

Public Document Pack

Cabinet

Meeting Venue
Hybrid meeting - Zoom - County Hall

Meeting date
Tuesday, 13 December 2022

Meeting time
10.00 am

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

7/12/2022

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

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

2.	MINUTES
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To authorise the Chair to sign the minutes of the last meeting held on 22nd November 2022 as a correct record.

(Pages 5 - 6)

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

4.	YSGOL Y CRIBARTH PROPOSAL PAPER
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To consider a report by County Councillor Pete Roberts, Cabinet Member for a Learning Powys.

(Pages 7 - 60)

5.	MOUNT STREET INFANT SCHOOL, MOUNT STREET JUNIOR SCHOOL AND CRADOC CP SCHOOL
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To consider a report by County Councillor Pete Roberts, Cabinet Member for a Learning Powys.

(Pages 61 - 66)

6.	UK SHARED PROSPERITY FUND: ACCEPTANCE OF FUNDING AND IMPLEMENTATION ARRANGEMENTS
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To consider a report by County Councillor David Selby, Cabinet Member for a More Prosperous Powys.

(Pages 67 - 122)

7.	LEISURE SERVICES - ENERGY COST INCREASE MITIGATION PROPOSALS 2022-23
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To consider a report by County Councillor David Selby, Cabinet Member for a More Prosperous Powys.

(To Follow)

8.	QUARTER 2 PERFORMANCE REPORT
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To consider the Quarter 2 performance report. This is the link to the Sway report <https://sway.office.com/XubMNRNWln1WWoUI?ref=Link>

9.	QUARTER 2 TREASURY MANAGEMENT REPORT
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To consider a report by County Councillor David Thomas, Cabinet Member for Finance and Transformation.

(Pages 123 - 140)

10.	CORPORATE SAFEGUARDING POLICY
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To consider the Corporate Safeguarding Policy. The (Draft) Corporate Safeguarding Policy, the Corporate Safeguarding Policy Summary Briefing and Corporate Safeguarding Board Terms of Reference are attached.

(Pages 141 - 182)

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

(Pages 183 - 184)

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

(Pages 185 - 186)

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

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

14.	COMMERCIAL WASTE AND RECYCLING PRICE REVIEW
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To consider a report by County Councillor Jackie Charlton, Cabinet Member for a Greener Powys.

(Pages 187 - 192)

15.	S28A AGREEMENT WITH PTHB
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To consider a report by the Head of Legal Services and the Monitoring Officer and the Head of Finance and Section 151 Officer.

(Pages 193 - 198)

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**MINUTES OF A MEETING OF THE CABINET HELD BY TEAMS ON TUESDAY, 22
NOVEMBER 2022**

PRESENT

County Councillor J Gibson-Watt (Chair)

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

1.	APOLOGIES
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Apologies were received from the Executive Director Economy and Environment.

2.	MINUTES
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The Leader was authorised to sign the minutes of the last meeting held on 8th November 2022 as a correct record.

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

4.	CORRESPONDENCE
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There were no items of correspondence.

5.	COUNCIL TAX BASE FOR 2023-2024
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Cabinet considered the Council Tax base for 2023/24.

RESOLVED

- 1. That the calculation of the Council Tax Base for the whole of its area for the year 2023-24 of 64,256.51 be approved;**
- 2. That the calculation of the Council Tax Base for each Town and Community Council contained within 4.2 of the report be approved to meet the legal requirement of the Council to set a Council Tax Base for 2023-24.**

6.	SCHOOL FUNDING FORMULA REVIEW - EXTENSION TO DEADLINE FOR FINAL AGREEMENT
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Cabinet considered a one-month extension to 31st January 2023 for the final Cabinet decision for the proposed amendments to the school funding formula for implementation during the 2023-24 financial year.

RESOLVED that any proposed changes to the school funding formula to be implemented within the 2023-24 financial year will be consulted upon and agreed by Cabinet before the end of January 2023.

7.	DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING
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Cabinet noted the delegated decisions taken by Cabinet Members since the last meeting.

8.	FORWARD WORK PROGRAMME
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Cabinet noted the forward work programme.

9.	EXEMPT ITEMS
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The resolution was not passed as the exempt item was deferred.

10.	COMMERCIAL WASTE AND RECYCLING PRICE REVIEW
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This item was deferred to the next meeting.

County Councillor J Gibson-Watt (Chair)

CYNGOR SIR POWYS COUNTY COUNCIL.**CABINET EXECUTIVE
13th December 2022**

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

REPORT TITLE: Ysgol y Cribarth – Proposal Paper

REPORT FOR: Decision

1. Purpose

1.1. This report requests Cabinet approval to commence the statutory process to move Ysgol y Cribarth along the language continuum by establishing a Welsh-medium stream at the school. The proposal is as follows:

- To make a regulated alteration to introduce a Welsh-medium stream at Ysgol y Cribarth from September 2023.

1.2. The report is supported by the following appendices:

Appendix A – Options Appraisal
Appendix B – Impact Assessment

2. Background

Strategy for Transforming Education in Powys

2.1. On the 14th April 2020, a new Strategy for Transforming Education in Powys was approved by the Leader via a delegated decision. The Strategy was revised following the Council elections held in May 2022, and an updated version was launched in July 2022.

2.2. The Strategy was developed following extensive engagement with a range of stakeholders during two separate periods between October 2019 and March 2020.

2.3. The Strategy sets out a new vision for education in Powys, which is as follows:

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

2.3 The Strategy also sets out a number of guiding principles which will underpin the transformation of education in Powys. These are as follows:

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

2.4 The Strategy sets out a number of Strategic Aims and Objectives, to shape the Council's work to transform the Powys education system over the coming years. One of these Aims is to '*improve access to Welsh-medium provision across all key stages*'. Within this Aim, the Strategy includes a commitment '*to move schools along the language continuum.*'

2.5 In July 2022, the Council published a work programme for Wave 2 of implementation of the Strategy, which will run from 2022-27. This outlines the activity which will be taken forward to implement each of the Strategic Aims outlined in the Strategy. This includes an action to '*Further develop Welsh-medium early years and primary provision at Ysgol y Cribarth*'.

Welsh in Education Strategic Plan 2022-32

- 2.6 The Council has recently developed a new Welsh in Education Strategic Plan (WESP) for 2022-32, which sets out how it will develop Welsh-medium education in Powys over the next 10 years, with the aim of meeting the Welsh Government aspiration to increase the number of pupils accessing Welsh-medium education.
- 2.7 The Council's WESP for 2022-32 was approved by the Welsh Government and the Council's Cabinet in July 2022.
- 2.8 The WESP includes an ambitious target to increase the percentage of Year 1 pupils taught through the medium of Welsh from 22% to 36% by 2032. To achieve this, the plan includes a commitment to develop new Welsh-medium primary provision, and in particular states that:

'The authority will focus on developing more Welsh-medium provision in the following catchment areas:

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

The Case for Change

- 2.9 Ysgol y Cribarth is located in Abercraf in the Ystradgynlais catchment in South Powys, and serves the village of Abercraf and the surrounding area. The school opened in a new building in 2012 following the reorganisation of all schools in the catchment.
- 2.10 The school currently operates as a single stream English-medium school. However, since September 2021, the school has also operated a Welsh-medium Foundation Phase class on a pilot basis as part of a pilot scheme that was supported by Powys County Council. This class has continued to operate in the 2022/23 academic year. There are currently 20 pupils in the Welsh-medium class.
- 2.11 Current pupil numbers at the school are as follows¹:

	R	1	2	3	4	5	6	Total
Welsh-medium	9	6	5	0	0	0	0	20

¹ Teacher Centre, 21/11/22

English-medium	6	12	19	18	13	15	21	104
Total	15	18	24	18	13	15	21	124

- 2.10 To provide continuity of provision for pupils attending the pilot provision and to provide clarity for the school going forward, there is a need to explore options for the school's future language category, with the aim of ensuring that Welsh-medium provision can continue to be offered at the school. This would ensure that all pupils attending the school would have the opportunity to choose this provision, which would give them the opportunity to become fluent in Welsh and English. This would support the Council's aims and aspirations as outlined in the Welsh in Education Strategic Plan (WESP) for 2022-32 and the Strategy for Transforming Education in Powys.
- 2.11 The Council has recently been reviewing the language categories of its schools to reflect the new definitions published by the Welsh Government in 2022. To reflect the pilot Welsh-medium provision which is currently operating at the school, Ysgol y Cribarth has been categorised as T2 – Transitional. However, the Welsh Government's guidance document² is clear that schools should not be in transitional categories permanently, so there is a need to consider the school's future language category, so that any necessary statutory processes required to achieve this can be carried out.
- 2.12 Data related to Ysgol y Cribarth is provided in the Options Appraisal paper which is attached as Appendix A.

Options Appraisal

- 2.13 An options appraisal has been undertaken to consider options for the future language category of Ysgol y Cribarth. This is attached as Appendix A.
- 2.14 The following options were considered:
- 1 Status Quo – Ysgol y Cribarth continues as an English-medium school**

Based on the new Welsh Government definitions of schools, the school would be a Category 1 English-medium school.
 - 2 Formally establish a Welsh-medium stream in the school to operate alongside the English-medium provision**

² [WG43283 \(gov.wales\)](https://gov.wales/WG43283)

Based on the new Welsh Government definitions of schools, the Welsh-medium stream would work towards meeting the definition of a Category 3 Welsh-medium school, the English-medium stream would meet the definition of a Category English-medium school.

3 Change the language category of Ysgol y Cribarth to Dual Language

Based on the new Welsh Government definitions of schools, the school would meet the definition of a 'Dual Language' school. This is as follows: 'At least 50% of learners' school activities (both curricular and extra-curricular) will be in Welsh. This could be achieved in different ways depending on the school context. It could be by using full Welsh-medium immersion up to age 7 with choice offered in the other year groups, or that 50% of school activities are in Welsh throughout.'

4 Change the language category of Ysgol y Cribarth to Welsh-medium on a phased basis.

Based on the new Welsh Government definitions of schools, the school would become a Category 3 Welsh-medium school on a phased basis.

2.15 The options appraisal exercise concluded that the preferred option was Option 2, to formally establish a Welsh-medium stream in the school to operate alongside the English-medium provision.

2.16 Based on the Welsh Government's new definitions of schools based on Welsh-medium provision, the expectation is that the English-medium stream at the school would meet the definition for a Category 1 English-medium school, and the Welsh-medium stream at the school would meet the definition for a Category 3 Welsh-medium school. However, it is acknowledged that it will take time for the Welsh-medium provision at the school to meet this definition. The provision would continue to be defined as 'Transitional – T3' until it meets the definition.

2.17 To formally establish a Welsh-medium stream at the school, the Council will need to carry out the statutory process for school organisation proposals as set out by the Welsh Government in the School Organisation Code (2018). The process is summarised below:

i) Consultation

Consultation would be carried out with stakeholders as required by the Code. This includes consultation with the pupils at both schools, to ensure that their views are taken into account, in accordance with the United Nations Convention on the Rights of the Child.

Feedback from the consultation would be collated and summarised, and a report would be presented to the Cabinet. Cabinet will consider the report and the feedback received during the consultation period, and will decide whether to proceed with the proposal, to make changes to the proposal or to not proceed with the proposal.

If Cabinet decides not to proceed, that will be the end of this proposal.

ii) Statutory Notice

If Cabinet decides to proceed, a Statutory Notice would be published, which would give a period of 28 days for people to submit written objections.

If there were objections, the authority would publish an objection report providing a summary of the objections and the authority's response to them. A further report would be presented to the Cabinet, which they would consider alongside the objection report, in order to decide whether or not to approve the proposal.

iii) Implementation

If Cabinet approves the proposal, it would be implemented in accordance with the date given in the Statutory Notice or any subsequently modified date.

3. Advice

3.1 Officers have carried out an options appraisal on future options for Ysgol y Cribarth's language category. This is attached to this report as Appendix A.

3.2 The options appraisal includes the following:

- Consideration of key data relating to the school
- Identification of options
- SWOT analysis of each option
- Assessment of each option against a number of critical success factors
- Identification of an emerging preferred option
- Further consideration of the emerging preferred option against factors listed in the School Organisation Code (2018) as factors to be taken into account when developing school organisation proposals.

- 3.3 Based on the options appraisal carried out and further consideration against the factors outlined in the School Organisation Code, the preferred option is as follows:

Establish a Welsh-medium stream in the school to operate alongside the English-medium provision

- 3.4 The reasons for this are:

- Would provide continuity for pupils currently accessing Welsh-medium provision at the school
- Would provide an additional opportunity for pupils in the catchment to access Welsh-medium provision
- Welsh-medium provision would be more accessible to pupils living in the north of the catchment
- Pupils at the school would have the opportunity to study through the medium of Welsh and develop full bilingual skills, if they so wished
- Potential to increase the number of pupils studying through the medium of Welsh in the locality and in Powys
- Potential to increase the pupil numbers at the school
- Would provide continued access to English-medium provision at the school alongside Welsh-medium provision
- Positive impact on the school's Welsh ethos, which could provide more opportunities for English-medium pupils
- Supports the aim in the Council's Strategy for Transforming Education to support schools to move along the language continuum
- Would contribute towards the targets in the Council's WESP
- Would contribute towards the Welsh Government's 2050 target of 1m Welsh speakers

- 3.5 Officers have been working with the school to develop this proposal. The school's Governing Body have indicated that they support the proposal to carry out consultation on introducing a Welsh-medium stream at the school.

- 3.6 It is therefore advised that Cabinet approves a recommendation to commence the statutory process on the following proposal:

- **To make a regulated alteration to introduce a Welsh-medium stream at Ysgol y Cribarth from September 2023.**

- 3.7 Should the recommendation to commence the statutory process be approved, it is anticipated that consultation would commence in December 2022.

4. Resource Implications

- 4.1 The foundation phase pilot is currently supported by Transformation funding of £95,000 in 2022-23. If a Welsh medium stream were to be formally established at the school, the school's formula-led delegated funding would increase by approximately £52,500 in 2023-24 (for the 7 months from September 2023 to March 2024) and by a further £39,600 in 2024-25 (for the 5 months from April 2024 to August 2024).
- 4.2 In the longer-term initial modelling suggests that the formula-led delegated funding for the school would potentially increase by approximately £50,000 even if the Welsh stream were not established, meaning that the estimated longer-term additional cost of establishing a Welsh stream at the school would be approximately £40,000 per annum.
- 4.3 These additional costs are shown within the current FRM for Schools delegated budgets and it is anticipated that they would be funded by savings realised as part of the Strategy for Transforming Education in Powys 2022-2032. It should be noted that these are estimated costs based on projected pupil numbers for future years. The actual costs of implementation will depend on the actual pupil numbers attending the school.
- 4.4 The Head of Finance (Section 151 Officer) notes the comments above and that the proposal will redirect funding within the overall Schools funding formula allocation.

5. Legal implications

- 5.1 Legal: the recommendations can be accepted from a legal point of view
- 5.2 The Head of Legal Services and the Monitoring Officer has commented as follows: "I note the legal comment and have nothing to add to the report".

6. Comment from local member(s)

- 6.1 Cllr David Thomas (Tawe Uchaf): 'I would fully support the establishment of a Welsh Medium Stream at Ysgol y Cribarth. This will build on the current trial provision and enhance teaching through the medium of Welsh. Consequently, this will make the provision available as an option to more parents in the Upper Swansea Valley and wider catchment area.'

7. Integrated Impact Assessment

- 7.1 An initial impact assessment in respect of the recommendation is attached. The impact assessment considers the proposal's impact on the Welsh Government's well-being goals, as outlined in the Well-being of Future Generations Act.

7.2 The summary of the impact assessment is as follows:

The draft impact assessment indicates that the impact of the proposal is positive overall. The proposal would give the option for pupils attending Ysgol y Cribarth in the future to choose Welsh-medium education as well as English-medium education, building on the success of the Welsh-medium pilot class that is currently running at the school.

The proposal is to introduce the Welsh-medium on a phased basis as the current pupils move through the school, which would provide time for the school to plan to ensure that appropriate arrangements are in place to support the new provision. The introduction of a Welsh-medium stream at the school would provide an additional opportunity for pupils in the Aber-craf area to access Welsh-medium education, and would provide additional opportunities to promote the Welsh language in the school and within the community.

7.3 Should Cabinet approve the commencement of the statutory process, the impact assessment would be updated throughout the process, to take account of feedback received.

8. Recommendation

8.1 It is recommended that Cabinet approves commencing the statutory process on the following proposal to move Ysgol y Cribarth along the language continuum:

- To make a regulated alteration to introduce a Welsh-medium stream at Ysgol y Cribarth from September 2023.

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Corporate Director:	Emma Palmer – Interim Director of Corporate Services Lynette Lovell – Director of Education and Children

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Transforming Education Team

Options Appraisal

Ysgol y Cribarth language category

Version Control:

Version	Date	Brief Summary of Change	Author
0.1	05/07/22	Document created	HR
0.2	10/10/22	Draft for consideration by WS3	SA
0.3	17/10/22	Draft for consideration by Transforming Education Board	SA
0.4	20/11/22	Draft for consideration by Cabinet	SA

CONTENTS

1.	Introduction	3
Part A – The Case for Change		4
2.	Strategic Context	4
3.	Why Change is needed in Ysgol y Cribarth	8
Part B – Options for Ysgol y Cribarth		13
4.	Available options	13
5.	SWOT Analysis of each option	14
6.	Critical Success Factors	18
7.	Emerging preferred option	19
Part C – Further consideration of preferred option		21
8.	Quality and standards in education	21
9.	Need for places and impact on accessibility of schools	24
10.	Resourcing of education and other financial implications	25
11.	Other general factors	26
12.	Specific factors in the consideration of proposals for the change of language medium	27
13.	Conclusion and next steps	28

1. INTRODUCTION

The purpose of this paper is to consider options for the future language category of Ysgol y Cribarth.

Ysgol y Cribarth is located in Abercraf in the Ystradgynlais catchment in South Powys. The school opened in 2012 following the reorganisation of schools in the area, which saw 4 new schools open to replace the 10 previous schools.

Ysgol y Cribarth currently operates as a single stream English-medium school. However, since September 2021, the school has also operated a Welsh-medium Foundation Phase class on a pilot basis as part of a scheme supported by Powys County Council. This class has continued to operate in the 2022/23 academic year. There are currently 20 pupils in the Welsh-medium class. Current pupil numbers at the school are as follows¹:

	R	1	2	3	4	5	6	Total
Welsh-medium	9	6	5	0	0	0	0	20
English-medium	6	12	19	18	13	15	21	104
Total	15	18	24	18	13	15	21	124

Following introduction of the Welsh Government's new Welsh language categories in 2021, the school has been categorised as T2 – Transitional, to reflect the pilot Welsh-medium provision which is currently operating in the school. However, the Welsh Government's guidance document² is clear that schools should not be in transitional categories permanently, so there is a need to consider the school's future language category, so that any necessary processes can be carried out.

The Council's Strategy for Transforming Education in Powys sets out a number of aims and objectives to transform the Powys education system over the next few years, in order to provide the best possible opportunities to Powys learners now and in the future. One of the objectives included in the strategy is to 'improve access to Welsh-medium provision across all key stages'. Within this objective, the Strategy includes an aim to 'Move schools along the language continuum'.

The purpose of this paper is to consider options in respect of Ysgol y Cribarth's future language category, given the success of the recently established Welsh-medium pilot class.

¹ Teacher Centre, 21st November 2022

² [WG43283 \(gov.wales\)](#)

PART A – THE CASE FOR CHANGE

2. STRATEGIC CONTEXT

2.1 POLICY CONTEXT

i) Welsh in Education Strategic Plan (WESP) 2022-32

The Council has recently developed a new Welsh in Education Strategic Plan (WESP) for 2022-32, which sets out how it will develop Welsh-medium provision in Powys over the next 10 years, with the aim of meeting the Welsh Government aspiration to increase the number of pupils accessing Welsh-medium education.

The Council's WESP includes an ambitious target to increase the percentage of Year 1 pupils taught through the medium of Welsh from 22% to 36% by 2032.

To achieve this, the WESP includes a commitment to develop new Welsh-medium primary provision, and in particular states that:

'The authority will focus on developing more Welsh-medium provision in the following catchment areas:

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

ii) Strategy for Transforming Education in Powys

Following the inspection of Powys Education Services carried out by Estyn in the summer of 2019, the Council carried out a strategic review of schools during 2019-20, which led to the development of a new Strategy for Transforming Education in Powys. The strategy, which was developed following engagement with a wide range of stakeholders, was approved in April 2020. It was subsequently reviewed and updated in the summer of 2022 following the Council elections held in May, and relaunched in July 2022.

The strategy sets out a Vision Statement and Guiding Principles which will underpin the Council's work to transform the Powys education system over the coming years. The Vision Statement is as follows:

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

In addition, the strategy outlines a number of aims and objectives to shape the Council's work to transform the Powys education system over the coming years. One of the Strategic Aims is to 'improve access to Welsh-medium provision across all key stages'. Within this aim, the Strategy sets out a Strategic Objective to 'Move schools along the language continuum.'

In July 2022, the Council published a work programme for Wave 2 of implementation of the Strategy, which will run from 2022-27. This outlines the activity which will be taken forward to implement each of the Strategic Aims outlined in the Strategy. In respect of the Strategic Aim to 'improve access to Welsh-medium provision across all key stages', the work programme includes actions to improve access to Welsh-medium across the county, including an action to 'Further develop Welsh-medium early years and primary provision at Ysgol y Cribarth'.

2.2 WHY CHANGE IS NEEDED IN POWYS

Powys is a large, rural authority. Covering a quarter of the landmass of Wales, it contains only 4.2% of the population, making it the most sparsely populated county in Wales. Delivering services across such a large, sparsely populated area is challenging and expensive.

The Council's Strategy for Transforming Education in Powys outlines a number of challenges facing education in Powys, which were identified following engagement with key stakeholders during the autumn term 2019 and spring term 2020. This information was updated when the Strategy was relaunched in July 2022.

The following is a summary of the main challenges facing the Council:

i) High proportion of small schools

Based on PLASC 2021 figures, there are 33 small primary schools in Powys – this is approximately 43% of the primary provision in the county. 15 schools had fewer than 50 pupils, and for those schools the budget share per pupil is generally higher than the Powys average for primary schools.

ii) Decreasing pupil numbers

Pupil numbers have decreased over the past decade, and are expected to continue to decrease over the next five years. Pupil numbers in the

primary sector in Powys are expected to decrease by approximately 5% by 2026.

iii) High number of surplus places

Based on PLASC 2019 figures, there was 14% surplus capacity in Powys primary schools. With pupil numbers across Powys projected to decrease overall over the coming years, the proportion of surplus places across the county will continue to increase.

iv) Building condition

Whilst the Council has invested in its school's estate through the 21st Century Schools Programme and the Asset Management Plan, building condition remains an issue across Powys, with associated maintenance costs.

v) Financial pressures

The Council is currently facing significant financial pressures in general. This is affecting all service areas, including the schools' sector. There are significant variations in the budget share per pupil across Powys schools, ranging from £3,512 to £11,689 in the primary sector.

vi) Inequality in access to Welsh-medium education

In contrast to other areas of Wales, there has been no growth in total Welsh-medium pupil numbers across Powys over recent years. Significant changes are needed to the Welsh-medium offer in Powys to reverse the trend of the last few years and ensure that all Powys learners can access comprehensive Welsh-medium provision throughout their educational careers.

vii) Limited post-14 and post-16 offer

In September 2019, the Council's Cabinet considered a report on post-16 provision, which outlined a number of challenges facing the sector, including decreasing learner numbers, financial challenges and sustainability of the curriculum offer, including Welsh-medium provision.

viii) Inequality in access to SEN provision

Within Powys, pupils with special education needs (SEN) attend a range of settings, including special schools, specialist centres, the pupil referral unit (PRU) as well as mainstream schools.

Currently, not all pupils are educated in the setting that meets their needs best, and depending on where pupils live, they have access to a different quality and type of provision.

ix) Historical lack of political decision making

Although there have been some developments in terms of the schools' infrastructure over recent years, the Council's failure to implement a number of high-profile proposals in the last few years has left a legacy in Powys, and there has been a reluctance to embark on large scale reorganisation of education provision since then.

The Council's recently approved Welsh in Education Strategic Plan (WESP) for 2022-32 further elaborates on the challenges in respect of Welsh-medium provision:

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

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

3. WHY CHANGE IS NEEDED AT YSGOL Y CRIBARTH

3.1 THE CURRENT SITUATION

Ysgol y Cribarth is located in Abercraf in the Ystradgynlais catchment in South Powys, and serves the village of Abercraf and the surrounding area. The school opened in a new building in 2012 following the closure of a number of smaller schools in the locality.

Ysgol y Cribarth currently operates as a single stream English-medium school. However, since September 2021, the school has also operated a Welsh-medium Foundation Phase class on a pilot basis as part of a scheme supported by Powys County Council. This class has continued to operate in the 2022/23 academic year. There are currently 20 pupils in the Welsh-medium class. Following the introduction of the Welsh Government's new Welsh language categories in 2021, the school has been categorised as T2 – Transitional, to reflect the pilot Welsh-medium provision which is currently operating in the school.

The following is a summary of key data relating to Ysgol y Cribarth:

	School Type	Language Category	Admission Number ³	Rural School? ⁴
Ysgol y Cribarth	Community Primary School School building owned by Powys County Council	T2 – Transitional	21	No

Pupil Numbers

i) Current pupil numbers⁵

Current pupil numbers at Ysgol y Cribarth are as follows:

	R	1	2	3	4	5	6	Total
Welsh-medium	9	6	5	0	0	0	0	20
English-medium	6	12	19	18	13	15	21	104

³ Powys Admissions Information and Arrangements 2022-2023

⁴ Annex F of the Welsh Government's School Organisation Code (2018)

(<https://gov.wales/sites/default/files/publications/2018-10/school-organisation-code-second-edition.pdf>)

includes a list of 'rural schools', to which the 'Presumption against the closure of rural schools' applies.

⁵ Teacher Centre, 21st November 2022

Total	15	18	24	18	13	15	21	124
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ii) **Historical pupil numbers⁶**

	Jan. 2016	Jan. 2017	Jan. 2018	Jan. 2019	Jan. 2020	Jan. 2021	Jan. 2022
Ysgol y Cribarth	145	139	143	126	127	142	135

iii) **Projected pupil numbers⁷**

	Jan. 2023	Jan. 2024	Jan. 2025	Jan. 2026	Jan. 2027
Ysgol y Cribarth	142	139	143	151	147

Building Capacity and Condition

i) **Capacity**

	Current Capacity⁸	Currently Filled	Surplus Capacity
Ysgol y Cribarth	148	124 (83.8%)	24 (16.2%)

ii) **Building condition**

	Condition	Suitability	Access to hall on site
Ysgol y Cribarth	A Good	A Good	Yes

Standards of Education

i) **Estyn**

	Ysgol y Cribarth
Date of Inspection	March 2015
Standards	Good

⁶ PLASC

⁷ Powys Schools Service Projections based on PLASC & Birth Rates

⁸ Welsh Government Planning of School Places Return – October 2022

Well Being	Good
Learning Experiences	Good
Teaching	Good
Care, Support and Guidance	Good
Learning Environment	Good
Leadership	Good
Improving Quality	Good
Partnership Working	Good
Resource Management	Good
Outcome	The school will produce an action plan that shows how it will address the recommendations.

Financial information

i) Cost per pupil⁹

	Budget share per school	Budget share per pupil	Notional SEN budget	Non ISB funds devolved to the school
Ysgol y Cribarth	£493,114	£4,287	£20,348	£26,450
Powys average (Primary)	N/A	£4,656	N/A	N/A

Equalities Information

i) Free School Meals¹⁰

	Number of pupils who had a free school meal on Census day
Ysgol y Cribarth	35 (27.5%)

ii) Pupils in care¹¹

	Number of pupils in care
Ysgol y Cribarth	0

⁹ Powys Section 52 Budget Statement, 2022/2023

¹⁰ PLASC 2022

¹¹ PLASC 2022

iii) **SEN/ALN¹²**

	School Action	School Action Plus	Statement	IDP
Ysgol y Cribarth	5.9%	2.9%	0%	0%

3.2 WHY CHANGE IS NEEDED IN YSGOL Y CRIBARTH

A Welsh-medium Reception / Year 1 class was established at the school at the start of the 2021/22 academic year as part of a pilot scheme that was supported by Powys County Council. There are currently 20 pupils in the Welsh-medium class. Current pupil numbers at the school are as follows¹³:

	R	1	2	3	4	5	6	Total
Welsh-medium	9	6	5	0	0	0	0	20
English-medium	6	12	19	18	13	15	21	104
Total	15	18	24	18	13	15	21	124

To provide continuity of provision for pupils attending the pilot provision and to provide clarity for the school going forward, the Council is keen to explore options for the school's future language category, with the aim of ensuring that Welsh-medium provision continues to be offered at the school permanently, to ensure that pupils have the opportunity to choose this provision, which would give them the opportunity to become fluent in Welsh and English. This would support the Council's aims and aspirations as outlined in the Welsh in Education Strategic Plan (WESP) for 2022-32 and the Strategy for Transforming Education in Powys.

In addition to this, the Council has recently been reviewing the language categories of its schools to reflect the new definitions published by the Welsh Government in 2022. To reflect the pilot Welsh-medium provision which is currently operating at the school, Ysgol y Cribarth has been categorised as T2 – Transitional. However, the Welsh Government's guidance document¹⁴ is clear that schools should not be in transitional categories permanently, so there is a need to consider the school's future language category, so that any necessary statutory processes required to achieve this can be carried out.

