme entailed distributing a survey called 'Your Life, Your Care' with our looked after children aged 4-18. The results from the first survey demonstrate that children feel safe where they are living and feel they have trusted adults they can rely on. The care leaver survey results are pending. In 2022 there will be a wide dissemination event to share these findings and to begin to develop Powys' response to what children and young people told us.



## Providing Services during the Covid-19 Pandemic

The period this report covers sees us in the second year of Covid-19, which continued to have significant impact on our citizens, people requiring care and support, carers and the Council and its partners. Please refer to measures the Council and its partners took in 2020/21 via the section at the end of this report. Many measures taken in 2020/21 continued in 2021/22 covering both adults and children's services.

# OUR COVID-19 RESPONSE

Coronavirus has had an unprecedented impact on life as we know it. We're here to help Powys through these difficult times. As an open and enterprising council, we have embraced new ways of working and delivering services.

We are working with communities, residents and businesses to help get Powys on the road to recovery.

These are Powys County Council's business critical activities during the covid-19 pandemic. we are focusing on three main areas:

1. Responding to Covid 19	2. Keeping our communities safe and resilient	3. Running the Council
<p><b>ADULT SOCIAL CARE</b> working with the health board to support those with the virus, providing care at home and residential care.</p> <p><b>CHILD CARE</b> establishing safe childcare for key workers and vulnerable children.</p> <p><b>CONTINUITY OF LEARNING</b> ensuring pupils continue to learn and have access to educational resources and support.</p> <p>Reopening our <b>SCHOOLS</b></p> <p><b>HOMELESSNESS</b> people who are homeless (sofa surfing or rough sleeping) need to be brought indoors and adequately housed.</p> <p><b>PUBLIC PROTECTION</b> maintaining public health which includes enforcing closures of premises where necessary, and managing regional contact tracing.</p>	<p>Providing care and support for <b>EXTREMELY VULNERABLE RESIDENTS</b></p> <p><b>SUPPORTING BUSINESSES</b> and the self-employed in line with Welsh Government guidance.</p> <p>Providing <b>REFUSE AND RECYCLING</b> services including Household Waste Recycling Centres.</p> <p>Maintaining an emergency <b>HOUSING REPAIRS</b> and maintenance service.</p> <p><b>HIGHWAY MAINTENANCE</b> ensuring essential repairs are carried out and an emergency response is available.</p> <p><b>CHILDREN'S SERVICES</b> ensuring children are protected and safeguarded.</p> <p><b>LIBRARIES</b> re-opening in a phased manner.</p>	<p><b>FINANCIAL</b> Management and Reporting.</p> <p><b>CUSTOMER SERVICES AND COMMUNICATIONS</b> ensuring that the public, our councillors and our staff are regularly updated and informed.</p> <p>Maintaining our essential <b>CORPORATE SUPPORT SERVICES</b> including workforce, finance and ICT.</p>

## Supporting Children, young people and their families

- Promote access to a range of Early Help services, preventing the need for statutory intervention.
- Focus on early intervention and prevention ensuring access to the right support at the right time to keep families together, where possible and children safe; intervening at the earliest opportunity to ensure that children and young people do not suffer harm.
- ‘Work with’ children, young people and their families rather than ‘do to’, to co-produce plans which will bring about the changes children need as quickly as possible.
- Provide and commission a flexible and affordable mix of high-quality placements for children who are looked after to meet the diverse range of their needs and circumstances, keeping children as close to home as possible.
- Achieve the best possible outcomes for those children in our care by providing good corporate parenting, specialist support and clearly planned journeys through care into adulthood.
- Ensure that the service has a skilled, supported workforce, equipped to provide a high-quality service to children, young people and their families, which is compliant with the legislative framework and in line with best practice.
- Ensure children and young people have access to a range of opportunities and services to support them to recover from the Covid-19 pandemic.

The COVID-19 pandemic has created huge pressures on the availability of suitable placements for adults, children and young people. There has been a national shortage of placements which has been made worse by the pandemic with complications arising due to government guidance around Children’s homes and issues with isolating and positive cases. There is a lack of provision of therapeutic residential placements for children and young people with severe emotional and behavioral needs in Powys and Wales. This has made it extremely difficult to balance the competing priorities of managing service demand, meeting the needs of children and young people and reducing expenditure with the need to achieve budget savings.

We increased staffing in our Front Door, Assessment and Business Support teams to ensure that we were able to cope with and manage the increase in demand safely and efficiently. The table below highlights the increase in contacts to the service in 2021-22 in comparison to the previous year.

Month	Total number of contacts to Children’s Services
April 2021	599
May 2021	572
June 2021	639
July 2021	766
August 2021	593
September 2021	871
October 2021	716
November 2021	736
December 2021	771
January 2022	755
February 2022	848
March 2022	794

Month	Number of Children on the Child Protection Register
March 2021	83
April 2021	88
May 2021	99
June 2021	107
July 2021	106
August 2021	105
September 2021	102
October 2021	107
November 2021	115
December 2021	116
January 2022	120
February 2022	128
March 2022	132

The increase in demand for services meant we needed to increase staffing resources in the Front Door, Assessment teams and Early Help. Initially these costs were going to be funded by the core budget but at the end of the year they were covered by Welsh Government grants for Covid relief.

The Children's Services 2020/21 baseline budget included an investment of £5.15 million which in part was for new service development, to offset the 2019/20 existing pressures and the 2020/21 salary inflation, including employers pension contributions. Within the Financial Resources Model (FRM) we identified pressures of £7.646 million (and materialised) and savings of £2.221 million were agreed, of which £1.753 million were delivered. In addition, £275,000 of the unachieved 2019/20 savings were rolled forward into 2020/21 and achieved. The £468,000 of 2020/21 unachieved savings were written off as part of the 2021/22 budget setting process. The outturn was an underspend of £944,000.

Towards the end of 2020/21 the service had started to increase its spending in preparation for a potential surge in infection rates and demand for support. This spending was eventually funded by the Welsh Government.





## Support for Adults through our Assist service (Adult Social Care front door)

Our Assist service, which acts as the first point of contact for Powys residents looking for possible social care support, managed 5,316 calls during 2021/22.

Of these 808 contacts resulted in the caller receiving information and advice about how to take their query forward (so not resulting in a referral to a social worker).



## Home and Domiciliary Care Provision

There are several areas in which intensive support activity was needed during the pandemic. The Council's work with care homes and domiciliary care has been subject to continuous change and some significant highlights are detailed below:

1. We continued our engagement with care home and domiciliary care providers, at one point including daily calls to offer support, advice, and guidance. We reduced these and eventually stopped in late 2021.
2. Providing care and support at home for older people and those with disabilities saw a steady growth during the year which has been challenging, as some providers are seeing staffing issues which are mentioned elsewhere in this report. We continued to work with our providers and our in-house team to manage this situation safely

The table below shows the increase of people waiting for Domiciliary care provision between April 2021 and March 2022

Month	Number of Individuals awaiting Domiciliary care with no current provision
April 2021	2
May 2021	11
June 2021	11
July 2021	25
August 2021	23
September 2021	31
October 2021	27
November 2021	28
December 2021	26
January 2022	43
February 2022	58
March 2022	48

3. We continued the work on our integrated care homes dashboard, which began in the Spring of 2020. This has been refined and is used to monitor issues and take early steps to support homes. Colleagues from the commissioning and operational teams, together with Health Board colleagues continued to meet as a Multi-Disciplinary Team (MDT) for care homes to identify and agree actions to be taken to support our care homes.
4. We developed and implemented a Covid supply system for our providers including PPE and lateral flow tests and offered up to date advice and information to providers in relation to the Welsh testing regime.
5. The dedicated email address for the commissioning team, set up in 2020 continues to be used for providers to get in touch with us.
6. PPE supplies continued via the system established in 2020 and is ongoing
7. The Community Equipment Service continued to be pro-active in supporting not only care homes but also individuals living in their own homes, thus enabling these to remain at home.
8. The Council worked with *Rockhaven Healthcare Consultancy* to undertake a '[Fair Cost of Care](#)' exercise, which enabled us to agreeing set fee rates for older persons' care homes in Powys. The fees are set out in the Cabinet report of March 2021, "[Valuing Residential Care](#)". The exercise adopted an open-book approach to understanding the costs of residential care in Powys for care providers and calculated an agreed average cost and set fees, split into relevant categories. These fees were adopted and used from April 2021 until March 2022. There were several instances during the 'second wave' where the Council had to provide direct support to homes. Support included actions to maintain safe staffing levels (including temporary Council staff redeployment). In one instance the Council helped to source alternative temporary arrangements for resident catering.
9. The Council provided support to homes in response to requests concerning problems with securing COVID testing kits; correct self-testing procedures; and establishing operable staff testing arrangements, etc.
10. The Council promoted the availability of the Welsh Government hardship fund and assisted homes to make claims related to increased staffing costs and food prices, the provision of COVID secure visitor pods and testing areas, and additional costs incurred due to the requirement for staff testing. As of March 2021, the monies paid to homes via the Council from the hardship fund totalled £3,859,115.

Month	Number of Individuals in receipt of nursing care
April 2021	174
May 2021	177
June 2021	185
July 2021	181
August 2021	182
September 2021	186
October 2021	181
November 2021	183
December 2021	183
January 2022	178
February 2022	175
March 2022	174

Month	Number of Individuals in receipt of residential care
April 2021	370
May 2021	384
June 2021	392
July 2021	389
August 2021	387
September 2021	397
October 2021	393
November 2021	381
December 2021	380
January 2022	378
February 2022	385
March 2022	401



## The right support at the right time and place

Here at Powys County Council we believe in your right to independence. Part of that means receiving the right support to live independently at the time you need it.

If you're happy living in your own home but feel that you could do with a little support to make your life better then you might find this leaflet a handy guide to the support that could be available to you here in Powys.

### Feedback from the Public

To help shape our service, we collect Compliments, Comments and Complaints and we discuss this feedback on a regular basis. We categorise them into Stage 1 and Stage 2 Complaints. Stage 1 complaints are dealt with by the team or senior manager of the department. If we are unable to resolve a complaint at Stage 1, then it escalates to Stage 2 where the investigation is undertaken by an external independent investigator. If the matter is still unresolved, the complaint escalates to the Ombudsman.

In 2021/22 no complaints were presented to the Ombudsman. For 2020/21 there was an overall increase of eleven complaints and enquiries compared to 2019/20, however, 30% of all contacts into the complaints team are now being dealt with as enquiries and resolved before progressing to becoming a complaint. This is a result of focusing on dealing with issues as soon as possible and resolving them before they progress into bigger concerns.

## Compliments

Area	Number of compliments
Adults with Disabilities	7
Contact and Safeguarding	9
Contracts and Commissioning	6
Domiciliary Care - South	1
Mental Health	15
Occupational Therapy - North	11
Occupational Therapy - South	1
Older People - North	7
Older People - South	11
Policy and Care Services	5
Reablement - North	9
Reablement - South	5
<b>Total</b>	<b>87</b>

## Complaints

Area	Stage1	Stage2	Completed	
			Total	Deadline Exceeded
Adults with Disabilities	5	0	5	1
Appointeeship/Receivership Unit/DoLS	1	0	1	0
Contracts and Commissioning	2	0	2	1
Corporate Finance	1	0	1	1
Emergency Duty Team	1	0	1	0
Mental Health	2	0	2	1
Older People - North	1	0	1	0
Older People - South	3	1	4	0
Reablement - South	1	0	1	1
			<b>Total</b>	<b>6</b>
			<b>18</b>	<b>6</b>

In 2021/22 no complaints were presented to the Ombudsman. For 2020/21 there was an overall increase of eleven complaints and enquiries compared to 2019/20, however, 30% of all contacts into the complaints team are now being dealt with as enquiries and resolved before progressing to becoming a complaint. This is a result of focusing on dealing with issues as soon as possible and resolving them before they progress into bigger concerns.

There has been a slight increase in compliments received during 2020/21 from 144 to 154. There was a substantial increase in Children's compliments up 400%, demonstrating the improvements in practise compared to previous years. The full Social Services Annual Complaint report is available on our website, please see at the end of this report.

## Promoting and Improving the Well-being of Powys Residents

In 2020 we started work on our “Powys Pledge” for domiciliary care. This was in recognition of providers often working to different standards and the Council wanting to offer an incentive to improve quality. This work was finalised in 2021 and is under constant review.

Our ambition continues to enable people to remain in their own home for as long as is safely possible. This is often achieved with the support of families and friends. Domiciliary Care agencies, which are commissioned via a Dynamic Purchasing Framework provide professional support. At the end of March 2022 651 adults were in receipt of domiciliary care, a reduction of eighty-four individuals compared to March 2021. Some agencies unfortunately left the Powys market during the year, at the same time others joined.

### THE POWYS PLEDGE – VALUING THE DOMICILIARY CARE WORKFORCE

Bronze	Silver	Gold
All care workers, regardless of age, to be paid at least the National Living Wage (NLW)	All care workers, regardless of age, to be paid at least the Real Living Wage (RLW) from the start of 2022-23	All breaks, except for one 30 minute break a day, to be paid at the RLW as a minimum, including breaks over 30 minutes
The employer covers the cost of the care workers' Social Care Wales annual registration fee	Care workers to be paid a minimum of 35p per mile	Care workers have adequate rest between shifts e.g., if a care workers is rostered to work late, they are not scheduled for an early start the next day
Paid travel time at the NLW as a minimum to be scheduled between all calls. Contact calls cannot be back-to-back. Travel time to the first call and from the last call may be excluded from travel time claims, where shifts are a minimum of 6 hours each	The employer covers the cost of the care workers' uniform and Disclosure and Barring (DBS) check	The employer has an annual Award Schemes to recognise excellence
When commissioned hours have been paid for e.g., a cancelled call without sufficient notice, care workers must be paid for this time	The employer covers the cost of a work mobile phone or contributes to the cost if private mobile phones are used	Care workers have access to emotional support and counselling
Care workers to receive two days off a week, unless fewer days off are specifically requested by a care worker	Care workers to be paid for any reasonable amount of time spent training	Work will be organised to ensure that care workers are rostered in accordance with The Working Time Regulations (1998), unless they voluntarily opt out

### Improved Terms and Conditions for Domiciliary Care Workers in Powys

## The North Powys Well Being Programme

The North Powys Wellbeing Programme's long-term vision is **"to assess and deliver a new integrated model in North Powys in line with the Health and Care Strategy, and to support effective learning and transfer across Powys."**



Led by Powys County Council and Powys Teaching Health Board – with support from the Powys Association of Voluntary Organisations (PAVO) – this project will address the biggest causes of ill health and poor wellbeing through professionals and communities working together, offering early help and health technology to ensure residents have a more seamless service when they need it.

This work is being shaped by the Integrated Model of Care, which was published in mid-2021, please see information at the bottom of the report.

A major strand of this programme is a planned multi-agency health and wellbeing campus in Newtown. The project team engaged with stakeholders and the community on early plans for this campus at the end of 2021 and a draft Strategic Outline Case is currently (March 2022) being considered by the council's Cabinet and Powys Teaching Health Board with an ambition of submission to Welsh Government later this year.

Proposals for the campus site include:

- A new school for Ysgol Calon y Dderwen (\*This work is being managed as part of the council's Transforming Education programme but both teams are working closely together)
- Health and care facilities.
- A Health and Care Academy.
- Library and information services.
- Short term supported housing and accommodation for academy students and locum staff.

For more details, please refer to the website listed at the bottom of this report.

## Home Based Support Service

We undertook a 3-year review of this service and our findings following consultation demonstrated the effectiveness and impact of having a local, accessible and personalised service. Home Support is available 24 hours a day, 365 days of the year and is delivered by a highly skilled workforce who are responsive and adaptable. We had a positive response to our annual survey with 82% of home support members sharing what has been helpful as well as their concerns and the challenges faced. The feedback highlighted a service which is valued, unique and preventative. Members told us that they were able to live at home with confidence and in safety within their own communities. Feedback will be used to continuously improve and develop the Home Support service and expand this into 13 localities.

Quotes from users/members: **"I know that when I wear my pendant, Home Support is always there. It gives me peace of mind."**

**"The staff are professional. They always treat me respect and dignity. They are empathetic to my care needs. Home Support has been a positive influence on my wellbeing and care needs." "On your advice I have managed to get extra support in for 3 nights giving me a well-earned break. This is the second time you have really helped us; we owe you so much."**



### Shared Lives

Our Shared Lives offer enables individuals with care and support needs to share their home with a person in the same household, who benefits from accommodation and provides low level care and support. The team have increased by 2 workers, a carers development officer to assist the Shared Lives carers maintain their compliance with training and supporting with the AWIF and inductions. At the end of March 2022 there were 30 Shared Lives schemes available in Powys. Two residents used our Shared Lives scheme for short term respite and 16 individuals were living in Shared Lives arrangements. Despite the limitations of the pandemic, we continued training Shared Lives carers, which will set us up for a continuation in growth of this area of work.

### Supporting people to get back home from hospital

We continued to work with our partners to ensure that, once people are medically fit, they can move back home as quickly as possible. The pandemic posed significant challenges to achieve this due to the market conditions described elsewhere in this document. However, our social work teams successfully enabled 589 individuals to move on from hospital. Of these 331 (57% of all discharges) moved into their own home and others moved into either temporary placement in care homes or permanently into care homes (some of these may already have been resident in a care home).

Month	Total number of people transferred from Powys hospitals on to D2RA pathways where Adult Services is the lead agency
April 2021	52
May 2021	60
June 2021	58
July 2021	51
August 2021	50
September 2021	40
October 2021	35
November 2021	50
December 2021	47
January 2022	43
February 2022	58
March 2022	45

Month	Number of people transferred from hospital on to D2RA pathways (4) – Care in a person's existing care home
April 2021	1
May 2021	4
June 2021	0
July 2021	0
August 2021	0
September 2021	1
October 2021	1
November 2021	3
December 2021	0
January 2022	1
February 2022	0
March 2022	1

## The Improving the Cancer Journey (ICJ) in Powys programme

Year Two of the Improving the Cancer Journey in Powys programme funded by Macmillan Cancer Support and in partnership with the council and Powys Teaching Health Board began with the launch of three pilot projects which offer people in Powys diagnosed with cancer a tailored package of support using Macmillan's electronic holistic needs assessment (eHNA) tool.

Trained link workers from Credu, PAVO's Community Connector Service and the Bracken Trust saw the value of such an offer and came on board, were trained and have begun to see a mix of referrals come through to them. Work is now progressing to increase referrals further via the Cancer Nurse Specialists in hospitals who diagnose and treat Powys patients and via Primary Care. Training and a peer support network is allowing the link workers to also share good practice and develop their skills set.

Early in 2022 the health board's palliative care team also signed up to use a new version of the eHNA for patients which is tailored to the additional needs and concerns which arise following a terminal/palliative prognosis or diagnosis.

Alongside working to increase the offer of the eHNA the programme team ...

- Produced their first End of Year report and an infographic summing up the key achievements to date
- Produced a compendium of patient stories which highlighted 15 patient stories and the key themes which recur for people
- Attended both the Macmillan National Conference and presented at the Rural Health and Care Wales Conference
- Successfully bid for and received a grant from the health board's Charitable Funds to purchase four sets of 50 recommended books which are now available to loan via Powys Libraries.
- Continued to coproduce ICJ communication materials with the input from the Journeying Together forum which was set up to ensure the voice of the patient was at the heart of the programme, including a letter for GPs to issue and the first ICJ Newsletter
- Completed a Theory of Change piece of work to support and drive the next phase of the programme
- Initiated discussions to explore opportunities to make best use of Powys assets, including libraries, Freedom leisure, and countryside and recreational areas

Rhaglen Gwella'r Daith Cancer ym Mhowys ... Improving the Cancer Journey in Powys programme...



For further information please see the link at the end of this report.



### **Developing further accommodation options**

We continued developing further options for our citizens to live independently. In addition to schemes already mentioned, we are developing our Extra Care programme as planned. Construction works are in progress in Welshpool on our new 66 apartment Neuadd Maldwyn scheme and in Ystradgynlais, where Pont Aur will have 41 apartments. Both schemes have a completion date of late 2023. Plans are also in an advanced stage of development for an extra care scheme in Brecon following WG funding allocation for a 60-apartment scheme. Consideration is also being given to further smaller schemes in other parts of the county.

### **Taking steps to protect and safeguard people from abuse, neglect or harm**

Powys County Council continue to protect and safeguard individuals from abuse and neglect through compliance with statutory duties under Part 7 Social Services and Wellbeing (Wales) Act 2014 (SSWBA). Powys County Council also operate using the Wales Safeguarding Procedures (2019), which provides the national process of managing adult safeguarding cases.

The Adult Safeguarding Team manage reports received by anyone in Powys. All reports made are screened daily to determine if there is an individual who is or may experience abuse and neglect. The enquiry is completed within seven working days of a report being received and requires the adult safeguarding team to explore further any reported concerns.

<b>Month</b>	<b>Percentage of enquiries completed within time scales</b>
April 2021	100%
May 2021	95%
June 2021	100%
July 2021	97%
August 2021	92%
September 2021	94%
October 2021	94%
November 2021	92%
December 2021	88%
January 2022	97%
February 2022	88%
March 2022	85%

The Adult Safeguarding Teamwork as a key partner in several meetings arranged by other agencies. These include Daily Discussion / Domestic Abuse Multi-Agency Risk Assessment Conference (MARAC), Complex Abuse Strategy Meeting (Children's services led for those under 18 but may be transitioning to adulthood) and JIMP (Joint Interagency Monitoring Panel) relating to care provider settings. The Adult Safeguarding Team continue to actively be involved, represent and contribute to the regional Mid & West Wales Safeguarding Board.

Powys County Council has a responsibility under the Section 5 Wales Safeguarding Procedures, which relates to the management of safeguarding allegations / concerns about practitioners and those in positions of trust. Individuals in a position of trust are those who work with children, young people or adults at risk, including council staff, professional in partner agencies, such as health care or education and volunteers. The Adult Safeguarding Team have ensured that roles prescribed within the Wales Safeguarding Procedure (2019) such as the Local Authority Designated Officer (LADO) and Designated Officer for Safeguarding (DOS) within this process are fulfilled by the Senior Manager and Team Manager.

## Other Projects

Social Care manages other projects that are supporting people to develop healthy domestic, family, and personal relationships, as follows:

### Technology Enabled Care

Social Services can provide a range of different pieces of technology to help make living at home easier for older people as well as individuals who just need help with certain tasks. This technology includes home monitoring systems, pendant alarms, and door sensors. The Service has continued to promote what is available through a series of animations which can be found via the link at the end of this report.

We are working with a provider who is providing support to individuals in a remote part of the county on different therapeutic solutions. We have purchased interactive robotic companion “pets” which have been trialed under this project; the evidence is that these can provide therapeutic support and have the potential to reduce medication. The “pets” are robotic cats which are designed to look, feel, and sound like a real cat and come in a range of colours. They have synthetic, brush-able fur and built-in sensors which respond to motion and touch, including petting and hugging. They also make cat-like movements and sounds. Further details can be found in the supporting document.

The number of unique individuals supported and the number of pieces of equipment prescribed continue to grow with 1,328 pieces of equipment going to 695 new clients in 2021/22 TEC is helping unpaid carers to look after their loved ones with dementia in their homes for longer, some avoiding care home admission altogether or delaying the need for this. Using an average of £670 per person in annual savings, the projected costs which have been avoided because of the use of technology enabled care was £385,183 for the 2021/22 fiscal year.

### Projected Cost Avoidance to Powys Social Care 2021/22

No Clients <sup>1</sup>	Estimated Annual Saving per Client <sup>2</sup>	Estimated Saving 2021/22 <sup>3</sup>
695	£1,405	£483,509

(1) Actual number of unique clients supported with Technology Enabled Care in Powys

(2) Estimated annual net savings per client based on research but at 30% only and assumes 70% of clients retain their TEC for 12 months

(3) Savings per client reduce each month to reflect diminishing time remaining in the financial year

Especially popular is the *Canary Home Monitoring System* which allow non-invasive monitoring of vulnerable person to know their movements, see video at <https://www.youtube.com/watch?v=KJ350uHTC2k>

Overall, the number of unique individuals supported has continued to grow in line with Vision 2025.

**Our Day Centres for older people** remained closed for much of the period due to Covid restriction; we kept this under constant review. However, Adult Social Care has continued to discuss with citizens how best to support their needs in diverse ways, including living with the support of carers or through family support. Our staff teams who normally work in day services have been supporting other business critical areas such as domiciliary care and outreach work. "Most recently, we have been working with Credu, supported by that created a space for local communities to identify different initiatives. This has included the local Community Hospital re-opening their community garden for residents to enjoy and maintain, as well as sociable (and socially distanced) walking groups."

## Microenterprises

Our micro enterprise work, delivered by Community Catalysts continues to grow. At present there are thirty-four micro enterprises operating in the project area (up from 26 in April 2021), supporting forty-two clients with a Direct Payment and sixty-six private customers. 22.5% of all care for adults in their own home is delivered via a Direct Payment, an increase from 20% in March 2021.

## Community Connectors

Our social work teams have continued to collaborate with Community Connectors with the number of referrals to them increasing. The Community Connector lead is now an integral member of the Community Resource Panels providing additional overview of services which are available within communities to support residents. Community Connectors work across the locality areas of Powys. Two Homeless Community Connectors who work closely with PCC Housing to support clients who are facing homelessness, are homeless or in need of temporary accommodation.

We also have 13 Locality Networks across Powys to bring together community groups, third sector organisations, individuals, and statutory professionals to share best practices and ways to collaborate.

7,340 people supported to find ways for them to take responsibility for their own health and well-being

- 3,577 new clients; 2,537 self-referrals
- 4,901 people were guided to third sector services that met their need within their own community
- 3,937 people supported with Covid-19 related support (for example shopping, prescription delivery)
- 278 clients supported in temporary accommodation as part of Phase 2 Homelessness Project
- 617 Multi-disciplinary, Virtual Wards or Patient flow meetings attended

4.6. Working with and supporting people to achieve greater economic well-being, have a social life and live-in suitable accommodation that meets their needs



Page 67

## How we Do What We Do

### **Our Workforce and How We Support their Professional Roles**

During 2020-21 Children's Services workforce have worked tirelessly and gone over and above to support and safeguard children, young people and their families. It has been more important than ever as service to support and look after the wellbeing of our workforce due to the many challenges faced due to the COVID-19 pandemic. At the start of the year, it was vital that we ensured that staff were issued with the correct PPE and guidance so that business critical and face to face activities could continue. We very quickly moved all training to a virtual online basis and between the first lockdown and the end of August 53 webinars were held, they were also recorded so that staff could view them anytime. The social care workforce training programme also moved to online, and practitioners have had many opportunities to attend a comprehensive range of courses for their own professional and career development.

