

Learning and Skills Scrutiny Committee

Meeting Venue
By Zoom

Meeting Date
Wednesday, 13 December 2023

Meeting Time
2.00 pm

For further information please contact

**Katharine Flanagan-Jones,
Democratic and Scrutiny Support
Officer**

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County Hall
Llandrindod Wells
Powys
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06/12/2023

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.

The use of Welsh by participants is welcomed. If you wish to use Welsh please inform us by noon, two working days before the meeting

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

2.	DISCLOSURES OF INTEREST
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To receive any disclosures of interest by Members relating to items to be considered at the meeting.

3.	DECLARATIONS OF PARTY WHIP
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To receive disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

(NB: Members are reminded that under Section 78 Members having been given a prohibited party whip cannot vote on a matter before the Committee.)

4.	MINUTES
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To authorise the Chair to sign the minutes of the meeting held on 17th October 2023 as a correct record.

(Pages 5 - 16)

5.	ELECTION OF MEMBER TO THE PUBLIC SERVICE BOARD SCRUTINY COMMITTEE
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To elect a Member to the Public Service Board Scrutiny Committee.

6.	WELSH IN EDUCATION STRATEGIC PLAN (WESP) FIRST YEAR EVALUATION REPORT AND FEEDBACK REPORT FROM WELSH GOVERNMENT.
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To receive and consider the WESP Powys First Year Evaluation Report and the Feedback Report from Welsh Government.

(Pages 17 - 48)

7.	STRATEGIC RISK REGISTER
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To receive and consider the Strategic Risk Register reports.

(Pages 49 - 80)

8.	ESTYN REPORTS UPDATE
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To receive an update on Estyn reports.

9.	WORK PROGRAMME
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To note that future meetings of the Committee are scheduled as follows:

(Pages 81 - 82)

10.	EXEMPT ITEM
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To consider passing the following Resolution:

RESOLVE to exclude the public for the following item of business on the grounds that there would be disclosure to them of exempt information under category 3 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).

The Monitoring Officer has determined that category 3 of the Access to Information Procedure Rules applies to the following item. 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.

11.	SCHOOLS CAUSING CONCERN
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To receive and consider an update in relation to Schools Causing Concern.

Committee Reflection

Following the close of the meeting the Committee is asked to spend 5 to 10 minutes reflecting on today's meeting.

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MINUTES OF A MEETING OF THE LEARNING AND SKILLS SCRUTINY COMMITTEE HELD BY ZOOM ON TUESDAY, 17 OCTOBER 2023

PRESENT

County Councillor Gwynfor Thomas – Chair

County Councillor – G D Jones Vice Chair, A W Davies, B Davies, D Meredith,
G Morgan, G Preston, L Roberts

Co-opted Members – K. Chedgzoy, M Evitts, S Davies

Cabinet portfolio Holders in Attendance:

P. Roberts for a Learning Powys, D. Thomas for Finance and Corporate Transformation

Officers: Marianne Evans, Eurig Towns, Jim Swabey, Sarah Astley, Nancy Owen, Emma Palmer Director of Corporate Transformation.

Others in Attendance Cllrs - P Lewington, J Jones and A B Davies.

1. APOLOGIES

Apologies for absence were received from

County Councillor Danny Bebb

Lynette Lovell – Director of Education and Children Services

Georgie Bevan – Head of Schools Service

Sarah Quibell – Service Manager for Education Support Service

2. DISCLOSURES OF INTEREST

There were no declarations of interest from Members relating to items for consideration on the agenda.

3. DECLARATIONS OF PARTY WHIP

The Committee did not receive any disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

4. SCHOOLS TRANSFORMATION - NEWTOWN SCHOOLS REVIEW

Background:

In September 2021 the Council merged Ladywell Green Infants and Hafren Junior schools to form Ysgol Calon y Dderwen. A Strategic Outline Plan (SOP) has been developed submitted to Cabinet and WG to build a new 300 or 300+ place primary school on the site in conjunction with the North Powys Well-being Hub campus. There has since been an informal engagement exercise with the Treowen and Maesyrrhandir schools and Ysgol Calon y Dderwen.

In conclusion following the engagement exercise and the options appraisal recommendation to Cabinet was that: -

Approval given to commence the formal statutory process on the following proposal.

- To close Treowen CP School from 31.08.2025
- To extend Ysgol Calon y Dderwen to include the former Treowen CP School site from 01.09.2025 and run as a 2-site school until new build completed.

The second phase would be for

- Ysgol Calon y Dderwen to move to a new building, located on the existing site during 2026/27
- Treowen site would close.

Points raised by the Panel:	Responses received from Officers or Cabinet Members.
<p>The Committee requested a plan for the whole of the Newtown schools area as concern raised of possible multiple future changes causing disruption to and impacting on our learners.</p>	<p>There are 7 Primary schools within a 2–3-mile radius in Newtown. Transformation reviewed the Newtown area a number of years ago and progressed with the Hafren and Ladywell Green merger. Since then, Maesyrrhandir and Treowen numbers have significantly decreased which is predicted to continue. The wider plan for Newtown, due to the lack of available land to build or transform, would have to happen on a phased basis. There is a mix of different types of schools within the town, Welsh medium, English Medium, and the only Catholic school in the County.</p>
<p>Concern also raised in terms of whether the funding had been secured for the North Powys Wellbeing. What risk was there to the plans for Calon Y Dderwen if the rest of the development did not go ahead, how confident is the Authority that the project can be capital funded.</p>	<p>In terms of the Wellbeing campus, the Authority continues to work in partnership with PTHB on a cohesive critical path for an integrated master plan. Capital funding for the school element, as increased in size, cost inevitably increase. There would have to be a revised SOC (Strategic Outline Case) submitted to WG incorporating a different scope of school and a different level of funding. If the funding within the current BAND B programme was not available, the project would have to be submitted into the rolling 9-year Sustainable Communities for Learning programme prior to March 2024.</p>
<p>The Council has been in talks with WG for 7-8 years, for the development to be progressed, firm answers are required as</p>	<p>The uncertainty on the North Powys Wellbeing project causes intense frustration. The proposals allow the</p>