¹² PLASC 2022

¹³ Teacher Centre, 21st November 2022

¹⁴ [WG43283 \(gov.wales\)](https://gov.wales/gw43283)

PART B – OPTIONS FOR YSGOL Y CRIBARTH

4. AVAILABLE OPTIONS

The following options have been identified in respect of the future language category of Ysgol y Cribarth:

Option	Description
1	<p>Status quo – Ysgol y Cribarth continues as an English-medium school.</p> <p>The Welsh-medium pilot currently operating at the school comes to an end. Pupils either transfer to English-medium provision or move to alternative Welsh-medium provision.</p> <p>Based on the new Welsh Government definitions of schools, the school would be a Category 1 English-medium school.</p>
2	<p>Formally establish a Welsh-medium stream in the school to operate alongside the English-medium provision.</p> <p>The Welsh-medium pilot currently operating at the school would become a Welsh-medium stream and would provide Welsh-medium education up to year 6.</p> <p>English-medium provision would continue to be available in the school's English-medium stream.</p> <p>Based on the new Welsh Government definitions of schools, the Welsh-medium stream would work towards meeting the definition of a Category 3 Welsh-medium school, the English-medium stream would meet the definition of a Category 1 English-medium school.</p>
3	<p>Change the language category of Ysgol y Cribarth to Dual Language</p> <p>Based on the new Welsh Government definitions of schools, the school would meet the definition of a 'Dual Language' school. This is as follows:</p> <p>'At least 50% of learners' school activities (both curricular and extra-curricular) will be in Welsh. This could be achieved in different ways depending on the school context. It could be by using full Welsh-medium immersion up to age 7 with choice offered in the other year groups, or that 50% of school activities are in Welsh throughout.'</p> <p>All new pupils joining the school would be taught through the medium of Welsh up to age 7. A choice of Welsh-medium or English-medium provision would then be offered from Year 3 onwards.</p>

4	<p>Change the language category of Ysgol y Cribarth to Welsh-medium on a phased basis.</p> <p>New pupils to the school would join the Welsh-medium class/es. The English-medium classes would be phased out as the current English-medium pupils at the school move through the school.</p> <p>Once fully implemented, all pupils at the school would be taught through the medium of Welsh and would become fully bilingual. Pupils wishing to access English-medium provision would need to attend alternative schools.</p> <p>Based on the new Welsh Government definitions of schools, the school would be a Category 3 Welsh-medium school.</p>
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5. SWOT ANALYSIS OF EACH OPTION

Option 1: Status quo – Ysgol y Cribarth continues as an English-medium school

Strengths	Weaknesses
<ul style="list-style-type: none"> - No impact on English-medium pupils at Ysgol y Cribarth or their parents - Minimal impact on staff at Ysgol y Cribarth 	<ul style="list-style-type: none"> - Disruption for pupils currently accessing the Welsh-medium pilot at the school – they would need to either transfer to English-medium provision or transfer to a different school - No opportunity for pupils at the school to access Welsh-medium provision and become fully bilingual - Would not provide access to additional Welsh-medium primary provision in the Ystradgynlais catchment - Would not meet the aims and objectives of the Council’s Strategy for Transforming Education - Would not contribute towards meeting the Council’s targets to increase the number of pupils taught through the medium of Welsh as outlined in the WESP - Does not support the Welsh Government aspiration to have a million Welsh speakers by 2050
Opportunities	Threats

	<ul style="list-style-type: none"> - Parents who want their children to have Welsh-medium education might take their children to other schools
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Option 2: Formally establish a Welsh-medium stream in the school to operate alongside the English-medium provision.

Strengths	Weaknesses
<ul style="list-style-type: none"> - Would provide continuity for pupils currently accessing Welsh-medium provision at the school - Would provide an additional opportunity for pupils in the catchment to access Welsh-medium provision - Welsh-medium provision would be more accessible to pupils living in the north of the catchment - Pupils at the school would have the opportunity to study through the medium of Welsh and develop full bilingual skills, if they so wished - Potential to increase the number of pupils studying through the medium of Welsh in the locality and in Powys - Potential to increase the pupil numbers at the school - Would provide continued access to English-medium provision at the school alongside Welsh-medium provision - Positive impact on the school's Welsh ethos, which could provide more opportunities for English-medium pupils - Supports the aim in the Council's Strategy for Transforming Education to support schools to move along the language continuum - Would contribute towards the targets in the Council's WESP - Would contribute towards the Welsh Government's 2050 target of £1m Welsh speakers 	<ul style="list-style-type: none"> - Additional cost to the Council of funding the school as a dual stream school - Additional pressures for the school's leaders related to running a dual stream school - Not all pupils at the school would become fluent in Welsh and English - Possible impact on other schools in the catchment – in particular Ysgol Gymraeg Dyffryn y Glowyr should pupils choose to attend Welsh-medium provision at Ysgol y Cribarth instead of travelling to Ysgol Gymraeg Dyffryn y Glowyr
Opportunities	Threats

<ul style="list-style-type: none"> - Opportunity to further promote the Welsh-medium provision available to attract more pupils to Welsh-medium provision - Opportunity for the school to plan ahead as the Welsh-medium stream is phased in, and to consider any additional requirements e.g. training requirements, staffing implications - Opportunity to develop and promote the Welsh language in the north of the Ystradgynlais catchment 	<ul style="list-style-type: none"> - Lack of take up of places in the Welsh-medium stream - Possible difficulty recruiting staff able to teach through the medium of Welsh / support the Welsh-medium provision
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Option 3: Change Ysgol y Cribarth's language category to Dual Language

Strengths	Weaknesses
<ul style="list-style-type: none"> - Would provide continuity for pupils currently accessing Welsh-medium provision at the school - Would provide an additional opportunity for pupils in the catchment to access Welsh-medium provision - Welsh-medium provision would be more accessible to pupils living in the north of the catchment - Potential to increase the number of pupils studying through the medium of Welsh in the locality and in Powys - Potential to increase the pupil numbers at the school - Supports the aim in the Council's Strategy for Transforming Education to support schools to move along the language continuum - Would contribute towards the targets in the Council's WESP - Would contribute towards the Welsh Government's 2050 target of £1m Welsh speakers 	<ul style="list-style-type: none"> - Does not align with the current Welsh-medium pilot being offered at the school - Potential disruption to pupils currently at the school - Impact on staff at Ysgol y Cribarth who may not have the Welsh language skills needed to support this type of provision - Additional pressures for the school's leaders during the transition phase - Additional funding would need to be provided to support this model - This is a new model for Powys – no other schools operating in this way who would be able to provide support - Parents not wishing their children to have Welsh-medium education might choose to send their children to other English-medium schools - Could lead to a decrease in pupil numbers at the school - Possible impact on other schools in the catchment – in particular Ysgol Gymraeg Dyffryn y Glowyr should pupils choose to attend Welsh-medium provision at Ysgol y Cribarth instead of travelling to Ysgol Gymraeg Dyffryn y Glowyr

Opportunities	Threats
<ul style="list-style-type: none"> - Opportunity to further promote the Welsh-medium provision available to attract more pupils to Welsh-medium provision - Opportunity to develop and promote the Welsh language in the north of the Ystradgynlais catchment 	<ul style="list-style-type: none"> - Possible reduction in pupil numbers at Ysgol y Cribarth as pupils from the area may choose to attend alternative English-medium schools - Likely to be opposition to this change within the local area / the school itself, which would make it more challenging to implement - Possible difficulty recruiting staff able to teach through the medium of Welsh / support the Welsh-medium provision

Option 4: Change Ysgol y Cribarth's language category to Welsh-medium

Strengths	Weaknesses
<ul style="list-style-type: none"> - Would provide continuity for pupils currently accessing Welsh-medium provision at the school - Would provide an additional opportunity for pupils in the catchment to access Welsh-medium provision - Welsh-medium provision would be more accessible to pupils living in the north of the catchment - All pupils at the school would eventually be taught in Welsh and would become fully bilingual in Welsh and English - Potential to increase the number of pupils studying through the medium of Welsh in the locality and in Powys - Potential to increase the pupil numbers at the school - Supports the aim in the Council's Strategy for Transforming Education to support schools to move along the language continuum - Would contribute towards the targets in the Council's WESP - Would contribute towards the Welsh Government's 2050 target of £1m Welsh speakers 	<ul style="list-style-type: none"> - Parents not wishing their children to have Welsh-medium education might choose to send their children to other English-medium schools - Could lead to a decrease in pupil numbers at the school - Impact on staff at Ysgol y Cribarth who may not have the Welsh language skills needed to work in a Welsh-medium school - New resources would be needed throughout the school to support teaching all pupils in Welsh - Possible impact on other schools in the catchment – in particular Ysgol Gymraeg Dyffryn y Glowyr should pupils choose to attend Welsh-medium provision at Ysgol y Cribarth instead of travelling to Ysgol Gymraeg Dyffryn y Glowyr
Opportunities	Threats

<ul style="list-style-type: none"> - Opportunity to further promote the Welsh-medium provision available to attract more pupils to Welsh-medium provision - Opportunity for the school to plan ahead as the Welsh-medium provision is phased in, and to consider any additional requirements e.g. training requirements, staffing implications - Opportunity to develop and promote the Welsh language in the north of the Ystradgynlais catchment 	<ul style="list-style-type: none"> - Possible reduction in pupil numbers at Ysgol y Cribarth as pupils from the area may choose to attend alternative English-medium schools - Likely to be opposition to this change within the local area / the school itself, which would make it more challenging to implement - Possible difficulty recruiting staff able to teach through the medium of Welsh / support the Welsh-medium provision
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6. CRITICAL SUCCESS FACTORS

The options have also been assessed against the following Critical Success Factors:

Critical Success Factor	Description
1 – Strategic fit and business needs	<ul style="list-style-type: none"> • The option must align with the Council’s Strategy for Transforming Education in Powys 2020-2032 • The option must align with the Council’s Welsh in Education Strategic Plan (WESP)
2 – Value for money	<ul style="list-style-type: none"> • The option must optimise the resources available for the delivery of learning • The option must provide value for money in the delivery of learning
3 – Potential achievability	<ul style="list-style-type: none"> • The option must be achievable within current legislation • The option must be operationally achievable • The option must be physically achievable
4 – Potential affordability	<ul style="list-style-type: none"> • The extent to which the option is affordable within the Council’s forecasted revenue • The extent to which the option is affordable within the forecasted capital funding available to the Council

Each option has been assessed against the Critical Success Factors based on the following criteria:

✓ – Meets ? – Could meet x – Does not meet

The assessment for each option is as follows:

	Option 1	Option 2	Option 3	Option 4
1 – Strategic fit and business needs	X	✓	✓	✓
2 – Value for money	✓	?	?	✓
3 – Potential achievability	✓	✓	?	?
4 – Potential affordability	✓	✓	?	✓
Total ✓	3	3	1	3
Total x	1	0	0	0
Outcome	Discount	Possible	Possible	Possible

7. EMERGING PREFERRED OPTION

The assessment against the Critical Success Factors in section 6 above indicates three possible options for the future language category of Ysgol y Cribarth.

By also considering the SWOT assessments of these two options, Option 2 is identified as the emerging preferred option, as there are less weaknesses / threats associated with this option than Options 3 and 4.

Based on the work carried out so far, the emerging preferred option for Ysgol y Cribarth's language category is:

Option 2: Formally establish a Welsh-medium stream in the school to operate alongside the English-medium provision.

The reasons for this are:

- Would provide continuity for pupils currently accessing Welsh-medium provision at the school
- Would provide an additional opportunity for pupils in the catchment to access Welsh-medium provision
- Welsh-medium provision would be more accessible to pupils living in the north of the catchment
- Pupils at the school would have the opportunity to study through the medium of Welsh and develop full bilingual skills, if they so wished

- Potential to increase the number of pupils studying through the medium of Welsh in the locality and in Powys
- Potential to increase the pupil numbers at the school
- Would provide continued access to English-medium provision at the school alongside Welsh-medium provision
- Positive impact on the school's Welsh ethos, which could provide more opportunities for English-medium pupils
- Supports the aim in the Council's Strategy for Transforming Education to support schools to move along the language continuum
- Would contribute towards the targets in the Council's WESP
- Would contribute towards the Welsh Government's 2050 target of £1m Welsh speakers

It is recommended that the emerging preferred option would be implemented on a phased basis, year by year, building on the Welsh-medium pilot class which is currently operating in the school. The Welsh-medium provision would increase annually as these pupils move through the school, until it was provided up to year 6.

Further consideration of this option will now be carried out, to include consideration of the factors outlined in the School Organisation Code.

PART C – FURTHER CONSIDERATION OF PREFERRED OPTION

The Welsh Government's School Organisation Code (2018) outlines factors to be considered when developing school organisation proposals.

Consideration is given below to the impact of the preferred option, to establish a Welsh-medium stream at Ysgol y Cribarth which would operate alongside the school's English-medium stream, on the factors outlined in the School Organisation Code.

8. QUALITY AND STANDARDS IN EDUCATION

8.1 Likely impact on standards and progress overall, of specific groups and in skills

The Council would not expect changing Ysgol y Cribarth's language category to have a negative impact on standards and progress overall. The change would provide an opportunity for pupils to choose to access Welsh-medium education at the school, however English-medium education would also continue to be available. This would apply to all pupils, including any pupils belonging to specific groups such as English as an Additional Language, eligible for Free School Meals, Looked After Children, Additional Learning Needs.

The Council would expect changing the school's language category to have a positive impact on the Welsh language skills of all pupils at the school. Pupils choosing to attend the Welsh-medium stream would have the opportunity to become fully bilingual in Welsh and English, however the Council would also expect the introduction of a Welsh-medium stream to have a positive impact on the Welsh language skills of pupils attending the English-medium stream too.

8.2 Wellbeing and attitudes to learning

It is not anticipated that changing the school's language category would have a significant impact on wellbeing and attitudes to learning. Pupils would be able to choose to access Welsh-medium or English-medium provision at the school.

8.3 Teaching and learning experiences

8.3.1 Quality of teaching

Pupils taught through the medium of English would continue to be taught through the medium of English by the same teachers. It is not anticipated that

changing the school's language category would impact on the quality of teaching for English-medium pupils.

Pupils accessing the Welsh-medium stream would be taught through the medium of Welsh. Formally establishing a Welsh-medium stream at the school would provide an opportunity to build on and further develop the Welsh-medium pilot class which is currently operating at the school. This would include continuing to improve the quality of teaching for pupils in the Welsh-medium stream as the provision expands, by employing specialist teachers to educate pupils receiving education through the medium of Welsh.

8.3.2 The breadth, balance and appropriateness of the curriculum

The breadth, balance and appropriateness of the curriculum would improve due to the school being able to offer provision through both Welsh and English. Staff from both streams would be able to work together to plan and share ideas and activities which could be adapted to the language through which pupils are educated.

8.3.3 The provision of skills

The provision of skills would be increased as the school would be able to offer provision through both English and Welsh medium provision.

8.4 Care, support and guidance

8.4.1 Tracking, monitoring and the provision of learning support, personal development and safeguarding

It is not anticipated that changing the school's language category would have a significant impact on tracking or personal development as the school has established systems and procedures which can be adapted to both Welsh and English. The school would need to ensure they have provision through the medium of Welsh to support pupils with additional learning needs.

8.5 Leadership and Management

8.5.1 Quality and effectiveness of leaders and managers, self evaluation processes and improvement planning

It is not anticipated that changing the school's language category would have a significant impact on self-evaluation processes and improvement planning as the leaders have effective systems and processes which can be adapted to either language. The school would need to ensure that there are available staff to monitor the standards and provision through Welsh.

8.5.2 Professional learning

Changing the school's language category would provide greater opportunities for professional learning through both English and Welsh medium. Teaching staff would be able to work collaboratively across both languages, sharing opportunities, experiences and activities to support all teachers.

To support any change to the school's language category, opportunities would also be provided to support current staff to improve their Welsh language skills so that they can move along the language continuum. This would be through access to sabbatical courses for both teaching staff and non-teaching staff.

8.5.3 Use of Resources

Should the change be implemented, the school would be funded as a dual stream school and would receive additional funding.

8.6 Impact on vulnerable groups, including children with Special Educational Needs (SEN)

It is not anticipated that changing the school's language category would impact on vulnerable groups, including children with Special Educational needs (SEN). Any pupils belonging to these groups attending the school in future would be able to choose to attend either the Welsh-medium stream or the English-medium stream.

8.7 Ability of the school/schools which are the subject of the proposals to deliver the full curriculum at the foundation phase and each key stage of education, including the quality of curriculum delivery and the extent to which the structure or size of the school is impacting on this

Since September 2021, the school have piloted a Welsh medium foundation phase class. This has proved to be successful in delivering a high quality curriculum, impacting positively on those pupils that have accessed the provision over that time.

Should the proposal be implemented, this provision would be gradually extended throughout the school as the pupils currently attending the pilot move through the school. The school would be in a position to deliver Welsh-medium provision over the full primary age range as needed as the pupils move through the school.

Introducing the provision on a phased basis provides an opportunity for the school to plan for delivering education through the medium of Welsh

throughout the primary age range, to ensure that the full curriculum can be delivered effectively through the medium of Welsh to pupils in all years when needed.

9. NEED FOR PLACES AND IMPACT ON ACCESSIBILITY OF SCHOOLS

9.1 Is the alternative provision sufficient to meet existing and projected demand for schools of the same language category and (if relevant) designated religious character?

Welsh-medium education is available in the Ystradgynlais catchment at Ysgol Gymraeg Dyffryn y Glowyr. Pupil numbers at this school have increased consistently since it opened in 2012, showing a growing demand for Welsh-medium education in the catchment. Establishing additional Welsh-medium provision at Ysgol y Cribarth would increase the local authority's Welsh-medium places in the catchment, ensuring that the growth in demand for Welsh-medium education can be accommodated, and that further growth can be facilitated.

This school is located in the southern part of the catchment, whilst Ysgol y Cribarth is located in the north of the catchment.

Education through the medium of English would continue to be available at Ysgol y Cribarth, as well as being available at two other primary schools in the catchment – Ysgol Golwg y Cwm and Ysgol Bro Tawe.

Ysgol y Cribarth is a community primary school, as are all other schools in the Ystradgynlais catchment. Changing the school's language category would have no impact on access to educational provision that has a designated religious character.

9.3 What will be the nature of journeys to alternative provision and resulting journey times for pupils including SEN pupils?

It is not anticipated that the proposed change to the school's language category would have a negative impact on the nature of journeys / journey times for pupils, including SEN pupils.

Introducing a Welsh-medium stream at Ysgol y Cribarth would mean that Welsh-medium provision would be available at a second location in the Ystradgynlais catchment. Provision would be available closer to home for pupils living in the north of the catchment, which could lead to shorter journey times for pupils living in this part of the catchment who wish to access Welsh-medium education. This would include SEN pupils.

English-medium provision would continue to be available at the school, so there would be no impact on journey time for English-medium pupils, including SEN pupils.

10. RESOURCING OF EDUCATION AND OTHER FINANCIAL IMPLICATIONS

10.1 What effect will the proposals have on surplus places in the area?

It is not anticipated that introducing a Welsh-medium stream at Ysgol y Cribarth would impact on surplus places in the area. Whilst it is possible that this could lead to an increase in pupil numbers at Ysgol y Cribarth, which would reduce surplus places at that school, there could be an increase in surplus places at other schools in the catchment should pupils choose to attend Ysgol y Cribarth instead of attending one of the other schools. However, the overall level of surplus places in the area would not change.

10.2 Do the proposals form part of the local authority's Sustainable Communities for Learning Programme and contribute to the delivery of sustainable schools for the 21st Century and to the better strategic management of the school estate?

Introducing a Welsh-medium stream at Ysgol y Cribarth is not currently part of the local authority's Sustainable Communities for Learning Programme. However, the school is located in a new building which was provided as part of Welsh Government's previous capital programme in 2012.

10.3 What are the recurrent costs of proposals over a period of at least 3 years and is the necessary recurrent funding available?

In the initial two years it will cost an estimated extra £92,100 per annum but once fully established, the change of category would be estimated to cost an additional £40,000 per annum more than the estimated costs of the current provision in future years.

10.4 Will additional transport costs be incurred as a result of the proposal?

It is not anticipated that additional transport costs would be incurred as a result of the change.

10.5 What are the capital costs of the proposal and is the necessary capital funding is available?

There are no capital costs associated with changing the language category of Ysgol y Cribarth.

10.6 What is the scale of any projected net savings (taking into account school revenue, transport and capital costs)

There are no projected net savings associated with the proposal to introduce a Welsh-medium stream at Ysgol y Cribarth.

Establishing a Welsh-medium stream at the school would mean that the school would be funded through the Council's funding formula as a dual stream school, which would mean that the school would receive a higher level of funding. Based on current numbers, it is anticipated that this would cost an additional £92,100 per annum for the initial two years but once fully established the change of category would be estimated to cost an additional £40,000 per annum more than the estimated costs of current provision in future years.

10.7 Without the proposals, would the schools affected face budget deficits?

Ysgol y Cribarth is not currently projecting to be in a deficit budget position.

10.8 Will any savings in recurrent costs be retained in the local authority's local schools budget?

It is not anticipated that there would be any savings, and therefore no opportunity for reinvestment of savings.

10.9 Will the proceeds of sales (capital receipts) of redundant sites be made available to meet the costs of the proposal or contribute to the costs of future proposals which will promote effective management of school places?

Establishing a Welsh-medium stream at Ysgol y Cribarth would not result in any redundant sites, therefore there would be no capital receipts.

11. OTHER GENERAL FACTORS

11.1 What impact will the proposals have on educational attainment among children from economically deprived backgrounds?

Changing the school's language category to dual stream will mean that any pupils from economically deprived backgrounds attending the school would be able to choose either Welsh-medium or English-medium provision. This will provide an additional opportunity for these pupils to choose Welsh-medium education and become fully bilingual in Welsh and English. It is not anticipated that there would be a negative impact on these pupils.

Should the Council proceed with the statutory process in respect of the preferred option, impact assessments will be carried out and regularly reviewed throughout the process to ensure that any issues are identified and fully considered.

11.2 Any equality issues, including those identified through equality impact assessments

Changing the school's language category to dual stream is not likely to have an impact on pupils belonging to the protected characteristic groups, nor children with additional learning needs, as English-medium provision will continue to be provided at the school. Any pupils belonging to the protected characteristic groups would be able to choose either Welsh-medium or English-medium provision at the school.

Should the Council proceed with the statutory process in respect of the preferred option, equality impact assessments will be carried out and regularly reviewed throughout the process to ensure that any issues are identified and fully considered.

11.3 Whether the school / schools involved are subject to any trust or charitable interests which might be affected by the proposals, for example in relation to the use or disposal of land.

Ysgol y Cribarth is not subject to any trust or charitable interests which might be affected by the plans to change the school's language category.

12. SPECIFIC FACTORS IN THE CONSIDERATION OF PROPOSALS FOR THE CHANGE OF LANGUAGE MEDIUM

12.1 The extent to which existing provision by the local authority of education in the medium of English and/or Welsh exceeds or falls short of demand or projected demand from parents for that type of provision, and the contribution the proposal would make to remedying that situation

Welsh-medium education is available in the Ystradgynlais catchment at Ysgol Gymraeg Dyffryn y Glowyr. Pupil numbers at this school have increased consistently since the school opened in 2012, showing a growing demand for Welsh-medium education in the catchment. Establishing additional Welsh-medium provision at Ysgol y Cribarth would increase the local authority's Welsh-medium places in the catchment, ensuring that the growth in demand for Welsh-medium education can be accommodated, and that further growth can be facilitated.

This school is located at the southern end of the catchment, whilst Ysgol y Cribarth is located in the north of the catchment.

Education in the medium of English would continue to be available at Ysgol y Cribarth, as well as being available at two other primary schools in the catchment – Ysgol Golwg y Cwm and Ysgol Bro Tawe.

12.2 The extent to which the proposal would support the targets in the local authority's Welsh in Education Strategic Plan (WESP)

Introducing a Welsh-medium stream at Ysgol y Cribarth would support the local authority to meet the targets in its Welsh in Education Strategic Plan to increase the percentage of Year 1 pupils taught through the medium of Welsh.

13. CONCLUSION AND NEXT STEPS

Based on the options appraisal carried out and further consideration of the emerging preferred option against the factors outlined in the School Organisation Code, the preferred option is as follows:

Option 2: Formally establish a Welsh-medium stream in the school to operate alongside the English-medium provision.

The reasons for this are:

- Would provide continuity for pupils currently accessing Welsh-medium provision at the school
- Would provide an additional opportunity for pupils in the catchment to access Welsh-medium provision
- Welsh-medium provision would be more accessible to pupils living in the north of the catchment
- Pupils at the school would have the opportunity to study through the medium of Welsh and develop full bilingual skills, if they so wished
- Potential to increase the number of pupils studying through the medium of Welsh in the locality and in Powys
- Potential to increase the pupil numbers at the school
- Would provide continued access to English-medium provision at the school alongside Welsh-medium provision
- Positive impact on the school's Welsh ethos, which could provide more opportunities for English-medium pupils
- Supports the aim in the Council's Strategy for Transforming Education to support schools to move along the language continuum
- Would contribute towards the targets in the Council's WESP

- Would contribute towards the Welsh Government's 2050 target of 1m Welsh speakers

It is recommended that this would be implemented on a phased basis, year by year, building on the Welsh-medium pilot class which is currently operating in the school. The Welsh-medium provision would increase annually as these pupils move through the school, until it was provided up to year 6.

It is recommended that a paper is considered by the Council's Cabinet, requesting approval to commence consultation on a proposal to establish a Welsh-medium stream at Ysgol y Cribarth.

Impact Assessment

Introducing a Welsh-medium stream at Ysgol y Cribarth



DRAFT

22/11/2022

Reference: 2757-3566-8495-9500

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Sarah Astley, Strategic Programme Manager
Head of service	Emma Palmer, Head of Transformation and Communications
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Introducing a Welsh-medium stream at Ysgol y Cribarth
Description of proposal	<p>Cabinet approval is requested to commence the statutory process on the following proposal:</p> <ul style="list-style-type: none">• To make a regulated alteration to introduce a Welsh-medium stream at Ysgol y Cribarth from September 2023 <p>Based on the new Welsh Government definitions of schools, the English-medium stream would meet the definition of a Category 1 English-medium school, and the Welsh-medium stream would work towards meeting the definition of a Category 3 Welsh-medium school, but would initially be categorised as T3 - Transitional.</p> <p>This change would mean that pupils attending the school in the future would be able to choose either the Welsh-medium stream or the English-medium stream. Those attending the Welsh-medium stream would have the opportunity to become fully bilingual, fluent in both Welsh and English.</p>

2. Savings and Consultation requirements

Profile of savings delivery

Consultation requirements

Consultation required?	Yes
Public consultation deadline	28/02/2023

Staff consultation deadline	
Consultation method	Consultation will be undertaken in accordance with the requirements of the School Organisation Code (2018). If approved by Cabinet, it is anticipated that consultation would commence before the end of December 2022.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Transformation and Communications Service
- Finance (Section 151)
- Legal & Democratic Services
- Workforce & Organisation Development
- Education
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

Individual localities:

- Ystradgynlais Locality

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	Should the Council proceed with the statutory processes, this would involve processing the personal details of individuals.

4. Impact on Vision 2025

4a. The economy

Impact	Should the proposal be implemented, pupils attending Ysgol y Cribarth would be able to choose Welsh-medium education, which would enable them to become fully bilingual in Welsh and English. They would be able to use these skills in the workplace in the future, where there is a growing demand for fluency in both languages in Wales.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	<p>The proposal would mean that all pupils attending Ysgol y Cribarth would be able to choose to access the Welsh-medium or the English-medium stream. Pupils accessing the Welsh-medium stream would become fully bilingual in Welsh and English. The ability to communicate fluently in both languages is a valuable additional skill which would improve the employability of pupils in the future. Introducing a Welsh-medium stream at the school supports the aims of the Council's Strategy for Transforming Education and its Welsh in Education Strategic Plan for 2022-32.</p> <p>Pupils not wishing to access Welsh-medium education would be able to continue to access English-medium provision at the school, however it is anticipated that the introduction of a Welsh-medium stream would have a positive impact on the school's Welsh language ethos, which would also have a positive impact on the Welsh language skills of pupils accessing the English-medium stream.</p>
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

4d. Residents and communities

Impact	Introducing a Welsh-medium stream at Ysgol y Cribarth would mean that Welsh-medium provision would be available locally for pupils living in Aber-craf. This would mean that pupils would be able to access this provision in their immediate area, as well as the current Welsh-medium provision in the catchment which is located at the opposite end of the catchment. Providing an opportunity for pupils to access Welsh-medium provision closer to their homes would improve community cohesion and would ensure that pupils feel part of their community. It is also anticipated that this would strengthen the Welsh language in this part of the Ystradgynlais catchment.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

4e. Evidence

Initial discussions with the school; Options Appraisal document.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	<p>The proposal will provide more local access to Welsh-medium provision for pupils in the Aber-craf area of the Ystradgynlais catchment, minimising the need for pupils wishing to access Welsh-medium provision to travel to the other end of the catchment, and therefore minimising the need for transport. English-medium provision would continue to be available at the school, so there would be no additional transport required for any pupils wanting to access English-medium provision.</p> <p>The proposal would provide an opportunity for pupils attending the school to access Welsh-medium provision, providing them the opportunity to become fully bilingual in Welsh and English, a valuable additional skill which will benefit them when seeking employment in the future.</p>
Impact rating	Good
Mitigation	N/A

Mitigated impact rating	Good
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5b. A resilient Wales

Impact	The proposal will provide more local access to Welsh-medium provision for pupils in the Aber-craf area of the Ystradgynlais catchment, minimising the need for pupils wishing to access Welsh-medium provision to travel to the other end of the catchment, and therefore minimising the need for transport. English-medium provision would continue to be available at the school, so there would be no additional transport required for any pupils wanting to access English-medium provision.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

5c. A healthier Wales

Impact	The proposal would mean that pupils attending Ysgol y Cribarth would be able to choose to access Welsh-medium provision or English-medium provision, and would improve access to Welsh-medium provision in the Ystradgynlais catchment.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	Introducing a Welsh-medium stream at Ysgol y Cribarth would mean that Welsh-medium provision would be available locally for pupils living in Aber-craf. This would mean that pupils would be able to access this provision in their immediate area, as well as the current Welsh-medium provision in the catchment which is located at the opposite end of the catchment. Providing an opportunity for pupils to access Welsh-medium provision closer to their homes would improve community cohesion and would ensure that pupils feel part of their community. It is also anticipated that this would strengthen the Welsh language in this part of the Ystradgynlais catchment.
Impact rating	Good

Mitigation	N/A
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	<p>The proposal would ensure that pupils attending Ysgol y Cribarth in the future would have the opportunity to develop bilingual skills in Welsh and English. Being fully bilingual in Welsh and English contributes to the cultural wellbeing of Wales, and would enable pupils to take part in local, national and global activities through the medium of Welsh and English.</p> <p>If approved by Cabinet, the Council will carry out consultation on the proposal, which would include consultation with pupils, ensuring that all affected by the plans have the opportunity to give their views.</p>
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	<p>The proposal would ensure that all pupils at the school would be able to choose Welsh-medium education, and would provide the opportunity for pupils accessing this provision to become fully bilingual in Welsh and English, ensuring that there would be more Welsh speakers in the area, and therefore contributing to the Welsh Government's aim to achieve a million Welsh speakers by 2050.</p> <p>Implementation of the proposal would mean that there would be more use of Welsh in the school, leading to enhanced opportunities for all pupils to use the Welsh language in school, and increased opportunities for participation in Welsh language extra-curricular activities, including opportunities to access Welsh language activities provided by other organisations e.g. Menter Brycheiniog a Maesyfed, the Urdd.</p> <p>Implementing the proposal would raise the profile of Welsh-medium education and the Welsh language in the Aber-craf area of the Ystradgynlais catchment, which would be expected to lead to an increase in use of the Welsh language in the community.</p>
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Impact rating	Very good
Mitigation	N/A
Mitigated impact rating	Very good