Wellbeing has been a priority and the service introduced weekly wellbeing sessions which all staff were encouraged to attend, these were mindfulness and singing and were very well attended. Staff roadshows were held virtually instead of in person, and they also contained an interactive session on wellbeing. The service developed weekly wellbeing bulletins that went on email, the leadership team ran a campaign encouraging staff to take their leave.

The local authority recognises supporting its workforce is business critical and it has a clear focus on recruitment, retention, and workforce development. All staff benefit from the opportunity to develop their knowledge, skills, and careers. The local authority is ambitious to ensure people living in Powys benefit from longer-term and trusting relationships with skilled and supportive social workers who understand their needs and how best to work with them to reduce risk and improve their personal outcomes.

Senior managers provide operational practitioners with internal guidance and management support to make informed choices about maintaining their own health and well-being and the health of those they visit. Management support and supervision is highly regarded and practitioners welcome opportunities to be autonomous and creative.

Support for practitioners during the pandemic has included a range of information, quizzes, virtual singing, and virtual lunches. Practitioners told us about the difference this support makes to their well-being.

The service was extremely proud to have been deemed to have made significant progress since the last inspection in October 2018 and we continue to strive to provide the best services to children, young people and their families in Powys.

### **Working with people to define and co-produce personal well-being outcomes that people wish to achieve**

In Adult Services strengths-based working is 'what we do.' It means that we take the time to understand what matters to those who approach us for support, to identify what they can do for themselves and what support they can draw upon from friends, family, and their wider communities. We have made our Strengths-based outcome focus training a mandatory requirement for all staff in adult operational teams.

We maintain strong links with Social Care Wales (SCW) to utilise their on-line training videos and other resources. We continue to attend all-Wales mentoring Group facilitated by SCW which enables us to network with other organisations and share their experiences of embedding the approach into practise. We have also attended workshops on outcome focussed case recording facilitated by SCW and researchers from Swansea University.

We have a pool of 43 Strengths-based outcome focussed mentors and run mentoring and quality matters meetings on alternate months where we share good practice and innovative ideas. Mentors have the opportunity to attend quarterly All Wales Mentor Support Groups which provide opportunity to learn how other local authorities are embedding the approach. We also have one member of staff that has attended the Train the Trainer programme on the Strengths based outcome focussed approach and is delivering training internally. Mentoring is undertaken formally through supervision, group reflective sessions and informally on day-to-day basis. We have also created an online library of guidance and good practice.

Powys is fortunate to have dedicated and hard-working social care staff who routinely demonstrate commitment and care for the individuals they serve. Despite that, Powys faces a significant long-term challenge because demographic change is leading to an increase in older people (75+) and a decline in the number of people of working age (see table below).

	2018	2020	2025	2030	2035	2040
<b>Total</b>	132,447	132,421	132,710	132,905	133,211	133,602
<b>18-29</b>	15,127	14,301	13,082	12,935	13,468	13,313
<b>30-44</b>	18,419	18,554	19,258	19,277	18,283	17,940
<b>45-54</b>	18,911	17,805	15,213	14,297	15,187	15,612
<b>55-67</b>	26,124	27,013	28,529	27,995	25,190	23,688
<b>Working age</b>	75,581	77,672	76,082	74,504	72,128	70,552

(Source: 2018 Welsh Government Population projections © Crown Copyright)

This is causing recruitment and retention problems for the council. The longer-term challenges are shown in the table and graph below, which identifies the age categories of the Council's workforce:

	Annual Population Survey	Powys County Council workforce						
	December 2020	Education	Economy and Environment	Children and Adults	Resources and Transformation	Legal and Democratic Services	(above L3)	Powys CC total
<b>16 – 64</b>	59,560	2,971	1,383	923	409	49	10	5,744
<b>16-19</b>	2,500	42	7	4	1	0	0	54
<b>20-24</b>	4,800	118	55	25	25	1	0	224
<b>25-34</b>	10,800	496	175	189	80	4	1	945
<b>35-49</b>	18,660	1,127	423	290	153	6	2	2,001
<b>50-64</b>	22,820	1,046	640	378	141	25	7	2,237
<b>Other</b>		142	83	37	9	12	0	283

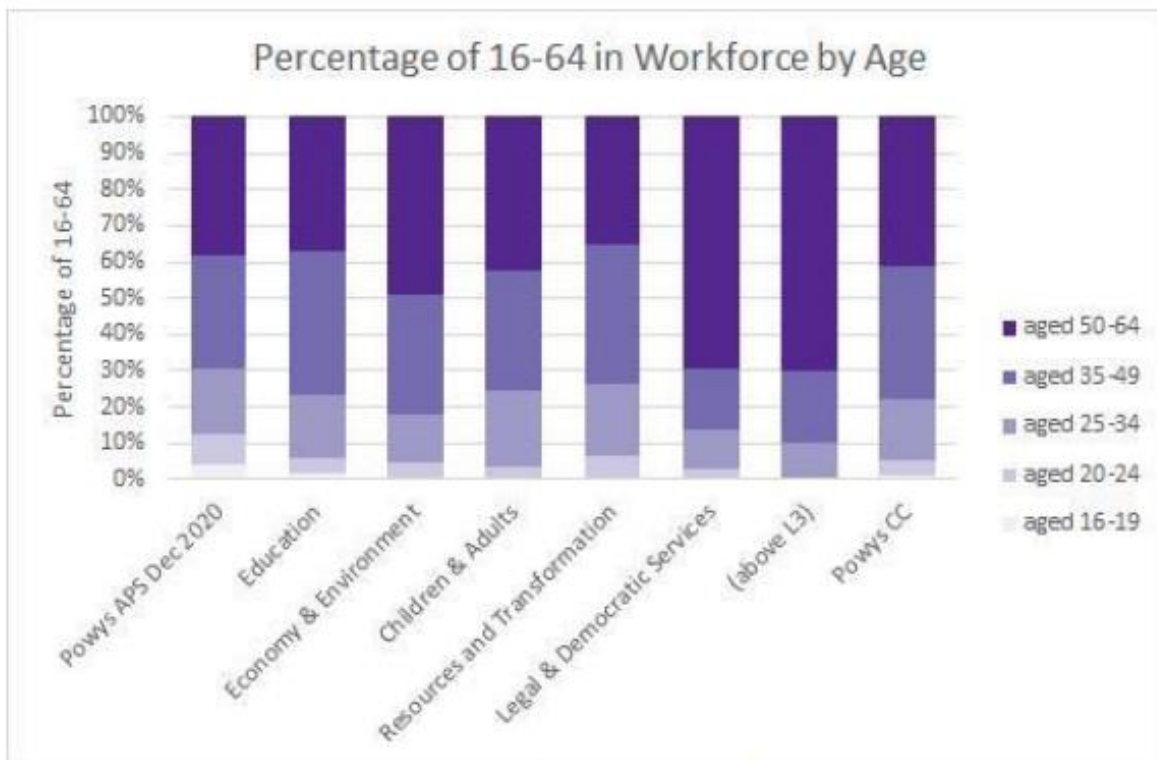


Chart 7 Percentage of 16-64 in the workforce by age

Source: Annual Population Survey (APS), ONS © Crown Copyright and Powys Headcount August 2021

As part of a “One Council” approach, we acknowledge the need to have the right numbers of people in the right roles with the required capabilities to deliver improvement. To achieve that goal, we are investing in the following:

- Workforce planning
- Attracting and recruiting staff
- Leadership and management development
- Performance management of people
- Workforce development
- Pay reward and recognition
- Professional progression
- Workforce health and wellbeing

The workforce in Powys is highly skilled and demonstrates an eagerness to improve services. The Council was developing agile working systems and policies throughout 2019/20, but this changed rapidly towards the end of March 2020 when the Council invoked business continuity and social services staff were supported to work from home or to be based at home where possible. The previous developments enabled this to be implemented effectively and efficiently and enabled swift transition to a new mode of working.



## What we Achieved

To increase our staff engagement, we established an employee representative forum, which provides an opportunity for staff to be briefed on current issues within the Service and to have the opportunity to raise issues and ideas for discussion or escalation. The group is working collaboratively to support the wider engagement and build a stronger culture of continuous feedback and learning across Social Services.

Grow our own – Adults services have 5 and Children's Services have 1 student on the Open University Degree in Social Work, all of whom are on Level 2 of their degree and have commenced their practice learning opportunity. There are also 4 members of staff in Adult Services undertaking their practice assessor qualification.

### Securing a Stable Workforce

Powys has been successful in recruiting a permanently employed senior and team management cohort. However, there continue to be difficulties in recruiting and retaining experienced social workers across the county. Powys has some characteristics which pose additional challenges in the recruitment and retention of permanent social workers. There is a need to visit people requiring care and support/families in their homes across all areas of the community, which adds mileage and time to the working day. Despite various innovative recruitment campaigns, Social Services for both children and adults continue to invest a significant amount of financial and staff resource into recruiting agency workers to cover qualified social work positions. In response to this, Children's Services have developed a *Grow Our Own Social Worker* project.

This project has been in its early stages over the last two years. The project aims to support the sponsorship of a further 57 qualified social workers between 2021-2026 for both Children's and Adults Services. During the initial phase we achieved an increase in staff applying to undertake 1<sup>st</sup> Year Practice Modules and an increase in sponsorship for the Open University Social Work degree (Wales).

Children's Leadership Team organised and ran the first virtual recruitment event. The event was widely publicised and, in the lead-up to the event, 397 people clicked onto the link for the booking form. In total 37 people registered to attend with 10 people attending the event. The event consisted of the Head of Service, Senior Manager's and Team Manager's giving an overview of their service and the highlighting all the benefits of working in Powys.

Despite the COVID-19 pandemic putting many of plans on hold, including attending national recruitment events and promotion in universities, we adapted quickly and implemented various social media campaigns to advertise our vacancies. We also advertised in a Welsh national newspaper, on the radio and developed new promotional videos with our social workers talking about why they like working in Powys and in Children's Services.

In Children's Services we extended our 'reclaim social work' project into 2021/22 – enabling more social workers to work face to face with children and families as part of their work.

The *Grow our own Social Work* project increased during 2021. Two staff were funded to undertake the Masters Social Work qualification whilst being paid a salary by Children's Services and a further 12 staff were given sponsorships across Children's and Adult's Services for the Open University Social Work degree. The Local Authority has supported a total of 23 placement learning opportunities for students in 2022. A further 12 sponsorships will be awarded in 2022.

In Adults Services we recruited on an ongoing basis for front line social workers and those wishing to work in Reablement or our Shared Lives schemes. We also employed a young person into an apprenticeship and intend to scale this approach up over the next few years. Our providers in Home Care and Care Homes have been running their own recruitment drives, including recruitment fairs in our market towns, using social media and – where possible – used non-financial incentives to attract new staff into the social care profession.

## Our Financial Resources and How We Plan for the Future

Many local authorities are experiencing budget challenges and Powys is no exception, with significant financial savings made over the past ten years. The large variation in our expenditure makes resource management especially challenging. Decisions which affect the type and cost of services to be provided are often outside of the council's control and thus are uncontrolled and unpredictable (e.g., decisions taken by the court in children's cases or court decisions in relation to Mental Capacity Assessments).

As part of the budget setting process Adult Social Care had identified significant service pressures of £7.387 To counter the pressures, efficiencies were identified and savings of £5.091 achieved. The gap was bridged with cost mitigation due to early intervention and prevention through strengths-based practice and Technology Enabled Care (TEC) and the decision to limit the uplift for providers (however, see also paragraph re Fair Cost of Care review elsewhere). This has left the care market, which was supported financially through the Welsh Government's Hardship Fund paying for a proportion of vacant beds in care homes, in a fragile position and may need to be addressed in the future. The total payout of the fund was 3,326,755.91.

In addition, the Council paid out 1,297,668.95 to care home staff, which includes the 'Carer Recognition' scheme and associated overheads to care home owners. This means that the Council, via the Welsh Government Hardship fund paid out a total of £7.3m to care providers in Powys.

In 2021-22 Children's Services continued to make the most effective use of resources, to enable us to manage the increase in demand. This has been a real priority for the service. We have effectively used data to enable us to understand what pressures are going to arise and plan carefully to be able to manage those pressures effectively.

The Children's Services budget was set with unfunded pressures of over £2 million. Additional pressures of over £6 million were identified and potential savings identified of over £3 million, of which over £1 million were delivered. Of the £2 million unachieved savings, most has been reinstated as part of the 2021/22 budget setting process.

We delivered a balanced budget again this year, demonstrating Children's Services have full oversight and control of the financial resources available to us. We maximized the use of grants to us to make sure that children, young people and families received the right help at the right time.

The COVID-19 pandemic has created huge pressures on the availability of suitable placements for children and young people. There has been a national shortage of placements which has worsened during the pandemic with complications arising due to government guidance around Children's homes and issues with isolating and positive cases. There is a lack of provision of therapeutic residential placements for children and young people with severe emotional and behavioral needs in Powys and Wales. This has made it extremely difficult to balance the competing priorities of managing service demand, meeting the needs of children and young people and reducing expenditure with the need to achieve budget savings.



## **Our Partnership Working, Political and Corporate Leadership, Governance and Accountability**

The Council is a proactive member and contributor to regional boards, and aspects of the local authority's improvement and transformation agenda are being progressed through the priorities of Powys Mid and West Wales, Powys Regional Partnership Board and the work of the Regional Safeguarding Board

In line with the requirements of the Social Services and Well-being Act (2014), the Regional Partnership Board (RPB) provides cross-sector leadership through a strong and shared commitment to providing seamless and integrated health and social care services for children, young people and adults living in Powys, with a primary emphasis on prevention and early intervention.

To this end, we continued to implement our Health and Care Strategy which sets out the strategic vision and approach to be taken in Powys. The Health and Care Strategy sets out priority areas and key strategic enablers which will help us to develop and deliver on the agreed Integrated Model of Health and Wellbeing.

Working in partnership our Area Plan identifies which services will receive greatest priority in respect of integrated working between the Council, the health service and others across key population groups.

This year, the local authority, with its partners, has led on the development of a revised RPB Population Needs Assessment to support better understanding of need across key population groups, to support planning and decision making.

Further information on the Powys RPB and access to its key documents can be found at the end of this report.



## Accessing Further Information and Key Documents

In publishing this Annual Report, we have relied upon a substantial amount of information, data and progress reports, including those that have featured heavily this year following our recent inspections and surveys.

The Annual Report identifies the progress of the Council in providing for the Well-Being of those people who need our help and support. This report however is not the only source of information available to members of the public, key partners, and service providers.

We have a significant amount of background information that sits behind this report, providing additional detail about what we do and how we do it. Importantly, if something is not mentioned in this report as a key priority it does not mean we are not doing it, as there is a lot of activity across Social Services that plays a part in helping us to provide for some of the most vulnerable groups in our community. It is not possible to capture everything, which is why we are keen to signpost people to further information. More detailed information is published in a separate document ([Annual Director's Report Social Services 2021 – 2022 \(Supporting Evidence\)](#)),

To access further information about what we do then these are some of the documents that will provide more detail:

1. Welsh Government Guidance in relation to the Annual Social Services Report [Microsoft Word - Annual Report Guidance.docx \(socialcare.wales\)](#).
2. Detailed information about council performance is available here [Vision 2025: Annual Performance Reports - Powys County Council](#)
3. Director of Social Services Annual report 2021/21 and further documents in support of this report can be found here [Social Care ACRF \(Annual Council Reporting Framework\) - Powys County Council](#)
4. Market Position Statements are available here [Our Strategies and Plans on a Page - Powys County Council](#)
5. Powys County Council Corporate Leadership & Governance Plan 2017- 2020 ([Corporate Leadership Governance Plan v5.6.2.pdf \(moderngov.co.uk\)](#))
6. Healthy Caring Powys – Delivering the Vision (Area Plan)
7. The Adult Services Improvement Plan 2018-2023 [Adults Service Improvement Plan Appendix - Powys County Council](#)
8. The Powys Population Needs Assessment [Care and Support Population Assessment for Powys | Rural Health and Care Wales](#)
9. Children's Services Integrated Business Plan 2020-2023
10. Vision 2025 Corporate Improvement Plan [Corporate Improvement Plan 2021-25: the quick read edition \(office.com\)](#)
11. Council's Annual Performance Report [Vision 2025: Annual Performance Reports - Powys County Council](#)
12. Improving the Cancer Journey in Powys <https://www.powysrpb.org/icjpowys>
13. Commissioned Services Plans on a page [Our Strategies and Plans on a Page - Powys County Council](#)
14. Social Services Annual Complaints Report <https://en.powys.gov.uk/socialservicescomplaints>
15. Information about our Regional Work via the Regional Partnership Board can be found here [HOME | Powys RPB](#)
16. Information about the North Powys Well-Being Project [www.powyswellbeing.wales](http://www.powyswellbeing.wales)
17. Information about Technology Enabled Care in Powys <https://en.powys.gov.uk/article/10016/Help-to-live-at-home-through-the-use-of-technology>.



# Annual Director's Report Social Services 2021 – 2022

(Supporting Evidence)



This document provides more detailed information on our statutory Annual Director’s Report Social Services 2021 – 2022. It goes into further detail about

- what we proposed to do in 2021/22,
- what we achieved and what difference this made and
- what our plans are for 2022/23.

It should be read in conjunction with the 2021/22 Annual Director’s Report Social Services, which can be found here [www.powys.gov.uk/DirectorofSocialServicesReport](http://www.powys.gov.uk/DirectorofSocialServicesReport)

## Contents

What did we plan to do last year, how far did we succeed and what difference did we make?.....	3
1. Quality Standard 1 - Working with people to define and co-produce personal wellbeing outcomes that people wish to achieve: .....	3
2. Quality Standard 2 - Working with people and partners to protect and promote people’s physical and mental health and emotional wellbeing .....	8
3. Quality Standard 3 - Taking steps to protect and safeguard people from abuse, neglect or harm .....	18
4. Quality Standard 4 Encouraging and supporting people to learn, develop and participate in society.....	22
5. Quality Standard 5 - Supporting people to safely develop and maintain healthy domestic, family and personal relationships. ....	24
6. Quality Standard 6 - Working with and supporting people to achieve greater economic well-being, have a social life and live-in suitable accommodation that meets their needs.....	26
7. How We Do What We Do .....	30



## What did we plan to do last year, how far did we succeed and what difference did we make?

In last year’s Annual Report, we set out several priority actions to enhance how we work with people to help them achieve their outcomes. We have listed below

- What we said we would do
- How far we succeeded and what difference we made and
- What we are planning to do in 2022/2

### 1. Quality Standard 1 - Working with people to define and co-produce personal wellbeing outcomes that people wish to achieve:

Understanding “what matters” in our conversations with people is paramount to successfully placing the individual at the centre of what we do. “What matters” is the golden thread that runs throughout our services and is an important guiding principle of the Social Services and Wellbeing (Wales) Act 2014.

Page 17

Goal Ref	What we said we would do	How far did we succeed and what difference did we make
A17 Adults	Develop a Personal Assistant finder tool to help service users who receive Direct Payments to find the help they need.	<p>Following design work undertaken collaboratively with a range of stakeholders, in April 2021 we launched 2 new pieces of software to support recipients of Direct Payments in Powys.</p> <p>The first system was the virtual wallet app which helps Direct Payment recipients manage their budgets, the services they purchase as well as billing and other administration. The app allows individuals more choice and control over how they manage and purchase the care they need. <a href="http://www.myvirtualwallet.co.uk/powys">www.myvirtualwallet.co.uk/powys</a></p> <p>The second system was the Care and Support Finder Tool. This is a web-based resource which was designed to help people looking to purchase care and support find suitable people to provide this (providers). These providers could be Personal Assistants or Community Microenterprises. The Care and Support Finder helps link up Personal Assistants and Microenterprises with people looking to purchase care through their Direct Payment. <a href="http://caresupportfinder.org">Homepage (caresupportfinder.org)</a></p> <p>We have received feedback on the care and support finder tool since its launch and plans are in place to work with the provider of the system to make it more user friendly.</p>

		By March 2022 there were 40 Virtual Wallet accounts, managing over £100,000 pounds of Direct Payments. We continue to provide more people with a managed account and our plan for 2022/23 is to increase the use of the Virtual Wallet significantly.
A3	Launch the rebranded Front Door and Early Help Services.	<p>The Front Door service was rebranded and launched in June 2021.</p> <p>The Early Help service was rebranded and launched in April 2021 alongside the multi-agency Early Help Strategy.</p> <p>New branding, updated webpages, contact details and information about the services were widely publicised across the County with families and partner agencies.</p>
A4	Develop the Early Help Hub in the North of the County in preparation for opening in April 2022.	<p>Work developing the new Welshpool Integrated Family Centre gained pace throughout the year.</p> <p>The new hub will enable an expansion on the current Flying Start and Foundation Phase provision by providing the 30-hour childcare offer. It was also accommodating a single point of access for Early Help Services and multi-agency teams. It will allow families to benefit from more co-ordinated and convenient support, a place to run drop-in support clinics, baby groups, parenting support, community café and training opportunities.</p> <p>Community and stakeholder engagement has taken place and a planning application approved for the hub. Project management meetings have taken place weekly to review progress. The opening is planned for 2022.</p>
A5 Adults	Strengthening the resilience of the workforce through achieving our Grow Our Own objectives.	<p>The Occupational Therapy team employed one Kickstart applicant for a 6-month period as an administrative assistant. She gained valuable experience within the team and was encouraged to apply for other roles within the council. She gave very positive feedback about the team and the experience that she had. It helped her to decide how her future career may progress. Please see Appendices 1 and 2.</p> <p>Our Bodlondeb facility (<i>Bodlondeb : HousingCare</i>) has one Kickstart placement in post, allowing the individual to gain employability skills as well as first-hand experience providing front line care and support to service users. The individual on placement has voiced that she is enjoying very much being part of the team here in Bodlondeb and this has supported her to make the decision social care is the sector in which she wishes to progress.</p> <p><i>Home Support</i> is also currently based within <i>Bodlondeb</i>; this has been positive as it has allowed for cross working therefore an understanding of another service within social care that is community based.</p> <p>Following the kickstarts six-month placement we will support the individual in applying for permanent posts within Powys County Council.</p>

<p>Page 79</p>	<p>The team are also supporting 2 Community Support Officers through their Occupational Therapy degree at Glyndwr University and hoping that another Community Support Officer will be accepted onto the part time degree cohort for January 2023.</p> <p>We employ two apprentices in our commissioning team. Both work their way through the different sections of the commissioning team, learning ‘on the job’ and supporting the team with a variety of administrative task, focussing on ICT learning.</p> <p>Adult Services have embraced the “<i>grow our own</i>” ethos through providing development opportunities, training and mentoring, enabling staff to move into new job roles which will support us in having a more sustainable workforce.</p> <p>In 2021/22 three social workers became fully qualified, following support from Adult and Children’s Services to undertake the <i>Degree In Social Work</i> programme. All three members of staff have secured permanent social work roles within our Disabilities and Older People’s teams.</p> <p>We are supporting a further eight members of Adult Services staff to undertake their degree in social work, three of whom are scheduled to qualify in November 2022, four in 2023 and one in 2024. There are plans in place to offer further social work degree placements in early 2022/23 which should see more staff qualify in 2024.</p> <p>We continue to support staff in their first three years of Practice with one member of staffing having gained their Porth Agored Award (mandatory Consolidation of Social Work Award) which is required to maintain social work registration. Several staff are due to submit or commence this Award 2022/23. In addition, Adult Services are supporting three newly qualified social workers in their First Year of Practice.</p> <p>Adult Services have seen agency workers become permanent members of staff, our back-office support team members transfer into Management and Improvement roles as well as having a complete career change and commencing roles in a frontline capacity within our Older People and Disabilities Teams.</p> <p>We have continued to provide Strength-Based training, albeit virtually, to our teams to support the conversations they have with residents in understanding what matters to them to achieve their outcomes. A staff member has successfully completed the Train the Trainer programme to enable in-house delivery of strengths-based collaborative communication training. Very positive feedback has been received not only from attendees about this approach but also from the training provider.</p>
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		<p>During the ongoing pandemic, our workforce has worked flexibly across service areas to meet the high level of demand which has been seen at our Front Door, ASSIST <a href="#">contacts - Powys County Council</a>, with the aim of supporting residents to meet their outcomes through understanding what matters to them. Staff have been able to share existing skills and knowledge with new team members as well as learn new ways of working</p>
<p>A5 Children</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 80</p>	<p>Strengthening the resilience of the workforce through achieving our Grow Our Own objectives.</p>	<p>In 2021-2022 a further eight students were seconded onto the Social Work Degree course with the Open University. Eight of these were from Children’s Services and four from Adults Services. Children’s Services also created and fully funded Two Master’s Degree trainee posts and recruited two students into these posts. These students commenced their <i>Masters in Social Work</i> course with Cardiff University in September 2021.</p> <p>Across Social Services there are 26 current Social Work Degree Students, 17 are from Children’s Services. Work has commenced to recruit a further 12 staff onto the Social Work Degree course in 2022-2023, many recruits will have direct entry into Year 2 of their studies and will qualify in Autumn 2024.</p> <p>In preparation for our increased number of Newly Qualified Social Workers, the practice development team have worked with current and recent newly qualified social workers to introduce new Practice Guidance which will enhance the support structure available upon qualification.</p>
<p>A6</p>	<p>Continue to provide mission critical services during these changing times to children, young people and families in Powys.</p>	<p>We introduced a prioritisation framework so that the service could respond to critical work with the increase in demand. We held daily Children’s Services Leadership sit-rep meetings (assessing the situation as is and act) to move staffing resources to the service areas that needed it most.</p> <p>We brought additional staffing into the Front Door, Early Help, Assessment and Business Support service areas to help us meet demand.</p> <p>Throughout the year there has been a strong oversight and support from Children’s Leadership Team to make sure that teams were supported in this exceptionally challenging time.</p>
	<p>Compliments and Complaints</p>	<p>We are on a continuous journey of learning and use the feedback we receive via Compliments and Complaints <a href="#">Comments, Compliments and Complaints - Powys County Council</a> to support us in making changes to practice or shaping our future services. What we have learnt is that we are often able to resolve issues/enquiries raised by complainants at the outset without needing to progress to a formal stage. If complaints cannot be dealt with informally these are moved to Stage 1 for investigation by the relevant team or senior manager; we only escalate to Stage 2 for independent investigation if we are not able to find a resolution. However, there is a final escalation stage to the Ombudsman if the complaint remains unresolved. Please refer to the main report about detailed statistics of compliments and complaints.</p>



Page 81	<p>We have co-produced and launched several new or updated documents which will support residents understanding of our procedures and what they can expect of us:</p> <ul style="list-style-type: none"> <li>• <i>Complaints and Representations Policy and Procedure</i> – this document has been updated to support us in addressing complaints as quickly and effectively as possible. We have made some improvements to the policy to recognise and implement learning from complaints received.</li> <li>• <i>Adult Services “What you can Expect from Us” Booklet</i> – this explains what residents might expect when contacting Adult Social Care, from the point of the first “<i>What Matters</i>” conversation at our front door. It explains the process our teams will follow and breaks down the jargon to make it user friendly for residents</li> <li>• <i>Customer Care Charter</i> – we are committed to providing a consistently excellent standard of service by putting our customers at the centre of everything we do. Our Charter sets out this commitment with us wanting our customers to feel that:             <ul style="list-style-type: none"> <li>○ their views and feelings are understood</li> <li>○ they know what will happen next</li> <li>○ their rights are respected</li> <li>○ there is regular two-way communication</li> <li>○ they have a positive experience</li> </ul> </li> </ul>
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<b>What Do we plan to do in 2022-23</b>	
<b>Adult Services</b>	Through our quality assurance, compliments, complaints and supervision processes, consider how we include feedback from individuals to support service developments and learning
<b>Adult Services</b>	Increase the take up of the <i>Care and Support Finder</i> tool <a href="http://caresupportfinder.org">Homepage (caresupportfinder.org)</a> to connect people with care and support needs and Personal Assistants and Community Micro Enterprises.
<b>Adult Services</b>	Transition most people who use their Direct Payment to the Virtual Wallet <a href="http://Powys   Virtual Wallet (myvirtualwallet.co.uk)">Powys   Virtual Wallet (myvirtualwallet.co.uk)</a> and make this the preferred option for managing Direct Payments in Powys.
<b>Adult Services</b>	We will review our support mechanisms and provision for people opting for a Direct Payment to exercise Choice and Control over their care and support. This review will commence in the summer of 2022 and will result in new provision being put in place by March 2023.
<b>Adult Services</b>	Finalise the specification and implement the delivery of Carers Assessments by our commissioned Carer Support organisation
<b>Adult Services</b>	We will work with the University of Aberystwyth, looking at the use of digital solutions by older people, modelled on the AskSara resource.