<p>blighting the development for schools in Newtown.</p> <p>Maesyrrhandir has 95 pupils, the buildings condition is not great, the pupils deserve equitable facilities for their education. If the current plan are progressed what would happen to Maesyrrhandir</p> <p>There are 286 empty places within Newtown, a higher number than the capacity of most of the primary schools in Newtown. Committee request a clear plan for the whole of Newtown, to assess if the capital investment within schools is targeted at the right place. The fear is potentially schools like Maesyrrhandir would be left behind.</p> <p>St Mary's has 54 vacant spaces within a 107-capacity setting, yet focus was on other schools under the transformation programme.</p> <p>The North Powys Wellbeing hub would form part of the re-generation of the area which can only be supported if WG funding can be secured.</p>	<p>opportunity to expand, should WG decide that North Powys Wellbeing project is not to be funded.</p> <p>There is concern of Maesyrrhandir being left behind, additional investment in the building was required, it was highlighted that staff were in discussions on sharing facilities at Ysgol Cedewain when it opens later this year.</p> <p>There were difficulties in re-organising or transforming schools within the catchment, due to a mix in classification of church and state schools. This case is complicated further as St Mary's is the only Catholic school in the county and is currently sustainable. Penygloddfa has been over capacity in recent years, this would not have made any significant impact on the exceptionally large capacity issue within Newtown. The proposal was the best solution to meet the educational needs of pupils within the southern half of Newtown.</p>
<p>The leaflets disseminated by the Portfolio Holder containing comments by Cabinet Members have given the impression that the Cabinet has already drawn its conclusions, would this be an appropriate way consult with the community.</p> <p>In regard to the sustainability of schools, the smallest school in Newtown would still continue and stand alone, whilst the proposed merger is between larger schools.</p>	<p>The other Cabinet Member is the local Member and is entitled to make representations to and ask question of his electorate.</p> <p>Time has been spent with the schools community speaking to Governors and headteachers to understand the concerns of the community.</p> <p>Many of these schools numbers have declined, which in turn would prove difficult to maintain Head Teacher role without a high teaching contact and the consequential impact on their wellbeing.</p> <p>These are schools with moderately high Free School Meals (FSM) and Additional Learning Needs (ALN), which within the ALNET Act places additional burden on the SLT & ALNCO.</p> <p>The Authority has a significant challenge maintaining number of Head teachers with the additional administrative load. A benefit of a merger into a larger school would allow for the expansion of the SLT and diversity of the supporting team.</p>

	<p>Under the Schools Organisational Code, the Authority has a responsibility to protect religious diversity, and as the only Roman Catholic school in Powys, makes it all the more challenging when it comes to making changes. At this point it would be hard to justify closing, when there were other better opportunities for alteration within Newtown.</p> <p>A forward plan for Newtown was difficult to put forward, due to the issue of predetermination and constrained by legalities.</p> <p>The rationale for the review of Newtown schools was to rationalise the number of schools through a phased programme. Examine if the plans for Calon y Dderwen could be increased with the benefits of a new building on a constrained site, for more pupils than originally planned. If the Authority had had access to the whole site, there would have been a different option proposed.</p>
<p>During consultations previously we have been informed that figures have an impact on the decision. Given the proposal put forward, leads to questions as to why has this decision been made.</p> <p>Cost per pupil numbers there was about £800 difference, huge difference in the projected figures and the condition of the buildings.</p> <p>55% of the vacant spaces are noted in Maesyrrhandir.</p>	<p>A key consideration was that Treowen School has a similar pupil profile to Ysgol Calon Dderwen, in terms of FSM & ALN.</p> <p>Maesyrrhandir has a significant difference with FSM profile at 56% and ALN profile at 47%.</p> <p>Treowen School has a FSM profile at 42% and ALN profile at 19%.</p> <p>Calon y Dderwen has a FSM profile at 36% and ALN profile at 24%.</p> <p>Another factor was which school the pupils attend. Approximately 90% of the pupils at Maesyrrhandir attend as the closest school, 60% at Treowen School and 11% at Calon y Dderwen.</p> <p>Further contributory factors were that Treowen school does not currently have a substantive Head Teacher in place, whilst the Maesyrrhandir Head Teacher was on secondment to another school.</p>
<p>Has consideration been given, within the process, to the financial implications required to maintain and bring the condition of Maesyrrhandir school up to date.</p>	<p>On paper there would be examination of the surplus places and building condition.</p> <p>The Service is aware of the significant maintenance requirement at</p>

	<p>Maesyrrhandir, a condition survey has been commissioned. As part of the major improvements programme investment would be planned over the next 5-10 years.</p> <p>There are significant surplus places at Maesyrrhandir, a reflection that historically it was a very large school. The question to be asked would be how was the space within the school utilised, as affected the capacity calculation. As progress was made the capacity at Maesyrrhandir would be reviewed, could areas be re-used which could reduce the surplus places.</p>
<p>One of the main reasons given for there not being a Welsh medium Secondary school in Newtown was the lack of capacity. Clearly as almost 300 primary places were vacant with further vacant places in the High School, capacity was not an issue.</p> <p>Other Committee members have requested the plan for Newtown, whilst appreciate it would be difficult to address all areas simultaneously, visibility on the long-term direction was required, especially to provide all-through Welsh Medium Education, given the Authority was using the third version of WESP in 7 years.</p>	<p>There is a lack of space rather than capacity in Newtown. In order to have a new all-through Welsh medium school there would have to be space to build the facilities required for the Secondary element.</p>
<p>Point made for an all through Welsh medium school in Newtown was crucial for the development of the Welsh language.</p> <p>Calon y Dderwen requires a new build as the current fabric of the school is not good enough to facilitate the children's education. However, is the proposed school site in the most appropriate place for the majority of the children who would be attending. Assurance sought that other options had been reviewed which could provide improved pedestrian and vehicular access.</p>	<p>The availability of land within Newtown was a key issue. Various sites had been considered within and outside of Newtown, with decision made that Calon y Dderwen was sited in a central location.</p> <p>With regard to access, following the significant number of concerns raised on the engagement visits and noted in the engagement reports, of congestion in a central part of town. During the build design process, there is a key requirement by WG that Active Travel must be considered with safe routes to school.</p>
<p>Chair noted that local member comment was very important, comments were not in the papers before Scrutiny, which was difficult as required their expert knowledge when discussing various areas of Powys.</p>	<p>In response to point raised of the Treowen school site if it were to be closed. There was an assumption it would become a derelict site. Options would need to be reviewed for what the building could be used for as an</p>

Comment made by Local Member Cllr Joy Jones.

Residents were very concerned with regard to the congestion and safe active travel routes for the current Calon y Dderwen site. These issues could be exacerbated with the proposed North Powys Well-being Hub.

There had been little dialogue with the communities and the reasons for merging one school over another had pitted communities against each other.

There has been no real consideration given to the regeneration of the Treowen School site should the school close.

The engagement process received 101 responses from Treowen families with only 9 positive responses.

Concern raised of staff well-being due to the uncertainty of the proposed merger would they begin to look for new roles elsewhere.