Promoting Welsh

Impact	<p>The proposal would improve access to Welsh-medium education, providing an additional opportunity to promote Welsh-medium education and the Welsh language, and to increase use of the language within the local community.</p>
	<p>Implementation of the proposal would mean that there would be more use of Welsh in the school, leading to enhanced opportunities for all pupils to use the Welsh language in school, and increased opportunities for participation in Welsh language extra-curricular activities, including opportunities to access Welsh language activities provided by other organisations e.g. Menter Brycheiniog a Maesyfed, the Urdd.</p>
	<p>There would also be enhanced opportunities to promote the Welsh language within the school and beyond, for example through the “Siartr Iaith” (Welsh Language Charter) and through improved opportunities to provide Welsh language cluster activities.</p>
Impact rating	Very good
Mitigation	N/A
Mitigated impact rating	Very good

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	The proposal will provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose Welsh-medium provision, enabling them to become fully bilingual in Welsh and English. However, as the proposal is to phase the Welsh-medium provision in as pupils move through the school, it would not provide an opportunity for older pupils in the school to access this provision.
Impact rating	Poor
Mitigation	If a need is identified, consideration could be given to introducing Trochi provision to support any older pupils wishing to access Welsh-medium education.
Mitigated impact rating	Neutral

Disability

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future, including any pupils with disabilities, to choose either Welsh-medium or English-medium provision.
Impact rating	Neutral
Mitigation	Not specified

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose either Welsh-medium or English-medium provision. This would apply to all pupils wishing to attend the school, regardless of their race.
Impact rating	Neutral
Mitigation	Not specified

Religion or Belief

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose either Welsh-medium or English-medium provision. This would apply to all pupils wishing to attend the school, regardless of their religion or belief.
Impact rating	Neutral
Mitigation	Not specified

Sex

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose either Welsh-medium or English-medium provision. This would apply to all pupils wishing to attend the school, regardless of their sex.
Impact rating	Neutral
Mitigation	Not specified

Sexual Orientation

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose either Welsh-medium or English-medium provision. This would apply to all pupils wishing to attend the school, regardless of their sexual orientation.
Impact rating	Neutral
Mitigation	Not specified

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	The proposal would provide opportunities for all pupils attending Ysgol y Cribarth in the future to choose either Welsh-medium or English-medium provision. This would apply to all pupils wishing to attend the school, including any pupils from economically disadvantaged backgrounds.
Impact rating	Neutral
Mitigation	Not specified

5h. Evidence

Initial discussions with the school; Options Appraisal document.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	Discussions have taken place with the school when developing this proposal
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

Involvement (including Communication and Engagement)

Impact	<p>Should Cabinet decide to proceed with the recommendation, full consultation would be carried out with stakeholders in accordance with the School Organisation Code, which would ensure the opportunity for all interested parties to give their views. The findings of this exercise would be reported to Cabinet and would be taken into consideration when determining how to proceed. This impact assessment will be updated throughout the process to reflect any feedback received.</p> <p>All stakeholders would have the opportunity to give their views as part of this process, this would include any unpaid carers in the area.</p>
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

Prevention

Impact	Ensuring appropriate safeguarding arrangements is a key aspect of any school organisation proposal. The intention is that the proposal would maintain or improve the safeguarding arrangements for all pupils.
Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

Integration

Impact	None
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6b. Impact on the workforce

Impact	<p>Implementation of the proposal would mean that the school would need staff who are able to teach through the medium of Welsh and to ensure an appropriate Welsh language ethos to provide the best possible educational experience to pupils attending the school's Welsh-medium stream. The school is already providing a Welsh-medium class on a pilot basis, and has staff in place to teach this class, however as this provision grows, the school will need to ensure that staff have the necessary language skills to support this provision.</p> <p>Should Cabinet decide to proceed with the proposal, full consultation would be required, which would include consultation with current staff at the school, ensuring that they have an opportunity to give their views.</p>
Impact rating	Neutral
Mitigation	The Council to work with the school to provide opportunities for current staff to develop their Welsh language skills.
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	The proposal complies with Powys County Council's Single Status Terms and Conditions. The proposal would have no impact on Powys County Council staff salaries/enhanced payments.
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Impact rating	Neutral
Mitigation	N/A
Mitigated impact rating	Neutral

6d. Welsh language impact on staff

Impact	The proposal would provide additional opportunities for staff to use the Welsh language in the workplace through the introduction of a Welsh-medium stream at Ysgol y Cribarth. To support the introduction of a Welsh-medium stream, a plan will need to be developed to support the school to embed this provision, which will need to include consideration of the Welsh language skills of current staff and providing opportunities to develop these.
Impact rating	Good
Mitigation	To support the introduction of a Welsh-medium stream, a plan will need to be developed to support the school to embed this provision, which will need to include consideration of the Welsh language skills of current staff and providing opportunities to develop these. This would provide opportunities for all staff at the school to improve their Welsh language skills.
Mitigated impact rating	Good

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Initial discussions with the school; Options Appraisal document.

7. Likelihood and risks

Risk 1

Description	Pupils do not choose to access Welsh-medium provision at the school
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Likelihood score	2	Impact score	2	Risk rating	4.0
Mitigation	Promotional campaign to provide information about Welsh-medium education and the benefits of bilingualism to support the introduction of a Welsh-medium stream				
Residual likelihood score	1	Residual impact score	2	Residual risk rating	2.0

Risk 2

Description	Pupils choose to access Welsh-medium provision instead of English-medium provision, resulting in a decrease in English-medium pupil numbers at the school				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	The school to plan ahead to ensure that it is able to respond to any changes in demand within the school.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

The draft impact assessment indicates that the impact of the proposal is positive overall. The proposal would give the option for pupils attending Ysgol y Cribarth in the future to choose Welsh-medium education as well as English-medium education, building on the success of the Welsh-medium pilot class that is currently running at the school.

The proposal is to introduce the Welsh-medium on a phased basis as the current pupils move through the school, which would provide time for the school to plan to ensure that appropriate arrangements are in place to support the new provision. The introduction of a Welsh-medium stream at the school would provide an additional opportunity for pupils in the Aber-craf area to access Welsh-medium education, and would provide additional opportunities to promote the Welsh language in the school and within the community.

Cabinet reference

9. Additional evidence

Initial discussions with the school; Options Appraisal document.

If approved by Cabinet, further evidence will be gathered through the statutory process. This impact assessment will be updated as the process moves forward to reflect any additional information received.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

If Cabinet agree to proceed with the statutory process, this impact assessment will be reviewed and updated at each stage of the process to reflect any comments received. The Transforming Education Board will monitor impact over time.

Review date	28/02/2023
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CYNGOR SIR POWYS COUNTY COUNCIL.**CABINET EXECUTIVE
13 December 2022**

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

REPORT TITLE: Mount Street Infant School, Mount Street Junior School
and Cradoc CP School

REPORT FOR: Decision

1. Purpose

- 1.1 The aim of this paper to seek Cabinet approval to delay implementation of Phase 1 of the proposal to close Mount Street Infant School, Mount Street Junior School and Cradoc CP School from the 31st August 2023 to the 31st August 2024.

2. Background

- 2.1 On the 11th March 2022, Cabinet considered an Objection Report in respect of proposals to merge Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School, and approved the following:

- To receive the Objection Report in respect of the proposals for Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School.
- To approve the following proposals in respect of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School:

Phase 1

From 31 August 2023:

To discontinue the following three Schools which are maintained by Powys County Council:

- Mount Street C.P. Infants School, Rhosferig Road, Brecon, Powys, LD3 7NG (“Mount Street Infants School”)
- Mount Street C.P. Junior School, Brecon Powys, LD3 7LU (“Mount Street Junior School”)
- Cradoc Community Primary School, Cradoc, Brecon, Powys, LD3 9LR (“Cradoc C.P. School”)

From 1 September 2023:

To establish a new English-medium Community Primary School maintained by Powys County Council for boys and girls aged 4-11 years old (“the New School”), that will operate on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School.

Phase 2

From 2025/2026:

The Council proposes to make a regulated alteration to transfer the New School to a new Building on the former Brecon High School site, Penlan, Brecon, Powys, LD3 9SR.

- open a new English-medium community school operating on the current sites of Mount Street Infants School, Mount Street Junior School and Cradoc C.P. School from the 1st September 2023;
- To transfer the New School to a new building on the former Brecon High School site, Penlan, Brecon from 2025/26

- 2.2 Following Cabinet approval of the proposal in March 2022, an application was made for a judicial review of the Council’s decision. However, this has not yet been considered by the Court, due to a backlog of cases.
- 2.3 Until the application for judicial review has been determined, it is not possible to proceed with some of the aspects required to implement the proposal in September 2023, such as appointing a Headteacher for the new school.
- 2.4 The delay in determining whether or not to allow this matter to proceed to a judicial review means that there is now insufficient time to appoint a headteacher and complete all other necessary processes in time to implement the proposal in September 2023.
- 2.5 It is therefore recommended that implementation of the proposal is delayed by a year to 31st August 2024, which will allow sufficient time for the necessary processes to be carried out.

3. Advice

- 3.1 The School Organisation Code (2018) states the following in respect of implementation of proposals:

‘Where a proposal has been determined by the local authority under section 53 of the 2013 Act the local authority itself may determine to delay, bring forward or abandon the proposal.’

- 3.2 It is therefore advised that the proposal to close Mount Street Infant School, Mount Street Junior School and Cradoc CP School is delayed by a period of 12 months to the 31st August 2024.
- 3.5 If agreed by Cabinet, stakeholders will be notified of this change in the implementation date in accordance with the requirements of the School Organisation Code.

4. Resource Implications

- 4.1 The amount of funding provided to schools is driven by the funding formula. Any change to the formula funding provided will impact on the Council's revenue budget. When the proposal to close Mount Street Infant School, Mount Street Junior School and Cradoc CP School was first considered, it was estimated that as part of Phase 1 the Council's revenue budget would benefit from a part-year saving of around £16,000 per annum in 2023-24. This saving had not been factored into budgets or formula calculations as yet. The full change to the new formula in 2024-25 means that no saving will be achieved in Phase 1 if the delay is agreed.
- 4.2 Savings will therefore only be achieved once Phase 2 of the proposal is implemented in 2025-26, this was estimated at £220,000. It is not anticipated that the delay to Phase 1 will impact on the implementation of Phase 2 but this will be monitored.
- 4.3 Changes in pupil numbers across all schools affected and the phasing in of a new funding formula will impact on these savings estimates which will be updated at each stage of the project.
- 4.4 The Head of Finance (Section 151 Officer) notes the report and that the delay foregoes the anticipated saving of £16,000 for 2023/24.
- 4.5 If agreed by Cabinet, Human Resources colleagues will work closely with the School Governors, management and staff to ensure that the appropriate employment processes are followed.

5. Legal implications

- 5.1 Legal: the recommendations can be accepted from a legal point of view
- 5.2 The Head of Legal Services and the Monitoring Officer has commented as follows: "I note the legal comment and have nothing to add to the report".

6. Data Protection

- 6.1 N/A

7. Comment from local member(s)

7.1 Cllr Liz Rijnenberg (Brecon East):

I am afraid it is not possible to comment on the 12-month delay in isolation because Phase 1 and 2 are inextricably linked:

1. I note the proposal to delay Phase 1 of the project for a further 12 months until 1st September 2024 due to the ongoing legal proceedings. The original date for commencement of Phase 1 was September 2022. The previous administration decided to go ahead with the current configuration for a new primary school in March 2022, with limited regard for the views of those who engaged in the consultation process. My view, remains that it would have been more efficient and effective to bring together the two Mount Street schools which are located within yards of each other to operate as a single entity and address the issues of Cradoc C P school, as a rural school, separately. There is little commonality in the issues identified across the three schools other than a varying need to upgrade buildings. Based on the current numbers Mount Street Infant & Junior Schools could have made a viable primary school with *275+ children (excluding ALN/pre-school), bringing opportunities for strengthening transition arrangements with Brecon High School. I have no idea how long matters will be delayed due to ongoing legal proceedings but suspect there is a risk that the work of the temporary governing body will prove difficult due to this uncertainty. The ideal backdrop for recruiting a head teacher and staff team for the new school would be to have certainty about both phases of the programme, which is not available at present. The purpose of Phase 1 was to prepare for Phase 2 which was also agreed by Cabinet in March 2022. Phase 2 could be impacted by funding challenges, timescales for building projects due to labour and materials shortages. Given the delay and the uncertainty of Phase 2 my personal view is that it would be better to find a way to re-consult and to concentrate on other elements of the wider Transformation programme between now and 2024. Many people questioned the proposed location for the Phase 2 build and want to see other options considered.
2. I have not seen the impact assessment relating to this timescale delay so do not know what risks have been identified and what processes will be set in place to support staff and learners through a prolonged period of change. Children and teachers have experienced significant disruption over the last 2-3 years due to the pandemic. Heads are facing a continual challenge to keep staffing levels adequate, staff motivated and teaching standards high. This is exacerbated by the current cost of living issues and added pressures to staff and families which inevitably has an impact on schools. The message to schools so far has been that there will be no/limited impact as everything will stay the same in Phase 1. This

seems unrealistic as impending change can have a greater impact and so it will be helpful to see how this will be addressed.

3. It is reassuring to see that a letter will be sent out on 5th December to advise staff, parents, and governors that this proposal is going to be considered by Cabinet. Should this proposal be agreed would it be possible to provide stakeholders with a programme timeline and communication plan, setting out the milestones that need to be achieved by September 2024.
4. Finally, this item has been sent to members to consider under 'confidential'. Whilst I am appreciative of the opportunity to give comments and observations this has not allowed me to consult with constituents and other stakeholders.

*NB THE PUPIL NUMBERS QUOTED IN A RECENT ANYTIME QUESTION PUBLISHED BY PCC GIVE THE FOLLOWING NUMBERS FOR 2021:

Mount Street Infant School 175
Mount Street Junior School 169
Cradoc C P School 109

This would make the count for Mount Street Schools 344 which I think includes the pre-school at MSI.

8. Impact Assessment

- 8.1 Impact assessments were considered by Cabinet at each stage of the process. These were updated at each stage to reflect the issues raised.

9. Recommendation

- To delay implementation of the proposal to close Mount Street Infant School, Mount Street Junior School and Cradoc CP School for 12 months to the 31st August 2024.

Contact Officer:	Marianne Evans
Tel:	01597 826155
Email:	marianne.evans@powys.gov.uk

Head of Service:	Georgie Bevan – Head of Education
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Corporate Director:	Lynette Lovell – Director of Education Emma Palmer – Director of Corporate Services
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CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE
13th December 2022

REPORT AUTHOR: County Councillor David Selby
Portfolio Holder for A Prosperous Powys

REPORT TITLE: UK Shared Prosperity Fund: Acceptance of funding and implementation arrangements

REPORT FOR: Decision

1. Purpose

- 1.1** To approve the proposed governance and management arrangements for the UK Shared Prosperity Fund (“UKSPF”) in Mid Wales and Powys.

2. Background

- 2.1** Following publication of the UKSPF [prospectus](#) in April 2022, Powys and Ceredigion Councils have been working with local and regional stakeholders and both Welsh and UK Government in preparing a Mid Wales regional investment plan. The Cabinet report on 26th July 2022 set out the detail and decisions on arrangements. This report now sets out the next steps and approvals required to move forward to implementation.
- 2.2** The Mid Wales Regional Investment Plan was submitted to the UK Government by the deadline of 1st August. A decision on the outcome of the funding was expected during October but this was delayed due to political uncertainty in Westminster.
- 2.3** At the time of writing this report, no formal response from UK Government has been received. However, officers have received ongoing verbal feedback that our plan was progressing through validation and assessment.
- 2.4** The [Autumn Statement](#) was published by the UK Government on 17th November. The budget confirmed an allocation for UKSPF in financial years 23/24 and 24/25 – but no clarity on year 1 (22/23) funding. Conversations are ongoing, and we await confirmation of the situation.
- 2.5** For reference, the funding allocations in Mid Wales were as follows:

UKSPF – Core funding

Local Authority	22/23	23/24	24/25	TOTAL
Powys	£2,755,355	£5,510,711	£14,438,062	£22,704,129
Ceredigion	£1,502,162	£3,004,324	£7,871,328	£12,377,814

UKSPF - Multiply

Local Authority	22/23	23/24	24/25	TOTAL
Powys	£1,432,785	£1,653,213	£1,653,213	£4,739,211
Ceredigion	£781,124	£901,297	£901,297	£2,583,718

- 2.6 The caveat to the above is that these were allocations, and due to timescales having slipped considerably – it may be that we will not be able to achieve the full level of expenditure in year 1 and to date there has been no indication as to whether or not the unspent year 1 funding can be rolled over into year 2.
- 2.7 Neither Ceredigion or Powys Councils have been willing to spend any money at risk due to an absence of formal guidance and assessment feedback on the investment plan. However, a significant amount of work has already been undertaken with many officers investing time to develop and plan to our current position.
- 2.8 Due to timescales, we now have to agree and establish implementation arrangements for the Fund. To have any chance of spending any of the year 1 funding by the end of March 2023, we have to assume that UK Government have approved the UKSPF and our plan in the Autumn budget.
- 2.9 This report now sets out the next steps and approvals required to move forward to implementation.

3. Advice

- 3.1 **Regional Investment Plan:** A public facing version of the Regional Investment Plan has been produced (Appendix 1). The Plan will not be published until after the UK Government has approved the funding. The purpose of the document is to communicate to external organisations in order to manage expectations around the scope and scale of funding, and also to support external applicants in developing their projects.
- 3.1.1 The Plan is to be launched to the public and promoted via social media; a press release and through direct contact with stakeholders including community, business and skills partners.
- 3.1.2 The publication of the plan is dependent on what UK Government communicate post Autumn Statement.
- 3.1.3 English and Welsh versions of the Plan will be hosted on each of the Council's websites including Growing Mid Wales.

3.2 Implementation: An implementation strategy is being developed to set out the detail of how the UK Shared Prosperity Fund will operate in Mid Wales (Ceredigion and Powys).

3.2.1 It is proposed that as part of the Implementation Strategy, Annual Commissioning Plans will be developed for each of the three financial years to articulate how activity will be commissioned and delivered under each of the investment priorities and the Multiply programme. These plans will be the key tool to communicate timeframes for project calls. This approach will also allow for organisations and services to forward plan development activity. There are a number of considerations that will influence the allocation of spend across the different budget years and investment priorities, which will be further articulated in the annual Commissioning Plans.

3.2.2 The UKSPF in Mid Wales has a number of possible commissioning routes to support project delivery including in-house Local Authority delivery, open invitations/calls, procurement and strategic commissioning.

3.3 As outlined in the implementation strategy, we anticipate that the programme will be implemented as follows:

3.3.1 Year 1 (2022/23) Delays in approval of the funding means that projects funded in this financial year will need to have a strong focus on deliverability. Short lead-in times and development capacity will require Local Authorities and any associated partners to cast a realistic eye on existing/committed expenditure that can be supported retrospectively in addition to supporting any new activity.

In order to expedite the expenditure and ensure that no monies are lost to Powys, the Year 1 spend will primarily be allocated to the in-house delivery of Council projects that have either already started or are able to mobilise quickly. These projects would be approved through delegated authority to the Leader of the Council and the Cabinet Portfolio Holder for a Prosperous Powys, in consultation with Powys' S151 Officer and the Executive Director for Economy and Environment.

The intention is to also directly commission a small number of projects that are able to demonstrate spend in this financial year in order to ensure that no Year 1 monies are lost. Powys County Council in consultation with Ceredigion Council as Lead Authority, reserves the right to review these arrangements to ensure the management and mitigation of any potential underspends in Year 1.

3.3.2 Year 2 (2023/24) Will see the delivery of more significant projects. Larger calls for funding will be issued, and projects that span years 2 and 3 will be considered. As activity delivered within existing EU programmes starts to tail off during 2023 there will be a clear focus on managed transition to UKSPF with a strategic approach to provision that needs to be retained, reshaped and decommissioned, all the while bearing in mind the landscape of Welsh Government Strategic funding and delivery.

3.3.3 Year 3 (2024/25) Year 3 will see the bulk of delivery. There will no longer be any EU funding available, so year 3 will see a core UKSPF offer in terms of the investment priorities across the local economy. Year 3 will also be critical in terms of planning for the period beyond March 2025, and mapping future opportunities and needs.

3.4 Governance: Whilst Ceredigion Council will serve as the Lead Local Authority for the administration of UKSPF, decision-making on Powys projects will sit at a local level.

Proposals submitted in Years 2 and 3 will need to be taken to a local regeneration Partnership made up of public, private and third sector representatives in each LA for approval. Membership of this Partnership is being considered to ensure compliance with UKSPF requirements.

3.4.1 Overall strategic fund management and co-ordination will be undertaken at a regional level, taking due regard of existing regional governance structures. This model will ensure local decision-making to allow for proposals to support the needs of places within Mid Wales, but working within an overall strategic framework to ensure alignment and complementarity with other funding and initiatives (e.g. Growth Deal, Regional Skills Partnership and other regional or national delivery). Regional projects will be considered by the Growing Mid Wales Board.

3.4.2 Officers will review the requirements from UK Government when the Memorandum of Understanding with Ceredigion Council is finalised, and the SLA between Ceredigion and Powys is drafted – these will set out and agree the regional governance requirements. This is likely to take the form of an officer programme board, reporting for information to a regional political grouping.

3.4.3 An application form and assessment criteria is being developed in partnership with Ceredigion Council. Projects will be considered based on:

1. Strategic Fit – against UKSPF and local/regional strategies and plans
2. Deliverability – including milestones, risks, due diligence, experience
3. Efficiency and effectiveness – including outputs and outcomes, value for money, monitoring and evaluation.

3.4 Multiply: both Powys and Ceredigion Councils have expressed concerns regarding the scope and scale of the Multiply allocation to Mid Wales. These concerns are echoed by other Welsh Local Authorities and all 4 regions have shown a projected underspend over the 3 year programme of 50%, 10% and 5%.

3.5 All Welsh Local Authorities have also asked for a wider scope on Multiply, to not only consider adult numeracy, but to also factor in digital and literacy skills. This will enable the Local Authorities to develop and deliver suitable interventions to their communities. To date, no formal response or feedback has been received – and it is highly likely that there will be no expenditure on this element in Year 1 as a result.

4. Resource Implications

4.1 Officers in both Local Authorities would need to develop the detailed proposals of team structure and sizes, but the principles would be as follows:

- **Regional Team:** as small as possible, to undertake overall fund management and administration, strategic alignment and Government interface. The resourcing of the lead authority (Ceredigion Council) will be identified and agreed with Powys as to what is necessary for it to undertake the lead authority role.
- **Local Teams:** adding local delivery capacity to both Economic Development teams in Powys and Ceredigion. These teams would help convene their local partnerships, undertake stakeholder and community engagement, and support project delivery. They would work with and alongside each other, and the regional team to ensure successful fund delivery.
- **Top Slicing Amount:** officers to develop the detail relating to resource requirements and funding availability – but to ensure parity with UK Government expectations, a maximum of 4% should be set. (Each lead local authority will be able to use up to 4% of their allocation by default to undertake necessary Fund administration, such as project assessment, contracting, monitoring and evaluation and ongoing stakeholder engagement.

Powys County Council's Section 151 Officer would be required to sign off claims and to approve the process for receiving funds on a local basis.

The Head of Finance (Section 151 Officer) notes the content of the report and comments as follows: "It is important that the Section 151 Officers from Powys and Ceredigion work together to ensure that the management and administration of the UK Shared Prosperity Fund is in accordance with the requirements stipulated by the UK Government. Officers already meet regularly and are committed to do so. The Service Level Agreement will need to clearly set out the arrangements and responsibilities for each party."

5. Legal implications

5.1 Legal: the recommendations can be accepted from a legal point of view. A Service Level Agreement will be signed by both local authorities setting out the partnership arrangements. Delegated authority is sought for the Monitoring Officer and Executive Director for Economy and Environment to approve the Service Level Agreement on behalf of Powys County Council in consultation with the Leader and Portfolio Holder for a Prosperous Powys.

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

6. Data Protection

6.1 The data protection relationships between bodies, local partnerships and CJC are to be identified, and documented, to ensure Controller responsibilities and

liabilities are clarified, including obligations to Data Protection legislation and Freedom of Information/Environmental Information Regulations. Including providing relevant information for consultees.

Information will need to be shared with Ceredigion Council as Lead Authority for the purposes of the Fund Management.

7. Comment from local member(s)

7.1 A consultation group of members helped formulate the Regional Investment Plan earlier in the year and Scrutiny were also involved with this process.

7.2 Cabinet have previously discussed the plan in July and authorised delegated authority to progress the fund development to this point.

7.3 An update on the Shared Prosperity Fund was given at a meeting with Town and Community Councils on 14th July.

7.4 A presentation on the Shared Prosperity Fund and the proposed implementation was provided to Cabinet members at a workshop on 4th October 2022.

7.5 A Member Development Session is to be held – date tbc

8. Impact Assessment

8.1 The Shared Prosperity Fund has the potential to have a positive effect on all aspects covered within the Impact Assessment. The Investment Plan will seek to improve the economic, social and cultural well-being of the community and leave a lasting positive impact.

8.2 An Integrated Impact Assessment was submitted with the previous cabinet report on 26th July 2022.

9. Recommendations

9.1 To note the public version of the Mid Wales Regional Investment Plan in Appendix 1 to the report and approve its publication

9.2 To approve the proposed implementation and delivery arrangements of the Fund as set out in Section 3 of the report.

9.3 To approve for the S151 of Ceredigion Council to receive the funding from UK Government on behalf of Mid Wales, and to sign the Memorandum of Understanding with UK Government.

9.4 To give delegated authority for Powys' Monitoring Officer and Executive Director for Economy and Environment in consultation with the Leader and Portfolio Holder for a Prosperous Powys, to agree and sign the Service Level Agreement with Ceredigion Council on behalf of Powys County Council.

9.5 To give delegated authority for Powys' S151 Officer to sign off claims and to approve the process for receiving funds on a local basis on behalf of Powys County Council as will be set out in the Service Level Agreement.

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Head of Service: Diane Reynolds

Executive Director Economy & Environment: Nigel Brinn

CABINET REPORT NEW TEMPLATE VERSION 3

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Mid Wales Regional Investment Plan

UK Shared Prosperity Fund 2022-25

Page 75



Cyngor Sir
CEREDIGION
County Council



HM Government

Successful implementation of this plan will enable Mid Wales to accelerate our economic ambitions and add even further value to ongoing investments at both a regional and local level.

Page 76

CONTENTS

	Pages
1. <u>Leaders' Foreword</u>	4
2. <u>Introduction</u>	5
3. <u>Opportunities and Challenges across Mid Wales</u>	7
a. <u>Communities and Place</u>	8-16
b. <u>Supporting Local Business</u>	17-23
c. <u>People and Skills</u>	24-28
d. <u>Multiply</u>	28
4. <u>Investment priorities and targeted outcomes</u>	29-42
5. <u>Implementation and delivery principles</u>	43-45
6. <u>What should we do now?</u>	46
7. <u>Contacts</u>	47

FOREWORD

Ceredigion and Powys Councils have long advocated the opportunities and growth potential of Mid Wales alongside highlighting some of the inequalities facing our communities. We have our barriers and our challenges, and in uncertain economic headwinds – the pressures on our businesses and our communities are significant. We are, however, fully committed to working alongside and with our communities and partner organisations to respond to the challenges of today, alongside developing lasting solutions for the future.

Our ambition is clear. We would like to see Ceredigion and Powys' economies flourish and prosper at every level. From our towns and communities to our basic services, our young people and our community of businesses across the region. A secure place to live, good income and an outstanding environment are tantamount to ensuring that our area is a great place to live, work and enjoy.

This won't be an easy task. However, we have long-established partnership arrangements and extremely capable delivery partners. From our town and community partners, voluntary and social enterprises, and a diverse and resilient private sector – we have the ability to work at all levels to improve social, economic and environmental outcomes in Mid Wales.

The UK Shared Prosperity Fund will be delivered and administered in both counties, but within the regional partnership arrangements that we have in place with Growing Mid Wales. Strong partnerships will ensure local needs and priorities are met from the funding. Regionally, we will work with our existing partnership structures to ensure we identify and elevate our strategic ambitions – to collaborate in delivering greater lasting impact for the future.

The UKSPF will work alongside existing investments and partnerships, such as the Mid Wales Growth Deal and the Regional Skills Partnership. It will also work alongside the European Funded programmes, as they near their end in 2023, and the suite of existing Council and Welsh Government funding that support our people and communities.

The Regional Investment Plan, therefore, has been set out to provide support in those areas to complement and deliver change where existing funding cannot. The priorities and nature of the fund mean that there are huge opportunities to drive economic growth, but with a strong social and environmental conscience. The plan has been heavily informed by our assessments of local well-being and existing plans and strategies at a local level. These set out the foundations of this plan – of which we now will want to realise with you all to further enhance our region.



Councillor Bryan Davies,
Leader of Ceredigion County Council



Councillor James Gibson-Watt,
Leader of Powys County Council

INTRODUCTION

The [UK Shared Prosperity Fund](#) (UKSPF) is a central pillar of the UK Government's Levelling Up agenda and a significant component of its support for places across the UK.

It provides £2.6 billion of new funding for local investment by March 2025, with all areas of the UK receiving an allocation from the Fund via a funding formula rather than a competition.

The primary goal of the UKSPF is to build pride in place and increase life chances across the UK.

The UKSPF will support the UK Government's wider commitment to level up all parts of the UK by delivering on each of the levelling up objectives:

- Boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging
- Spread opportunities and improve public services, especially in those places where they are weakest
- Restore a sense of community, local pride and belonging, especially in those places where they have been lost
- Empower local leaders and communities, especially in those places lacking local agency
- Through the Multiply Programme, increase levels of functional numeracy in the adult population (Multiply is an adult numeracy programme announced by the UK Government as part of the UK Shared Prosperity Fund.)

This document sets out the priorities for investing the £42.4m UKSPF allocation in Mid Wales over the next three years (April 2022 to March 2025).

It has been informed by our local economic strategies and Wellbeing assessments, regional documents and studies, lessons learnt from previous funding rounds and considerable stakeholder engagement.

As set out in the SPF guidance, Ceredigion and Powys will deliver their SPF allocations by investing across the investment priority areas listed below;

(a) Communities and Place

(b) Supporting Local Business

(c) People and Skills

(d) Multiply



The rest of this document details the economic and social context for these investment priorities, setting out our challenges and opportunities that in turn, underpin the selected interventions.