<b>Adult Services</b>	We will work with the Disabled Living Foundation to review the use of AskSara and continue to promote the resource to local people. The resource can be found here <a href="http://Powys County Council - AskSARA (livingmadeeasy.org.uk)">Powys County Council - AskSARA (livingmadeeasy.org.uk)</a>
<b>Children’s Services</b>	Continue to achieve our goals in the <i>Grow Our Own Social Worker</i> project
<b>Children’s Services</b>	Open the <i>Early Help Hub</i> in the North of Powys

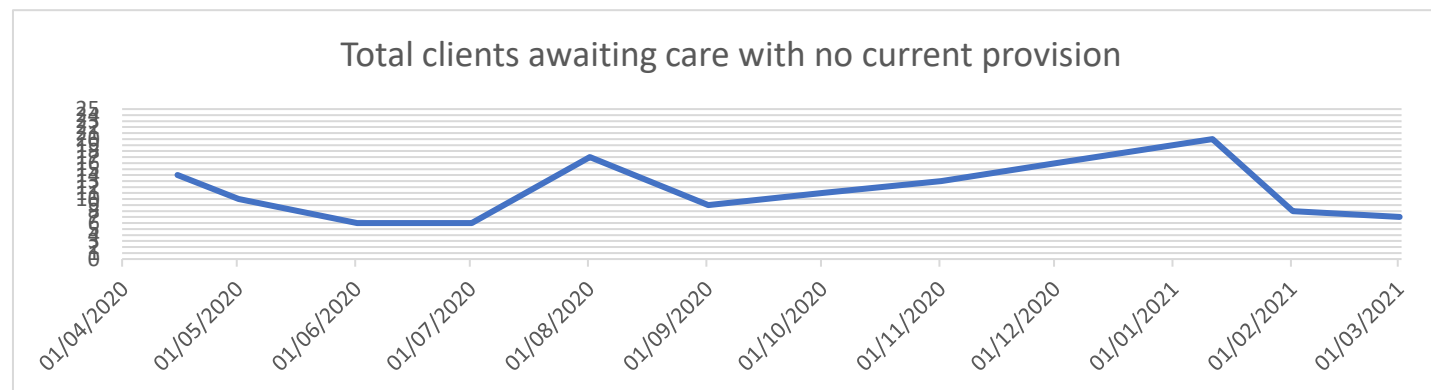
## 2. Quality Standard 2 - Working with people and partners to protect and promote people’s physical and mental health and emotional wellbeing

<b>Goal Ref</b>	<b>What we said we would do</b>	
Adult Services Page 82	Update our Market Position Statement for Commissioning including residential, domiciliary care and children’s placements.	<p>We updated and published our <i>Market Position Statement for Care and Support at Home</i>. The statement contains "live" data meaning that the position within Powys is always current and up to date. The statement covers areas such as domiciliary care, Direct Payments, reablement, occupational therapy, ASSIST, technology enabled care. Please go here for details of our strategic documents Our Strategies and Plans on a Page - Powys County Council. <a href="#">Our Strategies and Plans on a Page - Powys County Council</a>.</p> <p>The Market Position Statement enables us to base our commissioning intentions on live data about needs, available provision and gaps of provision.</p> <p>We published strategic documents which outline our current market for children and young people which can be found here <a href="#">Market Position Statement Children and Young People</a>.</p> <p>We published a strategic specification for service for adults with disabilities. This can be found here <a href="#">Specification_for_the_provision_of_Accommodation_and_Support_for_Living_a_Good_Life.pdf</a>.</p> <p>We also updated and published our strategies for the provision of Technology Enabled Care <a href="#">Our Strategies and Plans on a Page - Powys County Council</a> and for supporting carers in Powys <a href="#">Our Strategies and Plans on a Page - Powys County Council</a>.</p> <p>Our Live Well Accommodation Delivery Plan is a shared vision between the Council and the Health Board</p>
B2	North Powys Wellbeing Programme	<p><i>North Powys Wellbeing Programme</i> will continue to expand following the successful delivery of the project in North Powys. <i>Children’s First</i> initiative has been expanded further across north Powys to include Machynlleth and Llanidloes. <i>Children Looked After</i> will continue to be supported in local placements in Powys where possible. Further projects have also been funded to support digital and more local Ophthalmology and Respiratory services in north Powys.</p>

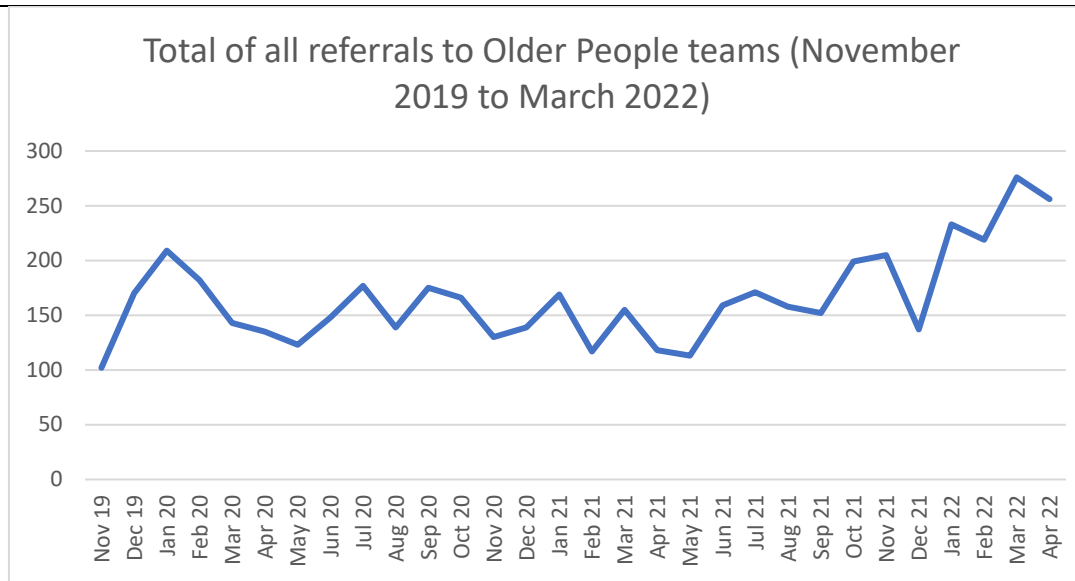
<p>B3</p>	<p>Extra Care – Adult Social Care is committed to adding new projects to support people in need of residential care in Welshpool, Ystradgynlais, Machynlleth, and Brecon.</p>	<p>Significant progress has been made to support the development of Extra Care housing for the residents of Powys; communications plans have been developed to support us with engaging with stakeholders at the right time including the need to address Planning and Listed Building approval for the scheme in Welshpool.</p> <p>We are very pleased that construction work commenced on both the Welshpool and Ystradgynlais projects in 2021 and all Welsh Government grant funding conditions have been met. The new schemes will open in late 2023.</p> <p>In Brecon a site has been purchased in the centre of town and it is anticipated that building work to provide up to 60 apartments will commence in 2023.</p> <p>Discussions are being held with a potential provider who are developing plans, including capital and ongoing revenue funding, for a smaller Extra Care Housing scheme in the centre of Machynlleth. Due to location, on receipt of plans, we will work collaboratively with North Wales Regional Partnership Board, Hywel Dda Regional Partnership Board. and Gwynedd and Ceredigion Councils to present joint financial applications to Welsh Government.</p> <p>We are investigating the potential for an Extra Care site in Radnorshire, but no formal plans have yet been developed.</p> <p>Project boards were established at the start of each of the projects. These boards include several Council departments, housing association, Health Board and Welsh Government. Additionally, there are operational groups looking at specific topics, like design, procuring care, public relations and allocation process for future tenants.</p> <p>See here for further information about the scheme in Ystradgynlais: <a href="#"><u>Redevelopment to bring 12 more homes for older people in Ystradgynlais - Pobl (poblgroup.co.uk)</u></a></p>
<p>B4</p>	<p>Support adults who require care and support through timely and strengths-based assessments and care and support planning and working to ensure that the right level of care and support is available to adults who require this support.</p>	<p>In 2021/22 Adult Services have seen an unprecedented level of demand for care and support and we have not always been able to undertake our assessments as timely as we would like to. However, our workforce has worked flexibly across service areas with the aim of supporting teams to reduce waiting times for assessments. We have continued to provide training for our teams on strength-based collaborative communication to support conversations with individuals in need of care and support. Please see Appendices 3.</p> <p>Following a pilot, we have rolled out the new collaborative way of screening referrals countywide. We hold daily multi-agency screening meetings which focus on determining the best way support can be provided to individuals and by whom at the earliest opportunity. Our reablement team have reported that following implementation of the screening meeting, they have seen a reduction in the number of inappropriate referrals received which has had a positive impact in terms of capacity versus the inappropriate referrals previously received.</p>

Our Older People’s teams have seen the most significant increase in demand and to support a more integrated way of working, we have commenced a pilot with our *Moving and Dignity* team who are supporting the delivery of change in an agile way via new referrals being allocated to them following screening meetings; this sees a change with an Occupational Therapist being responsible for the assessment, care and support plan and review of the individual being supported. Where a change in need is identified, recommendations are made directly to our care practice forum as opposed to transferring the case on to a social worker to take the recommendation forward.

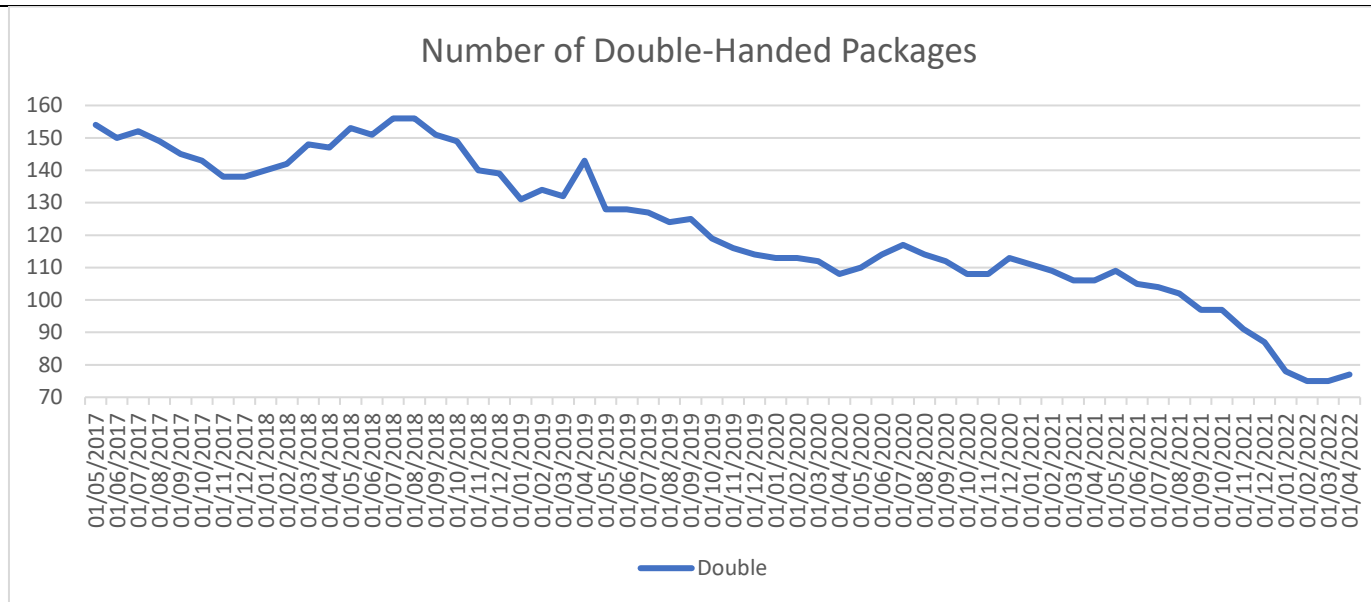
Unfortunately, due to the ongoing pandemic and staffing challenges for external provider agencies it has been difficult to source domiciliary care as well as care home placements. This has meant that some individuals have had to spend longer in hospital than we would normally wish to see. Some have gone into a short-term care home placement whilst awaiting a package of care which has had an impact on the number of long-term care home beds available.



The graph below shows how referrals to our social work teams developed in the last two years.



We continued reviewing the care and support needs of individuals, taking advantage of e.g. Technology Enabled Care to support individuals and thereby reducing the number of domiciliary care hours provided to individuals. These reviews always consider the needs of the individual, their safety and the ability of services to provide care to as many people as possible. The chart below shows how we have successfully and safely reduced number of ‘double handed’ care packages (i.e., packages that require two carers to one individual).



In addition, The Community Connector lead has been attending regular team meetings to provide oversight of any new services or scheme which have become available within the community.

B5

Provide and commission a flexible and affordable mix of high-quality support services for adults who require care and support and their carers to meet the diverse range of their individual needs and circumstances. With a focus on outcomes.

The Covid-19 pandemic has continued to provide many commissioning challenges with some providers not being as resilient or financially viable as they would normally be or choosing/having to cease trading. Across Wales, it has been a very difficult two years with providers reporting that they are experiencing difficulties in recruiting and retaining staff and we have found ourselves in the position of the demand for domiciliary care continuously being outstripped by the supply available. Some domiciliary care providers have had to hand back packages of care as they have been unable to meet safe care provision requirements; the local authority has increased staffing capacity via agency workforce and creating new posts to address the additional demands on in-house capacity.

We have remained committed to the Powys Bronze Pledge which has supported some sustainability within the care market with improvements to the terms and conditions of work for care staff; in 2022/23 the Silver Pledge will take effect which will see further benefits for care staff.

Our priority throughout has been to ensure that individuals are safe and for us to work with them in a strengths-based way to support them in meeting their outcomes. We have looked at alternative ways of working and have also continued to work with our colleagues in the voluntary sector in identifying opportunities for support in the community.

<p>Page 87</p>	<p>We have considered how we can support the right sizing of packages of domiciliary care and have taken 2 different approaches. We have taken learning from our providers and their work with individuals to make sure that individuals have the right level of care throughout resulting in some domiciliary carer capacity being released. Secondly, our occupational therapists have worked more closely with our older people’s social work team through being part of the initial assessment. An example of how this has worked well as an outcome for an individual in enabling them to maintain their independence is that an occupational therapist undertook a bathroom assessment first with recommendations on adaptations to make it safe rather than us commissioning a package of care for support with showering.</p> <p>The role of home adaptation provision is significant in a county with a greater population of people aged over 50 increasing at rates above those elsewhere in Wales and a limited supply of suitable housing stock. The adaptations support independent living, are tailored to the needs of the individual to overcome practical problems and create safe, warm and secure homes. Welsh Government along with Powys County Council and Powys Teaching Health Board invest funds to offer small adaptations free of charge to older people and people with disabilities and grant funding can be applied for larger adaptations. As well as acknowledging that we all want to stay in our own homes for as long as possible, there is value in preventing accidents, reducing the causes of ill health, reducing the strain on family carers, enabling quicker hospital discharge and reducing demand on health and social care services.</p> <p>Examples of small adaptations include providing additional stair rails, installing grab rails in the bathroom or replacing steps with ramps. Larger schemes include changing baths into level access showers, stairlifts, improving kitchen lighting or lowering the height of work surfaces.</p> <p><i>Care and Repair in Powys</i>, a not-for-profit organisation, has been delivering home adaptations for over 30 years to those in privately owned or privately rented homes along with some for Barcud Housing Association tenants and more recently small adaptations for council tenants. Being grant funded, <i>Care and Repair</i> offers free impartial advice including healthy home assessments alongside delivering or managing adaptations. Referrals can be made by health and social care professionals or directly by those who need support.</p> <p>In 2021/22 <i>Care and Repair in Powys</i> helped 1,385 people with a variety of small adaptations valued at £385,000 and completed 224 larger schemes valued at £892,000. The demand for adaptations is increasing at a time of significant rises to costs of materials and a shortage of building contractors.</p> <p>To ensure people can leave hospital once they are medically fit, we have provided some short-term care home placements for individuals who are awaiting a package of care at home, prior to them returning home to continue to live as independently as possible.</p>
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<p>Page 88</p>	<p>We have continued to promote Direct Payments to individuals who have been assessed as needing support which gives them more choice in who provides their care services. Recipients of Direct Payments can manage their own budget via the virtual wallet or can have support via a managed account. As noted above, we have also put in place our <i>Care and Support Finder</i> tool to support individuals in finding their own Personal Assistant.</p> <p>One gentleman who previously lived in a Supported Tenancy told us his story which resulted in him moving into his own home purchased for him by his parents. He developed several skills during his time in a residential college and via his Supported Tenancy which enabled this move. Since moving into his new home, he has used the skills he has learnt to reduce the Direct Payment support previously received. This is a great outcome which has seen him not only move into his own home but also seeking support from those around him in his community of choice. Set against Direct Payments but possible would sit better in the accommodation section.</p> <p>We have continued to work with Community Catalysts to develop the microenterprise approach (small community businesses that support and care for local people) with the wider plan of expanding the approach across Powys. At the end of March there were 40 micro enterprises operational, providing 830 hours of care and support to 131 individuals in Powys. Two examples of Community Catalysts’ work are here <a href="https://www.communitycatalysts.co.uk/story/community-micro-enterprise-gives-two-rural-neighbours-more-choice-and-control/">https://www.communitycatalysts.co.uk/story/community-micro-enterprise-gives-two-rural-neighbours-more-choice-and-control/</a> and here <a href="#">Neighbours help each other in rural Powys - Community Catalysts</a>.</p> <p>Our early intervention/preventative approach is important and we have continued to promote Ask Sara, our on-line assessment tool, which provides impartial advice about equipment to make daily living easier. Some 473 individuals had an assessment-report completed by AskSara, enabling them to identify, either on their own or with a professional, which equipment would be helpful to them to remain in their own home. <a href="http://www.powys.gov.uk/ask-sara">Powys County Council - AskSARA (livingmadeeasy.org.uk)</a></p> <p>Our Shared Lives service supports individuals who may need some additional help to have short breaks or live long term in the homes of Shared Lives carers. Through this scheme, Individuals are enabled to choose who they live with, where they live and how they spend their time. We are pleased to have secured some additional funding which means we are now able to expand this service and increase the availability across the county. We have seen positive outcomes with one individual being nominated for 'Human Rights for Free Expression' award; this award celebrates an individual growing in confidence, speaking their mind and living the life they choose'. Our team have supported an individual to live more independently with the person now living in a supported tenancy.</p> <p>Shared Lives:          Service user quality assurance (QA) questionnaires continued to be distributed across the Provider Services. Completion of the QA is promoted and encouraged from service users, families/carers, or representatives to voice their opinion on the quality of support they</p>
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have received. The feedback is essential for the service provider and the Responsible Individual (RI) to address any potential issues with quality provision before they escalate and provide evidence to influence improvements in future provision. Data is drawn from the Registered Provider Services Service User feedback questionnaire on Survey Monkey every 6 months and a report produced which is shared with the Authority and Care Inspectorate Wales. The focus on the service user questionnaire is on what matters to them, their health and wellbeing in relation to the support they have had or may still be receiving. The questions are based around the individual’s choice, emotional and social wellbeing in relation to the support being provided and the conduct of the staff supporting them in the way they were spoken too and if they had trust and confidence in them. During the reporting period 1 Jan – 31 Dec 2021 there were 332 responses received.

Complaints and compliments can be submitted either through the corporate electronic system (PCC internet Homepage), in writing, verbally or telephone. During this reporting period there were 2 complaints recorded with ‘Get Sorted’ (Corporate Complaints & Compliments website) across the Registered Provider Services. However, a lot of compliments are received direct to the services rather than submitted through the corporate system through email, cards, verbally to staff or as comments in the feedback questionnaire.

Here are examples of how people view the service they are receiving:

*‘I will remember for the rest of my life how good everyone has been and taken the time to talk to me. I was grateful for what you have done, and we had a laugh.’ (Domiciliary Care & Reablement)*

*‘It was very good to see you at the review meeting for \*\*\*\*\*. He was clearly in a very good place and S was very thorough in making sure we all understood just how much \*\*\*\*\* has come on in recent years and just how much he and the whole family owe to the wonderful work that you, and all the Staff at Summerfield have done – and still do – to enable this to happen. Thank you for clarifying and chipping in at crucial moments to keep us all clear about all the matters that came up and for also helping to guide the meeting to its very positive conclusion. Please pass on our grateful thank to S for her patience and kindness in leading the meeting and to J for supporting \*\*\*\*\* at it.’ (Supported Tenancies)*

We worked with our Carers support organisation to facilitate respite opportunities for 782 carers. Please see Appendices 4.

B6	To increase the availability of volunteers to work in health and social care during the pandemic (and beyond), and to work with care and support providers to increase use of	To support our work and increase service capacity, whilst experiencing increased Covid-19 infection rates, we sought council wide volunteers to enrol as care and support responders. Volunteers were assured that responders would only be deployed as a final measure once all other alternatives had been exhausted by the council. Whilst useful, volunteers did not need to have care experience as there were a variety of roles available, e.g., keeping people company and supporting current staff in care home or supported living settings. Key criteria for volunteers were the ability to be deployed from their current work duties at short notice; the ability to cover night or weekend shifts if needed; be willing to work in settings that were experiencing a critical staff shortage, including in settings experiencing a Covid-19 outbreak amongst their residents. Our volunteers supported us in reducing the impact
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	<p>volunteers to increase service capacity.</p>	<p>on residents in two care homes in February 2022 when we experienced adverse weather and flooding; this critical support alongside support from the local community avoided us having to evacuate residents to another care home 42 miles away. During 2021/22 we supported seven older people’s care homes for short period of times with Powys County Council staff; this became necessary as care homes were unable to provide safe care due to Covid impact.</p> <p>Powys County Council, Powys Teaching Health Board and Powys Association of Voluntary Organisations (PAVO), as key partners of Powys Regional Partnership Board, established a Community Sector Emergency Response Team (C-Sert) to co-ordinate and support emergency response to people in the community who may be affected by COVID 19 through formal and informal volunteers. The work undertaken through the pandemic has been recognised by the Welsh Local Government Association (WLGA) with Adult Services being an integral partner <a href="http://www.wlga.wales/community-connectors-in-powys-powys-cc">http://www.wlga.wales/community-connectors-in-powys-powys-cc</a></p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 90</p>	<p>Offer falls prevention services to those in most need</p>	<p>2021/22 has been a difficult year for staff who had to prioritise services. However, we developed and delivered <i>Falls Brief Intervention Training</i> which is an evidence-based training package with the aim of reducing falls through brief interventions. This means having conversations about falls and simple actions that people can take to reduce their risks of falls. Training sessions were run three times per week from November to March. The 61 participants who attended were social care, health, care agencies and the third sector and would have the opportunities through face-to-face working of using the Brief Interventions in their everyday work role. Overall, the feedback received has been very positive and participants have found the course to be ‘very formative, concise and easily digested’ and a ‘good refresher’. Virtual Training through “Teams App” made the course accessible to attendees across Powys. Feedback from the sessions has also identified the need for training about what to do if someone has fallen / how to get someone up after a fall. This is an area which can be developed further.</p>
<p>B8</p>	<p>Increase the number of care- experienced young people that report good wellbeing.</p>	<p>A <i>Bright Spots</i> survey ‘your life beyond care’ was undertaken with “care experienced” young people during 2021-22. The survey questions are focused on several indicators that were jointly produced with care experienced young people, that explore their well-being.</p> <p>The results of the survey are currently being collated and analysed and an action plan developed from the findings in 2022-23. These results of the survey will assist the service to develop a baseline so that we can continue the work to increase wellbeing of our care experienced young people.</p>
<p>B9</p>	<p>Maximise the role of Clinical Psychologist to support across the service and establish a trauma informed approach.</p>	<p>The Council’s psychologist’s role has been further developed across the service with the post sitting within the Intervention and Prevention service. Our psychologist delivers a clear <i>trauma informed approach</i> and supports the operational teams with consultations and reflective discussions.</p> <p>We have seen an increase in using <i>Microsoft Teams</i>, working with the psychologist on case discussions and debriefing exercises and our foster carers have also received support.</p>

Annual Director's Report Social Services 2021 – 2022 (Supporting Evidence)

		In addition, the Intervention and Prevention team have undertaken training on the <i>trauma recovery model</i> . The Youth Justice team have identified trauma champions within the team who have worked with the Welsh Youth Justice Board. Plans are now in place to further develop our trauma recovery approach to include staff wellbeing. An action plan is in place for 2022-23 to build on the work achieved this year and further embed the trauma informed approach across the service.
B10	Complete an options appraisal regarding provision of short breaks in Powys or implement changes to the provision of short breaks.	An options appraisal for the provision of short breaks for family carers was completed and considered by the Children's Leadership Team and the Corporate Governance process. The work has now commenced on the implementation of the short breaks projects.