Comment made from Cllr Pete Lewington:

In agreement with many points made by Cllr Joy, in particular the traffic, parking and safety concerns raised about active travel routes. The engagement responses have very few positive comments whether from teachers, Governors, or pupils with similar recurring themes against the merger. The comments should be taken on board and communities listened to.

Treowen would lose its unique identity and education provision within the community.

There were no clear reasons mentioned in the proposal as to why Treowen and not Maesyrrhandir should be put forward for closure except for the current pupil profiling which was a snapshot in time which could alter and did not provide a sound basis for decisions made.

The poorer building condition of Maesyrrhandir must be noted together with the cost per pupil higher, than that of Treowen.

Concern was highlighted that in the proposal Maesyrrhandir pupils would not be in receipt of the benefits of a new modern learning environment.

Within the papers Option 3 was stated as not potentially achievable, yet Option 4

asset for the community i.e., a Family Centre, Early Years, Flying Start provision, 3+. Setting.

In respect of highways work was already underway as part of the Campus development on modelling traffic flows, counting traffic and understanding how the traffic would support the integrated site.

<p>was, request made to clarify why that conclusion was reached.</p>	
<p>Would pupils in the Treowen catchment be entitled to free home to school transport.</p> <p>What playing field provision would there be if the new school was to be built on the existing playing field.</p> <p>Where were current pupils coming from who attended Calon y Dderwen, only 11% were within catchment. Opportunities noted for apprenticeships.</p> <p>Would Calon y Dderwen incur additional staffing costs until Treowen site closed.</p> <p>In respect of the wellbeing of staff, there was no mention in the documentation of the views of Ysgol Calon y Dderwen would this process add further stress and anxiety to staff who had recently been through the merger of Ladywell Green and Hafren.</p>	<p>It would be unlikely that pupils would be entitled to free home to school transport as would live under the 2-mile threshold criteria.</p> <p>Existing playing fields provided an open piece of land which allowed for easy development and reduced need for temporary buildings. The existing school building will be repurposed to playing fields.</p> <p>Apprenticeships refers to potential during the new build.</p> <p>The budget share would be for one school across 2 sites initially. Then becoming one school which would have to consider the needs of staff. The one Head Teacher over the 2 sites would reduce some of the costs. It was hoped there would be limited impact of restructuring.</p> <p>If this were an opening of a new school pressure and anxiety would have an impact. Calon y Dderwen extending and incorporating Treowen would not necessarily put staff through that process again.</p>
<p>How long would Calon y Dderwen be without playing fields whilst development was progressed.</p> <p>There appeared to be a fine balance between Options 3 & 4 on the appraisal document which required further clarification.</p> <p>In hindsight, the community could have benefitted from the information on active routes and design of the new school prior to consultation process to give more confidence and faith in the process.</p>	<p>There would be a year for the pitch to be formed and seeded until it could be played, dependent on the season. In the interim, the school would have access to 2 multi use games areas.</p> <p>The options rationale was related to the similar pupil profile and leadership arrangements. There was work being undertaken on the whole campus with master planning and various consultants involved on the critical pathway.</p>
<p>The Standards of Education report by Estyn for Maesyrrhandir school, clarity sought on the number of N/A's reported</p>	<p>In Wales there were no longer judgement on categories. Previous reports cannot be compared. There were no issues with the quality of education provision at Maesyrrhandir.</p>

Scrutiny made the following observations:

- The Committee requested that:

- That a Powys-wide vision document be made available to all stakeholders to inform of the direction of travel for the whole schools transformation programme.
- Further work be undertaken on the long-term sustainability, including the equality of provision and the high number of vacant places, of schools in Newtown prior to decision and implementation of plans.
- The Committee remained unconvinced about
 - Using the North Powys Wellbeing Hub as an argument for merging Treowen CP School into an extended Calon y Dderwen campus, given that the associated funding from WG for this significant development to take place, has not been secured.
 - Whether the site for Ysgol Calon y Dderwen is the best site for a new school, considering that only 11% of pupils currently live within catchment. In addition, has exploration of any other potential site been undertaken.
 - The rationale behind schools with smaller numbers not being considered within the current transformation programme.
 - Plans for the future potential use of the Treowen school site if the school were to close.
- The Committee expressed concern:
 - Of the large number of available places (286) within Newtown schools, Committee cannot see a justification for building a new school.
 - That the proposals as set out, could potentially leave Maesyrrhandir CP School, in terms of maintenance and educational attainment in a modern learning environment, far behind other schools in the town.
 - Of there being no solid basis provided within the reports for a merger of Treowen CP School over Maesyrrhandir CP School with Ysgol Calon y Dderwen, other than similar pupil profiling through FSM (Free School Meals) and ALN (Additional Learning Needs).
 - Of the access to Calon Y Dderwen, the traffic congestion in the area, active travel routes for children across busy main roads.

Scrutiny Committee's recommendations to Cabinet were that:

1. Assurance be urgently sought from WG in respect of secured funding for the North Powys Wellbeing Hub and subsequent extended build at Ysgol Calon y Dderwen.
2. Assurance be given that the Cabinet will urgently address the high vacant places within schools in Newtown.
3. Assurance sought for the dissemination to stakeholders of clear transport plans, given the current level of traffic congestion around Ysgol Calon y Dderwen, prior to any decision being made.
4. The long-term sustainability of all schools in Newtown to be considered in the current plans, including the rationale behind schools with smaller numbers not being considered within the current transformation programme.
5. The vision for the delivery of education in Newtown, and the whole of Powys, to be shared with all stakeholders.
6. Assurance be given of equity of educational provision across all schools.

7. Clarity is sought on the future potential use of the site.

5. SCHOOLS TRANSFORMATION - IRFON VALLEY CP SCHOOL

Background

The Governing Body contacted the Schools Services with concerns relating to a recent drop in pupil numbers and the impact on the financial stability. It was explained that a review process would be undertaken. It was stated that the Governing Body were not part of the review process nor part of the recommendation before Scrutiny Committee today.

There has been a sudden decline in pupil numbers with the main reason cited as being no afterschool provision.

Recommendation to be made to Cabinet:

To proceed to formal consultation to close Irfon Valley CP School as of the 31st August 2024 and for pupils to transfer to their nearest alternative schools.