The document will also set out indicative expected expenditure for each of the selected interventions, as well as the outcomes and outputs we expect to see delivered in return for the investment.

Key Points

Page 80

- The UK Shared Prosperity Fund is part of a suite of funding from the UK Government as part of its Levelling Up Policy.
- Whilst it does succeed European Funding, it is not a strict replacement for any particular fund.
- The UK Shared Prosperity Fund has been designed to build pride in place and empower local communities. It has a very high proportion of revenue expenditure, with a small amount of capital funding.

OPPORTUNITIES AND CHALLENGES ACROSS MID WALES

Introduction to Mid Wales

The Mid Wales economy is often characterised as a large and predominantly rural region, comprising 39% of the land mass of Wales but only around 7% of the population. It is known for its natural beauty, strong cultural identities and heritage.

It is less well-known as a land of untapped economic opportunity - where business survival rates outclass the Welsh average; where our natural and academic assets offer an obvious choice for cutting-edge research providing strong opportunities to create new industrial clusters; where there is a strong yet diverse labour market where our educational outcomes are consistently some of the best in Wales' – with strategic commuter links within and outside the region to other parts of Wales and cross-border into England.

The geography of the Mid Wales economy is a critical component in driving and supporting intra-regional growth across Wales and the UK where the sum total of its economic impact is larger than the sum of its individual parts. The region borders north and south Wales as well as the English counties of Shropshire and Herefordshire. The impact of other regions on the Mid Wales economy is critical and plans need to reflect this interdependence.

The region's economy has its challenges in addressing the structural weaknesses that are currently hindering the potential of our residents and businesses to flourish. Poor connectivity, low GVA per head, limited skills infrastructure, grid constraints and lack of supporting business infrastructure all play their part in limiting the region's potential to take advantage of our opportunities.

At a regional level, a strong strategic context has been developed in conjunction with key partners to help identify place-based opportunities that will benefit communities and residents. In addition to 'A Vision for Growing Mid Wales Strategic Economic Plan' – which sets the direction for regional interventions, including the Mid Wales Growth Deal - regional partners have worked closely with Welsh Government in terms of developing the Mid Wales Regional Economic Framework and the Framework for Regional Investment in order to ensure alignment and clarity of vision. Mid Wales also has its own Regional Skills Partnership that is growing from strength to strength.

(a) COMMUNITIES AND PLACE

The Mid Wales region comprises the Local Authority areas of Ceredigion and Powys.

It also contains the majority of the Brecon Beacons National Park and is home to ~ 205,000 people.

It is Wales' most rural region and includes extensive upland areas, the Cambrian mountains, Black Mountains, Brecon Beacons and an attractive coastline.

The population is spread across the regions' market towns, villages and rural areas.



- Mid Wales has a wealth of outstanding natural assets and resources from harbours and waterways to mountains and designated landscapes, all of which contribute to an outstanding tourism offer. It is also home to a patchwork of vibrant market towns, and resilient rural communities. Mid Wales has a strong cultural heritage and a high proportion of Welsh speakers.
- 40.1% of the population in Mid Wales can speak Welsh – an increase of 6% since 2009.
- Access to cultural assets and participation in culture, heritage and sports is linked to an increased sense of place and togetherness. Participation in arts activities and events is relatively high in Powys according to the 2019/20 National Survey for Wales (71%) - in contrast, Ceredigion's participation rate (66%) was significantly lower than the Welsh average of 70%.



KEY CHALLENGES

Poverty and cost of living crisis

The Mid Wales region has a comparatively low level of deprivation when measured with the Welsh Index of Multiple Deprivation (WIMD), with Powys being the second least deprived Local Authority area in Wales.

However, statistical measures do not tend to capture the true nature of rural disadvantage. Poverty in Mid Wales is variable and often hidden due to the rurality and demographics of the region – therefore not resulting in demonstrable concentrations of poverty in datasets (except pockets identified in some of our larger towns). This often masks issues of rural deprivation in terms of access to services, isolation and fuel poverty across the region.

Mid Wales faces significant challenges in terms of fuel poverty with 17% and 14% of households in Ceredigion and Powys respectively living in fuel poverty.

Significant areas of Mid Wales are off the gas grid with 72% of properties in Ceredigion and 52% in Powys having no connection to the gas grid.



In a wider context, average earnings for Mid Wales residents are 5.5% below the Wales average in Powys and 12.2% below the Wales average in Ceredigion, exacerbating the impact of fuel poverty.

These issues have been further exacerbated by the current cost of living crisis. Inflation in the UK is rising, and increasing fuel, food and transport costs are worrying for many across the country.

Mid Wales is no exception, the cost of living in such a rural area has always been more expensive. Most households run at least one car, and fuel bills are higher due to limited public transport, and there is often older, inefficient housing and a reliance on fossil fuels to heat homes.

Recently, there have been energy hikes with more planned for autumn/winter 2022, increasing living costs coupled with static wages will put pressure on many families across the country.

KEY CHALLENGES

Climate and biodiversity crisis

Climate change remains the most critical challenge of our time and for future generations.

The Wellbeing Assessments of the respective counties show the value that local people place on their local environment and the crucial role it plays in their well-being, but coordinated action needs to be taken now to protect the environment and mitigate the impacts on both the environment and the biodiversity around us.

In order to meet Welsh Government targets, and to be on track for net zero by 2050, Mid Wales needs to reduce emissions from its energy system by 55% by 2035.

Energy modelling contained within the Mid Wales Energy Plan sets out high-level targets to achieve this reduction, split by sector as follows:

- 66% reduction in domestic emissions;
- 48% reduction in commercial and industrial emissions;
- 54% reduction in road transport emissions.



The Mid Wales Energy Strategy outlines several strategic priorities for the region including working proactively to ensure that electricity and gas grids in the region are suitable for a 100% decarbonised future and ambitions to boost the use of renewable energy through new generation and storage.

Mid Wales has several key challenges to overcome to decarbonise our energy system including:

- Large numbers of off-grid properties heated by fossil fuels (oil and gas)
- Poor fabric energy inefficient domestic and commercial building stock leading to high energy bills
- High levels of fuel poverty
- High reliance on private car use due to long rural travel distances
- An infrequent and unattractive public transport offer.

Ensuring our electricity and gas grids are suitable for a 100% decarbonised future will require increased renewable energy generation and storage alongside strengthening the Mid Wales grid capacity.

Mid Wales is uniquely placed to play a key role in the net zero transition, supporting the overarching strengthening of the UK energy security, increased community ownership, and stimulating regional green skills and supply chain development.

KEY CHALLENGES

Wales is one of the worst affected nations in the world for biodiversity loss.

Research by the State of Nature Partnership highlights that one in six species in Wales is threatened with extinction.

Mid Wales's rich variety of species and habitats are under threat due to the unsustainable management of agricultural land and woodland, climate change, invasive species and pollution of freshwater habitats.

The Well-being Survey highlighted this as a particular concern amongst Ceredigion residents.

As part of the Protected Sites Baseline Assessment undertaken in 2020, Natural Resources Wales (NRW) currently has sufficient evidence to determine the condition of around 51% of the features on these sites in Mid Wales (Powys and Ceredigion combined).

Of those features, an estimated 41% are 'favourable', around 57% are 'unfavourable' and almost 2% are destroyed. This information suggests that our habitats and species are under increasing pressure across the region.

Nutrient Neutrality and the NRW assessment of riverine Special Areas of Conservation (SAC) in Wales particularly in relation to phosphates further compound the issues of habitat and species loss.

In Mid Wales, the rivers Wye and Teifi have both failed their targets, leading to the establishment of Nutrient Management Boards and the development of Nutrient Management Plans.

This work requires the development of a significant evidence base in order to address and bring into favourable status the health of the SAC rivers.

In addition, the provision of outdoor play areas and general access to nature and green spaces emerged as a key priority post-pandemic. Further work is required to encourage and enable people, without a private outdoor space, or through lack of transport or disability to access public green space in their communities. Reduced Local Authority budgets over successive years have meant reduced investment in leisure and sports facilities – which has resulted in a number of facilities being in disrepair/inaccessible to the community.

Flooding is a potential risk for coastal and inland places in the region. Major rivers including the Teifi, Usk, Wye and Severn flow through the area. They have the potential to break their banks in periods of heavy rainfall and be the source of flooding elsewhere. Coastal locations, including Aberystwyth, have experienced storms causing coastal defences to be overtopped.



KEY CHALLENGES

Connectivity

Access to good quality broadband and mobile phone service is essential to 21st-century living.

From staying connected with family and friends to accessing critical services such as online shopping and online medical consultations; broadband and mobile phone service can be an important determinant of well-being.

Historically, levels of digital connectivity in Mid Wales currently lag significantly behind other parts of Wales and the UK. However, it is an improving picture in some parts and the state of digital connectivity varies widely across the region.

Perhaps surprisingly, 20% of premises in Ceredigion receive Full Fibre Broadband (the fastest and most reliable broadband technology), which is higher than the Mid/South West Wales region (8.8%), the Wales average (7.5%) and the average for the UK as a whole (7.1%).

However, at the same time, there is still a considerable number of properties that have an internet connectivity speed of under 10 Mbps.

Powys has the highest rate of those unable to receive 10mbps amongst all local authorities in Wales. The second highest is Ceredigion with 11.5%.

21% of premises in Powys are unable to access 30 Mbps internet connectivity speed – the highest rate amongst all local authorities in Wales. The second highest is again Ceredigion with 19%.



Mobile coverage is another connectivity issue that needs to be tackled in Mid Wales.

It is similar to the situation with internet connectivity, with some parts of the region seeing an improving picture.

However, there are still mobile 'not spots' According to OFCOM (OFCOM, 2020) the counties within the region have the highest levels of no 3G coverage indoors (5.8% of Powys, Ceredigion 6.3%).

It also has the poorest indoor 4G mobile signal coverage (7.3% of Powys properties cannot receive 4G mobile signal indoors, Ceredigion 7.9%).

KEY CHALLENGES

Revitalising Town Centres

The market towns which are a characteristic feature of Mid Wales are currently facing several challenges.

High street shopping is under pressure as the culture of online shopping continues to grow.

The changing nature of work – greatly accelerated by the pandemic – means businesses traditionally once found on the high street are moving to different delivery models, leaving vacant premises to be filled.

There is a continued importance of addressing the viability of the commercial property market. There is also a need to focus on the presentation of town centres and the street environment.

As we continue to recover from the pandemic, there is an opportunity to re-develop the town centres, utilise digital technology and reinvigorate the shopping experience, building on the regional and local work already undertaken in terms of Town Centre Place Plans, Regeneration and Marketing Strategies and Green Infrastructure Action plans.

Page 87

KEY OPPORTUNITIES

Green Infrastructure and Active Travel

The Mid Wales Joint Transport Plan identifies various opportunities to increase mode share by active travel modes, to improve the health and well-being of the local community and to continue to improve the road safety record.

Further development of active travel and green infrastructure is required to promote a modal shift and capitalise on the relatively high amount of short-distance employment trips. As a fact, a high proportion of commuter trips within the key settlements of Mid Wales are less than 5km and could potentially be undertaken by such modes. This includes the need to develop in-town cycle networks, particularly within key settlements.

In order to encourage walking and cycling within and between communities, accessible and safe routes need to be provided. Often road widths are limited and do not incorporate footways or sufficient width for a cycle lane or dedicated cycle route. In many small communities, there is a lack of a connected footway network, which discourages walking trips. There are many towns and villages where there is very limited walking or cycling access to shops, services and workplaces.

These opportunities are supported by the Well-being Assessments of the respective counties.

KEY OPPORTUNITIES

Improving digital connectivity

Enhanced, good-quality digital connectivity and accelerating its deployment is fundamental to transforming the Mid Wales economy and enabling growth.

Confidence in digital infrastructure will be vital to support future business investment in the region. Digital technologies are transforming communications, services, learning and business opportunities at an ever-increasing pace. New digital technology like 5G plus the Internet of Things, Artificial Intelligence and data analytics have the potential to open up new businesses and improve the lives of communities.



Page 89

Investment in digital infrastructure and supporting the adoption and exploitation of next-generation digital technologies will be critical to improving productivity, capitalising on innovation and becoming more competitive as a region. Improved connectivity will provide businesses with access to markets, information sources, services and opportunities both in the UK and globally. Public interventions will be key to addressing non-commercial areas that are unlikely to receive private sector investment.

Ensuring access to good quality digital connectivity and supporting digital skills will also help bridge the 'digital divide' and give people the freedom to live and work more flexibly while making the region a more attractive place to live. It will also remove constraints on business growth.

KEY OPPORTUNITIES

Building on our Town Centre Plans/Place Plans

Towns and communities across both Ceredigion and Powys Local Authority areas have long been working in partnership to identify their local areas' needs and opportunities. This has been part of the approach to regeneration and local funding over the years.

This last year has seen the development and refresh of town centre regeneration, marketing, place, and green infrastructure plans – which give a good, clear framework for delivery.



Page 90

Harnessing the Potential of our Volunteers

Volunteering rates tend to be higher in rural areas such as Mid Wales and older age groups are also more likely to volunteer - 32.1% of people volunteer in Powys.

Volunteering has many benefits and promotes connection and social cohesion, giving volunteers a sense of purpose and confidence, as well as helping to connect with others.

Specific training and support will help the volunteer base develop skills and capacity for the benefit of their local communities.

(b)SUPPORTING LOCAL BUSINESS

Mid Wales has a narrow economic base in comparison to other economic regions in Wales.

Key sectors such as agriculture (37% of all businesses) perform less well in terms of productivity.

Employment seasonality also adds vulnerability.

- Mid Wales contains 12,660 VAT-registered businesses.
- The business base has a very high proportion (>95%) of micro-businesses (<10 employees) and the highest levels of seasonal employment in Wales.
- Over the past ten years, growth in the number of businesses in the region has remained relatively static at 2% and has lagged significantly behind Wales and the UK.
- Survival rates for new businesses after 5 years are however significantly better in Mid Wales than for England & Wales.
- The large geographic area and rural nature of Mid Wales means that business density is also significantly lower than in Wales and the UK.

However, Mid Wales has particularly important sectoral strengths in high-value manufacturing, tourism, agriculture, food and drink.



KEY CHALLENGES

The key challenges facing the local economy are to attract new businesses and grow existing businesses, create more and higher paid job opportunities, provide opportunities for younger people to remain in the region, and increase average earnings in the region in comparison to Wales as a whole.

There is also the need to continue to support businesses recovering from the pandemic.

By tackling these challenges, we will also increase the historically low levels of productivity and GVA. Particularly Powys which has the lowest GVA per hour worked in the UK since 2008 (ONS, 2021).

Other challenges include the hidden nature of a rural economy - relatively strong employment and low unemployment data masks low pay and underemployment.

The high self-employment and home working data combined with low incomes are masking rural poverty which is a real cause for concern amongst local authorities and policy makers.

The region also has a narrow and vulnerable economic base, which leads to employment and productivity imbalances.

The largest GVA contributors are manufacturing, real estate and wholesale and retail – whilst agriculture employs the most, it contributes comparatively less GVA.

Support and grow existing businesses

Just 0.8% of businesses across Mid Wales are classed as medium or large (50+ employees).

If we are to realise economic growth and increase productivity, there is a need to focus on supporting these businesses to upscale to fill the 'missing middle' gap and provide quality job opportunities, complementing existing provision delivered/planned by the pan-Wales Business Wales programme.



KEY CHALLENGES

Creating an attractive business environment

Ensuring the right supply and location of employment land and premises to meet business needs is a vital component of supporting the competitiveness of the economy.



Page 93

The employment sites and premises market in Mid Wales differs from adjacent regions. Most of the demand is from businesses already established in the region.

There is a recognised lack of availability and investment in modern and technical employment premises across the region with low levels of speculative development and issues of commercial viability in provision.

Market failure drives an estimated viability gap of ~ 60%, with further detailed work ongoing to establish a case for regional investment.

These infrastructure investments need to be complimented and supported by a supportive business ecosystem.

Create better paid job opportunities and increase earnings

- Underemployment, low earnings and seasonal employment remain key challenges in Mid Wales.
- Average full-time weekly earnings for example were 93% of the UK average in 2016 and 94% of the Wales average in 2019.
- In a wider context, average earnings for Mid Wales residents fall 5.5% below the Wales average in Powys and 12.2% below the Wales average in Ceredigion, exacerbating the impact of issues such as fuel poverty.

It is therefore vital to create quality job opportunities in high-paying sectors in order to increase average earnings.

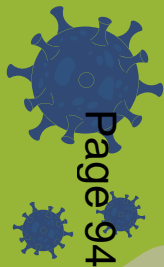
KEY CHALLENGES

Support recovery from the pandemic

Due to the unprecedented impact of Covid-19 on businesses across Mid Wales, there is a continued need to support businesses to recover from the pandemic.

While all industries have been adversely impacted, the seasonal accommodation and food services that make up a large proportion of the Mid Wales economy were hit hardest by the coronavirus pandemic.

Many businesses have also taken on more debt in order to survive the pandemic, and now need to further adapt their business models and increase productivity in order to avoid becoming 'zombie businesses' incapable of further growth.



Due to the lag in reporting data, and the impact of other factors such as Brexit and the Ukrainian war, it is difficult to both predict and attribute any medium and longer-term effect the pandemic will have on other economic indicators such as employment.

The data paints a mixed picture. A Covid-impact report undertaken by the Mid Wales Regional Skills Partnership (RSP) states unemployment levels in Mid Wales have increased by 0.7% since the year ending 31st March 2021.

However, at the same time Claimant levels in Mid Wales have decreased by 1.5% to 3.1% between September 2020 and September 2021.

It will be vital for provisions funded under the SPF to be able to flex to suit local and regional needs.



Mid Wales has particularly important sectoral strengths in high value manufacturing, tourism, agriculture, food and drink.

There are also various structures and mechanisms in place in order for the region to engage with businesses and ensure appropriate business support provision, such as the employer-led Mid Wales Regional Skills Partnership and the Growing Mid Wales Partnership.

KEY OPPORTUNITIES

Making Mid Wales the place to start a business

Over the past ten years, growth in the number of businesses in the region has remained relatively static at 2% and has lagged significantly behind Wales (15%) and the UK (27%).

Survival rates for new businesses after 5 years are however significantly better in Mid Wales than for England & Wales, suggesting a level of business confidence and resilience that could be capitalised on. An opportunity exists in this regard to provide targeted and local level support to individuals looking to start a business, complementing the national offer.

Green skills and decarbonisation

Decarbonisation and renewable energy production is an important part of the green economy in the region.

A net zero society, if delivered successfully, offers enormous opportunities to create a vibrant and socially-just economy. However, decarbonising Wales will be a huge challenge.

The regional Applied R&I study identified several distinctive strengths with regards to the low carbon and energy sector in Mid Wales, notably the research capacity and expertise in energy and environment, the presence of key assets and innovative companies and the underpinning regional landscape and natural environment. It also identifies the need to develop relevant skills for innovation in this sector in order to fully exploit these opportunities.

There is currently a reported lack of expertise in the region to implement renewable energy projects and exploit new innovations (e.g., in the construction sector); this is further exacerbated by a national skills deficit in the circular/sustainable economy.

Page 95

KEY OPPORTUNITIES

Developing a sustainable tourism sector

The tourism sector employs over 18,500 people in Mid Wales and has grown significantly over the past ten years. It was worth an estimated £1.41 billion in 2019. There are major opportunities within the regions' natural, cultural and heritage assets to add value to the region's tourism sector.

When compared to other regions of the UK, Mid Wales has a lower occupancy rate in tourism accommodation, being around 6% lower than Scotland and 10% lower than England. In addition, productivity and wages in the Mid Wales tourism sector remain lower than the overall average for the economy in Wales. This results in reduced revenue for the sector in Mid Wales. In order for the industry to capitalise on its potential, it is vital that Mid Wales is able to strengthen the shoulder season occupancy and maximise visitor spend.

Throughout the region, the tourism offer needs investment to generate higher value returns for the economy that is delivered in partnership and aligned with Government and key stakeholders to develop Mid Wales' distinctive offer through addressing seasonality, spend and spread.

Capitalising on opportunities to strengthen our tourism offer will also spur wider economic growth potential.

A stronger focus will be given to showcasing what Mid Wales has to offer, this will, in turn, provide a boost for the food and drink sector and help home-grown businesses to flourish.

Increasing Applied R&I activity

Mid Wales has several strengths in terms of Applied R&I, including well established strengths in food manufacturing, animal health, Agri-Tech and biosciences.

There are also recognised growth opportunities in terms of sustainable construction, renewable energy and power electronics.

However, the regional Applied R&I study also identified several issues that needed to be addressed in order to fully exploit the opportunities available to the region. These included increased co-ordination and networking; addressing funding, infrastructure and information gaps; increasing innovation skills and capabilities; and general awareness and promotion.



KEY OPPORTUNITIES

Encouraging SME growth and expansion

Combining the strong start-up and micro business base in Mid Wales, with the consistent business survival rates, the opportunity emerges to support businesses to transition from their early phase of growth towards becoming sustainable medium-sized businesses.

Increasing these businesses in the coming decades will be one of the main ways in which new and higher-paid employment opportunities can be provided, along with greater career opportunities.

This approach will help develop companies that are rooted in their communities in Mid Wales.



Welsh Language

The Welsh language is particularly important in Mid Wales, with a number of initiatives and support provided to businesses to help trade and engage with the language.

As across Wales, there is a recognition that more can be done to further improve the support for businesses in this space, to help develop their presence and offer, not only to serve the Welsh-speaking population of Mid and further afield in Wales but also to generate new products and opportunities.

KEY CHALLENGES

A declining and ageing population

This indicates reducing population figures and a changing demographic, demonstrating the 'pinched middle' of a relatively high older population and a proportionately low working age population.

The demographic profile of the region presents both challenges and opportunities.

At an overall population of 205,000, Mid Wales is characterised by an ageing population and a net out-migration of young people. Since 2008, the region has seen an overall decline in its population of around 1.2%.

The working age population is less than the Welsh and UK average and is predominantly characterised by higher proportions of 50-64 and 65+ year-olds. There is a relatively small share of working age people due to the higher proportions of 50-64 and 65+ year-olds. Comparatively, Mid Wales has proportionately fewer people below the working age – though the figures are partly skewed due to the student population in key locations in Ceredigion.

Population projections for Mid Wales currently estimate a 16% decline in the working age population and 37% increase in the 65+ age group to 2039. Unless addressed, this predicted trend is likely to reduce the region's workforce over the next 15 years.

Projected employment decline

Forecasts show the Welsh economy growing by 1.7% during the period 2018-2040 (+ 24,000 jobs) while the Mid Wales economy is forecasted to decline 3.45% (reduction of 3,352 jobs) – whilst the UK looks set to grow by 7.4% over the same period.

Static and weakening labour market

Gaps in skills provision and infrastructure to adequately meet industry demands are amplified by a lack of focus on the issue in Mid Wales.

Weaknesses in regional skills infrastructure exacerbate the lack of employment and educational opportunities – leading to a reducing equality of opportunity and labour mobility whilst reinforcing out-migration. Powys' commuting outflows of -3,495 especially highlight the need to improve employment opportunities.



KEY CHALLENGES

Skills delivery

Mid Wales performs well in educational attainment with levels of achievement at GCSE level exceeding the Welsh average.

Whilst the proportion of young people Not in Employment, Education and Training (NEET) is comparatively low compared to the Welsh average, Mid Wales has particular support requirements for NEETs to ensure a safety net for our young people to get back on track.

Demand has also increased post-pandemic, with more young people disengaging with education, employment or training – increasing in emotional dysregulated behaviours leading to exclusions. While the qualifications profile of Mid Wales performs better than the Welsh average however, we have lower rates of older people upskilling.

Despite these strengths, skills gaps and recruitment difficulties are commonplace amongst Mid Wales employers. The market suffers a skills mismatch (such as, over- or under- qualification, skill gap or skill shortages). Engagement with private sector representatives highlighted that one of the key issues is the absence of skilled workers in certain sectors, such as the Hospitality Sector which is experiencing a significant shortage of skills and labour.

Apprenticeships and further education delivery are challenged by the rural nature of the region. Employer investment in training is currently relatively low, possibly reflecting the high proportion of small and medium sized enterprises (SMEs).

KEY OPPORTUNITIES

Ensuring all young people are given the opportunity to reach their potential

There were 54,000 people below the age of 25 in Mid Wales in 2020, with 22,000 of these young people of working age (16 to 24 yrs) – of these 22,000, 90% are either in employment or full-time education.

There are around 2,200 young people who are NEET. They face specific issues with regards to accessing skills provision and support in a rural context that need to be addressed in order to ensure they become and remain economically active and contribute to the regional economy.

High levels of educational attainment

47.5% of residents (18–64-year-olds) have a NQF level 4 or above (equivalent to the first year of a Bachelor's degree programme) in Mid Wales, resulting in its regional workforce being the most qualified in Wales. There is a need to create better quality job opportunities in order to retain these people within the region.

Digital Skills

Ensuring access to good quality digital connectivity and supporting digital skills will help bridge the 'digital divide' and give people the freedom to live and work more flexibly while making the region a more attractive place to live. It will also remove constraints on business growth.

Continued development of digital working skills is critical to helping support businesses and residents to get online.

In addition, as more and more vital public services are being delivered online, people are at risk of being left behind and digitally excluded. The level of digital exclusion in Wales is higher than in the UK, with as many as 10% of the population, or 255,000 people, not using the internet.

Research suggests that people in rural areas are more likely to be digitally excluded due to poor digital infrastructure. Older adults, people with disabilities or long-term health conditions, those with lower educational attainment and those on low-income are all more likely to be digitally excluded.

KEY OPPORTUNITIES

Green Skills

Given the wealth of relevant assets in the region, Mid Wales is well placed to capitalise on training and skills development to attract young graduates and fuel innovation in the field of carbon reduction and renewable energy.

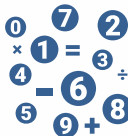


Multi-skilled workforce

As people remain in work longer, there will need to be a number of opportunities for life-long learning to ensure individuals remain employable and skilled.

There is also an opportunity to ensure older residents use their skills, knowledge and experience to help others in the community and remain actively engaged in the economy.

As rural areas tend to have smaller workforces due to a lower population density, it is vital to ensure that all cohorts of the economically active population are skilled appropriately, including basic literacy, numeracy and digital skills.



(d) Multiply

The Multiply programme is currently being scoped and discussed with UK Government with close engagement and input of the Welsh Government.

More information on this programme will be published in due course.

INVESTMENT PRIORITIES AND TARGETED OUTCOMES

Strategic Alignment

Our Regional Investment Plan is aligned to and will support the implementation of existing local and regional strategies, including:

- [A Vision for Growing Mid Wales](#) Strategic Economic Plan (including its relevant substrategies such as the Energy Strategy and associated research pieces)
- [Ceredigion Corporate Strategy 2022-27](#)
- [Boosting Ceredigion's Economy: A Strategy for Action 2020-35](#)
- [Ceredigion Public Service Board Assessment of Local Wellbeing 2022](#)
- [Ceredigion Through Age and Wellbeing Strategy](#)
- [The Health and Care Strategy for Powys: A Vision for 2027 and Beyond](#) (Currently being reviewed)
- [Presentation of Our Vision for Powys - Powys County Council](#)
- [Powys Public Service Board Assessment of Local Wellbeing 2022](#)

For each of the three investment priorities: Communities and Place, Supporting Local Business and People and Skills, a number of interventions outlined in the Government's guidance have been selected based on evidence and extensive consultation.

The prioritised interventions in this plan have been selected in order to have a framework of investment opportunities, that will align to the strategic level objectives of the Mid Wales region, but also to allow for local flexibility and opportunities to be supported.

The following pages summarise the Investment Priorities, as well as the expected outcomes and outputs for each.

Investment Priority - Communities and Place

Investment Priority*	Expected Outputs	Expected Outcomes
<p>W1: Improvements to town centres & high streets</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 104</p>	<ul style="list-style-type: none"> • Number of commercial buildings developed or improved • Amount of commercial buildings developed or improved • Number of rehabilitated premises • Amount of public realm created or improved • Number of low or zero carbon energy infrastructure installed • Square metres of land made wheelchair accessible/step free 	<ul style="list-style-type: none"> • Increased footfall Increased visitor numbers
<p>W2: New or existing community & neighbourhood infrastructure projects</p>	<ul style="list-style-type: none"> • Number of low or zero carbon energy infrastructure installed • Number of organisations receiving non-financial support • Number of neighbourhood improvements undertaken 	<ul style="list-style-type: none"> • Increased number of properties protected from flooding and/or coastal erosion
<p>W3: Creation & improvement to local green spaces</p>	<ul style="list-style-type: none"> • Amount of rehabilitated land • Square metres of land made wheelchair accessible/step free • Number of neighbourhood improvements undertaken • Amount of green or blue space created or improved • Number of new or improved cycleways or paths • Number of trees planted 	<ul style="list-style-type: none"> • Increased footfall • Increased visitor numbers • Increased users of facilities/amenities • Increased use of cycleways or paths

*Investment Priority - these are selected investment priorities put forward in the Mid Wales plan. Not all investment priorities from UK SPF Prospectus have been taken forward.

Investment Priority - Communities and Place

Investment Priority*	Expected Outputs	Expected Outcomes
<p>W6: Support for local arts, cultural, heritage & creative activities</p>	<ul style="list-style-type: none"> • Number of organisations receiving non-financial support • Number of local events or activities supported • Number of volunteering opportunities supported 	<ul style="list-style-type: none"> • Jobs created • Jobs safeguarded • Increased footfall • Increased visitor numbers • Improved engagement numbers • Improved perception of events • Number of community-led arts, cultural, heritage and creative programmes as a result of support
<p>W7: Active travel enhancements & other small scale green transport projects</p>	<ul style="list-style-type: none"> • Number of new or improved cycleways or paths • Amount of new or improved cycleways or paths 	<ul style="list-style-type: none"> • Increased use of cycleways or paths
<p>W9: Impactful volunteering and/or social action projects</p>	<ul style="list-style-type: none"> • Number of organisations receiving non-financial support • Number of local events or activities supported • Number of volunteering opportunities supported • Number of projects 	<ul style="list-style-type: none"> • Improved engagement numbers • Volunteering numbers as a result of support

*Investment Priority - these are selected investment priorities put forward in the Mid Wales plan. Not all investment priorities from UK SPF Prospectus have been taken forward.