<b>What Do we plan to do in 2022-23</b>	
<b>Adult Services</b>	Increase the number of community micro enterprises and widen their scope beyond domiciliary care. This will involve continuing with the development work with the Community Catalysts and consideration of use of micro enterprises for sitting services.
<b>Adult Services</b>	Explore the modernisation of domiciliary care brokerage, linked to the Vanguard approach and creation of a new dashboard that allows data scrutiny and a proactive approach to be taken.
<b>Adult Services</b>	Increase the number of staff in the Reablement team to provide for the increased demand on the services.
<b>Adult Services</b>	Secure Planning permission for the Brecon Extra Care scheme. Progress plans for the Machynlleth and Builth Wells Extra Care schemes
<b>Adult Services</b>	We will be working on a research project with Aberystwyth University to explore the impact of using Assistive Technologies on older people, especially those living with dementia.
<b>Regional Partnership Board</b>	The Regional Partnership Board will continue to support citizens and carers to get involved with the work of the partnership. The Board's citizen and carer representatives are equal members of the RPB, and their involvement not only informed and shaped decisions, but continues to provide a better way to identify and tackle 'what matters' to people. A wide range of user and provider groups have also been involved in the work of the Board, through commenting on proposed work, helping to recruit key roles, and informing various processes and procedures.
<b>Adult Services</b>	We will be working with domiciliary care providers to deliver a project, using electric vehicles to reduce our carbon footprint.
<b>Children's Services</b>	Further embed the <i>Trauma informed Approach</i> across the service

<b>Children’s Services</b>	Fully implement the Short Breaks project
<b>Children’s Services</b>	Implement the <i>Bright Spots</i> action plan and increase care experienced young people’s wellbeing

### 3. Quality Standard 3 - Taking steps to protect and safeguard people from abuse, neglect or harm

Goal Ref	What we said we would do	How far did we succeed and what difference did we make
C1	We will work with the whole Council to mitigate adverse impact on community wellbeing in Powys from the Covid pandemic	<p>Social Services led a whole Council review of the impact of the impact of Covid-19 upon community wellbeing. This led to a report with wide ranging recommendations across all Council service areas. These included suggestions for increased support of 3<sup>rd</sup> sector organisations and strategic alignment of the Local Authority’s Covid Recovery Fund.</p> <p>Supporting care homes and other care providers was a priority during the pandemic and, where care provision was not possible, the Council has been working with the Powys Association of Voluntary Organisations (PAVO) to provide wellbeing calls. These have been well received by people waiting for care.</p> <p>We supported childcare providers to maintain service provision for children through the pandemic period, enabling key workers’ children to receive care while their parents were enabled to work. We provided the childcare sector with guidance, PPE, online training and supported providers to access sustainability funding.</p> <p>Children’s Services organised and promoted “The Summer of Fun” and “Winter of Wellbeing” children’s events and activities for children and young people of all ages. 67 community, voluntary and private organisations were funded to deliver sessions across Powys. These provided to be very popular with a many Powys children attending and enjoying the experiences. <i>Flying Start Families</i> have been provided with play packs which have been very well received with lots of positive feedback from families. <a href="#">Flying Start - Powys County Council</a>.</p> <p>All care providers were provided with personal protective equipment and Covid-19 testing kits to keep care staff and their service users as safe as possible during the pandemic.</p> <p>As Day Centres have been closed during the pandemic, we have provided a day centre building in Newtown (the Park Day Centre) to enable the Powys Teaching Health Board to develop a vaccination centre on the site. We are continuing to progress implementation of the All Wales Safeguarding procedures within our teams and alongside partners.</p>
C2	We will work with the third sector to develop a regular wellbeing call	Where Adult Service have experienced difficulties in sourcing care and support in the community, e.g., a package of domiciliary care, we have worked in collaboration with <i>Community Connectors</i> who have undertaken wellbeing calls.

<p>Page 93</p>	<p>system to reach individuals who have been assessed as needing care, but where there is no care available</p>	<p>Community Connectors, through discussions with individuals, have been able to signpost them to additional support which is available within their own communities and to organisations who may be able to assist with their physical, mental and emotional wellbeing.</p> <p>Signposting support provided or arranged during the calls undertaken include, assistance with moving furniture in preparation for an individual to move their bedroom downstairs; emotional support for an individual who found it difficult to come terms with losing their partner of 60 years; referral in relation to heating and fuel poverty with an outcome of the individual now having a new heating system installed following assessment; LBQT support sourced for an individual who had felt unable to ask for support before.</p> <p>Powys Association of Voluntary Services (Pavo) delivered well-being calls to a significant number of people in the community, mostly referred to them by the Council.</p> <p>Referrals to date for welfare calls - 71                  Declined weekly calls - 15. These were followed up with a letter offering calls to be taken up at any time whilst waiting for a package of care.</p> <p>Calls were well received by those who accepted them. Many look forward to their weekly call and are disappointed they stop when a care package has been found. We always carry out an exit call with them and ensure they have our contact details for future use if required.</p> <p>Amongst other things they reported were:</p> <ul style="list-style-type: none"> <li>- arranged local support to assist with moving furniture in preparation for a client to move their bedroom downstairs to make life easier for them whilst waiting for personal care.</li> <li>- Finding emotional support for one client who was finding it difficult to come to terms with losing their partner of 60 years</li> <li>- dealt with heating and fuel poverty by signposting or referring into Care &amp; Repair or the Welsh Government Nest scheme (<a href="http://Nest   nest.gov.wales">Nest   nest.gov.wales</a>). One client is having a new heating system installed after being assessed for support by NEST.</li> <li>- LGBT support sourced for a client who wished to identify as a female. The client had built up trust with the Community Connector during the weekly welfare call and felt she was able to discuss how she had been feeling all her life. It was the first time she had asked for support to address this.</li> <li>- One client during a welfare call became unwell. The Connector offered to call a family member of an ambulance to support the client, but the client declined this support. The Connector was not comfortable at this decision</li> </ul>
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		<p>and spoke to PAVO senior officers. Before a call could be made to Social Services, the client called the Connector back and asked them to call 999 for them. The client was taken to hospital and medical support gained.</p>
C3	<p>Considering the economic impact of the pandemic, we will redefine our in-house domiciliary care service to better support outside care agencies who face resource challenges</p>	<p>The Covid-19 pandemic has continued to create significant demand and capacity pressures within the domiciliary care market which, in part, is due to residents waiting longer for planned healthcare and approaching social services for support. The increasing demands have unfortunately led to some residents experiencing delays in receiving a package of care and our waiting list increasing. Providers have had to transfer hours back to Adult Services as they were no longer able to provide the care which they were commissioned to undertake. Whilst we have been able to transfer some of the care to other providers, our in-house team has needed to support more residents meaning that we were operating above capacity. With all this in mind, we undertook an in-depth review of the demand and the capacity within our existing staffing structure and secured additional funding to increase the numbers of staff we have in our in-house domiciliary care teams so that residents in Powys have the best chance of living as independently as possible. The anticipated impact of this is that we will reduce our waiting lists, reduce the number of agency staff we recruited, improve our sickness levels and wellbeing of our existing staff members.</p>
Page 94	<p>We will work with care home owners, managers and other stakeholders to ensure that care home residents are safeguarded during potential sustainability challenges</p>	<p>2021/22 was another challenging year for our care home providers, who had to deal with staff retention and recruitment issues. On four occasions we met regularly with care home managers and owners to discuss quality issues using the processes within the Joint Improvement and Monitoring Panel (JIMP). This resulted in actions being taken by the provider to remedy these issues.</p> <p>During the year one care home closed due to ongoing quality issues; residents were moved to other homes of their choice with the support from council and Health Board colleagues.</p> <p>As mentioned in the main report we undertook an open book “Fair Cost of Care” review, which resulted in new fees being agreed with most of the homes in Powys.</p> <p>As mentioned above some care homes struggled with staffing on various occasions. This was usually managed within their Business Continuity Plans but on seven occasions we brought in staff from within the Council to support homes with non-care tasks to ensure that the homes were safe to operate.</p> <p>We have in place a comprehensive training plan to support managers within care homes on the <i>Section 5 Wales Safeguarding Procedures Position of Trust</i>. This training enables managers to undertake appropriate risk assessments and address allegations about staff members fairly. Where there are increasing or persistent concerns about the safety of residents this does provide additional sustainability challenges of care homes where they are required to close or have admissions suspended for a period.</p>

C5	Implement Mid and West Wales Regional Safeguarding Board Multi-Agency High Risk Behaviour Policy (including self-neglect/hoarding)	<p>The regional “<i>High Risk Behaviour Policy</i>” was launched in Powys during Safeguarding week; this provides guidance to professionals when dealing with high-risk cases. <a href="#">Cysur   High-Risk Behaviours (Including Self-Neglect and Hoarding)</a>.</p> <p>All high-risk behaviour identified is initially addressed by our social work teams with an escalation pathway in place to the safeguarding team.</p> <p>Following the launch, the Regional Safeguarding Board took the decision to establish a Multi-Agency High Risk Behaviour Panel. The panel has not yet been convened but the intention is that if the safeguarding team considers further escalation is required, the incidence will be presented to the regional panel. The panel will complete a risk management plan for implementation by all agencies involve and will review this on a regular basis to determine risk reduction or removal of risk.</p>
C6	Introduce a best practice response to Child Exploitation and work in partnership with the region to achieve a consistent approach.	
Page 95	Implement the Child Exploitation strategy in line with the implementation plan.	The Child Exploitation Strategy Implementation Plan is reviewed and updated in the quarterly MACE (Multi Agency Child Exploitation) meetings. These are strategic meetings with a wide range of partners in attendance. Many features of the plan are now operational and other aspects are in the development stage.
C8	Implement the options appraisal agreed outcome.	An options appraisal was completed for the Emergency Duty Team and the agreed outcome was implemented and is now in place.
C9	Further implement the Quality Assurance Framework with a focus on closing the circle on learning from audits and Child Practice Reviews.	<p>The Quality Assurance framework was updated in December 2021 and was relaunched at the Operational Management Team meeting. Thematic audits were undertaken in 2021 about referrals, section 47’s and wellbeing assessment. Individual feedback from audits were given to Social Workers and Team Managers.</p> <p>All thematic audits undertaken have an analysis report completed and then a webinar delivered to the workforce on the findings.</p> <p>Two MAPF learning events occurred in 2021 and the reports and action plans were completed.</p> <p>Child practice review action plans are updated and shared at Powys Local Operating Group and the Child Practice Review subgroup quarterly.</p> <p>A business intelligence tool has been further developed to give the service a better overview and monitoring systems on data. Focus during the year was on supervision recordings and plans being updated, which has led to improvements.</p>

<b>What Do we plan to do in 2022-23</b>	
<b>Adult Services</b>	In collaboration with our multi-agency partners, complete implementation of the <i>All Wales Safeguarding</i> procedures and continuously monitor our progress and address any issues as they arise.
<b>Adult Services</b>	In collaboration with the Mid and West Wales Regional Safeguarding Board fully implement the Multi-Agency High Risk Behaviour Policy (including self-neglect/hoarding)
<b>Adult Services</b>	Manage the transition from <i>Deprivation of Liberty Safeguarding</i> to <i>Liberty Protection Safeguards</i> safely and effectively, following the national launch of the Code of Practice and Welsh regulations  Consultation is expected to commence early March 2022 and last 3 months
<b>Children's Services</b>	Using the Public Law Outline (PLO) reforms to keep families safely together. Our Looked after Children's population continues to be stable indicating that intervention and prevention remains a key component in keeping children safer at home. We are continuing to progress with the use of different arrangements for families to draw together and build on their network of support
	Strengthen our Assessment Service to continue to be able to manage the new sustained increased level of demand

Page 96

#### 4. Quality Standard 4 Encouraging and supporting people to learn, develop and participate in society

<b>Goal Ref</b>	<b>What we said we would do</b>	<b>How far did we succeed and what difference did we make</b>
D1	Recruit an Employment Access Officer to work with internal and external organisations including local businesses to look at future employment opportunities and barriers	Due to the council being in business continuity and deployment of the project co-ordinator to support business critical services, Adult Services have not been able to recruit to the Employment Access Officer role. The Work, Leisure and Learning Partnership subsequently took the decision to re-consider the role and expectations at a strategic level including how Adult Services could engage with and make best use of any wider council resources to support this important initiative.  Adult Services have encouraged commissioned providers to continue to support individuals to maintain their employment through an ongoing variety of support options.
D2	Supported employment – initiate a Work, Leisure and Learning Panel to drive strategic planning to find out the role of Day Services, Education and Private Sector Partners	Unfortunately, due to ongoing business continuity in Adult Services and difficulties experienced in bringing all partners together the Work, Leisure and Learning Panel have not been able to progress work under this workstream as quickly as we would have liked. However, key partners have been identified and this workstream is a new priority for the Regional Partnership Board leading into 2022/23. The Panel will provide collaborative leadership including test and challenge on any options developed and engage with all key stakeholders at appropriate intervals on future plans.



D3	Implement the options appraisal for supported accommodation for Care Leavers and Young People aged 16 to 17	We successfully commissioned the 16+ accommodation for care leavers and young people aged 16 to 17. This consisted of three separate lots. The contracts are in place and the provision in the North of Powys is fully operational. The provision in Mid and South Powys will be in operation in Summer 2022.
D4	Increase the number of young people in care who achieve their educational goals.	The results of the <i>Bright Spots</i> survey that was completed with care experienced young people in 2021-22 will assist the service to develop a baseline so that we can continue to work with our partners in Education to support young people to achieve their educational goals.
D5	Increase the number of care leavers who are living in permanent accommodation at the age of 25.	The newly improved pathway plans that were implemented in 2021-22 are now ensuring that we have a robust process for collating this data. That baseline will enable us to measure the success of the work taking place to increase the number of care experienced young people in permanent accommodation The <i>Bright Spots</i> survey action plan will also help us to further achieve this goal and measure this for all Care experienced young people.
D6	Increase the number of care leavers who are in full time employment, education, or training	The newly improved pathway plans that were implemented in 2021-22 are now ensuring that we have a robust process for collating this data. That baseline will enable us to measure the success of the work taking place to increase the number of care experienced young people in permanent accommodation The <i>Bright Spots</i> survey action plan will also help us to further achieve this goal.

Page 97

<b>What Do we plan to do in 2022-23</b>	
<b>Adult Services</b>	Recruit an Employment Access Officer (brought forward from 2021/22)
<b>Adult Services</b>	Initiate Work, Leisure (WLL) and Strategic Workstream (see above for details). This programme will focus on the aspirations, experiences, opportunities, barriers, support, and assets available to people at risk of exclusion from full and equal participation in WLL. The aim is to understand, enhance, and transform the specific and universal WLL opportunities for people living with a disability. It will involve working in partnership with citizens, employers and the third sector to identify, and remove, disabling barriers which prevent people fully accessing the domains of employment, education, and leisure.
<b>Children’s Services</b>	Fully implement the 16+ accommodation project.
	Plan to work with our Education partners to ensure virtual school meets the needs of children in care
	Increase the number of care leavers who are in full time employment, education, or training
	Increase the number of care leavers who are living in permanent accommodation.

	Continue and expand the work of the <i>Intervention and Prevention Service</i> working with families to allow them to stay together safely.
	Continue to promote and refer to the <i>Regional Domestic Abuse perpetrators programme</i>
	To continue to deliver and promote the healthy relationships programme within Powys Schools

## 5. Quality Standard 5 - Supporting people to safely develop and maintain healthy domestic, family and personal relationships.

Goal Ref	What we said we would do	How far did we succeed and what difference did we make
E1  Page 98	To develop our early intervention and prevention service including self-service options for the public, home based support options and provision of technology enabled care	<p>We introduced robotic pets to support people at home and in care homes. We were also able to demonstrate the impact Technology Enabled Care (TEC) is making to residents in Powys. Below are two examples of impact.</p> <p>We ran a pilot project, supplying robotic pets to individuals in the community, supported by our Occupational Therapy team. Individuals have shown remarkable improvements in their general well-being and ability to take more control of their lives at home. <i>“Carers requested a robot cat for a lady who has Dementia and was receiving daily care visits. She was very isolated and lonely and had a history of caring for animals. The Robot cat was introduced with success. The lady immediately started communicating with and nurturing the cat and gave it a name. Over time, carers reported that levels of agitation decreased, communication with carers, taking medication and eating also improved. When the time came for the lady to move to a care home, the Robot cat proved a source of continuity, comfort and reassurance and supported the transition from home to care home. The Robot cat has been a tool to support person centred care and enabled the lady to participate in purposeful occupation in her life.”</i></p> <p>Some feedback from professionals about the use of Technology Enabled Care in the community:</p> <p><i>“I have gotten fantastic feedback from clients/family using the equipment. The potential cost savings from families being able to maintain their loved one at home without the need for a care package is huge.” - Health Board Occupational Therapist talking about the Canary Home Monitoring System</i></p> <p><i>“My gran remained at home without a care package right up until she was hospitalised over a 5-month period, and, unfortunately then required 24-hour care in a nursing home. As a family we strongly feel that the Canary was the main reason we kept her at home for so long.” – Granddaughter</i></p> <p>Please see Appendices 5 and 6.</p>

		<p>Early help and prevention at home -</p> <p>In July 2021, the Powys County Council Cabinet approved the business case to transform prevention services across Powys by bringing together several overlapping and compatible workstreams and key stakeholders to deliver on the strategic objective to roll-out and mainstream early help and prevention at home from three to all thirteen localities in Powys.</p> <p>The inaugural Early Help and Prevention @ Home Steering Group was held in March 2022 with an ongoing six weekly meeting set up thereafter. The aim is to build on the evidence base and learning from the Home Support Three-year Review to steer, support and govern the transformation of prevention services in Powys.</p> <p><i>Home Support</i> is an early help and prevention service for citizens (50+) that enables and provides the support and practical assistance an individual may need in their day-to-day life to live at home with confidence, in good health, independently and safely.</p> <p>For more information - <a href="https://en.powys.gov.uk/Early-help-and-prevention--home">https://en.powys.gov.uk/Early-help-and-prevention--home</a></p>
<p>E2</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 99</p>	<p>In the absence of normal day services, to find ways to support individuals to maintain and develop social connections</p>	<p>Due to the ongoing pandemic, staffing capacity and Welsh Government guidance, Powys made the difficult decision to maintain closure of the day care facilities and services until August 2022. Adult Services reviews this position monthly and have supported individuals on an outreach basis to provide respite and alleviate loneliness.</p> <p>When the Ystradgynlais Day Centre closed, our commissioned carers service, had a desire to build on the energy and commitment of the Ystradgynlais Carers group to meet the need for more locally available support and activities for both people who are caring and receiving care. A team comprising of members from the Ystradgynlais Carer’s Group, the local Community Connector along with support from the Local Authority including the Day Centre Managers and Social Care Delivery was established with the aim of working across sectors to bring about change in the community. The group explored and made progress on various activities, including a community garden, a local information resource and a listening campaign to hear what matters to the people of Ystradgynlais. However, the biggest success was the Thursday Club, a democratic space for carers and others in the community to come together. The group works hard to make itself accessible and members range between the ages of 18 to 88. It is inclusive with a range of activities, including a regular group walk. The Thursday Club members tell us that it is run by ‘people power’ and provides lots that the day centre didn’t; it is more accessible because there is no threshold for attending and it is a space for friendship, connection and conversation around local and national strategy. Whilst the group are keen to not lose what has been developed, they were keen to highlight that this space cannot and should not be a replacement for the day centre where trained staff are meet specific support needs and carers have a break from their caring roles. The pandemic has however enabled them to begin to explore the intersection of formal and informal care, the group has been thoughtful about the intention of Thursday Club, including who is involved, how they model distributed leadership and making sure they’re do not undermine the day centre. Those involved hope that the Thursday Club can be modelled across Wales as an easy access alternative to day centres; freeing up day</p>

		centres provision for those with greater needs or for a hybrid model to be developed which sits alongside the day centre as a boost to local wellbeing
E3	To develop welfare/wellbeing calls for people at home awaiting care provision	As noted elsewhere in the report this has worked well with calls being well received by those who accept them. The Community Connectors told us that many individuals look forward to their weekly calls and were disappointed at these stopping when a package of care was sourced. The Community Connectors as part of the closure process have undertaken exit calls and ensured that their contact details are provided for future advice and support.
E4	To review respite and home-based respite options to support unpaid carers to maintain their relationships both with the cared for and with their wider networks and communities	Creative use of respite monies to support carers achieve what matters to them, as reported in the main Director’s report.  124 Carers made use of the provision and reported that they feel supported to continue in their caring role and are receiving appropriate services and support. Examples of respite included a sauna/pool session, 121 and online groups. 30 carers reported that this project avoided breakdown and crisis intervention.

Page 10

<b>What Do we plan to do in 2022-23</b>	
<b>Adult Services</b>	Commence expansion of the early help and support at home service from 3 to 13 localities in collaboration with local services and communities
<b>Adult Services</b>	Re-commission the Community Equipment Service in collaboration with Powys Teaching Health Board
<b>Adult Services</b>	Carers – continue the conversations in relation to partnership working between providers and the Council; explore the intersection of formal and informal care and expand the ethos to other areas of the county, e.g., Llandrindod Wells and Welshpool.
<b>Children’s Services</b>	Continue and expand the work of the Intervention and Prevention Service working with families to allow them to stay together safely.

## 6. Quality Standard 6 - Working with and supporting people to achieve greater economic well-being, have a social life and live-in suitable accommodation that meets their needs

Goal Ref	What we said we would do	How far did we succeed and what difference did we make
F1	Continue to progress with our closer to home programme, which will see more people with disabilities moving out of County and back into Powys, to	We have received positive feedback from residents following the opening of the new technology supported housing development in the North of the county. This accommodation has not only enabled people to return to their community of choice, but has prevented individuals from having to leave the county too. Residents told us: “This is the best thing I've ever done. I wish I moved years ago”; “Having my own place is lovely and I can’t wait to be able to share

<p>Page 101</p>	<p>help them live the lives they want. The programme is not only a significant investment but also a fantastic example of partnership working with builders, housing associations, support providers and of course people who draw on care and support. The work aligns with our vision in Powys of supporting people to live the best life they can, and by focussing on what matters, working alongside people to help them find the right solutions for themselves</p>	<p>it with my childhood friend”; “Playing games, having a kick about, good food, I like having my own house. I can invite mum round and cook for her”</p> <p>We have received similar positive feedback from residents who have moved into their new accommodation in the South of the county and shared photographs with us demonstrating their cooking skills.</p> <p>A resident told us about their journey to independence and the outcomes they have achieved: “I have moved into my own accommodation in Brecon with support from my new support provider. I made a slow transition between my old and new support provider which helped keep me calm. I have been settling in nicely and getting used to living in a new environment, adjusting to my surroundings. I feel confident with living in my new home, based within a quiet location close to town. Although sometimes I miss my old provider and living with others, I am getting used to living independently and feel comfortable and secure. I have put up lots of my unique paintings on the wall, this helps to brighten up the atmosphere and makes it look even more welcoming. Since moving forward I have developed further, increasing my level of independence and learning to drive. I am enjoying the company of living by my school friends and enjoy being part of a small group of young people who are of a similar ability to myself. Altogether this move to independence has been a positive step to take which has helped me overcome my fears of becoming lonely and isolated. This is because I realise that there is always someone nearby.”</p> <p>Our teams are working collaboratively with Wales and West Housing to develop supported accommodation in the Newtown area which meets the needs of individuals within the community. The work on this development project has only just commenced and will take approximately 2½ years to complete.</p> <p>We have in place an Accommodation Steering Group which will support and progress future accommodation options. The group will continue to develop our accommodation plan which supports us in understanding the type of accommodation required in the short, medium and longer term. The plan will evolve over time to make sure it remains fit for purpose and informs the Property Development Plan.</p> <p>We have continued to support supported living providers during business continuity to keep individuals in their care safe and well, including the provision of staff to ensure duties can be covered at a safe level.</p>
<p>F2</p>	<p>Continue to work alongside Health and Third Sector colleagues to embed Powys hospital to home pathways through the embedding of a hospital</p>	<p>Throughout the year, alongside our colleagues in Powys Teaching Health Board, we have continued to face challenges in relation to timely and safe transfer out of hospital for patients where there is a new or continuing support need. The ongoing pandemic has had a major impact on us being able to source timely domiciliary care or care home placements; the main reason for this has been due to staffing capacity across the care sector.</p>

	assessment and D2RA team which will be part of a wider integrated discharge planning process.	<p>We established a dedicated hospital discharge team in April 2021. This consists of a team manager, 3 social workers, a Reviewing Community Officer and a project development officer. Their remit is cross border hospitals (Powys/Herefordshire/Shropshire) and to ensure that all those placed in hospital outside Powys are discharged either to their own home or a suitable step-down facility in a timely manner.</p> <p>We have also worked in collaboration with Powys Teaching Health Board to develop a joint process for individuals who are being discharged into a step-down facility where a Decision Support Tool meeting is required to determine the level of nursing care needs.</p> <p>A protocol was developed with Powys Teaching Health Board utilising Welsh Government money. This allowed us to transfer patients waiting an assessment to a step-down facility while we arranged an assessment giving the patient time for recovery. The funding for this ended in March 2022. We are now in discussion to develop this work further and will be presenting a proposal with several options to senior managers.</p>
Page 102	To develop, in conjunction with the third sector, wellbeing calls for individuals who have no support and are waiting for care provision	Please see under C1 above
F4	To continue to develop the older persons’ accommodation options	<p>Please refer to the section in the main Director’s Report. Powys can currently offer 61 units for older people in Llys Glan Yr Afon in Newtown. These are designed for people who can mostly live independently but have access to e.g., Domiciliary care where necessary. We are developing further schemes in Welshpool and Ystradgynlais (due to open in 2023) and plans have been agreed for a further scheme in Brecon.</p> <p>Other options include living at home with e.g., Technology Enabled Care and our Shared Lives schemes (please see relevant sections in this document and the main Director’s Report.</p>
F4		<p>The Regional Partnership Board continued to support citizens and carers to get involved with the work of the partnership. The Board’s citizen and carer representatives are equal members of the RPB, and their involvement not only informed and shaped decisions, but continues to provide a better way to identify and tackle ‘what matters’ to people. A wide range of user and provider groups have also been involved in the work of the Board, through commenting on proposed work, helping to recruit key roles, and informing various processes and procedures.</p>

F5	We will continue the recruitment drive for foster carers and supported lodgings hosts	<p>The recruitment drive for foster carers and supported lodging hosts continued in 2021-22. We were part of the Foster Wales campaign which produced several national television adverts and social media campaigns. All enquiries because of the campaign for Powys were directed to our Fostering Team. The service received 92 enquiries, with 33 coming from the Foster Wales website. Due to identified demand we launched a campaign for emergency care for established foster carers and supported lodgings hosts alongside a coordinated media appeal for emergency carers. This narrowly targeted appeal brought the second highest proportion of enquiries forward and demonstrated the value of clearly targeted campaigns for specific needs.</p> <p>As part of Foster Care fortnight, we took part in a ‘light up your window’ to celebrate and thank our amazing foster carers.</p>
F6	We will improve the support provided to our foster carers	<p>A project was set up to run activities for children who foster. Fostering involves the whole family and children of foster carers play a vital role in welcoming fostered children into their home. We provided several opportunities to attend activities to suit different age ranges. The project promoted wellbeing, support and gave the children opportunities to meet other children who foster.</p> <p>Alongside the events we provide pre-approval training and support to children who foster and offer continued support and training to those children and young people after the assessment stage.</p> <p>Funding was sourced to be able to offer our foster families leisure pass that could be used at all the Freedom Leisure Centres in Powys.</p> <p>The Foster Carers charter was ratified and approved.</p> <p>Our In-house psychologist expanded their support and services to all our Foster Carers.</p>
F7	We will increase the number of supported lodgings hosts	<p>We have used (social) media advertising both across the county and locality specific throughout the year, we also advertised through our jobs website. Of the thirteen campaigns 30 subsequent enquiries were made to the service. We recruited four new hosts with an additional hosts moving from one section to another.</p>
F8	We will open further Powys Residential Children’s Homes.	<p>The first stage of this plan was completed during the year, we developed a small, community-based home in the South of the county for up to two young people. We submitted our application to CIW in November 2021. Following the registration process, we received the notice of decision for Glyn Mawr to become operational on 14<sup>th</sup> February 2022.</p>
F9	Continue to work with health colleagues to develop safer accommodation for children and young people with the most complex needs	<p>We have successfully developed the model of care with partners including our Health colleagues. A property has been purchased in the North of Powys and renovation has been started to ensure it meets all the requirements for children with complex needs.</p> <p>A project plan is in place and the project group will continue to meet monthly to keep the project on track.</p>

<b>What Do we plan to do in 2022-23</b>	
<b>Adult Services</b>	Continue working with partners to open two new Extra Care Schemes in Welshpool and Ystradgynlais. Further develop the planning process for an Extra Care scheme in Brecon.
<b>Adult Services</b>	Through the Closer to Home project continue to understand future accommodation needs for adults and work with partners to ensure current and new development are fit for purpose and meeting population needs.
<b>Children’s Services</b>	Develop further residential homes in house and in Powys
	Develop further our Supported Lodgings Service
	Continue the recruitment drive for Foster Carers

## 7 How We Do What We Do

Page 108

### Our Workforce and How We Support their Professional Roles

Our social care workforce is truly our greatest asset and they have gone above and beyond throughout the pandemic and continue to do so. Staff wellbeing is paramount, and we have continued to promote our employee assistance programme, attendance at various wellbeing sessions, taking of regular breaks and annual leave to enable everyone to re-charge. We will continue to support the wellbeing of our staff whilst recognising the needs of the residents who receive services from us.