Points raised by the Panel:	Responses received from Officers or Cabinet Members.
<p>It would appear that local transferring in schools are either at capacity or near to, limiting the choice of schools for those pupils of Irfon Valley to transfer to, what would be the distance that pupils from Newbridge would have to travel to Builth or Dolafon.</p>	<p>Do not have actual distances to hand but in terms of admissions if the pupils were closest to Newbridge, application for a place could be submitted if availability, they would be allocated a place, with home to school transport provided if the closest school.</p> <p>Currently more than half of the pupils at Irfon Valley are closest to Dolafon but would have to wait until parents have made their decision.</p> <p>Currently there are 44 spaces in Builth Wells CP School available across the Welsh and English mediums.</p>
<p>2 pupils are closest to Newbridge which is currently oversubscribed, would the Admissions Team be flexible in their approach, or would there be the expectation that those 2 pupils would be transported elsewhere.</p> <p>What were the expected additional costs of school transport for those pupils who have already left Irfon Valley CP School and could be in receipt of that entitlement in the future, notwithstanding that pupils could be transported in possibly 3 different directions.</p>	<p>Estimated transport costs based on pupils transferring to their closest schools.</p>
<p>Does the £46k for school transport take into consideration those children that have</p>	<p>When the transport costs were modelled it would have been on the</p>

<p>already left Irfon Vally CP School who could become eligible for free Home to School transport, but who are not currently eligible.</p>	<p>number of learners in the school at that time. Will confirm to Committee when the modelling took place and numbers of children involved. Confirm this is the case – number of pupils at the school in September 2023</p>
<p>Free School Meals (FSM) currently is at 17.6% has this figure increased significantly since half of the pupils have transferred elsewhere.</p>	<p>The reason for the increase was due to there being less pupils within the school. Pupils who did not have FSM have transferred leaving those pupils in receipt of FSM. The reduction in numbers was due to parental choice rather than deprivation in any way.</p>
<p>Confirmation sought that the Safeguarding recommendations made by Estyn had been complied with and addressed, where these factor in the reduction in numbers.</p>	<p>The Safeguarding recommendation from Estyn had been addressed within the first few months. There were no concerns of the quality of education taking place inside the school, parents are not citing any reason other than after school provision for moving their child's school, friendship groups have then moved alongside</p>
<p>Cllr A.B Davies invited by the Chair to comment as Local Member. Comments made by the officers are correct the lack of afterschool provision has been the main concern. There were no concerns with the Leadership nor quality of education provided at the school. The Welsh medium school in Builth has taken a number of the Irfon Valley learners. Pleased to note that the Scrutiny Committee are giving due diligence to the report which in turn has provided confidence in the process. Chair commented that it was always important to have views from the Local Member (s) when discussing subject matter as sensitive and important to communities.</p>	
<p>Clarity raised over the potential use of the site, tis there a co-dependency between a village hall to the school and the income the village hall can derive from the school. There would appear to be a difference in approach between town and rural areas, the earlier discussion on Newtown schools listed possibilities, but there would appear a lack of opportunities and service delivery in a more rural community.</p>	<p>Cllr A.B. Davies advised that the village hall was completely separate to the school. The Service would follow the normal process for declaring properties surplus, i.e., discussions with the Community Council, options for Council services to utilise the space, then the option for capital receipts via the open market for sale.</p>

Scrutiny made the following observations:

- The Committee noted:
 - The concerns from the Governing Body to the Schools Service to look into the recent fall in numbers and the impact on the financial sustainability of Irfon Valley CP School.
 - That the Governing Body were not part of the review process, nor did they have any involvement in any decisions that have been made.
 - And were supportive of the consultation process proceeding in regard to the potential closure of Irfon Valley CP School.
 - That the previous safeguarding recommendations from Estyn relating to Health and Safety matters had been addressed.
 - There were no concerns of the quality of education provision or management standards at Irfon Valley CP School, with reason given for falling numbers was the lack of afterschool provision.

- The Committee requested that:
 - The Admissions Teams be flexible in their approach when dealing with any potential resettlement of pupils and when considering home to school transport.
 - That a Powys-wide vision document be made available to the to inform of the direction of travel for the whole schools transformation programme.

- The Committee remained unconvinced about
 - The future potential use of the site, given the lack of service delivery and opportunities in the more rural areas of the county.

- The Committee expressed concern:
 - Regarding the admissions policy and request this be reviewed at the earliest opportunity.
 - The cost of transport within the report at £46k, was this in relation to all pupils or the current number of 19 remaining in the school.

Scrutiny Committee's recommendations to Cabinet were that:

1. Assurance that the admissions policy will be flexible and reviewed at the earliest opportunity.
2. Clarity is sought in relation to the transport costs held within the report.
3. Clarity is sought on the future potential use of the site.

6. WORK PROGRAMME

Post 16 Education to be brought forward from June 2024.
Schools causing Concern December 2023 under Estyn Reports.

County Councillor R G Thomas (Chair)

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WELSH IN EDUCATION STRATEGIC PLAN ANNUAL REVIEW REPORT

July 2023

Name of Local Authority

Powys County Council

Author:	Bethan Price
Approver:	Eurig Towns
Date:	28/07/23

MAJOR ACHIEVEMENTS / HIGHLIGHTS

Over the last six months we as a county have appointed a Welsh Language Lead Officer and a Post 14 Leader, which enables us to co-ordinate the work in the WESP more effectively.

Since this WESP began, the Council has held Trochi provision over three centres in at Newtown (November 21 – February 22), Llanfyllin school (September 22 – December 22) and Newtown (April – July 23).

The marketing of Welsh Education has become more prominent, with better use of the resources we have (e.g. website/booklet Y Daith at Dau Iaith), a presence on the Urdd field this year, a new resource for newcomers to the County and a Facebook page to accompany Taith at Ddwy Iaith Languages booklet.

All primary schools in the county are now on their journey with the Siarter Iaith, with all of them having reached at least the bronze award in the Siarter Iaith neu Siarter Iaith: Cymraeg Campus. We also offer the Siarter Iaith to secondary schools and All age schools; two English medium secondary schools have received the bronze award this year.

The new Ysgol Gymraeg y Trallwng building has been open to pupils since Easter, and a new Welsh stream provision has been piloted at Ysgol y Cribarth, to be officially opened in September 2023.

WHOLE PLAN OVERVIEW

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

According to PLASC 2021 information¹, 277 year 1 pupils in Powys were being taught through the medium of Welsh. The total number of year 1 pupils in Powys was 1223, therefore 22.6% of Year 1 pupils were taught through the medium of Welsh.

According to the latest Teacher Centre data, in 2022-23 there were 1277 year 1 pupils in Powys, 248 of whom were being taught through the medium of Welsh, or 19.4% of the cohort.

It is possible that this dip is Covid-related. This year group would not have been able to attend pre-school sessions with Ti a Fi and this may have impacted on parental choice for Welsh medium education. Present nursery figures show that pupils in Welsh medium provision is at 36.4% and our January 2023 Teacher Centre Reception year data indicates that 21.1% of that cohort is in Welsh medium education.