Investment Priority - Communities and Place

Investment Priority	Expected Outputs	Expected Outcomes
W10: Funding for local sports facilities, teams & leagues	<ul style="list-style-type: none"> • Number of facilities supported/created 	<ul style="list-style-type: none"> • Increased users of facilities/amenities • Improved perception of events
W11: Capacity building & infrastructure support local groups	<ul style="list-style-type: none"> • Number of organisations receiving non-financial support • Number of facilities supported/created • Amount of green or blue space created or improved 	<ul style="list-style-type: none"> • Improved engagement numbers • Number of new or improved community facilities as a result of support
W13: Community measures to reduce the cost of living etc.	<ul style="list-style-type: none"> • Number of organisations receiving non-financial support • Number of households receiving support • Number of household supported to take up energy efficiency measures 	<ul style="list-style-type: none"> • Greenhouse gas reductions • Increased take up of energy efficiency measures
W14: Relevant feasibility studies	<ul style="list-style-type: none"> • Number of feasibility studies supported 	<ul style="list-style-type: none"> • Increased number of projects arising from funded feasibility studies
W15: Investment & support for digital infrastructure for local facilities	<ul style="list-style-type: none"> • Number of organisations receiving non-financial support • Number of facilities supported/created 	<ul style="list-style-type: none"> • Number of new or improved community facilities as a result of support • Number of premises with improved digital connectivity

Investment Priority - Supporting Local Business

Investment Priority*	Expected Outputs	Expected Outcomes
W16: Open markets & town centre retail & service sector	<ul style="list-style-type: none"> • Number of local markets supported 	<ul style="list-style-type: none"> • Increase footfall • Increased visitor numbers • Improved perception of markets • Increased number of businesses supported
W17: Development & promotion of visitor economy	<ul style="list-style-type: none"> • Number of local events or activities supported 	<ul style="list-style-type: none"> • Increased footfall • Increased visitor numbers
W18: Supporting the Made Smarter Adoption programme	<ul style="list-style-type: none"> • Number of businesses receiving grants • Number of people attending training sessions 	<ul style="list-style-type: none"> • Increased amount of investment • Number of businesses introducing new products to the firm • Number of organisations engaged in new knowledge transfer activity • Number of businesses adopting new to the firm technology or processes

*Investment Priority - these are selected investment priorities put forward in the Mid Wales plan.
 Not all investment priorities from UK SPF Prospectus have been taken forward.

Investment Priority - Supporting Local Business

Investment Priority*	Expected Outputs	Expected Outcomes
<p>W19: Increasing investment in research & development at the local level</p>	<ul style="list-style-type: none"> Number of potential entrepreneurs provided assistance to be business ready 	<ul style="list-style-type: none"> Number of new businesses created Number of businesses introducing new products to the firm Number of organisations engaged in new knowledge transfer activity Number of businesses adopting new to the firm technology or processes
<p>W21: Development of innovation infrastructure at a local level</p>	<ul style="list-style-type: none"> Number of businesses receiving financial support other than grants 	<ul style="list-style-type: none"> Number of businesses with improved productivity
<p>W22: Enterprise infrastructure & employment / innovation site projects</p>	<ul style="list-style-type: none"> Number of commercial buildings developed or improved Number of rehabilitated premises 	<ul style="list-style-type: none"> Increased amount of investment Number of premises with improved connectivity

*Investment Priority - these are selected investment priorities put forward in the Mid Wales plan. Not all investment priorities from UKSPF Prospectus have been taken forward.

Investment Priority - Supporting Local Business

Investment Priority*	Expected Outputs	Expected Outcomes
W23: Strengthening local entrepreneurial ecosystems	<ul style="list-style-type: none"> Number of potential entrepreneurs provided assistance to be business ready 	<ul style="list-style-type: none"> Jobs created Jobs safeguarded Number of new businesses created
W26: Growing the local social economy	<ul style="list-style-type: none"> Number of potential entrepreneurs provided assistance to be business ready 	<ul style="list-style-type: none"> Jobs created Jobs safeguarded
W28: Export grants to grow overseas trading etc.	<ul style="list-style-type: none"> Number of businesses receiving grants Number of businesses engaged in new markets 	<ul style="list-style-type: none"> Jobs created Jobs safeguarded
W29: Supporting decarbonisation whilst growing local economy	<ul style="list-style-type: none"> Number of low or zero carbon energy infrastructure installed 	<ul style="list-style-type: none"> Jobs created Jobs safeguarded Greenhouse gas reductions

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Not all investment priorities from UKSPF Prospectus have been taken forward.

Investment Priority - Supporting Local Business

Investment Priority*	Expected Outputs	Expected Outcomes
W31: Support relevant feasibility studies	<ul style="list-style-type: none"> • Number of feasibility studies supported 	<ul style="list-style-type: none"> • Increased number of projects arising from funded feasibility studies
W32: Progression of small business into productive medium sized firms	<ul style="list-style-type: none"> • Number of business receiving financial support other than grants 	<ul style="list-style-type: none"> • Number of organisations engaged in new knowledge transfer activity
W33: Investment to protect from natural hazards, flooding and coastal erosion	<ul style="list-style-type: none"> • Number of businesses receiving grants • Number of businesses engaged in new markets 	<ul style="list-style-type: none"> • Jobs created • Jobs safeguarded

*Investment Priority - these are selected investment priorities put forward in the Mid Wales plan. Not all investment priorities from UKSPF Prospectus have been taken forward.

Investment Priority - People and Skills

Investment Priority*	Expected Outputs	Expected Outcomes
<p>W35: Courses including basic & life skills for people not economically inactive</p>	<ul style="list-style-type: none"> • Number of people supported to engage in life skills • Number of people supported onto a course through providing financial support • Number of people supported to gain a qualification or complete a course 	<ul style="list-style-type: none"> • Number of people in employment, including self employment, following support • Number of people in education/training • Number of people experiencing reduced structural barriers into employment and into skills provision
<p>W37: Increase levels of digital inclusion with focus on essential digital skills</p>	<ul style="list-style-type: none"> • Number of people supported to access basic skills • Number of people supported to engage in life skills • Number of people supported to gain a qualification or complete a course 	<ul style="list-style-type: none"> • Number of people gaining a qualification or completing a course following support
<p>W39: Local areas to fund local skills needs</p>	<ul style="list-style-type: none"> • Number of people receiving support to gain a vocational licence • Number of people supported to gain a qualification or complete a course 	<ul style="list-style-type: none"> • Number of people in employment, including self employment, following support • Number of people in education/training • Number of economically active individuals engaged in mainstream skills education and training

*Investment Priority - these are selected investment priorities put forward in the Mid Wales plan.

Not all investment priorities from UKSPF Prospectus have been taken forward.

Investment Priority - People and Skills

Investment Priority*	Expected Outputs	Expected Outcomes
W40: Green skills courses Page 1	<ul style="list-style-type: none"> • Number of people receiving support to gain employment • Number of people supported to gain a qualification or complete a course 	<ul style="list-style-type: none"> • Number of people in employment, including self employment, following support • Number of people gaining a qualification or completing a course following support
W41: Retraining and upskilling support for those in high carbon sectors Page 1	<ul style="list-style-type: none"> • Number of people retraining • Number of people attending training sessions • Number of people supported to gain a qualification or complete a course 	<ul style="list-style-type: none"> • Number of people gaining a qualification or completing a course following support
W42: Funding to support local digital skills	<ul style="list-style-type: none"> • Number of people supported to engage in life skills • Number of people supported to gain a qualification or complete a course 	<ul style="list-style-type: none"> • Number of people gaining a qualification or completing a course following support

*Investment Priority - these are selected investment priorities put forward in the Mid Wales plan.
 Not all investment priorities from UKSPF Prospectus have been taken forward.

Investment Priority - People and Skills

Investment Priority*	Expected Outputs	Expected Outcomes
<p>W43: Support engagement & softer skills development for young people</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 113</p>	<ul style="list-style-type: none"> • Number of people supported to access basic skills • Number of people supported to engage in life skills • Number of people supported onto a course through providing financial support • Number of people supported to gain a qualification or complete a course 	<ul style="list-style-type: none"> • Increased number of people gaining qualifications, licences and skills • Increased number of people engaging in life skills support following interventions

NOTE: Interventions W34 and W36 have been included in the submitted plan to UK Government, however at this stage there are no financial allocations or outputs attached to them. There needs to be further scoping conversations around potential activity under these interventions to understand possible duplication and additionality.

*Investment Priority - these are selected investment priorities put forward in the Mid Wales plan.
Not all investment priorities from UK SPF Prospectus have been taken forward.

Investment Priority – Multiply

Investment Priority*	Expected Outputs	Expected Outcomes
W47: Courses aimed at encouraging people to upskill to access jobs/careers	<ul style="list-style-type: none"> • Number of adult numeracy courses run in a local area through Multiply (numerical value) • Number of people participating in Multiply funded courses (numerical value) • Number of people achieving a qualification (numerical value) • Number of courses developed in collaboration with employers (numerical value) • Number of people referred from partners onto upskill courses (numerical value) • Number of different cohorts participating in numeracy courses (e.g., learners in prison, parents etc.) (numerical value) 	<ul style="list-style-type: none"> • Number of adults achieving maths qualifications up to, and including, Level 2 (numerical value) • Number of adults participating in maths qualifications and courses up to, and including, Level 2 (numerical value)
W51: Courses designed to help with numeracy for managing money		
W53: Provision developed in partnership with community organisations		

*Investment Priority - these are selected investment priorities put forward in the Mid Wales plan. Not all investment priorities from UKSPF Prospectus have been taken forward.

NOTE: The Multiply allocation has been under profiled and is highly indicative at this stage. At the time of publishing this document, dialogue is ongoing with UK Government on the scope and scale of the Multiply programme.

Budget allocation between investment priorities

The funding allocated to the investment priorities are currently highly indicative, and as such should be used as a guide only.

They represent what we feel to be an appropriate distribution of funds to respond to the challenges and opportunities in each area.

Mid Wales has a significant productivity challenge, but it is also not immune to global factors pertaining to the economy and the environment.

Climate change and the cost-of-living crisis will be a dominant force in shaping our economy and society; the UKSPF should have a strong role to play in both mitigating and proactive long-term change.

The funding allocations will likely change as we enter year 1 delivery in the autumn of 2022, and as the programme moves to future years. The allocations will be re-profiled regularly with UK Government as we monitor the fund's performance.

Budget allocation between investment priorities

UKSPF Investment Priority	2022-23			2023-24			2024-25			Total 2022-25		
	Ceredigion	Powys	Total	Ceredigion	Powys	Total	Ceredigion	Powys	Total	Capital	Revenue	Total
Communities and Place	£0.61m	£1.1m	£1.7m	£1.2m	£2.2m	£3.4m	£3.15m	£5.78m	£8.9m	£7.2m	£6.8m	£14m
Supporting Local Business	£0.61m	£1.1m	£1.7m	£0.61m	£2.2m	£3.4m	£3.15m	£5.78m	£8.9m	£1.7m	£12.3m	£14m
People and Skills	£0.3m	£0.55m	£0.85m	£0.6m	£1.1m	£1.7m	£1.57m	£2.89m	£4.46m	£0m	£7m	£7m
UKSPF Total (excl. Multiply)	£1.5m	£2.76m	£4.26m	£3m	£5.51m	£8.5m	£7.87m	£14.44m	£22.31m	£8.9m	£26.1m	£35m
Multiply	£0.78m	£1.43m	£2.21m	£0.9m	£1.65m	£2.55m	£0.9m	£1.65m	£2.55m	£0m	£7.32m	£7.32m
UKSPF and Multiply TOTAL	£2.28m	£4.19m	£6.47m	£3.9m	£7.16m	£11.05m	£8.77m	£16.09m	£24.86m	£8.9m	£33.42m	£42.32m

NOTES:

- Rounded gross figures.
- Does not account for 4% top slice – which is the maximum amount that will pay for fund management/administration costs.
- Multiply – Profile of expenditure may be different from the allocation due to ongoing conversations with UK Government.

IMPLEMENTATION AND DELIVERY PRINCIPLES

Programming principles

Annual Commissioning Plans will be developed for each of the three financial years to articulate how the activity will be commissioned and delivered under each of the investment priorities and the Multiply programme.

These plans will be the key tool that we use to communicate timeframes for project calls. This approach will also allow for organisations and services to forward plan development activity.

There are a number of considerations that will influence the allocation of spend across the different budget years and investment priorities, which will be further articulated in the annual Commissioning Plans.

Whilst work remains in progress, we anticipate the strategy to develop along these lines:

Year 1 (2022-23):

Given that the budget profile ramps up significantly over the three-year spending period, year 1 will need to have a strong focus on deliverability. Short lead-in times and development capacity will require Local Authorities and their local partners to cast a realistic eye on existing/committed expenditure that can be supported retrospectively in addition to commissioning any new activity.

At the same time, consideration will be given to complementing UKSPF activity with activity continuing to be delivered within existing EU programmes to avoid any duplication of activity.

It is therefore anticipated that year 1 spend will focus primarily on feasibility work, seed funding and capacity building to enable more substantial activity to be carried out in years 2 and 3.

Taking regard of timescales, this is likely to see a limited, targeted opportunity towards the end of the financial year.

2

Year 2 (2023-24):

Building on the first year, year 2 of UKSPF will see the delivery of more significant projects. Larger calls for funding will be issued and projects that span years 2 and 3 will be considered.

As activity delivered within existing EU programmes starts to tail off during 2023 there will be a clear focus on a managed transition to UKSPF with a strategic approach to provision that needs to be retained, reshaped and decommissioned, all the while bearing in mind the landscape of Welsh Government Strategic funding and delivery.

3

Year 3 (2024-25):

Year 3 will see the bulk of delivery. There will no longer be any EU funding available, so year 3 will therefore see a core UKSPF offer in terms of the investment priorities across the local economy. Year 3 will also be critical in terms of planning for the period beyond March 2025, and mapping future opportunities and needs.

Page 118

Commissioning Principles

The UKSPF in Mid Wales has a number of possible commissioning routes to support project delivery, from in-house Local Authority delivery, open invitations/calls, procurement and strategic commissioning.

The [guidance from UK Government](#) states clearly that all of these options can be used, with a stated preference on undertaking open invitations to submit applications.

The two Local Authorities will be reviewing the commissioning strategy soon, and will likely be looking at a range of options, particularly in year 1, to ensure that we consider a range of factors to ensure deliverability (e.g. mobilisation time-frames, capacity, strategic fit, duplication).

The proposed route to market will be set out in the annual commissioning plans.

Governance

Whilst Ceredigion Council will serve as the Lead Local Authority for the administration of UKSPF, decision-making will predominantly sit at a local level.

Project proposals will need to be taken to local Regeneration Partnerships or equivalent (made up of public, private and third-sector representatives) in each LA for approval.

Overall strategic fund management and co-ordination will be undertaken at a regional level, taking due regard of existing regional governance structures.

This model will ensure local decision-making to allow for proposals to support the needs of places within Mid Wales, while working within an overall strategic framework to ensure alignment and complementarity with other funding and initiatives (e.g., Growth Deal, Regional Skills Partnership and other regional or national delivery).

Management and Delivery

Across the three-year delivery period, Growing Mid Wales (GMW) will be able to spend up to 4% of the allocated budget for managing the UKSPF programme. This funding will be used to ensure the appropriate capacity to deliver the UKSPF programme.

In order to draw down the full UKSPF allocation, Ceredigion Council will take on the responsibility of being the lead Local Authority for UKSPF and Multiplier across the GMW region.

A programme management office (PMO) function will be set up to ensure delivery of UKSPF can commence from Autumn 2022 onwards. Ceredigion Council will work with Powys County Council to take on the responsibility for the delivery of the fund and the overall programme management of the Mid Wales budget allocation over the three fiscal years.

WHAT SHOULD BE DONE NOW?

Significant work is being undertaken throughout the autumn of 2022 to mobilise resources, processes and systems to support the delivery of the UKSPF in Mid Wales.

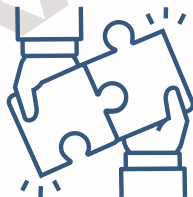
The team is working with UK Government to help shape the strategy and finer detail to support fund delivery. This process will take time, and the commissioning strategy and principles outlined above reflect that.

Next Steps

In advance of any call or application form being published, we would set out the following key tips in terms of thinking about a UKSPF project proposal:

- Review the UKSPF prospectus and the detailed guidance on the UK Government website and the priorities in this document, to familiarise ourselves with funding expectations.
- Review and reflect on the relevant regional and local plans and strategies and consider the project proposal's role in supporting local needs and priorities.
- Take stock of existing activity supported in the region and ensure there is no duplication/overlap with similar organisations/funded programmes (projects that duplicate/overlap will not be funded).
- Carefully consider the proposed funding allocations and expected outcomes and outputs.

- Review and build up the evidence of need of a project proposal. Be clear on why the project is needed, and what evidence is in place to support it.
- Develop early and active conversations with key strategic and delivery partners to ensure there is no duplication or cross-over of proposals with others.
- Stakeholders are encouraged to continue to have active conversations with the Local Authorities and local partners, to help shape early thinking.



Mid Wales Regional Investment Plan

UK Shared Prosperity Fund 2022-25

Page 121

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Cyngor Sir
CEREDIGION
County Council



HM Government

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CYNGOR SIR POWYS COUNTY COUNCIL.**AUDIT COMMITTEE
24th November 2022****CABINET EXECUTIVE
13th December 2022****REPORT AUTHOR: County Councillor David Thomas
Portfolio Holder for Finance and Corporate
Transformation****REPORT TITLE: Treasury Management Quarter 2 Report**

REPORT FOR: Information

1 Purpose

- 1.1 CIPFA's 2009 Treasury Management Bulletin suggested:
'In order to enshrine best practice, it is suggested that authorities report formally on treasury management activities at least twice a year and preferably quarterly.'

The CIPFA Code of Practice on Treasury Management emphasises a number of key areas including the following:

- xi. Treasury management performance and policy setting should be subject to scrutiny prior to implementation.

- 1.2 In line with the above, this report is providing information on the activities for the quarter ending 30th September 2022.

2 Background

- 2.1 The Treasury Management Strategy approved by Full Council on 3rd March 2022 can be found here - [Council \(moderngov.co.uk\)](https://www.moderngov.co.uk)

3 Advice**3.1 Investments**

- 3.2 The Authority's investment priorities within the Strategy are.

- (a) the security of capital, then,
(b) the liquidity of its investments then
(c) the yield

- 3.3 The Authority aims to achieve the optimum return on its investments commensurate with proper levels of security and liquidity. The risk appetite has been low in order to give priority to security of investments. With interest rates for investments remaining

significantly lower than borrowing rates, the use of cash reserves as opposed to borrowing is prudent and cost-effective.

- 3.4 Short-term money market investment rates have continued to increase following the three increases to the Bank Rate in the last quarter. Due to the terms of the original GCRE repayable funding agreement and the uncertainty around the short term cash requirements we have continued to hold any surplus funds in the council's deposit accounts. These funds have earned interest totalling £0.18 million for the first two quarters of this financial year
- 3.5 Investment returns on inter-authority lending have increased in line with the increased PWLB rates. When looking at temporary investing, the Treasury team consider the bank fee to set up the arrangement, because of this cost some investments are not cost effective for very short periods of time. However, the Authority does not have sufficient certainty around its cashflow to lend for longer periods where the return is higher.
- 3.6 A revised agreement with Welsh Government for the repayable funding the council originally received in March 2021 towards the Global Centre of Rail Excellence (GCRE) has been agreed and as part of this change, the council has repaid £15.60 million.
- 3.7 The Authority had no other investments on 30th September 2022.

3.8 Credit Rating Changes

- 3.9 There have been no credit rating changes relevant to this Authority's position during the last quarter.

3.10 The Authority's Capital Position

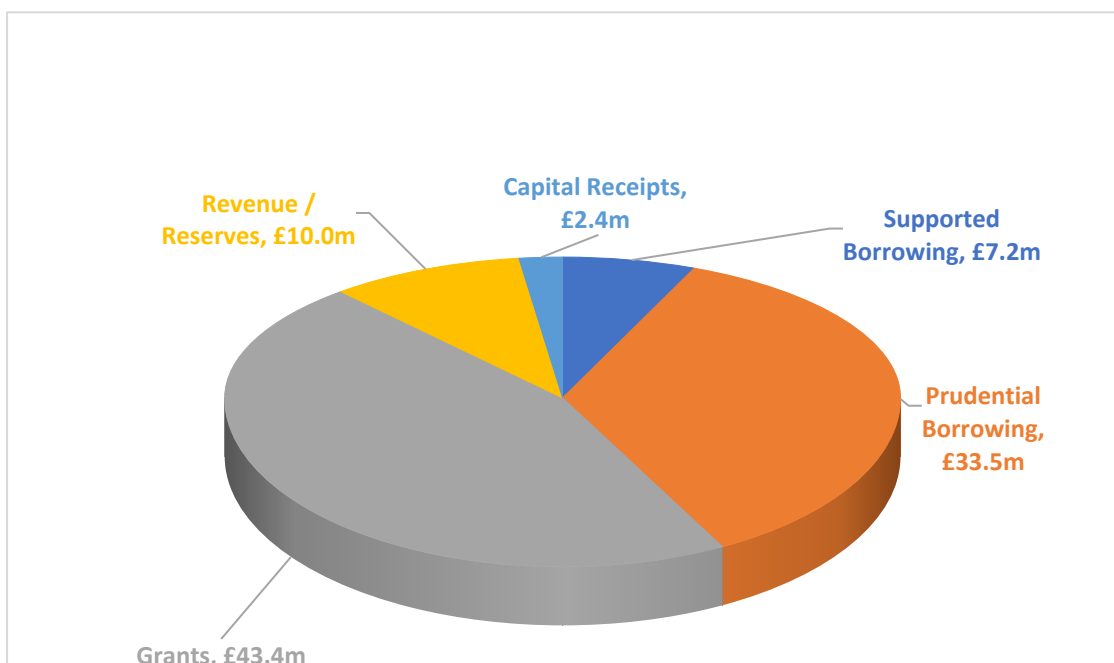
- 3.11 The 2022/23 Capital Programme was approved by Council on the 3rd March 2022. It included capital schemes totalling £133.88 million, of which £25.55 million related to the Housing Revenue Account (HRA). The revised programme at the 30th September 2022 is budgeted at £96.46 million following the successful award of additional grants and the reprofiling of budgets between financial years. Actual spend amounts to £24.37 million, representing 25% of the total budget.

3.12 Table 1 - Breakdown by service

Service	Original Budget	Virements Approved	Revised Budget	Actuals	Remaining Budget	
	£,000	£,000	£,000	£,000	£,000	%
Adult Services	712	339	1,051	-8	1,059	100%
Childrens Services	0	1,111	1,111	597	514	46%
Education	27,868	827	28,695	5,126	23,569	82%
Highways Transport & Recycling	14,163	6,298	20,461	8,383	12,078	59%
Property, Planning & Public Protection	100	2,427	2,527	1,514	1,013	40%
Housing & Community Development	2,462	3,052	5,514	-152	5,666	102%
Economy & Digital Services	9,974	4,944	14,918	1,756	13,162	88%
Corporate	53,047	(53,001)	46	0	46	100%
Total Capital	108,326	(34,003)	74,323	17,216	57,107	77%
Housing Revenue Account	25,550	(3,412)	22,138	7,156	14,982	68%
TOTAL	133,876	(37,415)	96,461	24,372	72,089	75%

3.13 Currently, 42%, £40.66 million, of the capital programme will be supported through borrowing, the interest cost for this is charged to the revenue account. Finance will be working with the services to ensure the profiling of budgets is accurate to effectively manage the borrowing requirement.

3.14 Chart 1 – Capital Programme funding



3.15 Inflation is having a severe impact on the cost of schemes due to rising material and construction costs. It is unclear at this stage how this will impact the programme over the coming years. Services are aware of the impact and are mitigating these increases as far as possible but is likely that schemes will be reduced or paused. Any additional funding required is likely to be raised with further borrowing, this will increase costs on the revenue budget so must be minimised.

- 3.16 The Council's underlying need to borrow for capital expenditure is termed the Capital Financing Requirement (CFR). This figure is a gauge of the Council's indebtedness. It represents the current year's unfinanced capital expenditure and prior years' net or unfinanced capital expenditure which has not yet been paid for by revenue or other resources.
- 3.17 Part of the Council's treasury activities is to address the funding requirements for this borrowing need. Depending on the capital expenditure programme, the Council's cash position is managed to ensure that sufficient cash is available to meet the capital plans and cash flow requirements. This may be sourced through external borrowing or utilising temporary cash resources within the Council.
- 3.18 Net external borrowing (borrowings less investments) should not, except in the short term, exceed the total of CFR in the preceding year plus the estimates of any additional CFR for the current year and next two financial years. This allows some flexibility for limited early borrowing for future years.

3.19 Capital Financing Requirement (CFR)

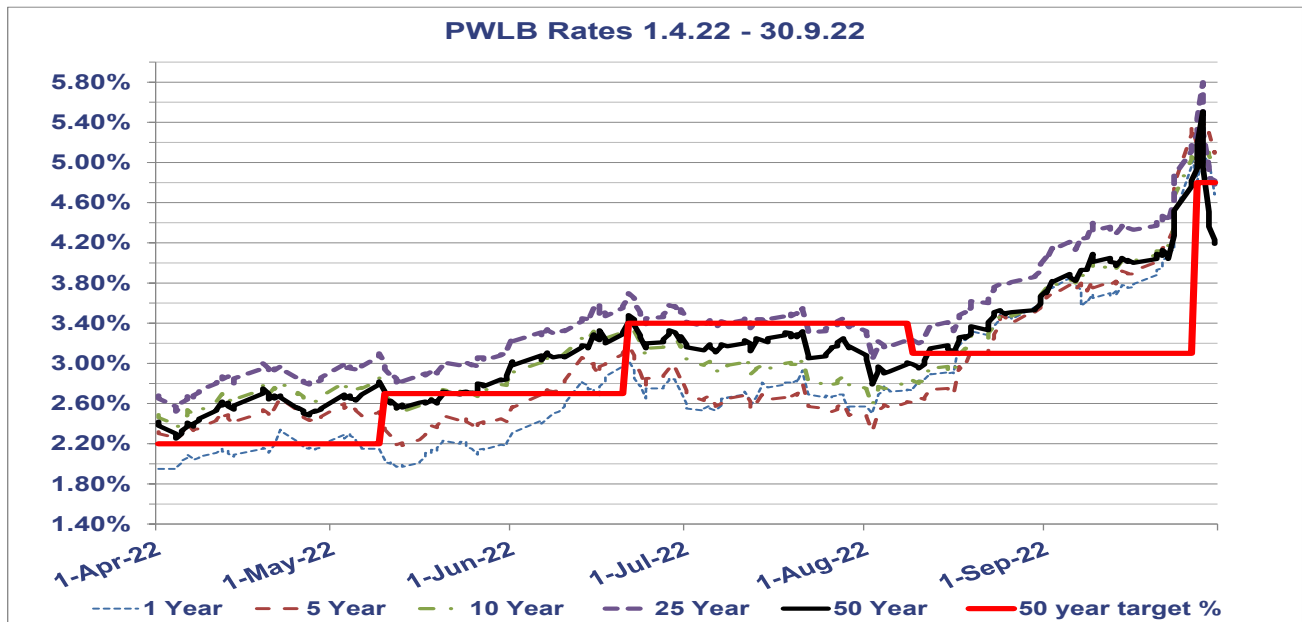
£'m	Total	HRA	Council Fund
Opening Balance – 1st April 2022			
Original Estimates ¹	430.33	106.83	323.50
Actual Balance	405.21	101.44	303.77
Closing Balance – 31st March 2023			
Original Estimates ¹	468.25	118.62	349.63
Quarter 1 Estimate	441.92	113.44	328.48
Quarter 2 Estimate	429.58	107.06	322.52
Closing Balance – 31st March 2024			
Original Estimates ¹	502.47	137.78	364.69
Quarter 1 Estimate	465.79	126.50	339.29
Quarter 2 Estimate	453.83	122.33	331.50
Closing Balance – 31st March 2025			
Original Estimates ¹	535.78	156.87	373.91
Quarter 1 Estimate	484.81	139.44	345.37
Quarter 2 Estimate	477.47	139.23	338.24

¹ Original estimate included in the Treasury Management Strategy approved by Full Council on 3rd March 2022 (excluding GCRE).

3.20 Borrowing / Re-scheduling

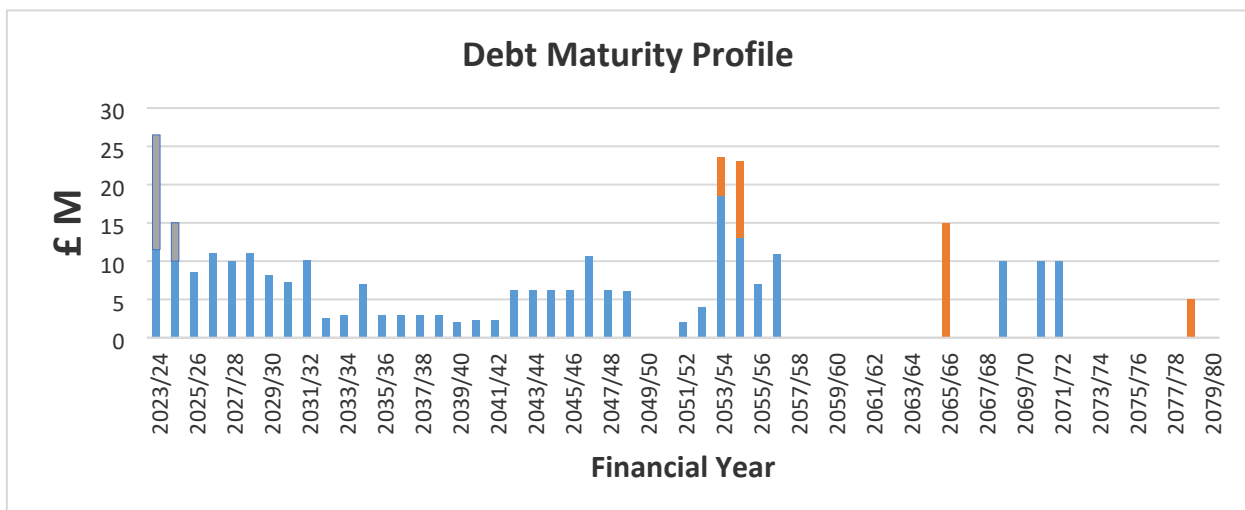
- 3.21 Effective management of the Authority's debt is essential to ensure that the impact of interest payable is minimised against our revenue accounts whilst maintaining prudent borrowing policies.
- 3.22 The finance team are currently working with council's treasury advisors to investigate if it would be beneficial to refinance any of the existing loans. With the increased gilts market, it may be advantageous to repay some of the LOBO (lenders options, borrowers' options) loans, officers have started this process and an update will be provided in the next report.

3.23 The chart below shows the increases in PLWB interest rates since the start of the financial year. PWLB borrowing rates are based on the Gilts market. Rates have steadily increased since the start of the financial year. A sharper increase has occurred since August, peaking at 5.8% for 25 year loans in September, an increase of just over 3% since the start of the year. Rates dropped slightly in the last few days of September.