In Adult Services we continue to work in a strengths-based way which means when individuals approach us for support, we focus on their strengths and not on deficits; these strengths include personal, social (family/friends) and community networks. We seek to understand “what matters” to individuals and look at the best way of supporting them to achieve their desired outcomes. This is undertaken in a holistic way without automatically seeking traditional services to reach.

Our strengths-based approach training is mandatory and throughout the year we have delivered X training sessions virtually. We are taking a train the trainer approach so that we can develop internal capacity to have more flexibility on when training is delivered; to date we have trained 1 member of staff and whilst we would like to train more staff the demand coming through our front door is impacting on capacity. We continue to have a pool of mentors who support colleagues in their understanding of the strengths-based approach and share good practice across teams and attend the All-Wales Mentor Group to share and support learning.

We have a comprehensive training programme which is commissioned annually; this programme supports continuing professional development of our social services staff and the wider social care workforce. We also have a degree in social work and occupational therapy sponsorship programme which supports the “grow our own” ethos. Social care and Health have undertaken a joint initiative to develop the Kickstart apprenticeship scheme in Powys. The scheme has delivered a total of 20 placements to citizens of Powys seeking to gain employment / work skills in the sector. These placements also include wider roles which support Health and Social care provision such as business

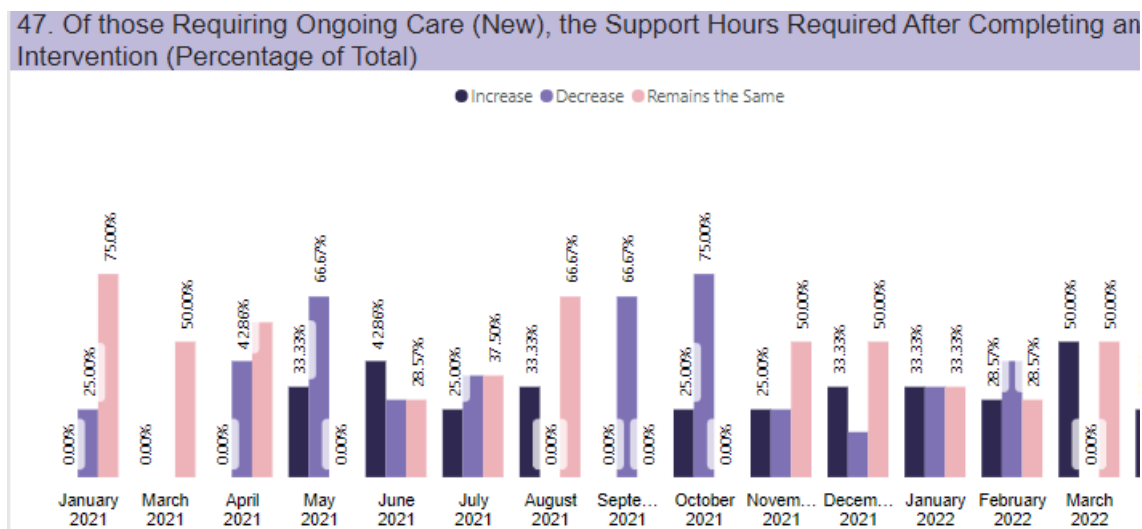


administration, maintenance and catering. A total of 7 apprentices have now completed the programme. The recruitment phase has now ended and the programme evaluation is due to commence in June 2022.

- What we have achieved

As highlighted elsewhere in the main report, we have continued to support our *Grow Our Own* ethos and have continued our succession planning with enabling our student social workers to undertake their work-based placements with the aim of qualification and moving into permanent social worker roles.

Our in-house provider services, e.g., domiciliary care and reablement workforce, despite multiple vacancies and high sickness levels, have been incredible in their flexibility of working additional hours to make sure that vulnerable residents in receipt of a package of care receive their daily visits.



We have developed in collaboration with our Adult Services teams a new comprehensive induction programme so that all new staff have the right information and tools to support them in their new roles from the outset.

Across Adult and Children’s Services we have continued to build on the employee representative forum enabling continuous feedback and learning across social services and I, along with Heads of Service, meet with the representatives quarterly. I have also encouraged staff to link with me direct so that our leadership team can learn from them direct what they think we can do differently; what we can stop doing and what we can do to support them in continuing to meet our statutory duties. What outcomes / impact have employee rep groups had?

We continue to have in place a strong leadership team providing direction and support to teams.

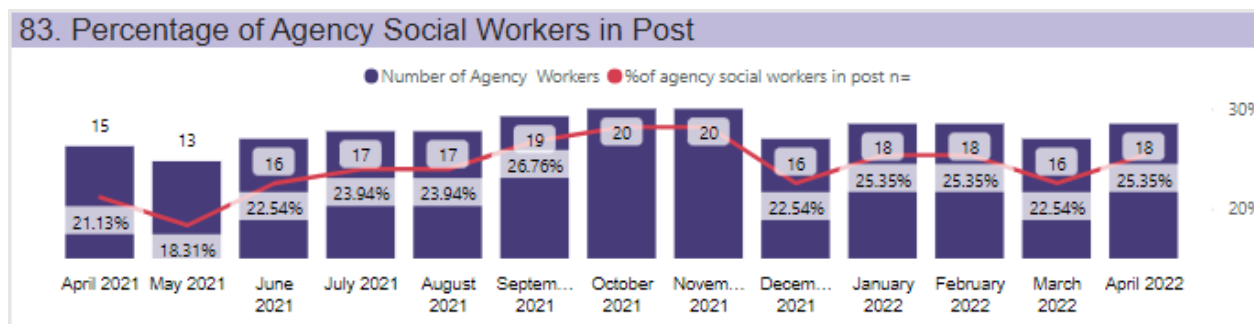
Some team members have received some awards and nominations which are to be celebrated:

- Our *Home Support* Manager received a High Sheriff of Powys award in recognition of her great and valuable services to the community.
- A member of Adult Social Care staff was recognised in the Queen’s Birthday Honours List and was awarded a Medal of the Order of the British Empire (BEM) in recognition of her work with adults with learning difficulties. The full story can be read via the following link <https://en.powys.gov.uk/article/11253/Royal-recognition-for-Violet>
- The *Closer to Home* programme which supports people with disabilities to live well independently in a home of their choice was nominated for a Local Government Chronicle award in the Health and Social Care category and reached the final stages. As part of the process, officers involved in the project attended the final stage presentation to provide insight into the project including the vision and impact it has had.
- A member of our *Shared Lives* Team has been nominated for the Everyday Hero Award for pandemic response at the 2021 Shared Lives Plus Awards. “Shared Lives workers like you help transform the lives of over 14,000 people across the UK. I know it is your effort, compassion and joy that makes the difference in some many unseen and life changing ways. Thank you from all of us for everything you do.”

Page 106

### Securing a stable, knowledgeable and skilled Workforce

In Adult Services we have seen an increase in our levels of sickness across all teams, sometimes with varying degrees of Covid symptoms, and staff not able to undertake their roles due to the restrictions placed on them by Covid-19, all of which has a direct impact on other team members. Whilst there has been some workforce stability, as with any service there have been leavers and new starters in the year. The number of agency workers we have in post in our operational teams have remained static.



We continue to experience recruitment difficulties in some areas of the county and to specific posts, e.g., approved mental health professionals and domiciliary care carers. We have updated our recruitment website to make it more attractive and informative for prospective candidates; promoted working within Adult Social Care through social media, local radio, face to face attendance at careers fairs, careers events in schools, the job centre and various other events.

With an ageing workforce and staff who have been in roles for many years, we are aware that we need to review how we undertake succession planning at all levels within Adult Services to ensure a stable and sustainable workforce.

In consideration of the wider social care workforce and sustainability of our external providers, we have continued to support them in their recruitment campaigns by advertising on the council’s job vacancy page and promotion of roles via social media.

As mentioned in the main report, we have invested and worked with colleagues in the Health Board and others to develop and implement our Health and Care Academy. We have encouraged and enabled a considerable number of staff to undertake sponsored training in e.g., managerial skills and qualifications and social work qualifications.

96. Number of Staff Supported to Commence a Degree in Social Work (supported by PCC)



In September 2021 the Children’s Leadership Team devised a staff survey to ask the workforce about what attracted them to work for Powys, why they stayed and what they would like to change. The survey also asked for ideas for recruiting and the results were fed back to the service at a Staff Roadshow as well as progress on the suggestions.

The service requested the support of corporate colleagues to put renewed efforts into the recruitment of permanent social workers and a project group was set up. The Corporate recruitment website was improved, the Social Services page updated and new social media posts created with targeted advertising. Internal job vacancy bulletins were created and emailed around Children’s and Adults Services staff to encourage everyone to share on their social media or by word of mouth.

The service also attended the COMPASS recruitment event in Birmingham in March 2021, this was originally planned for 2020 but was cancelled due to the COVID-19 pandemic. Plans are in place to attend a further COMPASS recruitment event in Manchester in 2022.

The service recognised that further investment in the *Grow Our Own* Social Work scheme will ensure we have the qualified workforce we need.

In 2021-2022 a further twelve students were seconded onto the Social Work Degree with the Open University. Eight of these were from Children's Services. Children's Services also created two Masters Degree trainee posts and recruited two students into these posts. These students commenced their Masters in Social Work with Cardiff University in September 2021. Social Services has 26 current Social Work Degree Students, 17 are from Children's Services. Qualifying projections for Children's Services staff are:

Autumn 2022 – 5

Summer 2023 – 2

Autumn 2023 – 8

Autumn 2024 – 2 (this will increase)

Work has commenced to recruit a further 12 staff onto the Social Work Degree in 2022-2023, many recruits will have direct entry into Year 2 of their studies and will qualify in Autumn 2024.

The Corporate Centre sent out a Wellbeing questionnaire to the whole council, and Children's Services had the highest response rate, and the results were extremely positive and are as follows:

- **Questions about home working:**

- 91% receive the right amount of communication from their manager
- 90% have a manager/supervisor who is regularly checking that they are ok (e.g., once a week)
- 94% say that the communication about COVID-19 has been clear and timely

- **Questions to Front Line Workers:**

- 98% feel that they have good colleagues who are supportive
- 92% have a manager/supervisor who is regularly checking that they are ok (e.g., once a week)

## Annual Director's Report Social Services 2021 – 2022 (Supporting Evidence)

- 94% are feeling good about being a frontline employee providing support to more vulnerable residents or delivering key services like recycling, support in the hubs, care to those in need
- 90% receive the right amount of communication from their manager
- 93% say that the communication about COVID-19 has been clear and timely

During the year, the service received a Care Inspectorate Wales performance evaluation inspection. The findings of the inspection were positive with areas of strength being seen in leadership and management. Some of the key findings were:

The local authority's investment in the professional development of its workforce, particularly in introducing a systemic model of practice in children's services, shared with partners, is delivering positive results for children and families, and delivering shared understanding of practice between agencies and families.

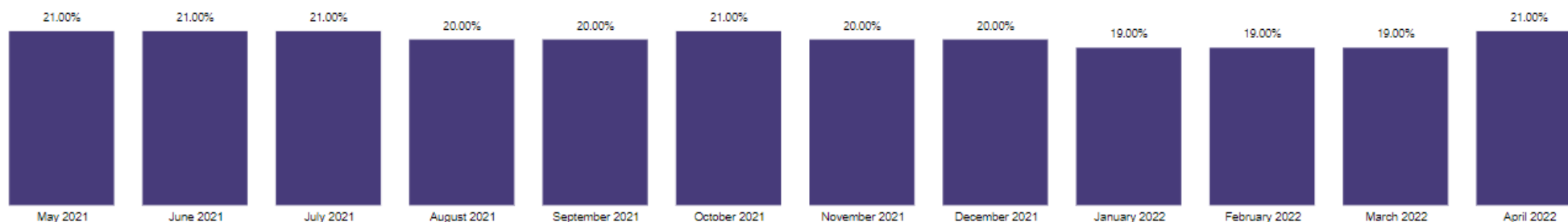
The restructure of children's services to include early help, intervention, and preventative services along with a Signs of Safety approach is enabling social workers and support staff to maintain a strength-based focus when engaging with young people and families.

Senior officers have a high level of skills and professional knowledge with a robust understanding of relevant legislation, social care professional practice and workflow management. By developing shared responsibility, oversight of service delivery and a clear sense of direction, it has created an environment in which social work can flourish.

In preparation for our increased number of Newly Qualified Social Workers (NQSW's) the practice development team have worked with current and recent NQSW's to introduce new Practice Guidance which will enhance the support structure available upon qualification.

We continued to encourage and enable our staff to become cognisant of and fluent in the Welsh language (Active Offer).

98. Welsh Active Offer - Number of Welsh Speaking Clients Allocated to Welsh Speaking Workers



- **Managing our information flow**

In 2021/2022 the Social Care Management Information System (WCCIS - Care Director) had several performance issues. These occurred in the first four months of the year and after a new platform (CRM 2016) upgrade in October. The period following the October (w/c 11<sup>th</sup>) upgrade was particularly difficult with a time where only business critical access to the system was allowed. The suppliers worked with the national WCCIS team and local organisations as well as Microsoft to resolve these issues in the system. Most of the issues were resolved through some emergency fixes and then an upgrade on February 28<sup>th</sup>, 2022, the system has been stable, since then with only a couple of days of performance issues. The next few upgrades in 2022/2023 should further improve performance of the system.

MONTH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH
DAYS WHERE THERE WAS A TIME WITH A SYSTEM PERFORMANCE ISSUE OR OUTAGE	9	9	5	10	1	0	8	4	5	13	1	0

Page 110

## APPENDICES

Appendix	Title	Regarding Quality Standard	Goal Reference	On Page
1	Occupational Therapy Case Study – Good News Story.	1	A5 Adults	p4
2	Occupational Therapy Case Study – Joint Working with Positive Outcomes.	1	A5 Adults	p4
3	Case Study Showing Strength Based Outcomes.	2	B4	p9
4	Case Study showing Carer’s Story.	2	B5	p15
5	Robt Cat Case Study.	5	E1	p24
6	Residents Feedback about Canary Care System.	5	E1	p24

Page 111

## Appendix 1 - Occupational Therapy Case Study – Good News Story.

Mr R was admitted to hospital just before the start of the Covid-19 pandemic, with exacerbation of leg pain.

During the early phase of the pandemic in the spring of 2020, along with several other older hospital patients, Mr R was sent to a local EMI nursing home in order to empty out the hospital ward for potential covid patients. A mental capacity assessment carried out by the hospital deemed Mr R not to have the capacity to make decisions about his future place of care, and that it would be too risky for him to return home; this decision was to be reviewed after six weeks.

Mr R's social worker and occupational therapist worked closely together to re-assess Mr R's mental capacity, moving and handling, housing, and care and support needs for a possible return home, which Mr R repeatedly and strongly voiced a wish to do. The new mental capacity assessment deemed Mr R an to have the capacity to make a decision to return home, and practical plans were put into place for this to happen. It was acknowledged by all professionals involved and by Mr R's niece that there would be an element of risk involved, but Mr R's right to make potentially risky choices was upheld by everyone involved at that time.

A domiciliary care package was arranged involving full hoisting with a gantry hoist. As it was not known how successful Mr R's return home would be, basic adaptations only were arranged by the occupational therapist (ramped access and a level access shower); with close working with the adaptations service, this was fast tracked for completion prior to Mr R being discharged home.

It was initially assessed that the care package could safely be single staffed, this was in time changed to double staffing, due to some behavioural issues displayed by Mr R, as well as issues with several changes of providers, not all of which were competent or confident with providing single handed care involving hoisting.

Once home, Mr R became much more motivated than when he was assessed in the care home, where he had spent all his time in his bedroom and was very much a passive recipient of basic care. Mr R was attempting to prepare food and drink in his kitchen independently from his wheelchair, and as this was quite risky and very difficult for him from his wheelchair, the occupational therapist arranged further adaptations to make his kitchen wheelchair accessible. Mr R's social worker, OT, and the housing adaptations service worked closely together, and a very brief stay in a care home was arranged while the adaptations were carried out. With the kitchen adaptations, Mr R is now able to make himself drinks and simple meals independently and safely, and he likes spending most of his time in the kitchen.

Since his initial return home from the EMI nursing home, Mr R has had two more hospital admissions, and during one of them he contracted Covid-19. He did however on both occasions make a good recovery and returned back home.



During the Spring of 2021, Mr R became both increasingly motivated to do more of the things he used to enjoy, such as going out to the village shop, along the canal, and working in his garden; and frustrated as he was not able to get into his garden, and he was having difficulties managing the ramp at his front entrance, and the way to and from the shop, with his manual self-propelling wheelchair. The occupational therapist referred him to the NHS wheelchair service for him to have an assessment for an electric wheelchair and made further adaptations recommendations for wheelchair access into the garden, and improvements and redesign of the ramp at the front to make it safer and more manageable.

In July 2021, Mr R was assessed by the wheelchair service, and deemed to be able to safely use a powered wheelchair. As a result of the covid pandemic, the wheelchair service have changed their way of working, carrying out their assessment, environmental, and practical driving assessment all in one community visit, with has greatly reduced waiting times from what used to be 12 to 18 months.

A few further small adaptations will be needed to facilitate use of the power chair, but at the time of writing, Mr R is no longer feeling trapped inside his home, has ordered some plants and pots for his garden, and is very much looking forward to being able to once more spend time working in his garden, and going out and about in the village, and being able to do this while there are still some summer months left.

Page 113

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## Appendix 2 – Occupational Therapy Case Study – Joint Working with Positive Outcome.

A young couple in their early twenties, with two young children, were previously known to the occupational therapy service, as they lived in a very small privately rented flat which was unsafe and unsuitable for them due to his health issues and her needs as his carer.

Housing had recently referred for a further occupational therapy housing needs assessment, as the council house they had since been living in had proved to be unsuitable, due to both their complex physical and mental health issues, and due to a need to be closer to family support which is in another village.

Whilst being on the occupational therapy waiting list awaiting allocation, the young woman's CPN also approached Housing with supporting evidence for a priority need for them to move.

A housing officer identified that a council house was becoming vacant in the village in question, and realising that this was a rare opportunity, he contacted the occupational therapist to ask for the assessment to be fast tracked.

The occupational therapist, CPN and housing officer worked closely together to expedite their assessments and make the case for this family to be given priority for this property, which during two visits was confirmed to be ideally suited to meeting their needs, without the need for any adaptations.

This is a good example of joint working across agencies, and of a key person, in this case the housing officer, identifying a unique opportunity and priority need, for which it was appropriate to fast track normal procedures.

The result is a really good outcome, whereby a young family with two vulnerable adults will have the opportunity to live in a suitable, stable family home within a village community which is suited to their needs, and with close by family support. This will give both the parents and the children much improved opportunities for better health, well-being and development.

Page 14

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### Appendix 3 – Case Study showing Strengths Based Outcomes.

Mr A was previously supported via a supported tenancy and had a new home purchased for him by his parents. Through the skills he developed in residential college and then a supported tenancy, Mr A has now been able to move into his own home in the community. Mr A has a recently reduced the value of his direct payment which he needs to support him. Positively for Mr A, the direct support he previously received/needed through learned skills has reduced since moving into his new home in the community of his choice. Mr A also seeks support via his community.

## Appendix 4 – Case Study showing a Carer's Story.

The following case study provides insight into a carer's experience and the impact of that experience.

### Background info

Y is a carer for her husband X who suffers with dementia. She is 72 and the couple have been married 50 years. X needs a high level of care and supervision. Y provides all his care during the day and night. She is at high risk of carers breakdown as a result as well as her health deteriorating as she is unable to exercise as much as she needs to due to her caring role.

Following a what matters conversation and establishing what is important to Y and what personal outcomes she wanted to achieve, funding via a direct payment was provided for home-based respite. It was important to Y that she could continue to care for her husband." I love him dearly, why wouldn't I, X is my number 1 priority if he is happy, I am happy".

### Strengths Identified during Carers Assessment

Y is extremely positive and stated that she is grateful she has such a "charmed life" with her husband.

Loving relationship with her husband. Y is happy to continue to support her husband but is also realistic in that this may not always be possible.

Y is very self-aware and acknowledges that her daily walks are important to ensure her mental and emotional wellbeing is maintained.

Y and X have a network of friends in the local area who will support if needed; Y has a friend who X knows who is happy to become a PA. X is supported and reviewed by the memory service.

### Risks Identified during Carers Assessment

Risks of health deteriorating.

Risk of Carer Breakdown without support.

Risk of being unable to continue to care for her husband as his condition progresses." I can't promise him I will always be able to look after him - but I will certainly try to" X's biggest fear is to be in a Nursing Home.

COVID restrictions. Continued impact on accessing the community and involvement in local groups such as music group which they both enjoyed before the restrictions.

### Y's personal Outcome

"I want to continue to care for X but to be able to go for longer walks with my friends without worrying about X, this would enable me to improve my physical and emotional and mental health".

### Options Explored

Y has no family in the area and X has little contact from his children. He does have a stepdaughter who he is in regular contact with but lives a distance away, so is unable to support.

Y has a good network of friends who would provide support in an emergency but are unable to provide the support she requires on a weekly basis.

Third Sector support has been considered but currently they are unable to provide befrienders due to Covid and would not be able to provide the length of time required.

### Contingency Plans

In an emergency friends can be contacted to support however this would only be a stop gap. If Y became ill and unable to manage ADL for herself and her husband, then Y would consider Domiciliary care. If Y were taken to hospital X would not be safe to remain at home alone and a placement or 24-hour POC would be required.

### Where are we now/Impact of support

*"Having R sit with X has made a huge difference to me. She is wonderful. It's like she's been sent from heaven, I'm just so grateful".*

*"It's really made a difference to how I feel. I would always have to rush back if I went out but now, I can relax. I have peace of mind when I meet my friends as I know R will stay with X until I come back."*

*"I'm very content". Having R sit with S has worked better than I ever thought. "I'm so grateful"*

*"It's given me complete peace of mind"*

*"It's made such a difference"*

*"Not having to rush back and not being anxious every time I go out is just wonderful"*

*"The home based respite service has worked far better than I had ever imagined it has given me peace of mind and allows me to relax when I'm out".*

The current service provision is assisting Y achieve her personal outcomes.

## Appendix 5 - Robot Cat Case Study

### Background

Mrs. P is a 92-year-old widow who lives alone in a bungalow set in a rural location in North Powys. Mrs P has a diagnosis of Alzheimer's Dementia; she has always been a very sociable person and prior to Covid-19 she attended local clubs on a Monday and Wednesday.

The C-19 restrictions have had a dreadful effect on Mrs P, she really misses the social interaction, and she feels that the days are long and lonely at home.

Mrs P has a carer visiting her twice a day to support and check on her, and she is also supported by a neighbour who pops around every day to have a chat and to bring food.

Mrs P was issued with a Robot Cat on the 31<sup>st</sup> of March as part of a pilot project.

OT delivered the cat to Mrs P and arranged this to coincide with a care call, OT introduced the cat to Mrs P and her carer, and Mrs P was immediately taken with the robot, she was smiling and full of joy! She took the cat and sat down with it and started grooming 'him', I introduced the robot as her new cat and she was thrilled, she said that she was going to call him Jack and she said that she would look after him, she was initially worried that she didn't have any cat food for him, but the carer put her mind at rest.

### Outcome

Since the 31<sup>st</sup> of March I have been in contact with the care agency on 3 occasions to monitor the impact of the robot cat. The feedback has been overwhelmingly positive, they report that her communication with them has increased, she seems happier and that it provides a good talking point when the carers call, Mrs P enjoys grooming Jack and tends to carry him around with her for company.

The care provider, report that Mrs P's anxiety has reduced, along with other benefits that perhaps we didn't expect e.g. her eating and drinking has improved, she is taking her medication more regularly and her memory seems to have also improved

I feel that the robots are a useful tool, especially for those clients with dementia who are living alone. I feel that the main prescribers will be those people who primarily work with clients with dementia such as OTs in the Older people's mental health team or by the Dementia home treatment team. The option of trusted assessors from the third sector could also be explored.

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## Appendix 6 – Resident's Feedback about Canary Care System.