¹ PLASC 2021 – Study Welsh as a first language

MAIN VIEW / MILESTONES

To ensure a strong data base, establishing a data collection and sharing arrangement will be important. The Welsh Language Lead Officer will need to work with the data team and Post 14 Lead to organise comprehensive ways of collecting all the necessary data without adding to the burden of teachers. Looking at training for school staff on how to fill in PLASC knowledge of Welsh would be beneficial.

In terms of promoting Welsh language education, producing fun and positive case studies for parents will be important. It will also help in raising awareness of the Facebook community. The Daith at Ddwy Iaith resource will be used to share good quality resources. We hope that being able to see people coming from similar situations will give other people the confidence to choose a Welsh language education for their children.

Our promotion strategy will be particularly important as we look to maintain a bridging Trochi centre. Promoting this in specific areas will allow us to increase numbers in strategic places.

Our milestones in school infrastructure and organisation will be: to make a secure plan for piloting provision in the Gwernyfed catchment; completing the statutory processes to ensure Ysgol Bro Caereinion moves towards becoming a Category 3 school; the start of the statutory processes to create a Welsh language school at Builth Wells; and working with each Category 2T school to create a support plan to move the school into Category 2 within a decade.

Outcome 1

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

KEY ANNUAL DATA

The number and percentage of learners in nursery who are taught through the medium of Welsh:

English	Welsh	Percentage
1156	421	36.4% Welsh 63.6% English

The number of Cylchoedd Meithrin within the local authority area:

Term	Number of Cylchoedd Meithrin	Number of English medium settings
Summer 2022	20	56
Summer 2023	19	56

24% of settings are Welsh-medium.

Settings providing 3+ education			
Term	Number registered with Mudiad Meithrin	Welsh medium settings not registered with MM	Total
Summer 2023	14	3	17
Autumn 2023	15	3	18

Mudiad Meithrin data for 2021-22 shows there were 280 children in Welsh medium settings and 224 transferred to Welsh medium education. This is 80% of the children.

Number of Welsh-medium Flying Start childcare places:

Term	Number of settings	Number of places
Autumn 2023	5	80
Summer 2023	4	72
Spring 2023	3	64

OUTCOME SUMMARY

1.1 Local authority will invite tenders to provide Welsh-medium provision

A tender to provide Flying Start provision was circulated for the Llanbryn-mair/Banw, Rhayader and Welshpool areas to support delivery of Flying Start expansion phase 2B. This resulted in an additional 2 Welsh medium providers being awarded contracts to deliver the high-quality Flying Start childcare provision from Summer and Autumn terms 2023.

Powys Officers have begun planning the new tender process for 3+ education. This will be circulated to providers at the end of 2024 to be implemented from September 2025.

The Flying Start advisory team have developed a range of story sacks with simple Welsh story and information books, props and QR codes to support the use of sharing Welsh medium books within the English medium settings. Ongoing support is provided by the Flying Start

	<p>advisory team. The Flying Start advisory team observe, support and monitor the use of Welsh language in each Flying Start setting. This is reported on every setting support sheet. The Flying Start advisory team has developed Welsh language support sheets containing language to support the child led ethos of the Flying Start settings.</p> <p>The Foundation Learning advisory team have created and shared a Welsh 2nd language support package and Cynefin support package for all settings.</p> <p>Information about the WESP and invites to move along the language continuum have been shared with all childcare & education settings.</p> <p>The LA has funded a Mudiad Meithrin language support officer to support the Welsh language skills of practitioners in 3 settings in south Powys during 2023.</p>
<p>1.2 Continue to work with Mudiad Meithrin to increase providers and places</p>	<p>Welsh-medium Flying Start provision Meithrinfa Dechrau Disglair, Ystradgynlais, have increased their places since September 2022. Ysgol Feithrin y Trallwng offer places since June 2023 Cylch Meithrin Dyffryn Banw will offer places from September 2023.</p> <p>Collaboration with early years providers to strengthen and expand Welsh-language childcare provision. 2 settings (Machynlleth Community Children’s Project & Cewri Bach y Cribarth) are moving along the language continuum to provide Welsh medium provision by Sept 2025 supported by Mudiad Meithrin and the Foundation Learning team. They have a personalised action plan to support this transition. A Welsh medium nursery (Traed Bach Twymyn) offering care for 2-3 year olds opened in January 2023 in the Machynlleth area. Cylch Meithrin Trannon will begin providing education sessions from September 2023 in the Llanidloes area. Mudiad Meithrin have begun exploring the viability of establishing a Ti a Fi in Hay on Wye and Crickhowell areas.</p> <p>PCC officers are working with Cylch Meithrin Penybontfawr, Cylch Meithrin Glantwymyn, Cylch Meithrin y Drenewydd, Cylch Meithrin Llanfyllin & Cylch Meithrin Dyffryn Banw to increase places and accommodation via WG Childcare capital grant programme.</p> <p>The transition data to Welsh medium schools has been shared with all Welsh medium settings, this is between 40-100% from education providers for 2021-22.</p> <p>Mudiad Meithrin work with a number of Cylchoedd Meithrin to deliver the Croesi'r Bont programme and offer Clwb Cwtch for parents/carers.</p>
<p>1.3 Promotion of Welsh-medium education/benefits of bilingualism</p>	<p>The local authority has a website known as Taith at Ddwy laith - https://cy.powys.gov.uk/article/10744/Taith-at-Ddwy-laith-manteision-dewis-addysg-Gymraeg A Facebook page, also using the ‘Taith at Ddwy laith – Destination Bilingual’ branding has been developed by the Arweinydd y Gymraeg. The Taith at Ddwy laith booklets were produced in small number for use at the Urdd Eisteddfod in Llandoverly. Arweinydd y Gymraeg recently fed into a consultation on Admissions documents with a view to highlighting Welsh medium education to parents. Education settings have circulated information & shared information via social media for parent/carers in the Autumn term prior to applying for school places. All education settings have been provided with Mudiad Meithrin & Powys guidance to share with parent/carers about the benefits of Welsh medium education including lessons from parent/carers such as Clwb Cwtsh.</p>

1.4 Workforce Development	<p>A Welsh language audit was circulated to all childcare and education providers in Spring 2023. There were 68 responses, of which 14 welcome an offer of Welsh language training. 15 practitioners have completed a one-day training course with Powys Swyddogion y Gymraeg team to improve their language skills during 2022-23.</p> <p>Mudiad Meithrin share information about the Welsh language support that is available which is circulated to childcare and education settings via email and social media such as Clwb Cwtch.</p> <p>Mudiad Meithrin officers are supporting 3 settings in mid/south Powys to improve practitioners' Welsh language skills.</p>
1.5 Capital Developments	<p>There are regular meetings with the Transformation team and Childcare capital grant officers and currently there are a number of proposed projects for Cylch Meithrin Penybontfawr, Cylch Meithrin Llanfyllin, Cylch Meithrin Glantwymyn, Cylch Meithrin y Drenewydd and Cylch Meithrin Dyffryn Banw to improve and expand the accommodation to include Flying Start or increase childcare places. The plans for Ysgol Bro Hyddgen have been reviewed and will now include space for Flying Start.</p>

There is currently a lack of Welsh Medium childcare in the Crickhowell area (only 1 childminder), and none in the Gwernyfed and John Beddoes clusters. In towns such as Machynlleth and Ystradgynlais, that have a higher percentage of Welsh language speakers, the lack of Welsh medium childminders could result in parents not being able to place their children with childminders who are delivering childcare in their preferred language. Lack of Welsh language provision in these geographical areas is a weakness. This information is being used to inform the WESP.