3.24 A prohibition is still in place to deny access to borrowing from the Public Works Loan Board (PWLB) for any local authority which had purchase of assets for yield in its three year capital programme. There are currently no schemes for yield in the Capital Programme. With the significant amounts of borrowing in the future Capital Programme, the inability to access PWLB borrowing will need to be a major consideration for any future purchases of assets for yield. The additional income these assets generate must be sufficient to cover the increased borrowing costs, as borrowing sources other than the PWLB are likely to be more expensive.

3.25 Debt Maturity Profile



Key Blue = PWLB; Grey = Inter Authority Borrowing; Orange = Market Loans

3.26 £1.50 million PWLB and £5 million of borrowing from other local authorities has been repaid during the first quarter. A further £5 million was due to mature during this quarter but this borrowing has been extended for another 8 months. A further £5 million was borrowed from another local authority during the last quarter.

3.27 A further £5.01 million PWLB is due to be repaid in the third quarter. There will not be sufficient cash resources to absorb this repayment and the commitments in the capital programme. Additional borrowing will be required before the end of the financial year. With the uncertain economic position and significantly higher interest rates, the treasury team will look at shorter term borrowing (less than 1 year) to cover any requirements over the next few months. As outlined by Link later in this report, it is anticipated that borrowing rates will fall over the next few years, so we need to ensure that the council isn't locked into higher rate borrowing for long periods to allow flexibility to take advantage should rates drop.

3.28 With the changes to the MRP policy and the delayed requirement to borrow, the revenue budget set aside to cover these costs is projected to be underutilised in this financial year, however as demonstrated in the tables later in the report, these costs are likely to increase year on year.

3.29 PWLB Loans Rescheduling

3.30 Debt rescheduling opportunities have been very limited in the current economic climate and following the various increases in the margins added to gilt yields which have impacted PWLB new borrowing rates since October 2010. Existing borrowing rates remain lower than current rates, therefore no debt rescheduling has been undertaken to date in the current financial year.

3.31 Financing Costs to Net Revenue Stream

3.32 This indicator identifies the trend in the cost of capital, (borrowing and other long term obligation costs net of investment income), against the Councils net revenue budget (net revenue stream). The estimates of financing costs include current commitments and the proposals in the capital programme.

£'m	2022/23 Estimate	2023/24 Estimate	2024/25 Estimate
From the approved Treasury Management and Capital Strategy 2022/23			
Financing Costs	11.29	12.17	12.85
Net Revenue Stream	302.33	314.29	324.37
%	3.7%	3.9%	4.0%
Quarter 2 estimates			
Financing Costs	11.56	12.82	13.22
Net Revenue Stream	302.33	314.29	324.37
%	3.8%	4.1%	4.1%

3.33 The table above shows the capital financing costs and the change between those disclosed in the 2022/23 Treasury Management and Capital Strategy, with financing costs now increasing due to rising interest rates we estimate that the ratio will increase slightly to 3.8% of the council's net revenue budget.

3.34 The change has been caused by two factors.

1. The reduced borrowing requirement to support the capital programme in 2021/22 and future years. This has been the result of reprofiling of budgets into future years. This has allowed the council to defer the date that it expected to take out additional borrowing, reducing the current interest costs, however this borrowing will still be required in the future.
2. The cost of borrowing has increased significantly and continue to increase, a margin is built into the forecast, but rates have increased well above this.

3.35 Prudential Indicators

3.36 All Treasury Management Prudential Indicators were complied with in the quarter ending 30th September 2022.

3.37 Economic Background and Forecasts

3.38 The forecast of interest rates by the Authority's advisor at the 27th September 2022 are shown below. The rates have increased over the last few months but are expected to reduce slightly over the next few years. The current higher rates will increase the cost of borrowing over the next few years. The revised Medium Term Financial Strategy will be updated to take account of these changes.

Link Group Interest Rate View	27.09.22											
	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
BANK RATE	4.00	5.00	5.00	5.00	4.50	4.00	3.75	3.25	3.00	2.75	2.75	2.50
3 month ave earnings	4.50	5.00	5.00	5.00	4.50	4.00	3.80	3.30	3.00	2.80	2.80	2.50
6 month ave earnings	4.70	5.20	5.10	5.00	4.60	4.10	3.90	3.40	3.10	3.00	2.90	2.60
12 month ave earnings	5.30	5.30	5.20	5.00	4.70	4.20	4.00	3.50	3.20	3.10	3.00	2.70
5 yr PWLB	5.00	4.90	4.70	4.50	4.20	3.90	3.70	3.50	3.40	3.30	3.20	3.20
10 yr PWLB	4.90	4.70	4.60	4.30	4.10	3.80	3.60	3.50	3.40	3.30	3.20	3.20
25 yr PWLB	5.10	4.90	4.80	4.50	4.30	4.10	3.90	3.70	3.60	3.60	3.50	3.40
50 yr PWLB	4.80	4.60	4.50	4.20	4.00	3.80	3.60	3.40	3.30	3.30	3.20	3.10

3.39 The economic background provided by our treasury advisers; Link Group at the 30th September 2022 is attached at Appendix A. It should be noted that this was provided at the end of the quarter and circumstances have changed since then.

3.40 Sundry Debt

3.41 The prompt collection of debt and encouraging payment as soon as possible helps the Councils cashflow position, reducing the need for short term borrowing.

3.42 The following table outlines the Council's outstanding sundry debt at the 13th October 2022 of £15.77 million, up slightly from £15.13 million last quarter. This does not include Council Tax arrears.

Service	Current Debt	Aged Debt	Aged Debt	Aged Debt	Total	Change from previous quarter
	(30 days or less)	(31 to 60 days)	(61 - 90 days)	(Over 90 days)	Aged Debt	
Adult Services ²	1,301,456	3,146,572	295,317	6,324,871	9,766,760	3,057,405
Children's Services	56,021	2	112,204	58,040	170,246	-57,893
Corporate, Legal & Democratic Services	0	0	0	1,121	1,121	-460
Digital Services	33,531	615	4,016	26,326	30,957	5,649
Finance	10,907	14,816	512	479,145	494,473	-41,298
Highways, Transport & Recycling	267,967	63,606	100,946	641,329	805,881	-20,457
Housing	32,037	235,205	52,346	701,528	989,079	254,886
Leisure	18,195	0	971	45,175	46,147	-11,717
Other	26,456	5,000	5,961	79,045	90,005	5,811
Property, Planning & Public Protection	346,504	40,352	54,141	655,638	750,131	7,332
Schools	25,080	10,100	0	240,194	250,294	-119,215
Workforce and OD	129,201	46,455	30,207	53,346	130,009	-49,167
Total	2,247,353	3,562,722	656,622	9,305,758²	13,525,101	3,030,875

² There is a further £1.05 million outstanding debt with the local health board that sits outside this figure.

3.43 The £2.25 million shown in the current debt column relates to invoices that are less than 30 days old, overdue debt is classed as overdue when it is above 30 days after the invoice date.

3.44 The 2022/23 revenue budget includes £73.59 million of generated income. Based on the total debt it represents 21% of the annual generated income, if you exclude the current debt (less than 30 days old) this falls to 18% up from 14% last quarter.

3.45 There is a significant level of aged debt (over 30 days old) which has increased by £3.03 million since the last quarter.

3.46 The table in 3.42 shows that around two thirds of the over three month debt is adult social care debt. This is more difficult to collect as Welsh Government will not allow bailiff action on residential care fees and court action only as a last resort. This debt relates to a high proportion of elderly and vulnerable customers, and often deferred charges are placed on their properties, which requires waiting for houses to be sold and estates to be realised which is often a lengthy process.

3.47 The table below shows the debt raised and collected over the last five years.

Year	Debt Raised	Debt Collected	% Collected
2018	£37.0m	£29.3m	79%
2019	£39.4m	£26.8m	68%
2020	£43.9m	£38.7m	88%
2021	£49.0m	£40.4m	82%
2022 so far	£22.5m	£20.3m	90%

3.48 The debt recovery team is a small team of 5 FTE (full time equivalent) recovery officers. 2.5 FTE recovery officers are mostly collecting over £100m in council tax each year and 2.5 FTE work on the sundry debt full time. A system reminder is generated after a month and the team tends to concentrate on chasing the over 3 month debt. There are currently vacancies within the team, and there has been an inability to attract suitable candidates. When the team is at full strength it is better equipped to chase and reduce debt levels.

3.49 VAT

3.50 The Technical Section of Finance act as the authority's VAT section. VAT can pose a risk to the authority hence this report includes VAT information.

3.51 The monthly VAT returns were submitted within the required deadlines during this quarter.

3.52 Key Performance Indicators - The VAT KPI's for 2022/23 are attached at Appendix B.

4. Resource Implications

a. N/A

5. Legal implications

5.1 N/A

6. Data Protection

6.1 N/A

7. Comment from local member(s)

7.1 N/A

8. Impact Assessment

8.1 N/A

9. Recommendation

9.1 This report has been provided for information and there are no decisions required. It is recommended that this report be accepted.

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Head of Service:	Jane Thomas

Appendix A

1. Economics update – Provided by Link Group on the 1st October 2022

- The second quarter of 2022/23 saw:
 - GDP in Q1 2022/23 revised upwards to 0.2% q/q from -0.1%, which means the UK economy has avoided recession for the time being.
 - Signs of economic activity losing momentum as production fell due to rising energy prices.
 - CPI inflation ease to 9.9% y/y in August but domestic price pressures showing little sign of abating in the near-term.
 - The unemployment rate falls to a 48-year low of 3.6% due to a large shortfall in labour supply.
 - Bank Rate rise by 100bps over the quarter, taking Bank Rate to 2.25% with further rises to come.
 - Gilt yields surge and sterling fall following the “fiscal event” of the new Prime Minister and Chancellor on 23rd September.
- The UK economy grew by 0.2% in July following an upward revision to Q1’s GDP data (+0.2% q/q), though revisions to historic data left it below pre-pandemic levels.
- There are signs of higher energy prices creating more persistent downward effects in economic activity. Both industrial production (-0.3% m/m) and construction output (-0.8% m/m) fell in July 2022 for a second month in a row. Although some of this was probably due to the heat wave at the time, manufacturing output fell in some of the most energy intensive sectors (e.g., chemicals), pointing to signs of higher energy prices weighing on production. With the drag on real activity from high inflation having grown in recent months, GDP is at risk of contracting through the autumn and winter months.
- The fall in the composite PMI from 49.6 in August to a 20-month low of 48.4 in September points to a fall in GDP of around 0.2% q/q in Q3 and consumer confidence is at a record low. Retail sales volumes fell by 1.6% m/m in August, which was the ninth fall in 10 months. That left sales volumes in August just 0.5% above their pre-Covid level and 3.3% below their level at the start of the year. There are also signs that households are spending their excess savings in response to high prices. Indeed, cash in households’ bank accounts rose by £3.2bn in August, which was below the £3.9bn rise in July and much smaller than the 2019 average monthly rise of £4.6bn.
- The labour market remained exceptionally tight. Data for July and August provided further evidence that the weaker economy is leading to a cooling in labour demand. Labour Force Survey (LFS) employment rose by 40,000 in the three months to July (the smallest rise since February). But a renewed rise in inactivity of 154,000 over the same period meant that the unemployment rate fell from 3.8% in June to a new 48-year low of 3.6%. The single-month data showed that inactivity rose by 354,000 in July itself and there are now 904,000 more inactive people aged 16+ compared to before the pandemic in February 2020. The number of vacancies has started to level off from recent record highs but there have been few signs of a slowing in the upward momentum on wage growth. Indeed, in July, the 3my/y rate of average earnings growth rose from 5.2% in June to 5.5%.
- CPI inflation eased from 10.1% in July to 9.9% in August, though inflation has not peaked yet. The easing in August was mainly due to a decline in fuel prices reducing fuel inflation from 43.7% to 32.1%. And with the oil price now just below \$90pb, we would expect to see fuel prices fall further in the coming months.
- However, utility price inflation is expected to add 0.7ppts to CPI inflation in October when the Ofgem unit price cap increases, typically, to £2,500 per household (prior to any benefit payments). But, as the government has frozen utility prices at that level for two years, energy price inflation will fall sharply after October and have a big downward influence on CPI inflation.
- Nonetheless, the rise in services CPI inflation from 5.7% y/y in July to a 30-year high of 5.9% y/y in August suggests that domestic price pressures are showing little sign of abating. A lot of that is being driven by the tight labour market and strong wage growth. CPI inflation is expected to peak close to 10.4% in November and, with the supply of workers set to remain unusually low, the tight labour market will keep underlying inflationary pressures strong until early next year.

- The new Prime Minister and Chancellor have appeared to make a step change in government policy. The government's huge fiscal loosening from its significant tax cuts will add to these domestic inflationary pressures and will leave a legacy of higher interest rates and public debt. Whilst the government's utility price freeze, which could cost up to £150bn (5.7% of GDP) over 2 years, will reduce peak inflation from 14.5% in January next year to 10.4% in November this year, the long list of tax measures announced at the "fiscal event" adds up to a loosening in fiscal policy relative to the previous government's plans of £44.8bn (1.8% of GDP) by 2026/27. These included the reversal of April's national insurance tax on 6th November, the cut in the basic rate of income tax from 20p to 19p in April 2023, the cancellation of next April's corporation tax rise, the cut to stamp duty and the removal of the 45p tax rate, although the 45p tax rate cut announcement has already been reversed.
- Fears that the government has no fiscal anchor on the back of these announcements has meant that the pound has weakened, adding further upward pressure to interest rates. Whilst the pound fell to a record low of \$1.035 on the Monday following the government's "fiscal event", it has since recovered to around \$1.12. That is due to hopes that the Bank of England will deliver a very big rise in interest rates at the policy meeting on 3rd November and the government will lay out a credible medium-term plan in the fiscal statement on 23rd November. Nevertheless, with concerns over a global recession growing, there are downside risks to the pound.
- Since the fiscal event, we now expect the Monetary Policy Committee (MPC) to increase interest rates further and faster, from 2.25% currently to a peak of 5.00% in February 2023 (up from our previous forecast peak of 2.75%). The combination of the government's fiscal loosening, the tight labour market and sticky inflation expectations means we expect the MPC to raise interest rates by 100bps at the policy meetings in November (to 3.25%) and 75 basis points in December (to 4%) followed by further 50 basis point hikes in February and March (to 5.00%). Market expectations for what the MPC will do are volatile. If Bank Rate climbs to these levels the housing market looks very vulnerable, which is one reason why the peak in our forecast is lower than the peak of 5.50% priced into the financial markets at present.
- Gilt yields rose sharply at the end of September as investors demanded a higher risk premium and expected faster and higher interest rate rises to offset the government's extraordinary fiscal stimulus plans. The 30-year gilt yield rose from 3.60% to 5.10% following the "fiscal event", which threatened financial stability by forcing pension funds to sell assets into a falling market to meet cash collateral requirements. In response, the Bank did two things. First, it postponed its plans to start selling some of its quantitative easing (QE) gilt holdings until 31st October. Second, it committed to buy up to £65bn of long-term gilts to "restore orderly market conditions" until 14th October. In other words, the Bank is restarting QE, although for financial stability reasons rather than monetary policy reasons.
- Since the Bank's announcement on 28th September, the 30-year gilt yield has fallen back from 5.10% to 3.83%. The 2-year gilt yield dropped from 4.70% to 4.30% and the 10-year yield fell back from 4.55% to 4.09%.
- There is a possibility that the Bank continues with QE at the long end beyond 14th October or it decides to delay quantitative tightening beyond 31st October, even as it raises interest rates. So far at least, investors seem to have taken the Bank at its word that this is not a change in the direction of monetary policy nor a step towards monetary financing of the government's deficit. But instead, that it is a temporary intervention with financial stability in mind.
- The S&P 500 and FTSE 100 climbed in the first half of Q2 2022/23 before falling to their lowest levels since November 2020 and July 2021 respectively. The S&P 500 is 7.2% below its level at the start of the quarter, whilst the FTSE 100 is 5.2% below it as the fall in the pound has boosted the value of overseas earnings in the index. The decline has, in part, been driven by the rise in global real yields and the resulting downward pressure on equity valuations as well as concerns over economic growth leading to a deterioration in investor risk appetite.

MPC meetings 4th August and 22nd September 2022

- In August, the Bank of England's Monetary Policy Committee (MPC) increased Bank Rate to 1.75%, and on 22nd September moved rates up a further 50 basis points to 2.25%. The increase reflected a split vote – five members voting for a 50 basis points increase, three for 75 basis points and one for 25 basis points. The MPC continues to grapple with getting inflation back on track over a three-year horizon.
- Moreover, the UK now has a new Prime Minister, a new Chancellor and new economic policies that seek to grow the UK economy faster than at any time since the 1980s. The central planks to the government's new policies are tax cuts and regulatory simplification. It is too early to say whether such policies will boost growth in the ways intended, but what is clear at this juncture is that the lack of scrutiny of the various projections, ideally by the Office of Budget Responsibility (OBR), and an emphasis upon borrowing to fund the significant cost of the proposals scared the markets.
- Subsequently, the Government has announced that the OBR will scrutinise their spending plans on 23rd November, after the MPC next meets on 3rd November. Naturally, the Bank Rate forecast set out below will be dependent on a more joined-up set of communications from the Bank of England and the government than that which we have seen or heard so far. In addition, the fiscal governance aspects referred to in the OBR's upcoming review in November will need to be suitably couched in reassuring language and analysis to persuade the markets that fiscal rectitude has not been abandoned.
- Of course, what happens outside of the UK is also critical to movement in gilt yields. The US FOMC has led with increases of 300 basis points in the year to date and is expected to increase rates further before the end of the year. Similarly, the ECB has also started to tighten monetary policy, albeit from an ultra-low starting point, as have all the major central banks apart from Japan. Arguably, though, it is US monetary policies that are having the greatest impact on global bond markets.
- What happens in Ukraine will also impact the global economy, but particularly in Europe. The search for alternative providers of energy, other than Russia, will take both time and effort. The weather will also play a large part in how high energy prices stay and for how long.

2. Interest rate forecasts

The Council has appointed Link Group as its treasury advisors and part of their service is to assist the Council to formulate a view on interest rates. The PWLB rate forecasts below are based on the Certainty Rate (the standard rate minus 20 bps) which has been accessible to most authorities since 1st November 2012.

The latest forecast on 27th September sets out a view that both short and long-dated interest rates will be elevated for some little while, as the Bank of England seeks to squeeze inflation out of the economy, whilst the government is providing a package of fiscal loosening to try and protect households and businesses from the ravages of ultra-high wholesale gas and electricity prices. The increase in PWLB rates reflects a broad sell-off in sovereign bonds internationally but more so the disaffection investors have with the position of the UK public finances after September's "fiscal event". To that end, the MPC has tightened short-term interest rates with a view to trying to slow the economy sufficiently to keep the secondary effects of inflation – as measured by wage rises – under control, but its job is that much harder now.

Our current and previous PWLB rate forecasts below are based on the Certainty Rate (the standard rate minus 20 bps) which has been accessible to most authorities since 1st November 2012.

Link Group Interest Rate View 27.09.22												
	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
BANK RATE	4.00	5.00	5.00	5.00	4.50	4.00	3.75	3.25	3.00	2.75	2.75	2.50
3 month ave earnings	4.50	5.00	5.00	5.00	4.50	4.00	3.80	3.30	3.00	2.80	2.80	2.50
6 month ave earnings	4.70	5.20	5.10	5.00	4.60	4.10	3.90	3.40	3.10	3.00	2.90	2.60
12 month ave earnings	5.30	5.30	5.20	5.00	4.70	4.20	4.00	3.50	3.20	3.10	3.00	2.70
5 yr PWLB	5.00	4.90	4.70	4.50	4.20	3.90	3.70	3.50	3.40	3.30	3.20	3.20
10 yr PWLB	4.90	4.70	4.60	4.30	4.10	3.80	3.60	3.50	3.40	3.30	3.20	3.20
25 yr PWLB	5.10	4.90	4.80	4.50	4.30	4.10	3.90	3.70	3.60	3.60	3.50	3.40
50 yr PWLB	4.80	4.60	4.50	4.20	4.00	3.80	3.60	3.40	3.30	3.30	3.20	3.10

Link Group Interest Rate View 09.08.22													
	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
BANK RATE	2.25	2.50	2.75	2.75	2.75	2.50	2.50	2.25	2.25	2.25	2.25	2.25	2.00
3 month ave earnings	2.50	2.80	3.00	2.90	2.80	2.50	2.40	2.30	2.30	2.30	2.20	2.20	2.20
6 month ave earnings	2.90	3.10	3.10	3.00	2.90	2.80	2.70	2.60	2.50	2.50	2.40	2.30	2.30
12 month ave earnings	3.20	3.30	3.20	3.10	3.00	2.90	2.80	2.70	2.40	2.40	2.40	2.40	2.40
5 yr PWLB	2.80	3.00	3.10	3.10	3.00	3.00	2.90	2.90	2.80	2.80	2.80	2.70	2.70
10 yr PWLB	3.00	3.20	3.30	3.30	3.20	3.10	3.10	3.00	3.00	3.00	2.90	2.90	2.80
25 yr PWLB	3.40	3.50	3.50	3.50	3.50	3.40	3.40	3.30	3.30	3.20	3.20	3.20	3.10
50 yr PWLB	3.10	3.20	3.20	3.20	3.20	3.10	3.10	3.00	3.00	2.90	2.90	2.90	2.80

Link Group Interest Rate View 21.06.22												
	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
BANK RATE	1.75	2.25	2.75	2.75	2.75	2.75	2.50	2.50	2.25	2.25	2.25	2.25
3 month ave earnings	2.00	2.50	2.80	2.80	2.80	2.80	2.60	2.50	2.30	2.30	2.20	2.20
6 month ave earnings	2.50	2.80	3.00	3.00	2.90	2.90	2.80	2.70	2.60	2.50	2.40	2.30
12 month ave earnings	3.10	3.20	3.20	3.20	3.00	2.90	2.80	2.60	2.50	2.40	2.40	2.40
5 yr PWLB	3.20	3.30	3.30	3.30	3.30	3.20	3.10	3.00	3.00	3.00	2.90	2.90
10 yr PWLB	3.40	3.50	3.50	3.50	3.50	3.40	3.30	3.20	3.20	3.20	3.10	3.10
25 yr PWLB	3.70	3.70	3.70	3.70	3.70	3.70	3.60	3.50	3.50	3.40	3.40	3.30
50 yr PWLB	3.40	3.40	3.50	3.50	3.40	3.40	3.30	3.20	3.20	3.10	3.10	3.00

- LIBOR and LIBID rates ceased at the end of 2021. In a continuation of our previous forecasts, our money market yield forecasts are based on expected average earnings by local authorities for 3 to 12 months.
- Our forecasts for average earnings are averages i.e., rates offered by individual banks may differ significantly from these averages, reflecting their different needs for borrowing short-term cash at any one point in time.

A SUMMARY OVERVIEW OF THE FUTURE PATH OF BANK RATE

- Our central forecast for interest rates was previously updated on 9th August and reflected a view that the MPC would be keen to further demonstrate its anti-inflation credentials by delivering a succession of rate increases. This has happened but the “fiscal event” has complicated the picture for the MPC, who will now need to double-down on counteracting inflationary pressures stemming from the government’s widespread fiscal loosening.
- Further down the road, we anticipate the Bank of England will be keen to loosen monetary policy when the worst of the inflationary pressures are behind us – but that timing will be one of fine judgment: cut too soon, and inflationary pressures may well build up further; cut too late and any downturn or recession may be prolonged.
- The CPI measure of inflation will peak at close to 10.4% in November 2022. Despite the cost-of-living squeeze that is still taking shape, the Bank will want to see evidence that wages are not spiralling upwards in what is evidently, a very tight labour market.
- Regarding the “provisional” plan to sell £10bn of gilts back into the market each quarter, this is still timetabled to take place but not until October at earliest.
- In the upcoming months, our forecasts will be guided not only by economic data releases and clarifications from the MPC over its monetary policies and the government over its fiscal policies, but the on-going conflict between Russia and Ukraine. (More recently, the heightened tensions between China/Taiwan/US also have the potential to have a wider and negative economic impact.)
- On the positive side, consumers are still estimated to be sitting on over £160bn of excess savings left over from the pandemic so that will cushion some of the impact of the above challenges. However, most of those are held by more affluent households whereas lower income families already spend nearly all their income on essentials such as food, energy, and rent/mortgage payments.

PWLB RATES

- The yield curve has shifted upwards since our August update and PWLB 5 to 50 years Certainty Rates are, generally, in the range of 4.25% to 5.75%. The yield curve is currently inverted.
- We view the markets as having built in, already, nearly all the effects on gilt yields of the likely increases in Bank Rate and the poor inflation outlook but markets are volatile and further whipsawing of gilt yields across the whole spectrum of the curve is possible.

The balance of risks to the UK economy: -

- The overall balance of risks to economic growth in the UK is to the downside.

Downside risks to current forecasts for UK gilt yields and PWLB rates include: -

- **Labour and supply shortages** prove more enduring and disruptive and depress economic activity (accepting that in the near-term this is also an upside risk to inflation and, thus, rising gilt yields).
- **The Bank of England** acts too quickly, or too far, over the next two years to raise Bank Rate and causes UK economic growth, and increases in inflation, to be weaker than we currently anticipate.
- **UK / EU trade arrangements** – if there was a major impact on trade flows and financial services due to complications or lack of co-operation in sorting out significant remaining issues.
- **Geopolitical risks**, for example in Ukraine/Russia, China/Taiwan/US, Iran, North Korea, and Middle Eastern countries, which could lead to increasing safe-haven flows.

Upside risks to current forecasts for UK gilt yields and PWLB rates: -

- The **Bank of England is too slow** in its pace and strength of increases in Bank Rate and, therefore, allows inflationary pressures to build up too strongly and for a longer period within the UK economy, which then necessitates an even more rapid series of increases in Bank Rate faster than we currently expect.

- **The Government** acts too quickly to cut taxes and/or increases expenditure in the light of the cost-of-living squeeze.
- **The pound weakens** because of the UK's growing borrowing requirement resulting in investors pricing in a risk premium for holding UK sovereign debt.

Longer term **US treasury yields** continue to rise strongly and pull gilt yields up even higher than currently forecast.

Appendix B

VAT - Key Performance Indicators

Creditor Invoices

VAT return for	No of high value Creditor invoices checked	No of Creditor invoices highlighted as requiring "proper" document for VAT recovery	% of creditor invoices checked requiring "proper" document for VAT recovery
Apr-22	269	3	1.12%
May-22	294	8	2.72%
Jun-22	247	4	1.62%
Jul-22	262	5	1.91%
Aug-22	230	4	1.74%
Sep-22	253	2	0.79%
Oct-22			
Nov-22			
Dec-22			
Jan-23			
Feb-23			
Mar-23			

Income Management Entries

VAT return for	No of entries checked by formula per the ledger account code used	No of entries needing follow up check (but not necessarily incorrect).	% of entries needing follow up check
Apr-22	857	0	0.00%
May-22	955	2	0.21%
Jun-22	1,080	0	0.00%
Jul-22	925	0	0.00%
Aug-22	1,077	2	0.19%
Sep-22	989	0	0.00%
Oct-22			
Nov-22			
Dec-22			
Jan-23			
Feb-23			
Mar-23			

Debtor Invoices

VAT return for	No of Debtor invoices checked	No of checked debtor invoices with incorrect VAT code used	% of debtor invoices with incorrect VAT code
Apr-22	81	0	0.00%
May-22	73	0	0.00%
Jun-22	84	0	0.00%
Jul-22	93	0	0.00%
Aug-22	96	0	0.00%
Sep-22	120	0	0.00%
Oct-22			
Nov-22			
Dec-22			
Jan-23			
Feb-23			
Mar-23			

Note: Debtors VAT checking is carried out by Finance via a work process prior to the invoice being raised hence the improvement in errors compared to previous years

Purchase Cards

VAT return for	No of transactions for which paperwork requested for checking	Resolvable errors discovered	Value of VAT potentially claimable but recharged to budget due to non- response	No of transactions where VAT claimed incorrectly	% of transactions available to be checked where VAT was claimed incorrectly	Value of VAT incorrectly claimed hence recharged to budget
Apr-22	155	22	£2,668.91	14	9.03%	£380.22
May-22	142	14	£2,159.74	25	17.61%	£196.73
Jun-22	141	15	£2,048.25	18	12.77%	£1,005.40
Jul-22	148	10	£883.67	21	14.19%	£1,244.60
Aug-22	116	27	£1,011.58	4	3.45%	£141.44
Sep-22	164	24	£2,402.72	27	16.46%	£1,329.19
Oct-22						
Nov-22						
Dec-22						
Jan-23						
Feb-23						
Mar-23						

Chargebacks to service areas

The upload of appropriate documents to the Barclaycard purchase card system to enable vat recovery was made mandatory in September 2017 as a result of the lack of response from service areas/establishments to provide documents when requested. Where no document has been uploaded, any VAT amount input against the transaction is charged to the service area as there is no evidence to support the vat recovery.

Any other VAT errors that come to light as a result of the various checks are also charged to the relevant service areas.

Budget holders are able to see this clearly as chargebacks are coded to account code EX400600 and the activity code used alongside this gives the reason why this chargeback has occurred.

The total amount charged back to service areas in 2022/23 is £211,128 to date. The breakdown of this is as follows:

Potentially correctable errors

Reason	Amount £
Not a tax invoice	17,825
Powys County Council is not the named customer	31
No invoice uploaded to purchase card system	13,345
Invoice(s) do not match payment	1,096
No evidence to back recovery	0
No Signed Authenticated Receipt ³	174,767
Total	207,064

³ The relevant documentation has been sourced for these entries and the VAT will be claimed in the VAT return.