*"We have been so grateful to have the Canary Care system installed and only have positive things to say about it. The system was installed at our parents' home in the summer of 2019 when our mother was in hospital, and it was looking like our father would be living alone in the house. In the end this never happened as mum came home after about five weeks, with carers coming in for Dad. Dad passed away in January 2020, the carer visits stopped, and mum has been living on her own since then. Obviously, we had lockdown in the mix and sadly she had several months without visitors, although her health was quite good then. It was always reassuring – if on occasion we didn't hear back from texts etc – to check Canary remotely and make sure mum was up and about.*

*In August 2021 mum's health deteriorated significantly (although I'm happy to say she is doing better again now) as she succumbed to several serious UTIs – one of which saw her admitted to hospital for a week or so as it was initially thought to have been a stroke. Between August and December last year we were really worried about Mum as her brain (memory and cognitive ability) was seriously affected by the infections and she was getting very confused about everyday things and not sleeping in her bed, which is something she needs to do to elevate her legs due to weak circulation.*

*During this time the Canary Care system was an absolute lifeline and crucial to us and we were checking it several times each day:*

- We were able to check where mum was; whether she had got up in the night to visit the bathroom, and that she had returned safely to her bedroom (or her chair in the living room, which is where she was sometimes spending the night),*

- *Mum is losing her sight through macular degeneration and texting is getting harder for her - Canary enables us to check up on her without constantly texting.*
- *On one occasion in October, I checked Canary and saw that even at noon Mum was still in her bedroom. I couldn't reach her by phone or text so ended up calling a neighbour to check up on things. Mum was in a state of confusion and had sat on the edge of her bed all night – the beginning of another UTI. Of course, Canary couldn't tell me this, but it did alert me to the fact that things weren't right and ensured I accessed help when it was crucial.*
- *We were able to see if Mum had been in the kitchen and therefore whether she was eating and drinking.*
- *We were able to see how long Mum had spent in the bathroom and the system made us realise Mum was no longer showering etc;*
- *The information above enabled us, along with the social worker, to build a case for Mum needing carers urgently, as we could see that she wasn't spending long enough in the kitchen to be taking care of herself, for example.*

*As I said, happily Mum is now doing much better and we are no longer constantly checking the system, however we would now hate to be without this facility. I live 220 miles (4-6 hours) away and "A" is only slightly closer, so it is hugely reassuring for us. Mum seems prone to UTIs which very quickly descend into weird confusion where she doesn't know how to do anything, and the Canary Care system gives us more of a chance of spotting things from afar. Mum does now have carers in twice a day, so obviously that gives reassurance, but the carers come late morning and then again late afternoon, so it's good to be able to confirm that Mum is up and about in the mornings and also is safely in her bedroom of a night-time*

*Thanks again for all your support".*

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## CYNGOR SIR POWYS COUNTY COUNCIL.

County Council  
13 October, 2022

**REPORT AUTHOR:** Head of Legal and Monitoring Officer  
**SUBJECT:** Constitution – Section 4 - Speaking on Motions

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**REPORT FOR:** Decision

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## 1. Purpose of Report

- 1.1 The Council is asked to consider an amendment to Rule 4.47.1 of the Constitution in relation to speaking times for motions together with consequential amendments to Rules 4.54.8.2 and 4.54.8.4 (if required). This was considered by the Democratic Services Committee on 5<sup>th</sup> September, 2022.

## 2. Background

- 2.1 Section 4 of the Constitution currently states in relation to speaking on Motions at Council:

### **Content and Length of Other Speeches**

- 4.47.1 Non aligned Members and a nominated principal speaker from each Political Group will be able to speak on each motion with all Members having a right to speak to raise additional or different issues in the debate.
- 4.47.2 Speeches in accordance with 4.47.1 above must be directed to the motions under discussion or to a personal explanation, point of order or right of reply. The proposer of a motion may speak for no more than 10 minutes; otherwise no speech may exceed 5 minutes without the consent of the Chair. ▲ ■
- 2.2 The previous Council agreed to undertake a trial reducing the time allowed for speeches from 10 and 5 minutes to 5 and 2 minutes.
- 2.3 The revised speaking times have been utilised at Council meetings since November 2020, (with the exception of the Annual Meeting and Budget Meetings) and were reviewed by the Democratic Services Committee on 5<sup>th</sup> September, 2022 who have made the following recommendation to Council on the basis that the trial times (5 minutes and 2 minutes) have not appeared to have restricted Members' ability to propose the motion, second it or make comments upon it within those timescales. The Chair of Council also does have discretion to allow a Member additional time if required. The Democratic Services Committee was of the view that the revised timescales were working well and should be adopted on a permanent basis.
- 2.4 The Democratic Services Committee in considering these issues were also asked for consistency to consider amending the following Rules in relation to speaking times for seconders and other speakers which would also become 2 minutes each:

### **Closure Motions**

4.54.8.2 if an amendment has been moved and seconded before a closure motion has been passed by Full Council, that amendment must be discussed immediately but will be subject to the following restrictions:

- The debate on the amendment cannot exceed a maximum of 30 minutes in total, save for the exercising of the Chair’s discretion.
- the proposer will have a maximum of 5 minutes to speak on the amendment;
- the relevant Portfolio Holder(s) will have a maximum of 5 minutes to speak on the amendment;
- the seconder and all other speakers will have a maximum of 3 minutes to speak on the amendment;

4.54.8.4 a single new amendment to the substantive motion (as amended if appropriate) will be allowed if properly seconded, but will be subject to the following restrictions:

- the first new amendment proposed and seconded will be considered and no further proposed amendments will be considered;
- The debate on the new amendment cannot exceed a maximum of 30 minutes in total, save for the exercising of the Chair’s discretion.
- the proposer will have a maximum of 5 minutes to speak on the new amendment;
- the relevant Portfolio Holder will have a maximum of 5 minutes to speak on the new amendment;
- the seconder and all other speakers will have a maximum of 3 minutes to speak on the new amendment;

2.5 The Democratic Services Committee was supportive of amending the rules in respect of speaking at Council meetings and made the following recommendations to the Council. A revised version of Section 4 of the Constitution is attached as an Appendix:

<b>Recommendation to Council:</b>	<b>Reason for Recommendation:</b>
<p>1. That the speaking times in relation to motions be amended on a permanent basis to 5 minutes and 2 minutes.</p> <p>2. That the speaking time allowed for Portfolio Holders is 2 minutes.</p> <p>3. That the revisions to Section 4 of the Constitution as attached to the report are approved.</p>	<p>To revise the speaking time for motions in Section 4 of the constitution following the trial agreed by Council in November 2020.</p>

<b>Relevant Policy (ies):</b>	
<b>Within Policy:</b>	<b>Y</b>
<b>Within Budget:</b>	<b>Y</b>

<b>Relevant Local Member(s):</b>	<b>N/A</b>
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<b>Person(s) To Implement Decision:</b>	<b>Clive Pinney</b>
<b>Date By When Decision To Be Implemented:</b>	

<b>Contact Officer:</b>	Wyn Richards, Scrutiny Manager and Head of Democratic Services.
<b>Tel:</b>	01597-826375

Email: wyn.richards@powys.gov.uk

**Background Papers used to prepare Report:**

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## SECTION 4 – FULL COUNCIL

### Introduction

4.1 The Full Council is a formal meeting of all Councillors. The Full Council is required by law to take certain important decisions including setting the Council's Budget and Council Tax and approving a number of key plans and strategies, which together form the Policy Framework (listed below). It is responsible for all of the functions not the responsibility of the Cabinet. It will carry out some functions itself, but others will be delegated to Committees or named Officers.

### The Policy Framework

4.2 The Policy Framework means the following plans and strategies:

Plan, Scheme and Strategy	Reference
• Children and Young People's Plan;	• Regulations made under Section 26 of the Children Act 2004 (c.31)
• Best Value Performance Plan;	• Section 6(1) of the Local Government Act 1999 9c.27)
• Community Strategy;	• Section 4 of the Local Government Act 2000 (c.22)
• Crime and Disorder Reduction Strategy;	• Sections 5 and 6 of the Crime and Disorder Act 1998 9c.37)
• Health and Well-Being Strategy;	• Section 24 of the National Health Service Reform and Health Care professions Act 2002 9c.17)
• Local Transport Plan;	• Section 108 of the Transport Act 2000 (c.38)
• Plans and alterations which together comprise the Development Plan;	• Section 10A of the Town and Country Planning Act 1990 (c.8)
• Welsh Language Scheme;	• Section 5 of the Welsh Language Act 1993 (c.38)
• Youth Justice Plan;	• Section 40 of the Crime and Disorder Act 1998 (c.37)
• Powers to approve a Young People's Partnership Strategic Plan and a Children and Young Peoples Framework Partnership	• Section 123, 124 and 125 of the Learning and Skills Act 2000 (c.21)
• Housing Strategy;	• Section 87 of the Local Government Act 2003 (c.26)
• Rights of Way Improvement Plan;	• Section 60 of the Countryside and Rights of Way Act 2000 (c.37)
• Pay Policy	• Section 38(1) of the Localism Act 2011
• Single Integrated Plan	• Part 2 – Local Government (Wales)

## SECTION 4 – FULL COUNCIL

Measure 2009 <sup>1</sup>
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### **The Single Integrated Plan (The One Powys Plan)**

- 4.3 This replaces four of the existing plans and strategies which formed part of the Policy Framework, namely the Community Strategy, the Children and Young People's Plan, the Health, Social Care and Wellbeing Strategy and the Community Safety Partnership Plan.

### **The Budget**

- 4.4 The Budget includes the allocation of financial resources to different services and projects, proposed contingency funds, the Council Tax base, setting the Council Tax and decisions relating to the control of the Council's borrowing requirement, the control of its capital expenditure and the setting of virement limits. The Full Council will decide the Council's overall revenue budget and overall capital budget and any changes to these. (See Section 15 for how the Council can change the Policy Framework or Budget referred to it for approval by the Cabinet.)

### **Housing Land Transfer**

- 4.5 Housing Land Transfer means the approval or adoption of applications (whether in draft form or not) to the National Assembly for Wales for a programme either:
- 4.5.1 by Full Council to dispose of 500 or more properties to a person under the Leasehold Reform, Housing and Urban Development Act 1993: or
  - 4.5.2 to dispose of land used for residential purposes where approval is required under section 32 or 43 of the Housing Act 1985.

### **Functions of the Full Council**

- 4.6 Only the Full Council will exercise the following functions:
- 4.6.1 adopting and changing the Constitution;
  - 4.6.2 approving or adopting the Single Integrated Plan (The One Powys Plan), Policy Framework, the Budget and any application to the National Assembly for Wales in respect of any Housing Land Transfer;
  - 4.6.3 subject to the urgency procedure contained in the Access to Information Procedure Rules in Section 14 of this Constitution, making decisions about any matter in the discharge of an Executive Function which is covered by the Policy Framework or the budget where the decision maker is minded to make it in a manner which would be contrary to the Policy Framework or contrary to/or not wholly in accordance with the budget;
  - 4.6.4 appointing and removing the Leader;
  - 4.6.5 making appointments to the committees of the Council
  - 4.6.6 making appointments of Chairs of the Scrutiny and Democratic Services committees of the Council. The Chair of a Scrutiny Committee and the Democratic Services Committee may be removed from office by a motion to remove to Council which is put on the agenda pursuant to Rule 4.38.1.

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<sup>1</sup> Welsh Government Guidance "Shared Purpose – Shared Delivery" to Part 2 of the Local Government (Wales) Measure 2009 Rules 37 to 46.

## SECTION 4 – FULL COUNCIL

- 4.6.7 agreeing and/or amending the terms of reference for Committees, deciding on their composition and making appointments to them (in accordance with the Local Government and Housing Act 1989) unless the appointments have been delegated by the Council;
- 4.6.8 changing the name of the area or conferring the title of freedom of the County;
- 4.6.9 making or confirming the appointment of the Chief Executive and other Chief Officers<sup>2</sup>;
- 4.6.10 making, amending, revoking re-enacting or adopting bylaws and promoting or opposing the making of local legislation or Private Bills;
- 4.6.11 all Local Choice Functions set out in Section 13 of this Constitution which the Council decides should be undertaken by itself rather than the Cabinet; and
- 4.6.12 all matters which by law must be reserved to the Council. For example, appointing the Chair of the Democratic Services Committee and the pay policy statement;
- 4.6.13 appointing representatives to outside bodies unless the appointment has been delegated by the Council.
- 4.6.14 to determine the level, and any change in the level, of the remuneration to be paid to a Chief Officer.
- 4.6.15 approve, review and amend the Council's Petition Scheme
- 4.6.16 approve, review and amend the public participation strategy

### Membership

- 4.7 All Councillors shall be members of Full Council.
- 4.8 Substitution is not possible at meetings of the Council.

### Chairing the Council

### Appointment And Term Of Office Of Chair, Vice-Chair And Assistant Vice-Chair Of Council

- 4.9 The County Council will at every Annual Meeting elect from amongst its Councillors:
  - 4.9.1 The Chair of the County Council;
  - 4.9.2 The Vice-Chair of the County Council;
  - 4.9.3 The Assistant Vice-Chair of the County Council.

and the Councillors so elected will hold office until the following Annual Meeting; they resign; are dismissed by a vote of Full Council upon a Motion on Notice; cease to be a member of the Council; or are unable to act as a member of the Council due to he/she being suspended or disqualified from being a Councillor under Part 3 of Local Government Act 2000.

- 4.10 The post of Chair, Vice Chair and Assistant Vice Chair will be nominated by Councillors in Montgomeryshire, Radnorshire and Brecknockshire in rotation.
- 4.11 In the event of a vacancy occurring between Annual Meetings the County Council will appoint a new Chair, Vice-Chair or Assistant Vice-Chair (as the

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<sup>2</sup> Defined in Section 2.2.2

## SECTION 4 – FULL COUNCIL

case may be) at an ordinary meeting following the occurrence of the vacancy.

### **Role and Function of the Chair**

4.12 The Chair of the Council and in his/her absence, the Vice Chair or Assistant Vice Chair will have the following roles and functions:

#### ***Ceremonial Role***

4.12.1 The Chair of the Council:

- 4.12.1.1 is the civic leader of Powys County Council ;
- 4.12.1.2 promotes the interests and reputation of the Council and the geographic area of Powys as a whole and acts as an ambassador for both; and
- 4.12.1.3 undertakes civic, community and ceremonial activities and fosters community identity and pride.

#### ***Responsibilities of the Chair***

4.12.2 The Chair of the Council will:

- 4.12.2.1 uphold and promote the purpose of the Constitution, and to interpret the Constitution with advice from the Monitoring Officer when necessary;
- 4.12.2.2 preside over meetings of the Council so that its business can be carried out fairly and efficiently and with regard to the rights of Councillors with regards to their (a) participation in the affairs of Council; (b) access to documentation and information in accordance with Section 14; and (c) the interests of the Community;
- 4.12.2.3 ensure that the Council meeting is a forum for the debate of matters of concern to the local community and the place at which Councillors who are not on the Cabinet are able to hold the Cabinet and Committee chairs to account;
- 4.12.2.4 ensure public involvement in the Council's activities;
- 4.12.2.5 be the conscience of the Council; and

#### ***Political Neutrality***

4.12.3 The Chair, Vice-Chair and Assistant Vice-Chair of the Council during their periods of office will not be actively involved with any political group to which they belong.

4.12.4 The Chair, the Vice-Chair, the Assistant Vice-Chair of the Council, cannot be a member of the Cabinet .

### **Council Meetings**

4.13 There are three types of Council meeting:

- 4.13.1 the Annual Meeting;
- 4.13.2 ordinary meetings; and
- 4.13.3 extraordinary meetings



## SECTION 4 – FULL COUNCIL

### Rules of Procedure and Debate

4.14 The Council Procedure Rules contained in Rules 4.15 onwards will apply to meetings of the Full Council. Unless otherwise indicated, those rules marked:

Symbol	Application
♣	will apply to Cabinet and Cabinet Committees
▲	will apply to committee and sub-committee meetings (with the exception of the Planning, Taxi Licensing and Rights of Way Committee when performing the functions of a planning authority as defined in Section 319ZD of the Town and Country Planning Act 1990)
■	will apply to the Planning, Taxi Licensing and Rights of Way Committee when performing the functions of a planning authority as defined in Section 319ZD of the Town and Country Planning Act 1990

### Council Procedure Rules - Annual Meeting of the Council

#### Timing and Business

4.15 In a year when there is an ordinary election of Councillors, the annual meeting will take place within 21 days of the retirement of the outgoing Councillors. In any other year, the annual meeting will take place in March, April or May. Every Annual Meeting will:

- 4.15.1 elect a person to preside if the Chair of the Council is not present. A member of the Cabinet cannot preside over a meeting of Council<sup>3</sup>;
- 4.15.2 elect the Chair of the Council (subject to 4.10 above);
- 4.15.3 elect the Vice Chair of the Council (subject to 4.10 above);
- 4.15.4 elect the Assistant Vice-Chair of the Council (subject to 4.10 above);
- 4.15.5 receive declarations of interest
- 4.15.6 receive apologies for absence
- 4.15.7 decide on any amendments to the Constitution<sup>4</sup> recommended by the Democratic Services Committee
- 4.15.8 receive any announcements from the Chair, Leader and/or the Chief Executive;
- 4.15.9 elect the Leader of the Council, except where the Leader was appointed for a period of four years or the term of the Council at the initial annual meeting of the Council;
- 4.15.10 be informed by the Leader of the number of Councillors to be appointed to the Cabinet;

<sup>3</sup> Schedule 12, Local Government Act 1972 (as amended)

<sup>4</sup> Any amendment to the committees of the Council including their size and terms of reference as set out in the Council's Constitution are subject to any statutory constraints or limitations and provided that the Council shall appoint at least one scrutiny committee, a Standards Committee and such other committees as the Council considers appropriate to deal with matters which are neither reserved to the Council nor are executive functions under this Constitution;

## SECTION 4 – FULL COUNCIL

- 4.15.11 decide on the allocation of seats on political balanced committees to political groups in accordance with the requirements of the Local Government and Housing Act 1989
- 4.15.12 receive from political groups nominations of Councillors to serve on each of the politically balanced committees in accordance with the seats allocated to the respective political groups and to make appointments accordingly
- 4.15.13 appoint the Scrutiny Committees , Democratic Services Committee, Planning, Taxi-Licensing and Rights of Way Committee, Licensing Act 2003 Committee, Employment and Appeals Committee, Pensions and Investment Committee a Standards Committee and such other committees and sub-committees as the Council considers appropriate to deal with matters which are neither reserved to the Council nor are Executive Functions (as set out in Section 13 of this Constitution);
- 4.15.14 allocate the Chairs of Scrutiny Committees to the relevant political groups and to note the appointments to those Chairs made by the political groups
- 4.15.15 appoint the Chair of the Democratic Services Committee<sup>5</sup>
- 4.15.16 elect or appoint Members where vacancies occur in respect of:
- Independent Member of Standards Committee; and
  - Lay Member of the Governance and Audit Committee; and
  - Co-Opted Members of the Scrutiny Committee;
- 4.15.17 receive from the Leader any changes to the scheme of delegations (as set out in Section 13 of this Constitution);
- 4.15.18 to approve a Schedule of Members' Remuneration for the next ensuing financial year
- 4.15.19 consider any business set out in the notice convening the meeting.
- 4.15.20 other business, not specified in the summons as the Chair considers urgent, subject to the nature of the urgency being specified in the minutes PROVIDED ALWAYS that in allowing such urgent business the Chair shall have regard to the fact that the Annual Meeting of the Council is normally a civic / ceremonial occasion;
- 4.15.21 receive from political groups nominations of Councillors to serve on the Brecon Beacons National Park Authority and to make appointments accordingly
- 4.15.22 appoint 3 Councillors to the Welsh Local Government Association.
- 4.15.23 appoint 1 Councillor to the Welsh Local Government Association Co-Ordinating Committee
- 4.15.24 approve the Council's Pay Policy. Full Council has granted a dispensation for an officer nominated by the Section 151 Officer to be present during the course of the debate to answer any matters raised by members in the debate. Dispensation is also given for an officer to be present during the course of the debate to run the congress system.
- 4.16 The order of business, with the exception of Rule 4.15.1 may be altered by the Chair or decision of Council
- 4.17 Additional agenda items for the Annual Meeting next following the ordinary election of Councillors:

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<sup>5</sup> Regulation 14(1) of Local Government Measure (Wales) 2011

## SECTION 4 – FULL COUNCIL

- 4.17.1 Receive a report from the Returning Officer as to the Councillors elected;
- 4.17.2 Elect the Leader \*\*;
- 4.17.3 Appoint Councillors to the Standards Committee \*\*;
- 4.17.4 Make appointments of Councillors in accordance with the political balance requirements to:
  - Police and Crime Panel \*\*;
  - Mid and West Wales Fire and Rescue Authority \*\*;

\*\* Unless terminated earlier in accordance with this Constitution, this election / appointment will be for a term expiring at the next ordinary council elections.

### Ordinary Meetings

- 4.18 Ordinary meetings of the Council will take place in accordance with a programme decided by the Council provided that the Chief Executive and Monitoring Officer shall have authority, subject to consultation with the Chair of Council, to change the date or time of any meeting, if such change is necessary in the interest of the convenient or efficient dispatch of the Council's business. The order of business at ordinary meetings will be as follows:
- 4.18.1 elect a person to preside if the Chair, Vice Chair and Assistant Vice-Chair are not present. A member of the Cabinet cannot preside at a meeting of the Council<sup>6</sup>;
  - 4.18.2 receive any declarations of interest from Councillors;
  - 4.18.3 receive apologies for absence;
  - 4.18.4 approve as a correct record the minutes of the last meeting;
  - 4.18.5 receive any announcements from the Chair, Leader or Chief Executive
  - 4.18.6 decide on any amendments to the Constitution recommended by the Democratic Services Committee<sup>7</sup>
  - 4.18.7 where required to elect, appoint, or note the appointment, or remove Members to / from the following positions:
    - 4.18.7.1 Chair, Vice-Chair, Assistant Vice-Chair of Council;
    - 4.18.7.2 Leader;
    - 4.18.7.3 Independent Member of Standards Committee;
    - 4.18.7.4 Appoint Lay Member of the Governance and Audit Committee and Co-Opted Members of the Scrutiny Committee;
    - 4.18.7.5 Chair of a Scrutiny Committee (excluding Chair of Audit) or Democratic Services Committee.
  - 4.18.8 (if required due to the formation of a new political group or due to a Councillor joining a political group):

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<sup>6</sup> Schedule 12, Local Government Act 1972 (as amended)

<sup>7</sup> Any amendment to the committees of the Council including their size and terms of reference as set out in the Council's Constitution subject to any statutory constraints or limitations and provided that the Council shall appoint at least one scrutiny committee, a Standards Committee and such other committees as the Council considers appropriate to deal with matters which are neither reserved to the Council nor are executive functions under this Constitution

## SECTION 4 – FULL COUNCIL

- 4.18.8.1 decide on the allocation of seats on politically balanced committees to political groups in accordance with the requirements of the Local Government and Housing Act 1989; and
- 4.18.8.2 receive from political groups nominations of Councillors to serve on each of the politically balanced committees in accordance with the seats allocated to the respective political groups and make appointments accordingly; and
- 4.18.8.3 allocate the Chairs of scrutiny committees to the relevant political groups and to note the appointments to those Chairs made by the political groups in accordance with the Local Government (Wales) Measure 2011;
- 4.18.9 (if required due to vacancy) note appointment of chair(s) of scrutiny committee(s) by the political group(s) in accordance with the Local Government (Wales) Measure 2011
- 4.18.10 to receive the report of the Monitoring Officer setting out appointments to fill vacancies on committees and outside bodies s/he has made in accordance with the authority delegated to him / her to make such appointments which accords with the wishes of a political group to whom the committee seat or position on the outside body has been allocated
- 4.18.11 receive written statements from the Leader and / or members of the Cabinet (which statements shall be taken as read) and any questions and answers on any of the statements;
- 4.18.12 receive reports from the Cabinet, Leader, Cabinet member, and any questions, answers and observations on any of those reports;
- 4.18.13 receive reports from any of the Council's Committees introduced by the relevant Committee Chair, and any questions, answers and observations on any of those reports;
- 4.18.14 receive reports from any of the Council's statutory officers, or Chief Officers and any questions, answers and observations on any of those reports
- 4.18.15 receive any other report that the Chief Executive considers is required to be placed before the Council and any questions, answers and observations on any of those reports
- 4.18.16 receive reports about and receive questions and answers on the business of joint arrangements and external organisations;
- 4.18.17 consider any other business specified in the summons to the meeting, including consideration of proposals from the Cabinet in relation to the Council's Budget and Policy Framework;
- 4.18.18 receive any petitions
- 4.18.19 deal with any outstanding business from the last Council meeting
- 4.18.20 receive and consider recommendations from the Cabinet and the Council's committees
- 4.18.21 consider motions of which appropriate notice has been given;
- 4.18.22 receive questions submitted in accordance with Rule 4.30 (Questions on Notice), and answers in response to those questions.
- 4.18.23 consider and debate any major issue which is relevant to the Council and its functions, for example a "state of the county" debate
- 4.18.24 to receive the report of the Monitoring Officer setting out any changes by the Leader in the scheme of delegation and executive functions
- 4.18.25 consider any business set out in the notice convening the meeting

## SECTION 4 – FULL COUNCIL

- 4.18.26 other business, not specified in the summons as the Chair considers urgent, subject to the nature of the urgency being specified in the minutes
- 4.18.27 to exclude the public for the consideration of any item in accordance with the Access to Information Procedure Rules in Section 14.
- 4.18.28 To consider annual reports received from the Standards Committee within three months of receipt.
- 4.18.29 The order of business, with the exception of Rule 4.18.1 may be altered by the Chair or decision of Council
- 4.18.30 No meetings of the Council, or its committees (other than Committees, Sub-Committees or Panels dealing with planning, licensing and employment matters), shall be held in the month of August, unless circumstances so require.

### Extraordinary Meetings

#### Calling Extraordinary Meetings

4.19 The Chief Executive may call Council meetings in addition to ordinary meetings. Those listed below may request the Chief Executive to call additional Council meetings:

- 4.19.1 the Council by resolution;
- 4.19.2 the Chair of the Council;
- 4.19.3 The Leader;
- 4.19.4 The Chief Executive;
- 4.19.5 The Monitoring Officer or the Section 151 Officer;
- 4.19.6 any five Councillors if they have signed a requisition presented to the Chair of the Council and s/he has refused to call a meeting or has failed to call a meeting within seven days of the presentation of the requisition.

#### Business

4.20 The business to be conducted at an extraordinary meeting shall be restricted to the item or items of business contained in the request for the extraordinary meeting and there shall be no consideration of previous minutes or reports from committees etc, except that the Chair may at his/her absolute discretion permit other items of business to be conducted for the efficient discharge of the Council's business.