IMPLEMENTATION AND MONITORING

An Outcome 1 sub-group has met regularly since September 2022 and members include officers from Mudiad Meithrin, Childcare, Flying Start, Foundation learning and Welsh officer. During the meetings updates from all officers are shared, discussed and actions to complete. The lead for Outcome 1, Sharon Hughes also attends meetings to report back with the Arweinydd Gymraeg, WESP officers and Transformation team.

OUTCOME LEVEL RISKS

The lack of reliable data makes this difficult to measure progress against the targets. The improved accommodation and expansion of childcare, Flying Start and education places is reliant on Welsh Government funding.

ASSURANCE / MITIGATION ACTION

LA looking into funding structures and programmes to ensure continuation of provision of accessing the Flying Start and Childcare Capital Programme.

Deilliant 2

Mwy o blant dosbarth derbyn/ pump oed yn cael eu haddysg drwy gyfrwng y Gymraeg

DATA BLYNYDDOL ALLWEDDOL

During 2020/21, 250 reception aged pupils were accessing Welsh-medium provision in Powys. This is 20.2% of the reception aged pupils².

The figures for 2022-23 are as follows:

Number*	%	*Indicates Reception year group (cohort of 1223) who are studying Welsh as a First Language. (Teacher Centre January 2023 as a PLASC substitute).
258	21.1%	

CRYNODEB DEILLIANT

2.1 Develop new Welsh-medium provision in Hay-on-Wye	Discussions have been taking place with all primary schools in the Gwernyfed cluster, and also with Mudiad Meithrin. There is appetite in the cluster to start providing Welsh-medium Education but further discussions are required about location and staffing. Mudiad Meithrin are starting Ti a Fi sessions in the Hay-on-Wye Library in the autumn.
2.2 Develop new Welsh-medium provision in Crickhowell	Mudiad Meithrin visited the site of Llanbedr School (closed as of July 2023) with a view to opening a setting, but decided that the location was not central enough as a provision for the Crickhowell catchment. Further consideration will be given to find a suitable location within this catchment.
2.3 Develop new Welsh-medium provision in Presteigne	Work was undertaken to consider whether Welsh-medium provision could be established in the village of Dolau in Llandrindod Wells, in the building occupied by Llanfihangel Rhydithon C.P. School, which will close in August 2023. This provision could also have served the Presteigne catchment. However, the outcome of this work was that this would not be viable, so further consideration will need to be given to how to move forward with developing Welsh-medium provision in this area.
2.4 Develop new Welsh-medium provision in the Llanfyllin / North Powys border area	A review of schools in the Llanfyllin/North Welshpool catchment has been taking place this term, with engagement meetings held at each school. The outcome of the review will be presented to Cabinet in September, and this will include recommendations for Welsh-medium provision as well.
2.5 Develop more Welsh-medium provision in the Llanfair Caereinion catchment area	Officers have been working closely with Ysgol Bro Caereinion to support their vision to move along the language continuum, and a report will be presented to Cabinet in the autumn term.
2.6 Develop more Welsh-medium provision in the Ystradgynlais catchment area	Following formal consultation, Cabinet approved a decision to change Ysgol y Cribarth from English-medium to dual-stream. Once the stream is fully established, further

² PLASC 2021 – Study Welsh as a First Language.

	consideration will be provided about strengthening the Welsh-medium offer at the school.
2.9 Develop more Welsh-medium provision in the Llanidloes catchment area	The English stream at Ysgol Dyffryn Trannon is being phased out, with English medium provision remaining for years 5 and 6 only from September '23. Cylch Meithrin Trannon will begin providing education sessions from September 2023 in the Llanidloes area.
2.10 Work with schools transferring into transitional categories to develop a plan to enable these schools to transfer into one of the main categories within a maximum of 10 years	Arweinydd y Gymraeg is working with schools that have agreed a transitional category to provide support to leaders to develop an effective high-level plan for moving a school along the language continuum. Examples include, Ysgol Bro Caereinion, Ysgol Calon Cymru and Ysgol Bro Hyddgen. The plans are shared with relevant governing bodies for approval and will be effectively monitored by leaders and the LA. It is too early to evaluate the impact of the plans.
2.11 Identify good practice that exists in language acquisition and share this practice across the LA, with reference to Estyn's Thematic Report on Welsh Language Acquisition	A National Immersion Network Meeting has been set up by Welsh Government. The Arweinydd y Gymraeg attends these meeting. As a result, the Local Authority is well-informed of the latest Trochi activity and provision across Wales. This network has led to an opportunity for a year 7 learner to attend an immersion centre in Gwynedd. The Senior Welsh in Education Officer has upskilled with VR training provided by Gwynedd LA and took receipt of the VR headsets through this forum. As a result, VR headsets have been acquired for use by Powys immersion centres. Trochi methodology training (22.3.23) was provided by teachers from Ysgol Bro Pedr, Ceredigion to raise awareness amongst staff of the importance of immersion methodology for language development. This professional development included training in the use of the rich resources from Ysgol Bro Pedr, which was then shared by officers with other Welsh medium schools to enhance their provision. As a result, Ysgol Llanfyllin leaders have utilised this good practice at Bro Pedr to promote the benefits of bilingual education with new parents, leading to an increase in the number of learners registering for the Welsh stream in 2023. Ysgol Pontsenni have also incorporated the resources into their teaching in the English stream to raise standards of Welsh across the school. However, it is too early to evaluate fully the impact of these resources.
2.12 Support schools to establish strong bilingual communication channels with parents and carers from an early age to enable them to support their children at home as they acquire the Welsh language.	The local authority has an active website known as Taith at Ddwy laith - https://cy.powys.gov.uk/article/10744/Taith-at-Ddwy-laith-manteision-dewis-addysg-Gymraeg A Facebook page, also known as 'Taith at Ddwy laith – Destination Bilingual' has been developed by the Arweinydd y Gymraeg. Although in its infancy (launched May 2023), the Facebook page has 467 followers. The website and the Facebook page provide parents with useful information about the advantages of bilingualism, the immersion provision, success stories as well as useful links to RhAG websites etc.
2.13 Support early years / Mudiad Meithrin practitioners to establish strong partnerships with parents / carers to support their decision to	See 1.7