Other errors

Reason	Amount £
Non-domestic VAT	746
No tax on invoice	1,473
Supply not to Powys County Council	316
Over-accounting for VAT	1,462
Internal payments	67
Total	4,064



Powys County Council

CORPORATE SAFEGUARDING POLICY

Safeguarding People in Powys

Development of Policy		
Document authors	Professional Lead, Legal & Policy Development Officer, Children's Services	
Version 1	<u>Consultation has taken place with the following -</u>	
	Executive Management Team	21/09/22
	Heads of Service, Procurement & Scrutiny Chair	30/09/22
	Member Lead for Safeguarding	03/10/22
	Senior Leadership Team	12/10/22
	Cabinet EMT	18/10/22
	Health & Care Scrutiny	08/11/22
	Member Lead for Safeguarding	14/11/22
	<u>Approved by –</u>	
	Executive Management Team	23/11/22
Corporate Safeguarding Board	05/12/22	
Cabinet	13/12/22	
Issued		
Review due		13/12/24

CONTENTS

	Subject	Page
1.	Introduction	3
2.	Purpose	3
3.	Principles	4
4.	Legislation, Policy and Guidance	5
5.	Governance Arrangements	8
6.	Roles and Responsibilities	12
7.	Reporting – Duty to Report and How to Report a Concern	18
8.	Reporting Monitoring and Review	19
9.	Councils Core Values	20
10.	Appendix Appendix 1 – What constitutes Abuse? Appendix 2 – CYSUR governance structure Appendix 3 – Corporate Safeguarding Self-Assessment Audit Tool Appendix 4 – Corporate Safeguarding Board Development Plan Appendix 5 – Corporate Whistleblowing Policy Appendix 6 – Customer Service Policy/Unacceptable Behaviour Policy Appendix 7 – Corporate Diversity and Equality Policy Appendix 8 – Corporate Social Media Policy	21

1. Introduction

Safeguarding and protecting children and adults at risk is a high priority for Powys County Council and ensuring that there are robust arrangements and procedures in place. **Safeguarding is everyone's business**, and every child and adult has the right to be protected from harm, exploitation and abuse.

This Corporate Safeguarding Policy provides a framework for **every member of staff, elected members and service areas** within the Council, setting out responsibilities in relation to safeguarding and protecting children and adults at risk, as well as the methods by which the Council will be assured that it is fulfilling its duties.

The intention is that this Corporate Safeguarding Policy will supplement and not replace any responsibilities already set out in legislation, policy or guidance.

This policy applies to all Powys County Council employees and workforce, councillors, volunteers and service providers that are commissioned or procured by the Council. For the purposes of this policy 'workforce' is defined as those engaged by the Council, including permanent and temporary employees, students, volunteers, workers employed by employment agencies, contractors and consultants.

Whilst Social Services is the lead Service for dealing with enquiries regarding allegations/ concerns that children and adults may be suffering significant harm, everyone has a responsibility to safeguard the welfare of children, young people and adults whatever the role of the individual.

2. Purpose

The purpose of this policy is to set out the roles and responsibilities of the Council workforce including elected members and to ensure everyone is clear on their obligations to promote the safety and well-being of children, young people and adults at risk.

The policy will provide a framework to prevent, detect and report neglect and abuse in respect of children, young people and adults.

The information within the policy will give assurances to the public, service users, councillors, employees, volunteers and people working on behalf of the Council that there are sound arrangements in place to safeguard and protect children, young people and adults at risk.

This policy will provide Council employees and councillors with clear guidelines to identify when a child or adult may be at risk of harm.

For the purpose of this policy, 'workforce' is defined as those engaged by the Council, including permanent and temporary employees, students, volunteers, workers employed by employment agencies, contractors and consultants.

The term 'child/children' means up to the age of 18 years, as defined in the Social Services and Wellbeing (Wales) Act 2014. The term 'adult' means a person over the age of 18.

The Policy covers the whole workforce and elected members, and whilst everyone will have varied levels of contact with children, young people and adults at risk, everybody should be aware of potential indicators of neglect and abuse and be clear about what to do if they have concerns.

This policy does not require the Council workforce to take on the responsibility of determining whether abuse/neglect is actually taking place, however, it is necessary for anyone with reasonable concern about the potential abuse or neglect of a child, young person or adult, to report that concern.

3. Principles

The Council applies the following principles;

- To create and maintain a safe environment for children and adults with whom they are in contact
- To identify where there are risks/concerns and taking action to report and/or address them in partnership with other agencies
- To put the welfare of children and adults at the heart of policies and procedures
- We believe every child and adult has the right to be protected from harm, exploitation and abuse
- To work closely in partnership with children, their parents, carers and adults and other agencies to safeguard and promote the welfare of children and adults
- To respect the rights, wishes, feelings and privacy of children and adults by listening to them and minimise any risks that may affect them
- To prevent unsuitable people from working with children, young people and adults at risk
- To ensure the whole workforce understands safeguarding and their accountabilities and responsibilities
- To invest in early intervention and preventative work to try and avoid situations where abuse or allegations of abuse or harm may occur
- To ensure that all tendering and commissioning contracts explicitly detail the safeguarding obligations within this policy, and are managed/monitored through the life of the contract

- To promote safe practice and challenge poor and unsafe practice.

This policy requires effective partnership working, co-operation and collaboration between all those involved with children, young people and adults at risk to ensure that the principles above are applied.

4. Legislation, Policy and Guidance

Legislation contained within the various Acts and guidance identified below enshrine the right to protection from abuse. The legal starting point in achieving this objective is a professional's duty to report allegations of abuse and neglect.

The law also identifies the Local Authority as the lead organisation in making enquiries to identify whether an individual is at risk and in coordinating the response to protect.

In practice this is never achieved in isolation or without clear leadership and accountability for the work, which is equally set out in law, along with the duty to cooperate and collaborate with others.

The Council recognises that good practice in safeguarding brings together all activity aimed at promoting safe practice with vulnerable groups and preventing abuse and neglect. For this reason and because the law, policy, guidance and regulations change from time to time, it is impossible to provide an exhaustive list of relevant documents, but the most significant items are included below: -

[The Social Services and Well-being \(Wales\) Act 2014](#) came into force on 6 April 2016. The Act provides the legal framework for improving the well-being of people who need care and support. The Act is made up of 11 Parts with Part 7 relating to safeguarding specifically, it is this legislation that provides the framework for the Wales Safeguarding Procedures.

Part 7 of the Act highlights the duty to report: if someone has a reasonable cause to suspect a child, young person, or adult, is at risk, they should report this and will be supported to do so. This duty relates to the whole of the Council's workforce.

This duty has evolved out of Section 128 of the Social Services and Wellbeing (Wales) Act 2014, which outlines the statutory 'duty to report Adults at risk', and Section 130 of the SSWBA 2014, which states that there is a statutory 'duty to report children at risk'.

Where anyone has a reasonable cause to suspect a child, young person, or adult is at risk, the Local Authority should be informed. Even where the individual may be

outside of the Local Authority area (Powys), the relevant Local Authority should be informed.

As stated previously, there is no duty on an individual to ascertain whether abuse or neglect is actually happening: holding a reasonable concern is enough to report. The primary statutory role of safeguarding the welfare of children in Wales lies with Local Authorities and this policy aims to enshrine the principles of this Act.

The [Children Act 1989](#) is the principal piece of legislation that makes provision about the safeguarding and promotion of the welfare of children.

The Act centres on the welfare of children being paramount and introduced various duties for Local Authorities, including the expectation that anyone has a duty of care to children.

Section 47(1) of the Children Act 1989 contains duties that require a local authority to make, or cause to be made, such enquiries as it considers necessary to enable it to decide whether it should take any action to safeguard or promote the child's welfare.

Other legislation, policies and guidance to promote a child's safety and wellbeing are:

- The Children Act 2004
- Safeguarding Children: Working Together under the Children Act 2004
- Education Act 2002
- Keeping Learners Safe under the Education Act 2002
- United Nations Convention on Rights of the Child. This includes the right to life, survival and development, and protection from violence, abuse, and neglect.

The [Children Act 2004](#) builds on and strengthens the framework set out in the Children Act 1989. There are a number of provisions in the Children Act 2004 which relate directly or indirectly to agencies' responsibilities to safeguard and promote the welfare of children:

- **Section 25** of the **Children Act 2004** (co-operation to improve well-being: Wales) has been amended by the 2014 Act;
- **Section 26** of the **Children Act 2004** (children and young people's plans: Wales) has been repealed by the [Well-being of Future Generations \(Wales\) Act 2015](#) and replaced by the duty on public service boards to prepare and publish assessments of local well-being and local well-being plans
- **Sections 31 to 34** of the **Children Act 2004** (Local Safeguarding Children Boards: Wales) have been repealed and replaced by the provisions in section 134 to 140 of the 2014 Act (Safeguarding Boards).

Section 28 of the **Children Act 2004** imposes a duty on local authorities and other bodies such as the local police body, local health boards, NHS Trusts, probation boards and youth offending teams to ensure that their functions are discharged having regard to the need to safeguard and promote the welfare of children.

Under **Part 7** of the **Social Services and Well-being (Wales) Act 2014 (the 2014 Act)** local authorities must establish Safeguarding Children Boards comprised of representatives from local authorities, the local police body, local health board, NHS Trust, probation board, youth offending team and others.

Section 127 of the **2014 Act** enables applications to be made to magistrates' courts for adult protection and support orders. Applications for such orders may be made by an officer of a local authority who has been authorised by a local authority to perform functions under that section.

Accompanying the Act, the Welsh Government has published statutory safeguarding guidance [Working Together to Safeguard People](#).

The Wales Safeguarding Procedures [Social care Wales \(safeguarding.wales\)](#) have been designed to enable frontline practitioners and their managers apply the legislative requirements and expectations of the [Social Services and Well-being \(Wales\) Act 2014](#). The aim is to improve person-centred outcomes for adults at risk of abuse and neglect and children at risk.

The procedures also recognise other relevant legislation, guidance and protocols. For example, the [Domestic Abuse \(Violence against Women, Domestic Abuse and Sexual Violence \(Wales\) Act 2015\)](#) and the Wales Safeguarding Procedures Practice Guides, created to identify and respond to all forms of child exploitation as a form of child abuse.

[The Mental Capacity Act 2005](#) ensures adequate protection for all adults at risk. The principles embedded in the Act are that people should act in the best interests of adults, and the Act has been designed to restore power to those that are vulnerable adults.

The [Modern-Day Slavery Bill 2015](#) also introduced powers for the Court to protect people from the harm caused by modern slavery, which encompasses slavery, sexual exploitation, human trafficking, forced labour and domestic servitude. Local Authorities must be alive to identifying people at risk of these issues.

Local Authorities also have a duty to identify any vulnerable individuals at risk of radicalisation from all forms of extremism. The [Counter Terrorism and Security Act 2015](#) highlights that people may be vulnerable to ideologies placed upon them and

enticed to act on extremist beliefs. Reporting these issues and ensure that intervention processes are utilised to deter involvement.

Other legislation, policies and guidance that promote the rights, safety and wellbeing of people in general are:

- United Nations Convention on the Rights of Disabled People (UNCRDP)
- In Safe Hands 2000
- Section 17 of the Crime and Disorder Act 1998
- Housing Act 2004
- Licensing Act 2003
- Human Rights Act 1998

The Council will also ensure compliance with its own existing policies and procedures (see Appendix for relevant policies).

The intention is that this Corporate Safeguarding Policy will supplement and not replace any responsibilities already set out in legislation, policy or guidance set out above.

5. Governance Arrangements

At a corporate level, the responsibility for monitoring the effectiveness of safeguarding arrangements across the Council is delegated to the Corporate Safeguarding Board.

The Corporate Safeguarding Board is made up of lead practitioners for each Council Portfolio / Service Area who are the Designated Safeguarding Leads. The Board meets on a quarterly basis.

Observations of Cabinet, Scrutiny, Internal Audit and external regulators will steer and influence the priorities of the Corporate Safeguarding Board.

Under Section 5 (Governance Arrangements) of the Corporate Safeguarding Board Terms of Reference, Designated Safeguarding Leads are *'responsible for obtaining from and disseminating back into their service areas information and actions; they will be accountable for the completion of actions and tasks attributed to their service area'*.

Section 5 (Reporting Arrangements) of the Corporate Safeguarding Board Terms of Reference (The board) *'will publish an Annual Report (can be incorporated within other annual plans as appropriate). This report will identify changing themes, learning and strategies implemented to address those changes, draw attention to the Council's performance in complying with the Corporate Safeguarding Policy, and include an audit of each service areas' safeguarding performance.'*

a) **Governance Structure – Corporate Safeguarding Board**

Membership of the Corporate Safeguarding Board will consist of the following officers-

- Chief Executive
- Executive Director of Economy and Environment
- Director of Corporate Services
- Director of Social Services and Housing
- Director of Childrens Services and Education
- Designated Safeguarding Lead for each Service area, namely all Heads of Service, currently as follows:
 - Head of Transformation and Democratic Services
 - Head of Workforce and Organisational Development
 - Head of Digital and Economy
 - Head of Property, Planning and Public Protection
 - Head of Highways, Transport and Recycling
 - Head of Housing
 - Head of Community Services
 - Head of Adult Services
 - Head of Commissioning and Partnerships (Social Services)
 - Head of Children’s Services
 - Head of Education
 - Head of Finance
 - Head of Legal and Monitoring Officer
- Children’s Social Services Safeguarding Senior Manager
- Adult Social Services Safeguarding Senior Manager
- Children’s Services Representative – Corporate Parenting Senior Manager
- Adults Services Representative – Safeguarding Team Manager
- Education Services Manager and Designated Safeguarding Lead for Education
- Communications and Welsh Language Manager
- Professional Lead for Procurement and Commercial Services.

Officers must identify a representative to attend in their place if they are unable to attend.

Membership of the Corporate Safeguarding Board will consist of the following elected members -

- Leader of the Council
- Deputy Leader, and
- all Cabinet Members.

The Chair of the Corporate Safeguarding Board can approve additional co-opted members if appropriate.

b) **Regional Safeguarding Boards**

Powys County Council is a member of the Mid and West Wales Safeguarding Board who are the key statutory mechanism for agreeing how the relevant organisations in each area will cooperate to safeguard children and adults at risk, and for ensuring the effectiveness of what they do.

CYSUR is the Mid and West Wales Regional Safeguarding Children Board. It is an acronym for Child and Youth Safeguarding; Unifying the Region and is also the Welsh word for reassurance. CYSUR is an amalgamation of the former Local Safeguarding Children Boards in Carmarthenshire, Ceredigion, Pembrokeshire and Powys.

CWMPAS is the Mid and West Wales Regional Safeguarding Adults Board. It is an acronym for Collaborative Working and Maintaining Partnership in Adult Safeguarding and is also the Welsh word for scope or remit. CWMPAS also stretches across Carmarthenshire, Ceredigion, Pembrokeshire and Powys.

The Boards are both multi-agency statutory partnerships that have responsibility –

- To protect children who are experiencing, or are at risk of abuse, neglect or other kinds of harm and to prevent children from becoming at risk of abuse, neglect or other kinds of harm.
- To protect adults who, have needs for care and support (whether or not the local authority is meeting any of those needs), and are experiencing, or are at risk of, abuse or neglect. To prevent those adults from becoming at risk of abuse or neglect.

The Boards both have a statutory duty to develop Annual Plans on a regional basis and have an overall responsibility for challenging relevant agencies in relation to the measures that are in place to protect children and adults at risk.

c) **Powys Local Operational Group**

Reporting to the Mid and West Wales Safeguarding Board, the Local Operational Group (LOG) is the strategic multi-agency body for safeguarding adults and children in Powys.

Membership of the LOG consists of senior managers in Social Services, Education, Further Education, Health, Police, Probation and the Voluntary Sector.

Part of the LOG's remit is to scrutinise multi-agency safeguarding policy and practice in Powys.

d) **Statutory Director of Social Services**

The Statutory Director of Social Services has legal accountability for ensuring the Council has appropriate safeguarding measures in place to protect children, young people, and adults at risk and is the Chair of the Corporate Safeguarding Board.

The Director is responsible for reporting the effectiveness of these arrangements on a corporate level to the Chief Executive, Senior Management Team, Cabinet, Council, and the Corporate Safeguarding Board (CSB).

The Director of Social Services is the point of contact for all other Directors to report serious safeguarding concerns, which may occur in their service area.

The Director of Social Services is responsible for ensuring appropriate action is taken including reporting to the Chief Executive and Lead Cabinet Member as necessary ,or escalation to the Regional Safeguarding Board.

e) **The Chief Executive**

The Chief Executive has overall responsibility for ensuring arrangements for safeguarding of children and adults at risk are effective across the Council.

The Chief Executive is responsible for developing effective governance arrangements and ensuring there is a safeguarding policy in place.

Through one-to-one meetings with the Director of Social Services, the Chief Executive is kept informed of relevant safeguarding issues.

f) **The Lead Cabinet Member**

The Cabinet Member for a Safer Powys has overall responsibility for providing political leadership to ensure the Council fulfils its duties and responsibilities for safeguarding. They will have a clear commitment to corporate safeguarding. The Director of Social Services will brief the lead cabinet member on the effectiveness of adult protection/child protection arrangements and sensitive cases, which may become the subject of an adult practice or child practice review or may otherwise become a matter of public interest.

g) **Cabinet Members**

Cabinet Members will have regular meetings with their relevant Heads of Service to ensure their awareness and understanding of any corporate safeguarding matters within their respective Portfolio areas.

The Director of Social Services will brief relevant cabinet members on the effectiveness of adult protection/child protection arrangements and sensitive

cases, which may become the subject of an adult practice or child practice review or may otherwise become a matter of public interest.

h) **Directors**

Directors are responsible for ensuring and assuring the effectiveness of safeguarding arrangements within their respective directorates.

Directors are responsible for reporting any serious safeguarding concerns that may arise in their directorates to the Director of Social Services. Directors will brief their respective Cabinet Members on any safeguarding issues and on the general effectiveness of safeguarding arrangements.

Directors are responsible for ensuring the workforce within their Directorates are appropriately trained to identify and respond to safeguarding concerns.

Directors are responsible for ensuring that they have safeguarding operational procedures in place and Safeguarding Self-Evaluation Audits are undertaken for the relevant service areas within their Directorate.

Directors are required to report to the Corporate Safeguarding Board on safeguarding risks in their service area and the effectiveness of their directorate safeguarding arrangements.

i) **LADO (Local Authority Designated Officer)**

The LADO is responsible for co-ordinating the response to any concerns about safeguarding for children, young people, and adults. The LADO will also work with children's and adults' services to give advice and guidance on safeguarding.

6. Role and Responsibilities

All employees, councillors and volunteers have the duty to report concerns about abuse and neglect.

Children's Services have the responsibility for receiving and responding to new concerns about Children and Adult Services have the responsibility for receiving and responding to new concerns about adults at risk. However, all staff in the Council have a responsibility for safeguarding.

(a) **Line Managers and Supervisors**

Every line manager / supervisor is responsible for ensuring that the workforce for whom they are responsible (including agency, consultants, and volunteers) receive the training they need, proportionate to their role and responsibilities.

Managers must proactively analyse where risks to safeguarding are most likely to arise in their particular service(s) and ensure they have appropriate operational procedures and supporting systems in place to manage these well.

They must ensure safeguarding is part of every employee / volunteer's induction and identify anyone who is likely to come into contact with children or adults at risk as part of their role. Safeguarding should then be a standardised item on staff supervision and team meetings.

Managers must ensure that all employees / volunteers are aware of how to report safeguarding concerns and to whom and that they are aware of the Council's Whistleblowing Policy.

Managers are responsible for ensuring employees / volunteers are aware that they must conduct themselves in a manner that safeguards and promotes the wellbeing of children and adults at risk.

Managers must provide employees / volunteers with guidance about responding to safeguarding concerns as required.

Managers must ensure that contracts and agreements satisfy the Council's requirements for training, induction and guidance and that ongoing monitoring is in place to ensure continued consistency with the contract requirements

(b) **Service Commissioners/Contract Managers**

Commissioners will be responsible for ensuring that contractual arrangements specify responsibilities in relation to safeguarding in accordance with this Policy and existing commissioning policy.

When commissioning services, careful consideration is given as to what safeguarding measures are required of contractors or service providers. For example:

- DBS checks at the appropriate level – it is expected that DBS checks must be in place for any commissioned transport services
- Safeguarding policies
- Safeguarding training
- Ethical supply chain practice
- Modern slavery policy.

This would apply to services where contractors are likely to come into contact with children, young people or adults at risk and can form part of the contract management arrangements.

Contract Managers (who may also be commissioners) have responsibility to ensure that the proposals and requirements set out in contracts or Service Level Agreements are adhered to by providers on an ongoing basis through the term of the contract and to ensure that they are aware of any new developments e.g. changes in legislation or guidance and communicated through contract management events

Contractors are also responsible for informing relevant managers of the Council about any concerns they may have, and to refer safeguarding concerns to the Front Door or ASSIST services.

(c) **Lead Member for Corporate Safeguarding**

The Cabinet Member for a Safer Powys acts as the 'champion' for Corporate Safeguarding. The Lead Member will work closely with and take professional advice from a range of Senior Officers within the Authority, as appropriate.

The Lead Member will liaise and consult with other Cabinet Members on individual matters likely to affect their portfolios as set out in the Council's Scheme of Delegation.

(d) **All Elected Members**

All elected members must familiarise themselves with this Policy, access training on their responsibilities and seek advice from the Director of Social Services if they are unclear about their responsibility for safeguarding.

The Corporate Safeguarding Policy will be communicated as part of the mandatory induction programme for all new elected members.

All elected members will be invited to attend training in respect of safeguarding children and adults at risk and additional safeguarding training needs.

Elected members' duties will be to keep children, young people and adults who are at risk, safe by:

- Ensuring that everyone understands their safeguarding accountabilities and responsibilities;
- Contributing to the creation and maintenance of a safe environment;
- Promoting safe practice and challenging poor or unsafe practice;

- Identifying where there are concerns and taking appropriate action to address them.

(e) **The Chief Executive**

The Chief Executive will ensure that there are effective safeguarding arrangements in place, including policies and procedures, that those policies and procedures are implemented, that there are effective governance arrangements in place and that all statutory requirements are being met and that procedures for reporting concerns are in place and that these are implemented and known within the organisation.

(f) **Statutory Director of Social Services**

This role as defined by the Social Services and Well-Being Act 2014 is fulfilled by the Council's Director of Social Services and Housing has the final and indivisible responsibility for safeguarding issues to safeguard and promote the welfare of children and adults at risk.

They are responsible for ensuring that the Council has appropriate safeguarding measures to protect children and young people, adults and vulnerable older people and is responsible for reporting at a corporate level to councillors on their effectiveness.

(g) **Directors**

Each Director through their Management Teams will be responsible for ensuring that all the statutory requirements in terms of safeguarding and promoting the welfare of children and adults at risk are addressed.

They are also responsible for:

- Meeting regularly with relevant Cabinet Members so ensure their awareness of corporate safeguarding matters within their respective Portfolio areas.
- Putting in place appropriate systems within their service areas that ensure compliance with this policy
- Ensuring appropriate training is delivered
- Communicating information about who staff need to contact and making sure this information is reviewed regularly so that it is up to date and accurate
- Compiling a report in respect of their Safeguarding arrangements that will be used to inform the Annual Report and that the annual Corporate safeguarding report for Scrutiny is delivered
- Monitor the implementation of and compliance with this Policy across the Council
- Set clear lines of accountability
- Ensure that there are lead safeguarding managers within each service area
- Ensure that the Council implements the UN Convention on the Rights of the Child.

(h) **All Heads of Service**

All Heads of Service are the Designated Safeguarding Lead for their respective service area. Through their Management Teams they will be jointly responsible for ensuring that all the statutory requirements in terms of safeguarding and promoting the welfare of children and adults receive due consideration.

All Heads of Service must ensure that where those posts are designated as regulated activity, their staff are checked through the Disclosure and Barring Service (DBS) procedures and conform to the Policy and Guidelines for Safeguarding Children and Adults.

All Heads of Service must establish arrangements to ensure that staff comply with the requirement of this policy.

(i) **Health and Care Scrutiny Committee**

The role of the Scrutiny Committee is to review and scrutinise decisions and make reports or recommendations in connection with the discharge of any of the Council's functions whether by the Cabinet or another part of the Council.

The role is to provide constructive challenge to the Council about its safeguarding activity in an impartial and independent manner.

(j) **Designated Safeguarding Leads**

Every service area within the Council is required to nominate a Safeguarding Lead for dealing with safeguarding children and adult's issues. In Powys this is the Head of Service. They are responsible for:

- Acting as an overarching and key source of advice and support for other staff in their Service on all safeguarding issues
- Ensuring robust arrangements are in place for staff to access day to day practice advice and support for safeguarding from their line managers
- Support staff to refer or take the lead in referring safeguarding concerns to Social Care as appropriate
- Being familiar with the Councils Corporate Safeguarding Policy and the Wales Safeguarding Procedures as they relate to Children's and Adult's safeguarding
- Ensuring the operational procedures for safeguarding within the directorate are compliant with legislation and statutory guidance and are issued to all staff
- Representing their service area on the Corporate Safeguarding Board
- Ensuring compliance with policies and guidance within their service area and reporting this to the Corporate Safeguarding Board
- Attending relevant training
- Ensuring members of the workforce within their Services attend training at levels appropriate to their roles and functions and maintain management information in relation to attendance on training

- Ensuring safeguarding responsibilities are highlighted through staff induction processes, team meetings, supervision and staff briefing

(k) **All staff / Officers**

Every service area of the Council has a role to play and must take full ownership of their safeguarding responsibilities. The Council expects every member of the workforce to take all reasonable steps to ensure the safety of any child or adult at risk involved in Council activity.

Staff, volunteers and contractors can be the 'eyes and ears' of the Council, as they go about their day-to-day jobs, because safeguarding is everybody's business. Examples of these are:

- Housing Officers – a number of reviews into children being harmed have identified the importance of Housing Officers, who have a unique insight into the lives of families and can spot signs of abuse, neglect or exploitation
- Waste Management – refuse collectors go to the same houses and communities every week and can notice when a child might be suffering or at risk of abuse
- Parks and Gardens – staff or contractors can be alert to places where children and young people congregate, and identify concerning behaviours that might indicate some form of abuse or exploitation is occurring
- Environmental Health – in the course of their day-to-day work inspecting premises, officers can consider safeguarding issues they may come across, in licensed premises, hotels or people's homes.

Any person responsible for, or working with, children or adults at risk in any capacity, whether paid or unpaid, has a duty of care towards them both legally and contractually and as a responsible moral citizen. This includes a duty to behave in a manner that does not threaten, harm, or put people at risk of harm from others.

All parts of the workforce have a responsibility to conduct themselves in their private lives in a manner that does not compromise their position in the workplace or call into question their suitability to work with children or adults at risk.

All members of the workforce should:

- Be alert to the possibility of harm, abuse, and neglect whether this is in the workplace during working hours, or in areas of their private and public lives.
- Participate in relevant safeguarding training and multi-agency working to safeguard children and adults at risk.

- Be familiar with local procedures and protocols for safeguarding and follow the Councils Code of Conduct and other professional codes.
- Report any concerns about the safety or welfare of a child or adult at risk.

The duty to report is a legal requirement and failure to report appropriately will be considered a serious matter under the Council's HR policies.

7. Reporting – Duty to Report and How to Report a Concern

Duty to Report

As discussed above, the duty to report those at risk has been created by the Social Services and Wellbeing (Wales) Act 2014.

Section 128 of the **2014 Act** requires a 'relevant partner' of a local authority as defined in section 162, to include those who conduct functions on behalf of the Council, to inform the authority if they suspect a person in its area is an adult at risk (or if the person is in the area of another local authority, to inform that other authority). It also requires a local authority to inform another local authority (in Wales or in England) if an adult they suspect to be at risk is living or moving to the area of that other authority.

Section 130 of the **2014 Act** requires a 'relevant partner' of a local authority (a youth offending team for any area of which falls within the area of the local authority or a relevant partner as defined in section 162 [above]) to inform the authority if they suspect that a child in its area is a child at risk (or if the child is in the area of another local authority, to inform that other authority).

A child at risk is one who is experiencing or is at risk of abuse, neglect or other kinds of harm, and has care and support needs. Section 130 also requires a local authority to inform another local authority (in Wales or in England) if a child they suspect to be at risk is living or moving to the area of that other authority.

Examples of the definitions of harm / neglect in respect of children, and the consideration of what adults at risk means, are included in the appendix of this policy.

As such, as a matter of principle, any member of staff with concerns regarding the safety of a child, young person, or adult, should use the following details:

How to Report

If you have any worries regarding the safety of a child, young person or adult, then you must make contact with Children's Services Front Door Team or Adult Services ASSIST.

The Front Door Team and ASSIST are the initial point of contact for people exploring services and activities for children, families and adults locally or for advice and

guidance on how to get extra support, or to raise an issue or concern around the welfare of a child, young person or adult. Staff within these teams will ensure any cross-boundary issues are explored and make enquiries as required as part of their duties.

To make contact with Front Door you can

- Email csfrontdoor@powys.gov.uk,
- telephone 01597 827 666 (office hours)
- telephone 0345 054 4847 (out of hours) or
- complete the online form

<https://en.powys.gov.uk/article/8155/Report-a-concern-about-a-child>

To make contact with ASSIST you can

- Email assist@powys.gov.uk,
- telephone 0345 602 7050 (office hours)
- telephone 0345 054 4847 (out of hours) or
- complete the online form <https://en.powys.gov.uk/contactassist>

For issues that arise after 5pm Monday to Friday, and on weekends and bank holidays, the Social Services Emergency Duty Team should be contacted on **0345 054 4847**

If a child, young person, or adult is in danger, the Police must be contacted immediately. It is crucial to avoid delay in this process.

8. Reporting, Monitoring and Review

Powys County Council has an effective governance framework, which is supported by a transparent performance reporting system. The information provided through this system can be appropriately challenged through the Scrutiny Committee, Cabinet and Full Council.

The Corporate Safeguarding Board will publish an Annual Report, this may be incorporated with other annual plans as appropriate. This report will draw attention to the Council's performance in complying with this Corporate Policy. It will include an audit of each service areas compliance, which each lead is responsible for providing (see template in the appendix - Corporate Safeguarding Self-Assessment Audit).

This should include their involvement in the following:

- Any review meetings they have held to review their safeguarding arrangements within the service or visits to teams to discuss safeguarding requirements
- Support and advice provided to their staff around safeguarding
- How they have contributed to the Corporate Safeguarding Board Development Plan

- How they have worked with HR in relation to safe recruitment and HR practices and the development of a training plan
- How they have supported staff to access safeguarding training and numbers of staff who have completed the mandatory training
- Whether they have had to make any reports of safeguarding concerns.

This report will be submitted to the Cabinet and Full Council and will update on the Corporate Safeguarding Board's work and will provide the opportunity for challenge on the work undertaken.

In addition, to ensure the Council meets its statutory obligations, the Corporate Safeguarding Board will also be responsible for reporting to the Regional Safeguarding Board, as per Section 28 of the Children Act 2004 and Sections 134-135 of the SSWBA.

9. Councils Core Values

In delivering this policy, it is important that we maintain our core values in everything we do:

- Being professional
- Being positive
- Being progressive
- Being open
- Being collaborative

Powys County Council prides itself on being a fantastic place to live, learn, work, and play. This policy aims to support in achieving this.

10. Appendices

Appendix 1 – What constitutes Abuse?

Social Services and Well-being Act 2014 Sec 7.