### Time, Place and Duration of Meetings

#### Time and Place of Meetings

4.21 The time and place of meetings will be determined by the Chief Executive in consultation with the Chair and notified in the summons. ♣ ▲ ■<sup>8</sup>

#### Duration of Meetings

4.22 At ordinary meetings, when 8 hours have elapsed after the commencement of the meeting, the Chair shall adjourn immediately after the disposal of the item of business being considered at the time. Remaining business will be considered

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<sup>8</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

at a time and date fixed by the Chair. If he/she does not fix a date, the remaining business will be considered at the next ordinary meeting. ♣ ▲ ■<sup>9</sup>

### Notice, Summons and Agenda of Meetings

- 4.23.1 The Chief Executive will give notice to the public (Notice) of the time and place by publishing it on the Council's website at least 3 clear days before a meeting. The Chief Executive will send a summons signed by him/her to every Councillor by post and / or by leaving it at their usual place of residence and / or by electronic means including a link to the Members' website. ♣ ▲ ■<sup>10</sup>
- 4.23.2 Where the meeting or part of the meeting is open to the public and is held through remote means only the Notice, will give details of the time of the meeting and how to access it;
- 4.23.3 Where the meeting or part of the meeting is open to the public and is held partly through remote means or is not held through remote means, the Notice will give details of the time and place of the meeting and how to access it;
- 4.23.4 Where the meeting is not open to the public and is held partly through remote means or is not held through remote means, the Notice will give details of the time and place of the meeting and the fact that it is not open to the public;
- 4.23.5 Where the meeting is not open to the public and is held through remote means only, the Notice will give details of the time of the meeting, and the fact that it is being held through remote means only and is not open to the public.<sup>11</sup>
- 4.23.6 The agenda and connected reports (which are not exempt pursuant to Section 14) for all Council meetings will be published on the Council's website and where an item is added to an agenda which has been published on the website, the item (or the revised agenda), and any report for the meeting relating to the item, must be published on the website from the time the item is added to the agenda.<sup>12</sup>

### Chair of Meeting

- 4.24.1 Whenever present the Chair of Council will chair meetings of the Council. In his / her absence the Vice-Chair of Council, or in his / her absence the Assistant Vice-Chair of Council or in his/her absence the Councillor elected to preside over the meeting in accordance with Rule 4.18.1, will take the chair. The person presiding at the meeting may exercise any power or duty of the Chair. A member of the Cabinet cannot preside at a meeting of the Council
- 4.24.2 At the first meeting of Committees or Sub-Committees (save the Standards Committee) in each municipal year the Committee / Sub-Committee will elect a Chair and Vice-Chair for the forthcoming 12 month period save where the Chair of Committee has been appointed by Council by the Full Council in accordance with Rules 4.15.14, 4.15.15 or Rule 4.18.7.5. ▲ ■<sup>13</sup>

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<sup>9</sup> See Rule 4.14

<sup>10</sup> See Rule 4.14

<sup>11</sup> Regulation 4 – Local Authorities (Executive Arrangements) (Decisions, Documents and Meetings) (Wales) Regulations 2001 as amended

<sup>12</sup> Regulation 5 - Local Authorities (Executive Arrangements) (Decisions, Documents and Meetings) (Wales) Regulations 2001 as amended

<sup>13</sup> See Rule 4.14



## SECTION 4 – FULL COUNCIL

4.23.3 Whenever present the Chair of a Committee / Sub-Committee elected in accordance with Rule 4.24.2 above will chair meetings. In his / her absence the Vice-Chair of the Committee / Sub-Committee will take the chair. In the absence of the Chair and Vice-Chair the Committee / Sub-Committee will elect a Councillor to preside over the meeting. The person presiding at the meeting may exercise any power or duty of the Chair. ♣ ▲ ■<sup>14</sup>

### Conduct of Meeting

4.25 The Chair shall conduct the meeting to secure a proper, full and effective debate of business items where a decision is required and a committee or sub-committee has not previously considered the matter. The steps the Chair may take include: ♣ ▲ ■<sup>15</sup>

4.25.1 calling for more time to allow the speaker to properly explain the matter; ♣ ▲ ■<sup>16</sup>

4.25.2 permitting a Member to speak more than once; ♣ ▲ ■<sup>17</sup>

4.25.3 allowing employees of the Council to advise the meeting as appropriate, having regard to the provisions of Rules 4.94 and 4.95 below; ♣ ▲ ■<sup>18</sup>

4.25.4 allowing a full discussion of reports and matters for decision; ♣ ▲ ■<sup>19</sup>

### Quorum

4.26 The quorum of a meeting will be one quarter of the whole number of Members. During any meeting if the Chair counts the number of Members present and declares there is not a quorum present, then the meeting will adjourn immediately. Remaining business will be considered at a time and date fixed by the Chair. If he/she does not fix a date, the remaining business will be considered at the next ordinary meeting. ♣ ▲ ■<sup>20 21</sup>

### Remote Attendance

4.27.1 Pursuant to Section 47 of the Local Government and Elections (Wales) Act 2021, Members may attend meetings by remote means. ♣ ▲ ■<sup>22</sup>

4.27.2<sup>23</sup> For the purposes of Rule 4.27.1 above “remote means” has the following meaning namely a meeting held by means of any equipment or other facility which enables persons who are not in the same place to speak to and be heard by each other (whether or not the equipment or facility enables those persons to see or be seen by each other)

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<sup>14</sup> See Rule 4.14

<sup>15</sup> See Rule 4.14

<sup>16</sup> See Rule 4.14

<sup>17</sup> See Rule 4.14

<sup>18</sup> See Rule 4.14

<sup>19</sup> See Rule 4.14

<sup>20</sup> See Rule 4.14

<sup>21</sup> For the quorum of the Planning, Taxi Licensing and Rights of Way Committee acting as a Planning Authority see Rule 19.92

<sup>22</sup> See Rule 4.14

<sup>23</sup> Regulation 2 – Local Authorities (Executive Arrangements) (Decisions, Documents and Meetings) (Wales) Regulations 2001 as amended

## SECTION 4 – FULL COUNCIL

### Questions by Councillors

#### On Minutes, Reports or Statements of the Cabinet or Committees

4.28 A Member of the Council may ask the Leader, Cabinet member or the Chair of a Committee / Sub-Committee any question without notice directly **arising from an item in the minutes** (whether or not that minute has been approved as a true record at a subsequent meeting of the Cabinet or Committee / Sub-Committee), report or statements of the Cabinet / Cabinet member or a Committee / Sub-Committee, when that item is being received or is under consideration by the Council.

#### Questions from Members

4.29A Subject to Rule 4.30, a Councillor may ask on Notice at Full Council:

4.29A.1 the Chair;

4.29A.2 a member of the Cabinet;

4.29A.3 the chair of any committee or sub-committee;

4.29A.4 nominated Councillors of the Fire and Rescue Authority or the Brecon Beacons National Park Authority or the Police and Crime Panel

a question on any matter in relation to which the Council has powers or duties or which affects the Council other than operational matters which must be addressed as set out in Rule 4.29C

4.29B In addition to questions put under Rule 4.29A above a Councillor may ask the Leader or a Portfolio Holder a written question on any matter in relation to which the Council has powers or duties or which affects the Council other than operational matters which must be addressed as set out in Rule 4.29C at any time which must be responded to within 10 working days. All such questions and responses will be published on the council's website.

4.29C In addition to questions put under Rules 4.29A and 4.29B above a Councillor may ask the relevant Head of Service a written question on any operational matter at any time which must be responded to within 10 working days. All such questions and responses will be published on the council's website.

#### Notice of Questions

4.30 A Councillor may ask a question under Rule 4.29 if either:

4.30.1 written notice of the question has been received by the Monitoring Officer not later than 5.00 p.m. 10 Clear Days before the date of the Council meeting at which it is to be considered; or

4.30.2 the question relates to urgent matters, they have the consent of the Chair and the Councillor to whom the question is to be put and the content of the question is received by the Monitoring Officer by 5 p.m. on the day prior to the meeting.

#### Maximum Number of Questions



## SECTION 4 – FULL COUNCIL

- 4.31 A Councillor may ask only two questions (including any urgent question(s)) under Rule 4.29 except with the consent of the Chair of the Council. With the consent of the Chair of Council a Member may substitute an urgent question for a question that has already been raised provided that the urgent question complies with Rule 4.30.2.

### Order of Questions

- 4.32 Questions of which notice has been given under Rule 4.29 will be listed on the agenda in the order determined by the Chair of the Council.

### Rejection of Questions

- 4.33 Questions under Rule 4.29 may be rejected if, in the opinion of the Monitoring Officer and the Chair they:

- 4.33.1 are not about a matter for which the Council has a responsibility and which affects the administrative area of the Council;
- 4.33.2 are defamatory, frivolous or offensive;
- 4.33.3 are substantially the same as a question which has been put at a meeting of the Council in the past six months and there has been no material change in the answer which would be given;
- 4.33.4 concern an item of business which is the subject of a report to the meeting;
- 4.33.5 disclose confidential or exempt information where there is no demonstrable need to know;
- 4.33.6 are based on opinion where the factual basis for the opinion is not detailed in the question
- 4.33.7 relate to personal and confidential information of an employee (or former employee) in the view of the Monitoring Officer and / or the Section 151 Officer.

### Withdrawal of Questions

- 4.34.1 A question of which notice has been given can only be withdrawn with the consent of the person asking the question;
- 4.34.2 If the Monitoring Officer considers that a response to a submitted question could be provided by a senior officer prior to the relevant Council meeting, then the Monitoring Officer may contact the Councillor concerned to ascertain whether the Councillor agrees that the question could be withdrawn.
- 4.34.3 A question which has been withdrawn under Rule 4.34.1 may only be reinstated provided that Rule 4.30 has been adhered to.

### Responses

- 4.35 A response to a question or supplementary question may take the form of:
- 4.35.1 a direct oral answer at the meeting or if it is more appropriate to supply the answer in written form, a written answer should be circulated at the meeting or later to the questioner and other Councillors (if requested). Where an oral answer is given the response shall last for no longer than 5 minutes.
  - 4.35.2 where the desired information is in a publication of the Council or other published work, by reference to that publication,

## SECTION 4 – FULL COUNCIL

### Supplementary Question

4.36 A Councillor asking a question under Rule 4.29 may ask one supplementary question without notice of the Councillor to whom the first question was asked. The supplementary question must arise directly out of the original question or the reply. The Councillor asking the supplementary question may speak for no longer than 1 minute. The speech must not amount to a response or comment upon the response provided under Rule 4.35 above.

### Motions on Notice

#### Notice

- 4.37.1 Except for motions which can be moved without notice under Rule 4.42 and in cases of urgency under Rule 4.43, written notice of every motion, must be received by the Monitoring Officer and be accompanied by a costed analysis of the financial and resource implications that motion, would have on the Council, should it be approved and should be received no later than 5 p.m. 21 days before the date of the Council meeting at which it is to be considered in accordance with the timetable set out in Rule 4.49.2.1 below.
- 4.37.2 Each motion must have one Member to propose and another Member to second the motion and the proposer and seconder must either sign the motion or otherwise confirm by email or in writing to the Monitoring Officer that they are proposing or seconding the motion.

#### Motion Set Out in Agenda

- 4.38.1 Motions for which notice has been given will be listed on the agenda in the order determined by the Chair.
- 4.38.2 If an issue arises at a meeting of a committee as to the appointment, promotion, dismissal, salary, superannuation or Conditions of Service, or as to the conduct of any person employed by the Council, such matter shall not be the subject of discussion until the Council has decided on the exercise of the power of exclusion of the public under the terms of the Access to Information Rules set out in Section 14.

#### Scope

- 4.39 Motions may be rejected if, in the opinion of the Monitoring Officer and the Chair they:
- 4.39.1 are not about a matter for which the Council has a responsibility and which affects the wellbeing of the administrative area of the Council;
  - 4.39.2 are defamatory, frivolous or offensive;
  - 4.39.3 are substantially the same as a motion which has been put at a meeting of the Full Council in the past six months;
  - 4.39.4 concern an item of business which is the subject of a report to the meeting;
  - 4.39.5 disclose confidential or exempt information where there is no demonstrable need to know;
  - 4.39.6 are based upon a legally inaccurate premise;

## SECTION 4 – FULL COUNCIL

- 4.39.7 relate to personal and confidential information of an employee (or former employee) in the view of the Monitoring Officer and / or the Section 151 Officer;
- 4.39.8 would amount to an attempt to “Call-In” a decision of Cabinet or a delegated decision made by a Portfolio Holder which would not be allowed due to application of the Call-In rules set out in Section 7.
- 4.39.9 are not accompanied by a costed analysis of the financial and resource implications that motion, would have on the Council, should it be approved

### **Appointment and Removal of the Leader**

4.40.1 The following process will be followed for the appointment of the Leader:

- 4.40.1.1 The Chair will ask for written nominations;
  - 4.40.1.2 The Chair will declare the number of nominations for each candidate and where a candidate has been nominated by more than 1 Councillor they will be deemed to have had their nomination seconded. For candidates with a single nomination, the Chair will ask for a seconder from the floor of Council;
  - 4.40.1.3 Those nominated will be asked whether they accept or refuse the nomination;
  - 4.40.1.4 In the event of there being a single candidate, there will be a secret ballot and the Chair will have a casting vote.
  - 4.40.1.5 In the event of there being more than 1 candidate, all candidates will be asked to leave the Chamber and each candidate will be invited, in alphabetical / surname order to separately make a presentation of up to 5 minutes to Council.
  - 4.40.1.6 After all presentations have been made there will be a vote by secret ballot. Where no candidate receives a majority on the first vote, the candidate with the least number of votes will be eliminated and a further vote will be taken. This procedure will be repeated until a candidate receives a majority. If the bottom 2 candidates have the same number of votes, a vote will be taken to decide the candidate to be eliminated from future votes. In the event of an equal number of votes being cast at this stage, the Chair will have a casting vote as to the candidate to be eliminated.
  - 4.40.1.7 For the avoidance of doubt in the event of the last 2 candidates having the same number of votes, the Chair will have a casting vote as to which candidate is appointed as Leader.
- 4.40.2 The Leader may be removed by a Notice on Motion which has a simple majority of those Councillors voting and present in the room at the time the question was put.
- 4.40.3 A motion to remove the Leader cannot be moved more than once in any rolling 6 month period.

### **Two Motions per Councillor**

- 4.41 No Councillor may give notice of more than 2 motions for any Council meeting, except with the consent of the Chair. Following debate and / or amendments a motion will be taken as a single motion.

### **Motions without Notice**

- 4.42 The following motions may be moved without notice:

## SECTION 4 – FULL COUNCIL

- 4.42.1 to appoint a Chair of the meeting at which the motion is moved; ♣ ▲ ■<sup>24</sup>
- 4.42.2 in relation to the accuracy of the minutes; ♣ ▲ ■<sup>25</sup>
- 4.42.3 to change the order of business in the agenda; ♣ ▲ ■<sup>26</sup>
- 4.42.4 to refer something to an appropriate committee, body or individual for consideration or reconsideration; ♣ ▲ ■<sup>27</sup>
- 4.42.5 to appoint a committee or Member to perform a function or duty arising from an item on the summons for the meeting; ♣ ▲ ■<sup>28</sup>
- 4.42.6 to receive reports and / or adopt and / or amend recommendations of the Cabinet, committees or Officers and any resolutions following from them; ♣ ▲ ■<sup>29</sup>
- 4.42.7 to withdraw a motion; ♣ ▲ ■<sup>30</sup>
- 4.42.8 to amend a motion; ♣ ▲ ■<sup>31</sup>
- 4.42.9 a closure motion under Rule 4.54 ♣ ▲ ■<sup>32</sup>
- 4.42.10 to suspend a particular Council Procedure Rule (provided that at least one half of the whole number of Members are present)<sup>33</sup>;
- 4.42.11 to exclude the public and press in accordance with the Access to Information Procedure Rules; ♣ ▲ ■<sup>34</sup>
- 4.42.12 to not hear further a Member named under Rule 4.86 or to exclude them from the meeting under Rule 4.87; and ♣ ▲ ■<sup>35</sup>
- 4.42.13 to give the consent of the Council where its consent is required by this Constitution.
- 4.42.14 urgent motions, provided the requirements of Rule 4.43 is satisfied. ♣ ▲ ■<sup>36</sup>

### Urgent Motions

- 4.43.1 An urgent motion complying with Rule 4.37.2 may be presented, with the permission of the Chair, provided it has been received by the Monitoring Officer by 5.00 p.m. on the day prior to the Council meeting
- 4.43.2 Subject to Rule 4.43.3 below, the Chair has general authority to agree to take an urgent motion which is not on the agenda, and the discretion is entirely that of the Chair who alone needs to be satisfied as to the need for urgency;
- 4.43.3 The general authority referred to above is qualified in that an urgent motion should not be taken unless:
- 4.43.3.1 the matter dealt with in the motion has arisen between the deadline for the submission of motions and the date of the meeting; and

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<sup>24</sup> See Rule 4.14

<sup>25</sup> See Rule 4.14

<sup>26</sup> See Rule 4.14

<sup>27</sup> See Rule 4.14

<sup>28</sup> See Rule 4.14

<sup>29</sup> See Rule 4.14

<sup>30</sup> See Rule 4.14

<sup>31</sup> See Rule 4.14

<sup>32</sup> See Rule 4.14

<sup>33</sup> See Rule 2.10

<sup>34</sup> See Rule 4.14

<sup>35</sup> See Rule 4.14

<sup>36</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

4.43.3.2 the motion requires an urgent decision in the public interest which cannot be dealt with by other means (including referring the motion for consideration and decision to the Cabinet or a committee), or left to be decided at a subsequent meeting.

4.43.4 In all cases, the reason for the urgency shall be clearly stated on the motion, and the Chair will explain to the Council the reason why he or she has accepted a motion not listed on the agenda as urgent

### Rules of Debate

#### No Speeches until Motion Seconded

4.44 No speeches may be made after the mover has moved a proposal and explained the purpose of it until the motion has been seconded. The proposer of the motion shall have the right to make the first speech in relation to the motion which s/he has moved by notice. ♣ ▲ ■<sup>37</sup>

#### Right to Require Motion in Writing

4.45 Unless notice of the motion has already been given, the Chair may require it to be written down and handed to him before it is discussed. ♣ ▲ ■<sup>38</sup>

#### Seconders' Speech

4.46 When seconding a motion or amendment, a Member may reserve their speech until later in the debate. ♣ ▲ ■<sup>39</sup>

#### Content and Length of Other Speeches

4.47.1 Non aligned Members and a nominated principal speaker from each Political Group will be able to speak on each motion with all Members having a right to speak to raise additional or different issues in the debate.

4.47.2 Speeches in accordance with 4.47.1 above must be directed to the motions under discussion or to a personal explanation, point of order or right of reply. The proposer of a motion may speak for no more than ~~10~~5 minutes; otherwise no speech may exceed ~~5~~2 minutes without the consent of the Chair. ▲ ■<sup>40</sup>

#### When a Member may Speak Again

4.48 A Member who has spoken on a motion may not speak again whilst it is the subject of debate, except: ♣ ▲ ■<sup>41</sup>

4.48.1 to speak once on an amendment moved by another Member; ▲ ■<sup>42</sup>

4.48.2 to move a further amendment if the motion has been amended since he last spoke; ▲ ■<sup>43</sup>

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<sup>37</sup> See Rule 4.14

<sup>38</sup> See Rule 4.14

<sup>39</sup> See Rule 4.14

<sup>40</sup> See Rule 4.14

<sup>41</sup> See Rule 4.14

<sup>42</sup> See Rule 4.14

<sup>43</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

- 4.48.3 if his first speech was on an amendment moved by another Member, to speak on the main issue (whether or not the amendment on which he spoke was carried); ▲ ■<sup>44</sup>
- 4.48.4 in exercise of a right of reply; ▲ ■<sup>45</sup>
- 4.48.5 on a point of order; and ▲ ■<sup>46</sup>
- 4.48.6 by way of personal explanation. ▲ ■<sup>47</sup>

### Amendments to Motions

4.49.1 Subject to Rules 4.49.2 to 4.49.9 below an amendment to a motion must be relevant to the motion and will either be: ♣ ▲ ■<sup>48</sup>

- 4.49.1.1 to refer the matter to an appropriate committee, body or individual for consideration or reconsideration; ♣ ▲ ■<sup>49</sup>
- 4.49.1.2 to leave out words; ♣ ▲ ■<sup>50</sup>
- 4.49.1.3 to leave out words and insert or add others; or ♣ ▲ ■<sup>51</sup>
- 4.49.1.4 to insert or add words or additional recommendations; ♣ ▲ ■<sup>52</sup>
- 4.49.1.5 to substitute another proposition which is committed to writing and received by the Head of Legal and Democratic Services and / or the Head of Democratic Services no later than 5 p.m. on the day prior to the meeting. ♣ ▲ ■<sup>53</sup>

as long as the effect of Rules 4.49.1.2 to 4.49.1.4 is not to negate or would otherwise change the material substance of the original motion.

4.49.2.1 Subject to Rule 4.49.2.2 below, amendments to motions in accordance with Rule 4.49.1.2 to 4.49.1.4 (adding, removing or substituting words), will only be allowed if committed to writing and received by the Head of Legal and Democratic Services and / or the Head of Democratic Services in accordance with the timetable set out below ♣ ▲ ■

Motions and Amendments to Motions	These are calendar days
Last day for Receipt of Motions with confirmation from S151 Officer that a costed analysis of the financial and resource implications of the Motion has been received and agreed in accordance with Rule 4.39.9	-21 days before the day of Council
Chair to Agree Motion is compliant with the Constitution	-18 days before the day of Council

<sup>44</sup> See Rule 4.14

<sup>45</sup> See Rule 4.14

<sup>46</sup> See Rule 4.14

<sup>47</sup> See Rule 4.14

<sup>48</sup> See Rule 4.14

<sup>49</sup> See Rule 4.14

<sup>50</sup> See Rule 4.14

<sup>51</sup> See Rule 4.14

<sup>52</sup> See Rule 4.14

<sup>53</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

Members advised of Motions approved by the Chair on a Confidential basis	-18 days before the day of Council
Time for proposed amendments and financial consequences of Amendments to be discussed with S151 Officer	-17 to -3 days before the day of Council
Last date for Receipt of Amendment approved by Section 151 Officer	-2 days before the day of Council
Chair to Agree Amendment	- 1 day before the day of Council
Council	

- 4.49.2.2 Rule 4.49.2.1 above does not apply to amendments to Budget proposals and no amendment to a Budget Proposal (including an alternative budget proposal) will be allowed after the date for publication by the Section 151 Officer of the Cabinet Budget and any alternative Budgets for the Council Budget Setting Meeting as set out in the timetable published by the Section 151 Officer in accordance with Rule 15.3, except for amendments which arise during the course of the debate and do not negate or change the material substance of the original proposal in accordance with Rule 4.49.4
- 4.49.3 Any amendments received in accordance with these rules will be automatically circulated to all Members as soon as reasonably practicable. ♣ ▲ ■
- 4.49.4 The Chair will have a general discretion to allow any amendments which do not have the effect of negating or would otherwise change the material substance of the original motion, in circumstances where the Chair in his / her absolute discretion considers the amendment has arisen out of the debate. ♣ ▲ ■
- 4.49.5 Each amendment will be proposed, seconded, committed to writing and handed to the Chair; ▲ ■<sup>54</sup>
- 4.49.6 Only one amendment may be moved and discussed at any one time and strictly in the order of receipt. No further amendment may be moved until the amendment under discussion has been decided. ♣ ▲ ■<sup>55</sup>
- 4.49.7 If an amendment is not carried, other amendments to the original motion may be moved. ♣ ▲ ■<sup>56</sup>
- 4.49.8 If an amendment is carried, the motion as amended takes the place of the original motion. This becomes the substantive motion to which any further amendments are moved. ♣ ▲ ■<sup>57</sup>
- 4.49.9 After an amendment has been carried, the Chair will read out the amended motion before accepting any further amendments, or if there are none, put it to the vote. ♣ ▲ ■<sup>58</sup>

<sup>54</sup> See Rule 4.14

<sup>55</sup> See Rule 4.14

<sup>56</sup> See Rule 4.14

<sup>57</sup> See Rule 4.14

<sup>58</sup> See Rule 4.14



## SECTION 4 – FULL COUNCIL

### Alteration of Motion

- 4.50.1 A Member may alter a motion which he has moved without notice with the consent of both the meeting and the seconder. The meeting's consent will be signified without discussion. ♣ ▲ ■<sup>59</sup>
- 4.50.2 Only alterations which could be made as an amendment pursuant to Rule 4.49 may be made. ♣ ▲ ■<sup>60</sup>

### Withdrawal of Motion

- 4.51 A Member may withdraw a motion which he has moved with the consent of both the meeting and the seconder. The meeting's consent will be signified without discussion. No Member may speak on the motion after the mover has asked permission to withdraw it unless permission is refused. ♣ ▲ ■<sup>61</sup>

### Right of Reply

- 4.52.1 If an amendment is moved, the mover of the original motion has the right of reply at the close of the debate on the amendment, but may not otherwise speak on it. ♣ ▲ ■<sup>62</sup>
- 4.52.2 The mover of the amendment has no right of reply to the debate on his amendment. ♣ ▲ ■<sup>63</sup>
- 4.52.3 A Member exercising a right of reply will not introduce any new matter and after the reply, a vote shall be taken without further discussion. Members may not speak after the owner of a motion has exercised a right of reply, except to seek clarification of a particular matter before the owner of the motion concludes his or her speech. A Member may not speak after a proposition has been voted on except on a point of order relating to it. ♣ ▲ ■<sup>64</sup>

### Procedural Motions which may be Moved During Debate

- 4.53 When a motion is under debate, no other motion may be moved except the following procedural motions: ♣ ▲ ■<sup>65</sup>
- 4.53.1 to withdraw a motion; ♣ ▲ ■<sup>66</sup>
- 4.53.2 to amend a motion; ♣ ▲ ■<sup>67</sup>
- 4.53.3 a closure motion under Rule 4.54 ♣ ▲ ■<sup>68</sup>
- 4.53.4 to exclude the public and press in accordance with the Access to Information Procedure Rules; and ♣ ▲ ■<sup>69</sup>

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<sup>59</sup> See Rule 4.14

<sup>60</sup> See Rule 4.14

<sup>61</sup> See Rule 4.14

<sup>62</sup> See Rule 4.14

<sup>63</sup> See Rule 4.14

<sup>64</sup> See Rule 4.14

<sup>65</sup> See Rule 4.14

<sup>66</sup> See Rule 4.14

<sup>67</sup> See Rule 4.14

<sup>68</sup> See Rule 4.14

<sup>69</sup> See Rule 4.14



## SECTION 4 – FULL COUNCIL

- 4.53.5 to not hear further a Member named under Rule 4.86 or to exclude them from the meeting under Rule 4.87. ♣ ▲ ■<sup>70</sup>
- 4.53.6 to suspend a particular council procedure rule (provided that at least one half of the whole number of Members are present). ♣ ▲ ■<sup>71</sup>

### Closure Motions

- 4.54.2 to ask that the question be now put; ♣ ▲ ■<sup>72</sup>
- 4.54.1 to proceed to the next business; ♣ ▲ ■<sup>73</sup>
- 4.54.3 to adjourn a debate; or ♣ ▲ ■<sup>74</sup>
- 4.54.4 to adjourn a meeting. ♣ ▲ ■<sup>75</sup>
- 4.54.5 subject to Rule 4.54.8 below, if a motion to proceed to next business under Rule 4.54.1 is seconded and only if the Chair thinks the item has been sufficiently discussed, he will give the mover of the original motion a right of reply and then put the procedural motion to the vote. ♣ ▲ ■<sup>76</sup>
- 4.54.6 subject to Rule 4.54.8 below, if a motion that the question be now put under Rule 4.54.2 is seconded and only if the Chair thinks the item has been sufficiently discussed, he will put the procedural motion to the vote. If it is passed he will give the mover of the original motion a right of reply before putting his motion to the vote. ♣ ▲ ■<sup>77</sup>
- 4.54.7 subject to Rule 4.54.8 below, if a motion to adjourn the debate or to adjourn the meeting under Rules 4.54.3 and 4.54.4 is seconded and only if the Chair thinks the item has been sufficiently discussed and cannot reasonably be so discussed on that occasion, he will put the procedural motion to the vote without giving the mover of the original motion the right of reply. ♣ ▲ ■<sup>78</sup>
- 4.54.8 in the event that a closure motion under Rule 4.54.1 to 4.54.4 is moved and seconded, the following procedure will apply in the order set out below: ♣ ▲ ■<sup>79</sup>
- 4.54.8.1 the closure motion will be voted upon without further debate;
- 4.54.8.2 if an amendment has been moved and seconded before a closure motion has been passed by Full Council, that amendment must be discussed immediately but will be subject to the following restrictions:
- The debate on the amendment cannot exceed a maximum of 30 minutes in total, save for the exercising of the Chair's discretion.
  - the proposer will have a maximum of 5 minutes to speak on the amendment;
  - the relevant Portfolio Holder(s) will have a maximum of 52 minutes to speak on the amendment;

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<sup>70</sup> See Rule 4.14

<sup>71</sup> See Rule 4.14

<sup>72</sup> See Rule 4.14

<sup>73</sup> See Rule 4.14

<sup>74</sup> See Rule 4.14

<sup>75</sup> See Rule 4.14

<sup>76</sup> See Rule 4.14

<sup>77</sup> See Rule 4.14

<sup>78</sup> See Rule 4.14

<sup>79</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

- the seconder and all other speakers will have a maximum of ~~3~~2 minutes to speak on the amendment;
- 4.54.8.3 Full Council will vote on the proposed amendment debated under Rule 4.54.8.2 above.
- 4.54.8.4 a single new amendment to the substantive motion (as amended if appropriate) will be allowed if properly seconded, but will be subject to the following restrictions:
- the first new amendment proposed and seconded will be considered and no further proposed amendments will be considered;
  - The debate on the new amendment cannot exceed a maximum of 30 minutes in total, save for the exercising of the Chair's discretion.
  - the proposer will have a maximum of 5 minutes to speak on the new amendment;
  - the relevant Portfolio Holder will have a maximum of ~~5~~2 minutes to speak on the new amendment;
  - the seconder and all other speakers will have a maximum of ~~3~~2 minutes to speak on the new amendment;
- 4.54.8.5 the new amendment proposed in accordance with Rule 5.54.8.4 will be voted upon.
- 4.54.8.6 the substantive motion (as amended under Rule 4.54.8.2 or Rule 4.54.8.4) will be voted upon.