pursue Welsh-medium education for their children.	
PROMOTION	
2.15 The authority will actively promote the availability and benefits of Welsh medium education to parents, from all linguistic backgrounds. When parents apply for a school place, they will automatically receive information about Welsh-medium provision.	<p>The local authority has an active website known as Taith at Ddwy laith - https://cy.powys.gov.uk/article/10744/Taith-at-Ddwy-laith-manteision-dewis-addysg-Gymraeg</p> <p>A Facebook page, also known as 'Taith at Ddwy laith – Destination Bilingual' has been developed by the Arweinydd y Gymraeg.</p> <p>Arweinydd y Gymraeg recently fed into a consultation on Admissions documents with a view to highlighting Welsh medium education to parents. As a result, Welsh-medium education is highlighted to parents on page five of the admissions booklet, as opposed to page 16. The table of schools has also been amended so that parents can see more easily which schools offer Welsh medium provision.</p>
2.16 Promotion to take place via the PCC website, admission booklets, information leaflets, videos and social media so that every family is clear about the opportunities for bilingual and Welsh language learning that will be available for their young infant in Powys.	See 2.12 above.
2.18 Promotional materials to be made available to estate agents and housing associations so that they are able to provide these to prospective new buyers/tenants.	<p>A flyer to promote the Welsh language and Welsh medium education for incomers to the county has been designed and printed and was launched at the Maldwyn stand at the Urdd National Eisteddfod in Llanymddyfri. A copy can be found here:</p> <p>Croeso i Bowys</p>
2.19 Increase awareness and accountability of governors, and share best practice, by establishing a Welsh-medium education governors group.	<p>Arweinydd y Gymraeg has presented on the subject of the WESP and School Language Categorisation to the Governors' Consultative Committee and at the Governor Briefing. Governors appreciated the information shared and as a result some asked for further guidance on their language categorisation.</p> <p>The Arweinydd y Gymraeg has also attended individual Governing Body meetings to discuss the WESP and school language categorisation to offer support where necessary.</p>
SUPPORT FOR LATECOMERS	
2.21 Trochi Immersion Centres to be set up.	<p>The local authority has now established three immersion centres which include –</p> <p>Meistri Maldwyn 1 at Ysgol Dafydd Llwyd (November 2021- February 2022)</p> <p>Meistri Maldwyn 2 at Ysgol Llanfyllin (September 2022 - December 2022)</p> <p>Meistri Maldwyn 3 at Ysgol Dafydd Llwyd April 2023 – July 2023)</p> <p>Pre-care and after immersion care for the 'trochi' pupils is being provided by local authority officers. The immersion centres provide immersion support for pupils from Year 2 - Year 6. To date, all Trochi pupils (3) that have transferred from Year 6 to Year 7 have continued with their education through the medium of Welsh.</p>

	Officers have begun to research opportunities to offer Trochi Pontio, aimed at years 5-8. This includes a recent visit to the Immersion Centre in Bro Idris, Dolgellau (21/6/23) where officers observed a lesson and gathered information on set-up and resources used as well as an opportunity to visit our year 7 pupil in the centre.
CAPITAL DEVELOPMENTS	
2.22 Complete Ysgol Gymraeg Y Trallwng build project.	School opened in April 2023
2.24 Capital investment to support Welsh-medium provision in the Llandrindod Wells / Builth Wells area	Currently preparing a report for Cabinet which will include an implementation plan for the establishment of an all-age Welsh-medium school in Builth Wells.
2.25 Capital investment to support Welsh-medium provision in the Brecon area (replacement building for Sennybridge C.P. School)	Tender exercise just completed for a contractor to complete the design and build of a new 150 place dual-stream primary school with early years facilities. Further dialogue to take place with the school to move along the language continuum.
2.26 Capital Investment to support Welsh-medium provision in the Llanfyllin area.	A review of schools in the Llanfyllin/North Welshpool catchment has been taking place this term, with engagement meetings held at each school. The outcome of the review will be presented to Cabinet in September, and this will included recommendations for capital investment as well.

GWEITHREDU A MONITRO

We monitor progress against this Outcome in our monthly WESP Officer Group Meeting, where lead officers for each outcome discuss progress, raise concerns and solve problems. There is an opportunity to share relevant information and to request key Information from various Council departments. The named Lead Officer for Outcome 2, Delyth Jones, also meets regularly with Arweinydd y Gymraeg and the Transforming Education team to receive progress updates.

RISGIAU

The lack of reliable data makes it difficult to measure progress against targets at present.

The financial insecurity of Trochi going forward, combined with extremely high transport costs, make expanding the scheme challenging.

SICRWYDD / GWEITHREDOEDD LLINIARU RISGIAU

The Arweinydd y Gymraeg is collecting data directly from Schools in order to compare with PLASC to get a full picture of the present situation.

We have noted Trochi as a risk, but without a secure, long-term funding stream it is difficult to plan, maintain and develop this provision.

Deilliant 3

Mwy o blant yn parhau i wella eu sgiliau Cymraeg wrth drosglwyddo o un cyfnod o'u haddysg statudol i un arall

DATA BLYNYDDOL ALLWEDDOL

Currently sources of data available have been evaluated as unreliable in showing progress and providing accurate assessments that monitor the proportion of pupils continuing in Welsh medium education in Year 7.

This has resulted in the number of schools targeted for additional support in developing plans for Welsh-medium retention being delayed until more accurate information is available.

Arweinydd y Gymraeg is actively sourcing this information from schools in order to provide a clear picture of local needs.

Local data suggests:

The number of pupils accessing Welsh-medium education in Year 6 (PLASC 2021-22)

And the number of pupils accessing Welsh-medium education in Year 7 (PLASC 2022-23)

	Number*	%
Yr 6 2021	215	17.01%
Yr 7 2022	123	9.9%

Please note that Ysgol Gymraeg Dyffryn y Glowyr feeds Ysgol Gymraeg Ystalyfera. It is probable that the majority of their cohort (45) left the County to continue in their nearest Welsh medium secondary provider.

However, it should also be noted that data gathered directly from Schools by Arweinydd y Gymraeg in July 2023 suggests that there are 177 pupils receiving Welsh medium Education in Year 7. This raises questions as to the reliability of the data gathered through Teacher Centre.

If in fact there are 177 pupils in WME in Powys, this equates to 14.2% of the cohort.