Section 197(1) of the Act provides definitions of 'abuse' and 'neglect':

“abuse” means physical, sexual, psychological, emotional or financial abuse (and includes abuse taking place in any setting, whether in a private dwelling, an institution or any other place).

The following is a non-exhaustive list of examples for each of the categories of abuse and neglect:

Physical abuse - hitting, slapping, over or misuse of medication, undue restraint, or inappropriate sanctions;

Sexual abuse - rape and sexual assault or sexual acts to which the person has not or could not consent and/or was pressured into consenting

Psychological abuse - threats of harm or abandonment, coercive control, humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks; coercive control is an act or pattern of acts of assault, threats, humiliation, intimidation or other abuse that is used to harm, punish or frighten the victim

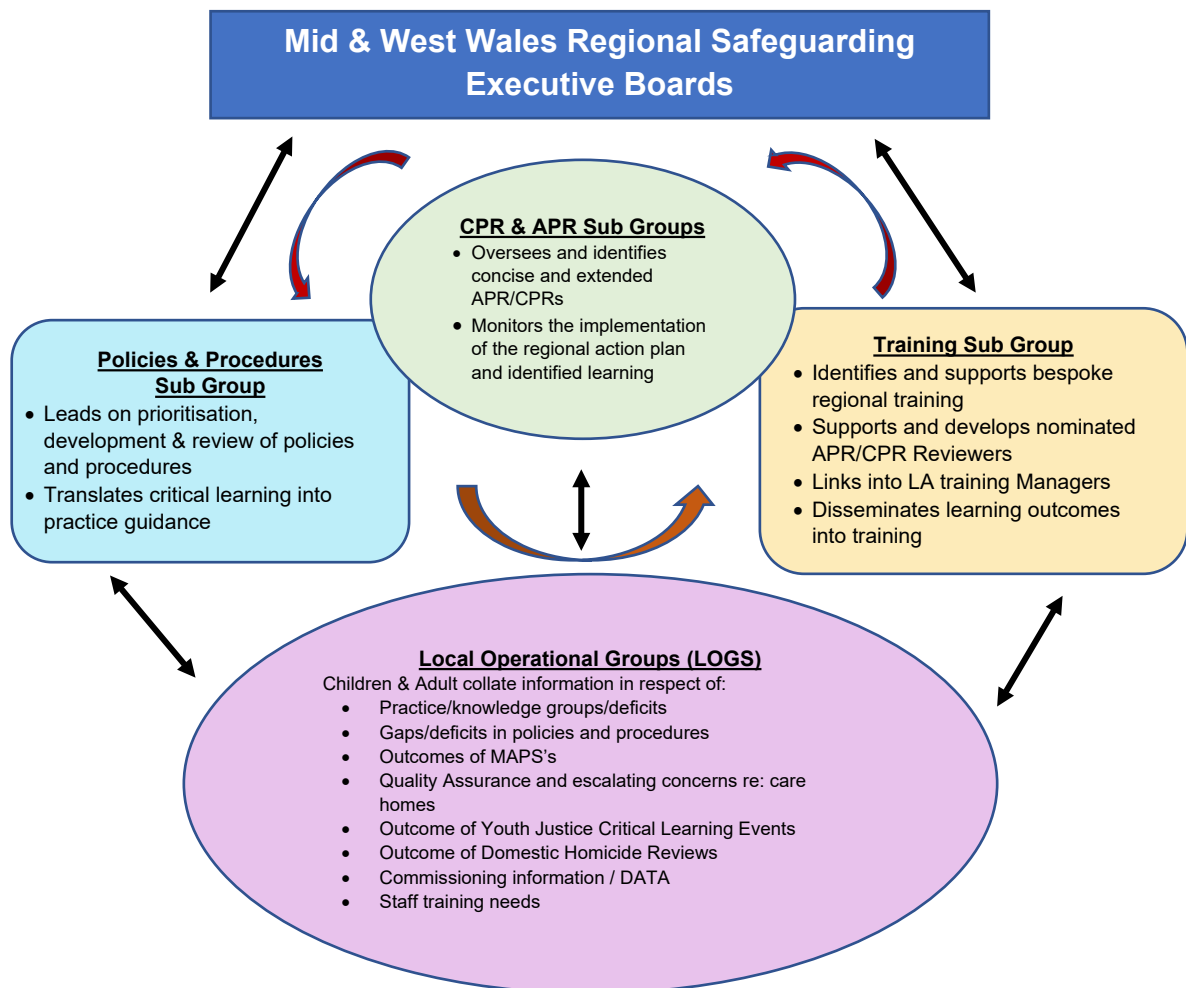
Neglect - failure to meet a person's basic physical, emotional, social or psychological needs such as access medical care or services, negligence in the face of risk-taking, failure to give prescribed medication, failure to assist in personal hygiene or the provision of food, shelter, clothing; emotional neglect

Financial abuse - includes, having money or other property stolen; being defrauded; being put under pressure in relation to money or other property; having money or other property misused, e.g.

- unexpected change to their will;
- sudden sale or transfer of the home;
- unusual activity in a bank account or bills remaining unpaid;
- sudden inclusion of additional names on a bank account;
- signature does not resemble the person's normal signature;
- reluctance or anxiety by the person when discussing their financial affairs;
- giving a substantial gift to a carer or other third party;

- a sudden interest by a relative or other third party in the welfare of the person;
- complaints that personal property is missing;
- a decline in personal appearance that may indicate that diet and personal requirements are being ignored;
- deliberate isolation from friends and family giving another person total control of their decision-making

Appendix 2 – CYSUR governance structure



[Appendix 3 – Corporate Safeguarding Self-Assessment Audit Tool](#)

Powys County Council Corporate Safeguarding Self-Assessment Audit Tool

Introduction

In accordance with Powys' Corporate Safeguarding Policy, all organisations that provide services for or work with adults at risk, children, young people and families are expected to conduct an audit of their safeguarding practices, based on a process of self-evaluation.

Directors will be responsible for ensuring that they have safeguarding operational procedures in place and undertake an annual audit of their directorate using the Corporate Safeguarding Self-Assessment Audit Tool.

The following self-assessment framework is set out in three sections covering three identified standards underpinning 'safeguarding' and requires each service area to think about their own practices and procedures within their relevant settings. It is designed to give an understanding of how the theme of 'safeguarding' is being successfully achieved in a particular service area currently, and how this might be developed.

In addition, the self- assessment gives the Council with an overview of safeguarding practices across the entirety of its service areas and can ensure that safeguarding compliancy and duties are being effectively met, the data from the annual self-evaluations will be integral to informing planning of service delivery and thus improving the wellbeing outcomes for Powys citizens.

The self-assessment audit will be completed annually and will ask you to consider the last rolling 12-month period.

Standards:

1. **Policy/Practice** (Robust) - How robust are your safeguarding practices in your service area? (policies & procedures adopted and in use / safe recruitment / compliancy / training / audits and inspections / reporting).
2. **Environment** (Safe) - How safe does your service area feel to citizens that access your services, and to your staff working in your service area? (atmosphere / buildings / e-safety / information sharing / complaints and compliments).
3. **Culture** (Effective) - How effective is your service area approach to safeguarding? (Effectively working with others to protect children and adults at risk and promote

the wellbeing of citizens, i.e. through commissioned services / effective communication and engagement with staff and volunteers to embed safeguarding into practice and service area planning)

Guidance for the completion of the Self-Assessment Audit Tool

The audit tool is a self- assessment tool that covers the three standards. Within each of the standards there are measures which you should provide evidence to demonstrate how effectively your service area is currently meeting each standard and where improvements can be made.

In the evidence section you have been provided with some brief examples in italics, this is not a minimum list of expectations and is provided as an illustrative example for assistance only, it is your responsibility as the service manager for your service areas to provide the correct evidence to illustrate how the measures are being effectively met. Think carefully about the practices and procedures across your relevant service area and RAG rate as outlined below.

Be aware that you may need to think about multiple sites / venues when answering the questions. You are submitting the self- evaluation in respect of your portion of the service area; however, this will then be collated with the returns of the other service managers to make a collective self-evaluation for the entirety of the service area.

Where relevant, be specific in your audit regarding which service is being commented upon if you identify an issue with one specific site / service in your area. For example, in your portfolio you may be responsible for multiple sites and identify that the practices for on-site contractors' attendance is being managed differently to the policy in place and that of other sites. Therefore, your audit should capture the main RAG rating for your general performance and if a specific issue for a certain site/service is identified this should be recorded within the "Further action required" box as to how this will be addressed.

Be prepared to allow enough time to gather the required information and consult with your team managers / admin / etc. who may have the information per site / venue, etc.




Remember that you can also contact your Designated Safeguarding Lead in your service area, HR partners (e.g. for data on training records), or the Senior Manager for Safeguarding for Children or Adults Services for any other advice or assistance on the completion of this self-assessment tool.

Self-assessment rating

The traffic light system relates to how a service area assesses itself against achieving the minimum standard. If your service area assesses itself, as red or amber you should

record in the “Further action required” box what you feel is necessary, or if you are unsure identify that support/ advice from your Designated Safeguarding Lead to improve on this measure that is required to move forward.

At the end of each standard, you have the opportunity to reflect on the measures providing a narrative on what you feel as a service area you do well; where you can improve and if you require any assistance in embedding ‘safeguarding.’

-  **Green** Means everything is in place, up to date, and meets the required minimum standard
-  **Amber** Means that something requires review or improvement
-  **Red** Means something needs to be developed as a matter of urgency or the measure needs to be addressed urgently

Once completed the self-evaluation form should be returned on the specified date to your Designated Safeguarding Lead.

Service Area	
Person completing this Audit	
Role / Position	
Date Completed	
Please list ALL the individual services / organisations / establishments that <u>you</u> are responsible for and reporting on in this audit.	

Standard 1: Policy and Practice (Robust) How robust are your safeguarding practices in your service area?

Standard 1	Evidence	Rag Status	Further action required
1.1 Up to date safeguarding policies in place	<i>PCC Corporate Policies and any other Specific Policies (name. Comment if they have been reviewed in the last 3 years.</i>		
1.2 Up to date safeguarding training in place and accessed by your service area	<i>PCC Corporate safeguarding training courses; Percentage completion rate and activities in place to improve if required e.g., safeguarding / VAWDASV. External safeguarding courses (name)</i>		
1.3 Is your service area compliant with the basic safeguarding training requirements for new starters, existing staff and volunteers?	<i>Provide data on completion of staff in service area for mandatory training courses (safeguarding involves us all; VAWDASV; GDPR; carers awareness)</i>		
1.4 Do you have safe recruitment processes in place? (In line with PCC Safer Recruitment Policy)	<i>All staff and volunteers have DBS checks prior to employment if they are engaged in regulated activity and the DBS is recorded and update in line with policy;</i>		

	<i>Those people involved in recruitment within your setting have undertaken appropriate training; etc.</i>		
1.5 Up to date safeguarding checks (e.g. DBS) are in place for all required roles/ posts within your service area (staff/ volunteers)	<i>Provide list of all staff/volunteers with DBS in service area to verify DBS is up to date</i>		
1.6 Does your service area utilise volunteers (paid or unpaid); chaperones or mentors? If yes, are all of these volunteers / chaperones / mentors registered centrally with Human Resources and up to date with their basic safeguarding training and safeguarding checks?	<i>Provide list of all volunteers/ chaperones/ mentors for service area (annual register to HR)</i>		
1.7 There is a named Designated Safeguarding Officer/ Lead in every required site / location across the Service Area whose training is up to date and all staff know who this person is and how to contact them.	<i>List of DSO/L for the service area and confirmation of their SG training being up to date - how their post is communicated to staff and any changes</i>		
1.8 There is a named Safeguarding Champion for the service area who is responsible for disseminating safeguarding communications across the service area.	<i>Named SG for service area, where there are any changes, how they embed/ cascade information</i>		
1.9 Handling allegations against workers and volunteers (Professional Concerns) - managers and staff alike know how and who to report concerns to.	<i>How many incidents / reports made by your service area in this year to the Local Authority Designated Officer (LADO)? (MUST BE PROVIDED) Number of Part 5 strategy meetings to be provided by AS / CS Safeguarding only.</i>		
1.10 Staff are able to recognise when children or adults are at risk or in need of additional support and can make appropriate referrals to services (i.e.. Early Help; Adult Services; Children's Services)	<i>Think about how many referrals your service area has made to protect / safeguard / support where this is not your primary services function. Training accessed, conferences attended, team meeting agendas.</i>		
1.11 Have any audits been undertaken in your service area within the last rolling 12 months,	<i>Can include SWAP audits</i>		

<p>which have included any focus on safeguarding? What was the outcome of the audit and how have you applied this to your service planning? (For example: Finance may think about audits on home visits; City Services consider audits in relation to customer service contacts for social services)</p>			
<p><i>Reflection opportunity for – How Robust are your safeguarding practices in your service area? What are you good at? What can you improve on? What do you need assistance with?</i></p>			

Standard 2: Environment (Safe) – How safe does your service area feel to citizens that access your services, and to your staff working in your service area?

Standard 2	Evidence	Rag Status	Further action required
2.1 People of Powys using your service are made aware of all safeguarding policies and procedures and how these are applied within your setting(s)	<i>Policies/procedures are accessible online; in folders on site upon request; displayed; etc.</i>		
2.2 The named Designated Safeguarding Officer/ Lead for each site where citizens access to attend for services or information, is clearly displayed or is accessible.	<i>Name each DSO and site and where information is accessible</i>		
2.3 In every site across the service area the staff (Including volunteers) would know what to do and who to contact in case of an emergency involving a child (up to the age of 18 years old) or an adult at risk, and would know who to seek advice from in the service area regarding safeguarding information	<i>Training data for mandatory safeguarding involves us all compliancy; team meeting agendas; Safeguarding Champions information; communication of policies / procedures and where these are displayed and made available to staff; any other training</i>		
2.4 Monitoring Public Access Points on site- Do you know who is in and out of the building at all	<i>Are badges issued? Signing in & out? CCTV?</i>		

times? How do staff and citizens feel assured by the safety measures in place?			
2.5 When services/ contractors attend your properties there is a policy/ procedure in place which is routinely followed regarding supervision whilst on site and/ or a risk assessment in place if working in areas unsupervised?	<i>Policy / procedures - reviewed risk assessments</i>		
2.6 Do you risk assess for safeguarding and general safety when using premises other than your own and have a reporting system in place for any issues identified? (for example: PCC youth worker facilitating session on-site at premises; PCC solicitor working out of law courts in another district- risk assessment of rooms for consultation)	<i>Policies/ procedures (name) – reviewed risk assessments</i>		
2.7 Information about a child or adult at risk OR concern about a professional/ volunteer when shared either by a citizen or staff member is done so safely, securely and maintained confidentially (i.e. Stored and shared in line with GDPR and council requirements)	<i>Describe how referrals or records are kept securely in-line with your site policy; risk assessments; etc.</i>		
2.8 E-Safety: Do you have and implement a policy for the safe use of internet access by service users (including children and young people)?	<i>Policy (name), is it up to date and reviewed in line with regulations and site requirements</i>		
2.9 Complaints and Compliments (rolling 12 months): How many complaints within your service area linked to safeguarding? (Think about- professional concerns; safety in buildings: including worker access unsupervised; anti-social behaviour; staff concerns for safety) How many compliments within your service area linked to safeguarding?	<i>Should always include the number of Professional Concerns referrals made by your service area.</i>		

(Think about - feedback from citizens about services received from staff/ volunteers; feedback via engagement/ consultation surveys or forms at site)			
<i>Reflection opportunity for – How safe does your service area feel to citizens that access your services, and to your staff working in your service area? What are you good at? What can you improve on? What do you need assistance with?</i>			

Standard 3: Culture (Effective) – How effective is your service area approach to safeguarding?

Standard 3	Evidence	Rag Status	Further action required
3.1 Commissioned services - Do you commission services for your service area? How can you evidence that every service commissioned delivers a safeguarding standard consistent with our own service (i.e. In line with our corporate safeguarding policies / expectations)?	<i>What services are commissioned? Have you dispensed with any services within the last 12 months due to non-compliance or issues with standards? Policies/procedures provided by organisation at time of commissioning and at point of review; inspection reports</i>		
3.2 All staff/ volunteers receive appropriate training (at the relevant levels) to understand to whom they are directly accountable with regards to the wellbeing of children and adults at risk, and to enable them to fulfil safeguarding responsibilities proportionate to their role	<i>Staff teams (including volunteers) know who the DSO and SG champions are for service area; know who is responsible for making child/ adult at risk referrals / knows what to do in an emergency situation; training data for corporate SG mandatory training compliancy rates for service area; refresher training for staff</i>		
3.3 All staff/ volunteers are made aware of updates and changes in safeguarding legislation/ policy / practice and how this may have a direct impact on your specific service area.	<i>Communications from safeguarding champions / safeguarding unit / staff briefings / team meetings what you have done in your service area to make changes/ adaptations</i>		

<p>3.4 Working with others: How is guidance and training regarding information sharing made available to staff (both at induction and existing staff)? Are staff aware of what can and can't be shared with others (e.g. Agencies such as police/solicitors) and in what formats (e.g. Redacted records)?</p>	<p><i>GDPR training data for service area; specific training; policy / procedures (name)</i></p>		
<p>3.5 Consent to share information and when consent is not required is covered in training / guidance and in supervision / appraisals as standard practice</p>	<p><i>Safeguarding training awareness Supervision policies</i></p>		
<p>3.6 All strategic planning takes into account the need to safeguard citizens and to promote their welfare; as a service area we reflect on what has gone well and areas for improvement and ensure that new learning is embedded into our practice and in service area planning</p>	<p><i>Evidence from priority plans; citizen consultation; complaints and compliments; audits and inspections; training; updating risk assessments; reviewing commissioned contracts; etc</i></p>		
<p><i>Reflection opportunity for – How effective is your service area approach to safeguarding? What are you good at? What can you improve on? What do you need assistance with?</i></p>			

Designated Safeguarding Lead Summary Report

<p>Describe any key challenges and successes that you have experienced over the last year. Relate this both to your individual role and to the wider setting.</p>
<p>Please identify what support might be helpful to you in your role as Designated Safeguarding Lead or to assist with the development of safeguarding within your setting.</p>

Rag Rating



Green

Means everything is in place, up to date, and meets the required minimum standard



Amber

Means that something requires review or improvement



Red

Means something needs to be developed as a matter of urgency or the measure needs to be addressed urgently

Part 2: Service Area Action Plan

Insert your completed / updated action plan from your previous audit. Ensure that any actions from your previous action plan that have not been completed are incorporated into your current plan as below.

No	Standard Identified	RAG Rating	Action Needed / Evidence of Completion	Timescale / Date of Completion	Lead Officer and Contact Details

Appendix 4 – Corporate Safeguarding Development Plan - Template

No	Standard Identified	RAG Rating	Action Needed / Evidence of Completion	Timescale / Date of Completion	Lead Officer and Contact Details

Appendix 5 – Corporate Whistleblowing Policy

Whistleblowing 2019 Final.doc

Appendix 6 – Customer Service Policy/Unacceptable Behaviour Policy

Unacceptable Customer Conduct policy Final August 20.doc

Appendix 7 – Corporate Diversity and Equality Policy

Equality Policy 2020.pdf

Appendix 8 – Corporate Social Media Policy/IT

Use of Social Media Policy - October 2021.pdf

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1 Introduction.

Safeguarding and protecting children and adults at risk is a **high priority** for Powys County Council.

Safeguarding is everyone's business, and every child and adult has the right to be protected from harm, exploitation and abuse.

The Corporate Safeguarding Policy provides a framework for **every member of staff** and service within the Council setting out responsibilities in relation to safeguarding and protecting children and adults at risk.

2 Principles.

The policy requires effective partnership working, co-operation and collaboration between all those involved with children, young people and adults at risk, to ensure that the principles set out are applied and delivered.

3 Legislation, Policy and Guidance.

Legislation which is contained within the various Acts and guidance enshrine the right to protection from abuse. The legal starting point in achieving this objective is a professionals' duty to report allegations of abuse and neglect.

The law identifies the Local Authority as the lead organisation in making enquiries to identify whether an individual is at risk and in coordinating the response to protect.

The full policy provides details of key legislation and guidance that directs the work of the Council in relation to Safeguarding.

CORPORATE SAFEGUARDING - POLICY BRIEFING



Safeguarding People in Powys

4 Governance Arrangements.

At a corporate level the responsibility for monitoring the effectiveness of safeguarding arrangements across the Council is delegated to the Corporate Safeguarding Board.

The Corporate Safeguarding Board is made up of lead practitioners for each service area and Members of the Cabinet.

Safeguarding Leads are responsible for disseminating information and actions and will be accountable for the completion of tasks attributed to their service area.

5 Roles and Responsibilities.

All employees, councillors and volunteers have the duty to report concerns about abuse and neglect.

Children's Services have the responsibility for receiving and responding to new concerns about children. Adult Services have the responsibility for receiving and responding to new concerns about adults at risk. However, all staff in the Council have a responsibility for safeguarding.

The duty to report is a legal requirement and failure to report appropriately will be considered a serious matter under the Council's HR policies.

6 Duty to Report and How to Report a Concern.

As a matter of principle, anyone with concerns regarding the safety of a child, young person or adult should use the following contact details –

Children's Services Front Door
csfrontdoor@powys.gov.uk 01597 827 666

Adults Service ASSIST
assist@powys.gov.uk 0345 602 7050

Out of Hours Emergency Duty Team
0345 0544 847

7 Monitoring and Review.

Powys County Council has an effective governance framework and information provided can be appropriately challenged through the Scrutiny Committee, Cabinet and Full Council.

Self-Assessment Audits will be completed by service areas and findings collated and published in an Annual Report.

The Corporate Safeguarding Board will be responsible for reporting to the Regional Safeguarding Board.

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CORPORATE SAFEGUARDING BOARD

Safeguarding People in Powys

TERMS OF REFERENCE

Version	Date	Author	Approved	By Whom
1	30.01.2018	Phil Evans, Int Director of Social Services	30.01.2018	Cabinet
2	27.09.2018 & 02.11.2018	Ali Bulman, Director of Social Services	Considered at 19.11.18 mtg	
3	19.11.2018	Corporate Safeguarding Group	19.12.2018	Corporate Safeguarding Group
4	20.05.2019	Corporate Safeguarding Group	20.05.2019	Corporate Safeguarding Group
5	07.12.2021	Corporate Safeguarding Group	07.12.2021	Corporate Safeguarding Group
6	5.12.2022	Corporate Safeguarding Leads	05.12.2022	Corporate Safeguarding Group

1. Context

- 1.1 Safeguarding and protecting children and adults at risk is a high priority for Powys County Council as is ensuring that there are robust arrangements and procedures in place. **Safeguarding is everyone's business**, and every child and adult has the right to be protected from harm, exploitation and abuse.
- 1.2 The Council's corporate safeguarding role, responsibility and work is framed by the Corporate Safeguarding Policy and regularly reviewed by the Corporate Safeguarding Board.
- 1.3 The Corporate Safeguarding Board provides a clear line of sight between the Council Leader, Cabinet Members, Portfolio Holders, the Chief Executive, Senior Executives and Directors on the corporate safeguarding arrangements and performance of the Authority.

2. Purpose

2.1 The Corporate Safeguarding Board will –

- oversee the Council's Corporate responsibilities as well as the responsibilities of staff and Elected Members to safeguard from abuse, exploitation, violence or neglect, all residents of Powys, and anyone using a service of Powys County Council.
- ensure that all relevant staff and Elected Members understand and are compliant with safeguarding legislation, policy, regulations and guidance.
- develop and oversee implementation of a Council-wide safeguarding policy, and ensure it remains fit for purpose.
- monitor and scrutinise each service area's performance, the effectiveness of their safeguarding arrangements, the impact of work and the progress of initiatives.
- identify concerns or emerging themes, report on key risks and issues, provide constructive challenge, promote accountability and support good practice to ensure safeguarding is promoted.
- act as the corporate conduit to the Regional Safeguarding Boards for adults and children.
- explore and develop ways that promote a collaborative approach to safeguarding between Council departments, with partner agencies (including

the Mid and West Wales Regional Safeguarding Board and the Powys Local Operational Group), and with communities and individuals.

- ensure that thematic safeguarding issues are actively addressed across the Council, including but not limited to child sexual exploitation, modern slavery, MARAC (the Multi-Agency Risk Assessment Conferences used for high-risk domestic abuse cases) and MAPPA (the Multi-Agency Public Protection Arrangements used for helping in the management of violent and sexual offenders).

3. Membership

3.1 Membership of the Corporate Safeguarding Board will consist of the following officers –

- Chief Executive
- Executive Director of Economy and Environment
- Director of Corporate Services
- Director of Social Services and Housing
- Director of Childrens Services and Education
- Designated Safeguarding Lead for each Service area, namely all Heads of Service, currently as follows:
 - Head of Transformation and Democratic Services
 - Head of Workforce and Organisational Development
 - Head of Digital and Economy
 - Head of Property, Planning and Public Protection
 - Head of Highways, Transport and Recycling
 - Head of Housing
 - Head of Community Services
 - Head of Adult Services
 - Head of Commissioning and Partnerships (Social Services)
 - Head of Children’s Services
 - Head of Education
 - Head of Finance
 - Head of Legal and Monitoring Officer
- Children’s Social Services Safeguarding Senior Manager
- Adult Social Services Safeguarding Senior Manager
- Children’s Services Representative – Corporate Parenting Senior Manager
- Adults Services Representative – Safeguarding Team Manager
- Education Services Manager and Designated Safeguarding Lead for Education
- Communications and Welsh Language Manager
- Professional Lead for Procurement and Commercial Services.

- 3.2 Officers must identify a representative to attend in their place if they are unable to attend.
- 3.3 Membership of the Corporate Safeguarding Board will consist of the following elected members -
- Leader of the Council
 - Deputy Leader, and
 - all Cabinet Members.
- 3.4 The Chair of the Corporate Safeguarding Board can approve additional co-opted members if appropriate.
- 3.5 Additional officers may be invited to attend a meeting should the agenda require it.

4. Governance Arrangements

- 4.1 The Corporate Safeguarding Board will meet quarterly.
- 4.2 The Chief Executive delegates the Chairing of the Board to the Director of Social Services as the Corporate Safeguarding Lead.
- 4.3 Administrative support is provided by the Director of Social Services' PA.
- 4.4 Designated Safeguarding Leads are responsible for obtaining and disseminating information and actions for their service areas; they will be accountable for the completion of actions and tasks attributed to their services.

5. Reporting Arrangements

- 5.1 The Designated Safeguarding Lead for each service area is responsible for completing an annual Corporate Safeguarding Self-Assessment Audit. These will be considered by the Corporate Safeguarding Board to ensure safeguarding compliance and duties are being effectively met.
- 5.2 The Corporate Safeguarding Board Chair will provide both Cabinet and the Health and Care Scrutiny Committee with a report outlining the Board's activity after each meeting. The Chair and/or Vice Chair of the Employment, Residents and Communities Scrutiny and the Learning and Skills Scrutiny Committees may attend Health and Care Scrutiny when the Corporate Safeguarding Board report is considered. Specific pieces of work within individual service areas will be reported through usual governance routes within their agreed Forward Work Programmes.

- 5.3 Cabinet and Scrutiny observations will be considered when determining the Corporate Safeguarding Board's Forward Work Programme.
- 5.4 The Corporate Safeguarding Board will publish an Annual Report (can be incorporated within other annual plans as appropriate). This report will identify changing themes, learning and strategies implemented to address those changes, draw attention to the Council's performance in complying with the Corporate Safeguarding Policy, and include an audit of each service areas' safeguarding performance.

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18 November	Cabinet Member for a Learning Powys	Approved a change to the composition of the governing body of Ysgol y Mynydd Du. Approved the appointment of school governors.
24 November	Cabinet Member for a Learning Powys	Approved the appointment of school governors.
24 November	Cabinet Member for a Fairer Powys	Approved the acquisition of four affordable properties at Brynygroes, Ystradgynlais.
2 December	Cabinet Member for a Greener Powys	Approved an increase in charges for charging points for electric vehicles.

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Cabinet / Delegated	Decision Date	Title	Portfolio Holder	Lead	Decision Maker	Scrutiny
	13/12/22	Quarter 2 Treasury Management Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet	Governance & Audit 10 November
	13/12/22	Quarter 2 Performance Report	Councillor James Gibson-watt	Emma Palmer	Cabinet	Week beginning 12 December
	13/12/22	Ysgol Cribarth Language Category	Councillor Pete Roberts	Emma Palmer	Cabinet	
	13/12/22	Corporate Safeguarding Policy	Councillor Sian Cox	Nina Davies	Cabinet	
	13/12/22	Commercial Waste and Recycling Prices	Councillor Jackie Charlton	Matt Perry	Cabinet	
	13/12/22	Shared Prosperity Fund	Councillor David Selby	Diane Reynolds	Cabinet	
	13/12/22	Cradoc and Mount Street Schools	Councillor Pete Roberts	Emma Palmer	Cabinet	
	20/12/22	Annual Information Governance Report 2021-2022	Councillor James Gibson-watt	Helen Dolman	Cabinet	ERC Scrutiny Working Group
	20/12/22	Welsh Medium Provision in Dolau	Councillor Pete Roberts	Emma Palmer	Cabinet	
	20/12/22	Crickhowell Area Review	Councillor Pete Roberts	Emma Palmer	Cabinet	
	20/12/22	RIPA Policy	Councillor James Gibson-watt	Helen Dolman	Cabinet	
	20/12/22	Medium Term Financial Strategy	Councillor David Arnold Thomas	Jane Thomas	Cabinet	
	17/01/23	Winter Routes	Councillor Jackie Charlton	Matt Perry	Cabinet	
	17/01/23	Brynlywarch Final Business Case	Councillor Pete Roberts	Emma Palmer	Cabinet	
	17/01/23	Schools Funding Formula	Councillor Pete Roberts	Mari Thomas	Cabinet	
	17/01/23	Rent Setting	Councillor Matthew Dorrance	Andy Thompson	Cabinet	
	17/01/23	Becoming an Accredited Living Wage Employer	Councillor Jake Berriman	Paul Bradshaw	Cabinet	
	24/01/23	Corporate Plan	Councillor James Gibson-watt	Emma Palmer	Cabinet	
	07/02/23	Quarter 2 Strategic Risk Register	Councillor David Arnold Thomas	Jane Thomas	Cabinet	Week beginning 12 December

07/02/23 Risk Appetite Report	Councillor David Arnold Thomas	Jane Thomas	Cabinet
07/02/23 Quarter 3 Performance Report	Councillor James Gibson-watt	Emma Palmer	Cabinet
14/02/23 HRA Business Plan 2023-24	Councillor Matthew Dorrance	Nina Davies	Cabinet
09/05/23 Well-Being Plan	Councillor James Gibson-watt	Emma Palmer	Cabinet

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