### Point of Order

- 4.55 A point of order is a request from a Member to the Chair to rule on an alleged irregularity in the procedure of the meeting. A Member may raise a point of order at any time by indicating to the Chair by standing that they wish to raise a point of order and waiting for the Chair to call them to speak at a convenient point at the discretion of the Chair. A point of order may only relate to an alleged breach of these Council Rules of Procedure or the law. The Member must indicate the rule or law and the way in which s/he considers it has been broken. The ruling of the Chair on the matter will be final. ♣ ▲ ■<sup>80</sup>

### Personal Explanation

- 4.56 A Member may make a personal explanation at any time. A personal explanation may only relate to one of the following: ♣ ▲ ■<sup>81</sup>
- 4.56.1 some material part of an earlier speech by the Member in the present debate which may appear to have been misunderstood; ♣ ▲ ■<sup>82</sup>
- 4.56.2 to reply to an allegation of misconduct made against the Member giving the explanation; or ♣ ▲ ■<sup>83</sup>
- 4.56.3 to make an apology to the Council. ♣ ▲ ■<sup>84</sup>

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<sup>80</sup> See Rule 4.14

<sup>81</sup> See Rule 4.14

<sup>82</sup> See Rule 4.14

<sup>83</sup> See Rule 4.14

<sup>84</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

4.57 The ruling of the Chair on the admissibility of a personal explanation will be final. ♣ ▲ ■<sup>85</sup>

4.58 Points of personal explanation will only be recorded in the minutes if the Monitoring Officer considered that such an inclusion would provide greater clarity to the minutes. ♣ ▲ ■<sup>86</sup>

### Declarations of Interest

4.59 A Member may at any time declare a personal interest under the Members' Code of Conduct and when a Member makes a declaration s/he shall be heard immediately and shall be allowed to make the declaration without interruption. ♣ ▲ ■<sup>87</sup>

### Previous Decisions and Motions

#### Motion to Rescind a Previous Decision

4.60.1 A motion or amendment to rescind a decision made at a meeting within the past six months cannot be moved unless the notice of motion is signed by at least 10 Members. ▲ ■<sup>88</sup>

4.60.2 Rule 4.37.2 does not apply to a motion under Rule 4.60.1. ▲ ■<sup>89</sup>

4.60.3 For the sake of clarity rule 4.60.1 does not apply to decisions taken by the Cabinet. ▲ ■<sup>90</sup>

#### Motion Similar to One Previously Rejected

4.61.1 A motion or amendment in similar terms to one that has been rejected at a meeting in the past six months cannot be moved unless the notice of motion or amendment is signed by at least 10 Members. Once the motion or amendment is dealt with, no one can propose a similar motion or amendment for six months. ▲ ■<sup>91</sup>

4.61.2 Rule 4.37.2 does not apply to a motion under Rule 4.61.1. ▲ ■<sup>92</sup>

### Voting

#### Majority

4.62 Unless this Constitution provides otherwise, any matter will be decided by a simple majority of those Members voting and present in the room at the time the question was put. ♣ ▲ ■<sup>93</sup>

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<sup>85</sup> See Rule 4.14

<sup>86</sup> See Rule 4.14

<sup>87</sup> See Rule 4.14

<sup>88</sup> See Rule 4.14

<sup>89</sup> See Rule 4.14

<sup>90</sup> See Rule 4.14

<sup>91</sup> See Rule 4.14

<sup>92</sup> See Rule 4.14

<sup>93</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

### Chair's Casting Vote

4.63 If there are equal numbers of votes for and against, the Chair will have a second or casting vote. There will be no restriction on how the Chair chooses to exercise a casting vote. ♣ ▲ ■<sup>94</sup>

### Method of Voting

4.64 Unless a recorded vote is demanded under Rule 4.66 the Chair will take the vote by show of hands, or by use of the Council's electronic voting system if any, or if there is no dissent, by the affirmation of the meeting. ♣ ▲ ■<sup>95</sup>

### Ballots

4.65.1 In respect of Full Council the vote will take place by ballot if 10 Councillors present at the meeting demand it. The Chair will announce the numerical result of the ballot immediately the result is known.

4.65.2 In respect of committees the vote will take place by ballot if a majority of the Members present at the meeting demand it. The Chair will announce the numerical result of the ballot immediately the result is known. ♣ ▲ ■<sup>96</sup>

### Recorded Vote

4.66.1 Subject to 4.66.2 below, whenever an electronic voting system is available voting at Full Council meetings shall take place by means of that electronic voting system and the votes cast by each Councillor will be made available on the Council's website upon publication of the draft minutes for that meeting.

4.66.2 In respect of Full Council if 10 Councillors present at the meeting demand it, before a vote is taken, the details of the votes cast by each Councillor will be made available to the meeting.

4.66.3 In respect of committees and the Cabinet if a majority of Members present at the meeting demand it, the names for and against the motion or amendment or abstaining from voting will be taken down in writing and entered into the minutes. A demand for a recorded vote together with a demand for a ballot will be voted upon by the committee. ♣ ▲ ■<sup>97</sup>

### Right to Require Individual Vote to be Recorded

4.67 Where any Member requests it immediately after the vote is taken, their vote will be so recorded in the minutes to show whether they voted for or against the motion or abstained from voting. ♣ ▲ ■<sup>98</sup>

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<sup>94</sup> See Rule 4.14

<sup>95</sup> See Rule 4.14

<sup>96</sup> See Rule 4.14

<sup>97</sup> See Rule 4.14

<sup>98</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

### Voting on Appointments

#### Voting on appointments to external bodies and organisations

- 4.68.1 If there is one position (in an external body or organisation) to be filled by a nominee or representative of the Council and more than one person is nominated for that position then the position will be filled by the person with the greatest number of votes. If there are equal numbers of votes for and against, the Chair will have a second or casting vote. There will be no restriction on how the Chair chooses to exercise a casting vote. ♣ ▲ ■<sup>99</sup>
- 4.68.2 If there are two or more positions (in an external body or organisation) to be filled by nominees or representatives of the Council and the number of nominations exceeds the number of such positions, each Councillor of the Council will be able to exercise one vote for each such position (but may vote only once for each nominee) and the persons to whom more votes have been given than other persons up to the number of positions to be filled, shall be appointed. If there are equal numbers of votes for and against, the Chair will have a second or casting vote. There will be no restriction on how the Chair chooses to exercise a casting vote. ♣ ▲ ■<sup>100</sup>

#### Voting on employee appointments

- 4.69 In the event of there being more than two candidates for an appointment and no candidate receives the required majority on the first vote, the candidate with the least number of votes will be eliminated and a further vote will be taken. This procedure will be repeated until a candidate receives the required majority. If more than one candidate has the same number of votes and that is the lowest number of votes cast, a vote will be taken to decide the candidate to be eliminated from future votes. In the event of an equal number of votes being cast at this stage, the Chair will have a casting vote. ♣ ▲ ■<sup>101</sup>

#### Voting on Internal Councillor Appointments

- 4.70 This Rule applies to the appointment of Councillors to positions within the Local Authority or to joint committees with other authorities including: ♣ ▲ ■<sup>102</sup>
- 4.70.1 the Chair / Vice-Chair / Assistant Vice-Chair of Council;
- 4.70.2 Leader;
- 4.70.3 the Chair or Vice-Chair of a Committee or Sub-Committee; ♣ ▲ ■<sup>103</sup>
- 4.70.4 Member of a Committee or Sub-Committee or Panel; ♣ ▲ ■<sup>104</sup>
- 4.70.5 Member of any other internal Council board, panel or group with or without officers; ♣ ▲ ■<sup>105</sup>

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<sup>99</sup> See Rule 4.14

<sup>100</sup> See Rule 4.14

<sup>101</sup> See Rule 4.14

<sup>102</sup> See Rule 4.14

<sup>103</sup> See Rule 4.14

<sup>104</sup> See Rule 4.14

<sup>105</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

- 4.70.6 Member of any joint committee, board, panel or group involving the Council and one or more local authorities, and / or other public bodies. ♣ ▲ ■<sup>106</sup>
- 4.71 If there are more than two Councillors nominated for any position to be filled and there is not a clear majority of votes in favour of one person, then the name of the person with the least number of votes will be taken off the list and a new vote taken. The process will continue until there is a majority of votes for one person. Voting under this paragraph will normally be conducted by ballot paper. ♣ ▲ ■<sup>107</sup>
- 4.72 Where there is a tie with two or more candidates receiving the least number of votes they both be eliminated from the voting where the addition of all the votes cast for the tied candidates would not equal or exceed the candidate with the next number of lowest votes. If the total number of votes cast for the candidates who tied would equal or exceed the next candidate, then only one of those candidates be eliminated and that decision be determined by ballot between the two. ♣ ▲ ■<sup>108</sup>
- 4.73 Where there is a tie, at the end of the voting process between two candidates the Chairman shall either use his / her second or casting vote, or require the appointment to be determined by the drawing of lots. ♣ ▲ ■<sup>109</sup>
- 4.74 This procedure may be varied by agreement of the meeting. ♣ ▲ ■<sup>110</sup>

### Minutes

#### Signing the Minutes

- 4.75 The Chair will sign the minutes of the proceedings at the next suitable meeting. The Chair will move that the minutes of the previous meeting be signed as a correct record. The only part of the minutes that can be discussed is their accuracy. ♣ ▲ ■<sup>111</sup>

#### No Requirement to Sign Minutes of Previous Meeting at Extraordinary Meeting

- 4.76 Where in relation to any meeting, the next meeting for the purpose of signing the minutes is an extraordinary meeting<sup>112</sup>, then the next following meeting will be treated as a suitable meeting for the purposes of signing of minutes<sup>113</sup>. ♣ ▲ ■<sup>114</sup>

#### Form of Minutes

- 4.77 Save as provided below the form of the minutes will be a matter for the Chief Executive: ♣ ▲ ■<sup>115</sup>

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<sup>106</sup> See Rule 4.14

<sup>107</sup> See Rule 4.14

<sup>108</sup> See Rule 4.14

<sup>109</sup> See Rule 4.14

<sup>110</sup> See Rule 4.14

<sup>111</sup> See Rule 4.14

<sup>112</sup> a meeting called under paragraph 3 of Schedule 12 to the Local Government Act 1972

<sup>113</sup> paragraph 41(1) and (2) of Schedule 12 to the Local Government Act 1972

<sup>114</sup> See Rule 4.14

<sup>115</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

- 4.77.1 Minutes will contain all motions and amendments in the exact form and order the Chair put them. ♣ ▲ ■<sup>116</sup>
- 4.77.2 Replies given to questions of which notice has been given under Rule 4.30 will be recorded in the minutes. ♣ ▲ ■<sup>117</sup>

### Record of Attendance

- 4.78 All Members present during the whole or part of a meeting must sign their names on the attendance sheets before the conclusion of every meeting to assist with the record of attendance. ♣ ▲ ■<sup>118</sup>
- 4.79 Members permanently leaving a meeting shall advise the Chair or the clerk of their departure so that this can be formally recorded in the minutes, including the time of departure and the committee clerk shall so record in the minutes of that meeting. ♣ ▲ ■<sup>119</sup>
- 4.80 Before Members leave a meeting room before the conclusion of business the Chair shall advise that Member of the above requirement. ♣ ▲ ■<sup>120</sup>

### Exclusion of Public

- 4.81.1 Members of the public and press may only be excluded either in accordance with the Access to Information Procedure Rules in Section 14 of this Constitution or Rules 4.89 and 4.90 (Disturbance by the Public). ♣ ▲ ■<sup>121</sup>
- 4.81.2 Where members of the public have been excluded pursuant to Rule 4.81.1, Members may nevertheless remain in the meeting (with the exception of confidential meetings of the Standards Committee) unless they have a personal and prejudicial interest. ♣ ▲ ■<sup>122</sup>

### Members' Conduct

#### Declarations of Interest

- 4.82 Members must in all matters consider whether they have a personal interest (within the meaning within the Members' Code of Conduct) in a matter to be discussed at a meeting, and whether that Code of Conduct requires them to disclose that interest and if they conclude that it does, must disclose the existence and nature of the interest at the commencement of the discussion or when the interest becomes apparent and decide whether they should withdraw from consideration of the matter as required by the Code. ♣ ▲ ■<sup>123</sup>
- 4.83 A Member who is under the Members' Code of Conduct required to disclose the existence and nature of such an interest must complete the requisite form

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<sup>116</sup> See Rule 4.14

<sup>117</sup> See Rule 4.14

<sup>118</sup> See Rule 4.14

<sup>119</sup> See Rule 4.14

<sup>120</sup> See Rule 4.14

<sup>121</sup> See Rule 4.14

<sup>122</sup> See Rule 4.14

<sup>123</sup> See Rule 4.14



## SECTION 4 – FULL COUNCIL

provided for that purpose at meetings. ♣ ▲ ■<sup>124</sup>

### Speaking at Meetings

4.84 When a Member speaks at a meeting he/she must address the meeting through the Chair. If more than one Member signifies their intention to speak, the Chair will ask one to speak. Other Members must remain silent whilst a Member is speaking unless they wish to make a point of order or a point of personal explanation. ♣ ▲ ■<sup>125</sup>

### Chair Standing

4.85 When the Chair stands during a debate, or otherwise indicates that the meeting must be silent, any Member speaking at the time must stop and all Members must be seated. ♣ ▲ ■<sup>126</sup>

### Member not to be Heard Further

4.86 If a Member persistently disregards the ruling of the Chair by behaving improperly or offensively or deliberately obstructs business, the Chair may move that the Member be not heard further. If seconded, the motion will be voted on without discussion. If the motion is passed the named Member may not discuss or debate any further business whilst it is transacted at the meeting. ♣ ▲ ■<sup>127</sup>

### Member to Leave the Meeting

4.87 If the Member continues to behave improperly after a motion under Rule 4.86 is carried, the Chair may move that either the Member leaves the meeting or that the meeting is adjourned for a specified period. If seconded, the motion will be voted on without discussion. If the motion is passed the named Member must leave the room forthwith. ♣ ▲ ■<sup>128</sup>

### General Disturbance

4.88 If there is a general disturbance making orderly business impossible, the Chair may adjourn the meeting for as long as he thinks necessary. ♣ ▲ ■<sup>129</sup>

### Disturbance by Public

#### Removal of Member of the Public

4.89 If a member of the public interrupts proceedings, the Chair will warn the person concerned. If they continue to interrupt, the Chair will order their removal from the meeting room. ♣ ▲ ■<sup>130</sup>

#### Clearance of Part of Meeting Room

4.90 If there is a general disturbance in any part of the meeting room open to the public, the Chair may call for that part to be cleared. ♣ ▲ ■<sup>131</sup>

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<sup>124</sup> See Rule 4.14

<sup>125</sup> See Rule 4.14

<sup>126</sup> See Rule 4.14

<sup>127</sup> See Rule 4.14

<sup>128</sup> See Rule 4.14

<sup>129</sup> See Rule 4.14

<sup>130</sup> See Rule 4.14

<sup>131</sup> See Rule 4.14



## SECTION 4 – FULL COUNCIL

### Filming, Audio Recording and Use of Social Media During Meetings

4.91 Filming, audio recording and use of social media is permitted during meetings except (a) where children and / or vulnerable adults are participating in the debate by way of a presentation, or (b) where meetings or parts of meetings which are held in confidential session pursuant to Section 14, or (c) where a meeting is being webcast. ♣ ▲ ■<sup>132</sup>

### Suspension and Amendment of Council Procedure Rules (Rules 4.15 to 4.95)

#### Suspension

4.92 The Council Rules of Procedure may be suspended in accordance with Rules 2.9 and 2.10.

#### Amendment

4.93 Any motion to add to, vary or revoke these Council Rules of Procedure will, stand adjourned without discussion and be automatically referred to the Democratic Services Committee which will make a recommendation to Council PROVIDED ALWAYS that this Rule will not apply to any recommendations or report by the Democratic Services Committee concerning the variation, revocation or amendment of these Council Rules of Procedure. ♣ ▲ ■<sup>133</sup>

#### Officer Advice

4.94 Any report placed for decision before Council should contain all necessary advice to enable Councillors to take a decision. Reports will be circulated in advance of the meeting and if a Councillor requires clarification on an issue related to the report, this should be sought prior to the meeting. ♣ ▲ ■<sup>134</sup>

4.95 Further officer advice will only be available at the meeting of Council with the consent of the Chair, in consultation with the Chief Executive. If there is a need for further detailed legal or financial advice to be provided, the meeting should be adjourned. ♣ ▲ ■<sup>135</sup>

### Attendance of Cabinet Members at Council Meetings

4.96 The Leader and Cabinet members in attendance at meetings of Full Council will not sit with the other Councillors but shall sit alongside the Chair, Vice-Chair and Assistant Vice-Chair of the County Council. The only officers to sit alongside the Chair shall be the Chief Executive, Monitoring Officer and Clerk unless otherwise authorised to do so by the Chief Executive.

#### Petitions

4.97 Where a Councillor delivers a petition to the Council in accordance with Rule 4.18.18 the Councillor may outline the request by the petitioners, the reason for the request and the number of the signatories **PROVIDED THAT** in any event the Councillor may not speak under this Rule for more than 5 minutes.

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<sup>132</sup> See Rule 4.14

<sup>133</sup> See Rule 4.14

<sup>134</sup> See Rule 4.14

<sup>135</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

4.98 Where a member of the public delivers a petition to the Council the procedure for the receipt of that petition will be determined by the Chair of the Council.

### **All Council Seminars / Member Development Sessions**

4.99 The Chair, Vice-Chair or Assistant Vice-Chair of the Council will preside at all Council Seminars or Member Development Sessions. Cabinet members with responsibility for portfolios which are the subject of the Council Seminar / Member Development Session may assist the Chair / Vice-Chair or Assistant Vice-Chair in facilitating the seminar / development session but may not preside over such a seminar / development session unless authorised by the Chair of the Council.

## CYNGOR SIR POWYS COUNTY COUNCIL.

County Council  
13th October, 2022

**REPORT AUTHOR:** Head of Legal and Monitoring Officer

**SUBJECT:** Broadcasting Council Meetings

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**REPORT FOR:** Decision

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## 1. Purpose of Report

- 1.1 The Council is asked to consider a recommendation from the Democratic Services Committee held on 5<sup>th</sup> September, for a return to live broadcasting of all Council meetings within 60 days of the Council meeting on 13<sup>th</sup> October 2022.

## 2. Background

- 2.1 Prior to the pandemic in 2020 the Council broadcast meetings of Full Council and the Cabinet only through a contract with Public-I. During the pandemic Full Council, Cabinet and other meetings of the Council were broadcast live using Teams Live software. However, this software could not provide the ability for simultaneous translation.
- 2.2 During this period Zoom software licences were purchased which allowed simultaneous translation to be provided for those in the meeting but not for the public.
- 2.3 The Local Government and Elections (Wales) Act 2021 has clarified that the minimum requirement for broadcasting of Council meetings is that the Full Council meeting itself only has to be broadcast. Prior to the AGM in May in order to re-introduce the translation facility and to allow for hybrid meetings, the Executive Management Team took the decision to go back to the pre-pandemic position to broadcast the Full Council and Cabinet meetings only using the Public-I system as there was insufficient funding to broadcast all meetings using the Public-I system. It was estimated that the additional cost of webcasting all meetings, which does not include the current contract cost for the Cabinet and Council of over £15,000 would be over £80,000 per year (based on the current hourly rate for webcasting x the average length of a meeting x number of meetings per year).
- 2.4 The Democratic Services Committee on 5<sup>th</sup> September considered the current position and made the following recommendation to the Council:
- Resolved that the Democratic Services Committee recommends to Full Council on October 6 for an immediate return of press and public access to live broadcasts of planning, scrutiny, employment, democratic services and all any other meetings which previously were accessible and that the issue of “live” broadcasts is resolved within 60 days of this Full Council meeting.**
- 2.5 Since this meeting officers have been testing Zoom webinars / events which provides the ability to broadcast meetings live to the public and also allows the public to hear simultaneous translation where this is required. This way of

broadcasting can be done at a much lower cost than originally thought. Further testing of the software is required as well as some retraining for Members and subject to this work it is hoped that the Council can return to full broadcasting as required by the Democratic Services Committee. There will be an additional cost of £3560 per annum for Zoom webinar / events licences which can be accommodated within the existing budget.

### 3. **Resource Implications**

- 3.1 Additional funding was allocated in the current years budget to meet the additional costs of webcasting, the additional £3,560 per annum can be met from this allocation.
- 3.2 The Head of Finance (Section 151 Officer) notes the above and can support the recommendation.

### 4. **Legal implications**

- 4.1 Legal: the recommendations can be accepted from a legal point of view
- 4.2 The Head of Legal Services and Monitoring Officer has commented as follows: "I note the legal comment and have nothing to add to the report".

<b>Recommendation to Council:</b>	<b>Reason for Recommendation:</b>
<b>That officers continue to test and implement the use of Zoom webinars / events to live broadcast planning, scrutiny, employment, democratic services and all any other meetings which previously were accessible within 60 days of the from the date of this resolution.</b>	<b>To deliver the recommendation of the Democratic Services Committee to broadcast all Council meetings to the public within 60 days of the Council meeting.</b>

<b>Relevant Policy (ies):</b>	
<b>Within Policy:</b>	<b>Y</b>
<b>Within Budget:</b>	<b>Y</b>

<b>Relevant Local Member(s):</b>	<b>N/A</b>
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<b>Person(s) To Implement Decision:</b>	<b>Wyn Richards</b>
<b>Date By When Decision To Be Implemented:</b>	

Contact Officer:	Wyn Richards, Scrutiny Manager and Head of Democratic Services.
Tel:	01597-826375
Email:	<a href="mailto:wyn.richards@powys.gov.uk">wyn.richards@powys.gov.uk</a>
Director:	Emma Palmer - Director of Corporate Services

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

# 15.1

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
13 October 2022

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

**SUBJECT:** Question from County Councillor Elwyn Vaughan

**How many Powys pupils from outside the Swansea valley area, travel to Ysgol Ystalyfera for their education?**

### **Response**

We transport 44 learners from outside the Swansea valley area who travel to Ysgol Ystalyfera.

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# 15.2

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
13 October 2022

**REPORT AUTHOR:** County Councillor Jake Berriman  
Cabinet Member for a Connected Powys

**SUBJECT:** Question from County Councillor Elwyn Vaughan

**In view of the impending energy crisis and the increased costs for all, can I draw your attention to the German proposals –**

- **Public buildings heated to max. 19° C**
- **No heating in communal spaces of public buildings (e.g. corridors)**
- **Monuments and public buildings won't be illuminated.**
- **Shop doors can't be kept permanently open**
- **No lighting in shop windows or on billboards from 10 pm**
- **Private pools can't be heated with energy from the grid.**

**Can we as an authority implement the relevant elements of these proposals thus not only cutting down on energy waste but also making a positive environmental contribution?**

### **Response**

The Corporate Property team are currently reviewing how it can seek to reduce its energy usage across all of our estate. It is aiming to reduce the heating schedules for buildings and reducing the temperature set points. Additionally, the team is reviewing reducing the operational use of office accommodation in order to minimise energy usage.

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