School	Number of Welsh medium year 7 pupils
Aberhonddu	14
Bro Caereinion	35
Bro Hyddgen	40
Calon Cymru	25
Llanidloes	27
Llanfyllin	36

CRYNODEB DEILLIANT

3.1 Work with secondary schools / providers that transfer to the transitional (T2) category to develop plans to enable these schools to transfer into the dual language category within a maximum of 10 years

A transition plan for Ysgol Bro Caerenion has been developed as they look to move from Category 2 to a T3 school. This plan has been approved by the school's Governing Body.

3.2 Work with Ysgol Bro Hyddgen to develop a plan to support the school to transfer to Category 3 – Welsh-medium.

A lead officer has been appointed to Ysgol Bro Hyddgen and an action plan is in the process of

	<p>being developed in order to support the school in transitioning to Category 3.</p> <p>Ysgol Calon Cymru have scheduled a day in September to work with officers on a transition plan.</p> <p>All other T2 schools (Llanfyllin, Aberhonddu, Llanidloes) will work on Transition Plans with bespoke support provided to achieve these plans during the next twelve months.</p>
<p>3.3 Complete the statutory processes required to provide access to secondary provision which meets the definition of the 'Welsh-medium' category in 2 further locations in Powys. This will focus on the newly established Ysgol Bro Caereinion and the Ysgol Calon Cymru area.</p>	<p>Officers have been working with Ysgol Bro Caereinion, supporting them to move along the language continuum. A report will be presented to Cabinet in the autumn which will recommend the way forward.</p> <p>Ysgol Calon Cymru – work is progressing on an implementation plan which will be presented to Cabinet in the autumn.</p>
<p>3.4 Use PLASC information to monitor the proportion of pupils receiving Welsh-medium education in Year 6 that continue to do so in Year 7 on an annual basis</p> <p>3.5 Where the proportion of pupils receiving Welsh-medium education in Year 6 that continue to do so in Year 7 is very low (under 50%), the authority will work with individual schools to agree a plan to improve pupil retention within Welsh-medium education.</p>	<p>The Arweinydd y Gymraeg is gathering key data and information from schools directly and PLASC to monitor the proportion of pupils receiving Welsh-medium education in Year 6 that continue to do so in Year 7 on an annual basis in order to accurately target and provide the Head of Education with a trend analysis. Currently the data provided is not accurate enough to inform officers of proportion of pupils continuing to access Welsh-medium education and key triggers that impact on linguistic progression. This information is also not yet accurate enough to identify schools where uptake of Welsh medium is low in Year 7 (under 50%).</p>
3.6	See 1.2/2.13
<p>3.7 Ensure that every primary Welsh-medium Year 5/6 class are part of a cohesive transition arrangement with a specified bilingual / Welsh-medium secondary provider</p> <p>3.8 The authority will pilot two Year 5 – Year 8 transition projects that secure a strong continuum in the Welsh language delivery across the curriculum thus enabling the pupils to become ambitious and confident bilingual learners</p>	<p>With the support of the LA, Ysgol Calon Cymru are piloting a year 5-8 transition project with the aim of ensuring a secure Welsh medium continuum. Workshops have been held in the secondary school and in the feeder primaries with Tudur Dylan Jones, Bethan Gwanas and a Welsh Teacher from Ysgol Calon Cymru. They created three class poems based on local themes, as well as individual work by secondary pupils.</p> <p>The intention is to hold similar workshops over the next two years to develop art and music projects on the same themes, leading to a booklet on the local themes chosen by the schools.</p>
3.10	See 2.17
3.12 Formalise the arrangement that Powys pupils can access Welsh-medium provision at Ysgol Ystalyfera Bro Dur with Neath Port Talbot County Borough Council	The formal arrangement that allow Powys pupils to access Welsh-medium provision at Ysgol Ystalyfera Bro Dur with Neath Port Talbot County Borough Council has been raised with the Director

	of Education, who has written to her counterpart in NPT to request a meeting.	
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GWEITHREDU A MONITRO

We monitor progress against this Outcome in our monthly WESP Officer Group Meeting, where lead officers for each outcome discuss progress, raise concerns and solve problems. There is an opportunity to share relevant information and to request key Information from various Council departments. The named Lead Officer for Outcome 2, Delyth Jones, also meets regularly with Arweinydd y Gymraeg and the Transforming Education team to receive progress updates.

RISGIAU

The lack of reliable data makes it difficult to measure progress against targets.

SICRWYDD / GWEITHREDOEDD LLINIARU RISGIAU

Arweinydd y Gymraeg is collecting data directly from schools in order to compare with PLASC data.

Deilliant 4

Mwy o ddysgwyr yn astudio ar gyfer cymwysterau Cymraeg (fel pwnc) a phynciau drwy gyfrwng y Gymraeg

DATA BLYNYDDOL ALLWEDDOL

GCSE Welsh and Second Language Welsh*

School	Number of pupils registered for Cymraeg GCSE in 2023	Number of pupils registered for Welsh Second Language GCSE in 2023	Total number in Y11
Brecon High School	5	80	85
Caereinion High School	38	36	74
Llanidloes High School	22	94	116
Ysgol Bro Hyddgen	36	17	53
Ysgol Calon Cymru	18	158	176
Ysgol Llanfyllin	27	64	91

**Data drawn from multiple sources*

A Level Welsh and Second Language Welsh

School	Number of pupils registered for Cymraeg GCE	Number of pupils registered for Welsh Second Language GCE
Brecon High School	0	
Caereinion High School	5	1
Llanidloes High School	0	
Ysgol Bro Hyddgen	4	
Ysgol Calon Cymru	3	4
Ysgol Llanfyllin	0	

Subjects offered through e-sgol

At the moment, only Second Language Welsh is offered through e-sgol; no subjects are currently offered through the medium of Welsh.

The following e-sgol subjects are offered through the medium of English:

Maesydderwen: Ffrangeg, Astudiaethau'r Cyfryngau
Crughywel: TCGh, Cyfrifadureg, Almaeneg
Aberhonddu: Daearyddiaeth
Gwernyfed: Gwleidyddiaeth, Cymdeithaseg
Calon Cymru: Cymraeg Ail Iaith, Mathemateg Bellach, Seicoleg
Llanidloes: Gwleidyddiaeth, Gwyddorau'r Môr, Ffiseg
Drenewydd: Cymdeithaseg
Bro Caereinion: Y Gyfraith
Trallwng: Ffrangeg

Pynciau Cyfrwng Cymraeg

(According to data collected for Local Curriculum Mapping)

School	Number of Welsh-medium subjects offered (by qualification) KS4 2021-22	Number of Welsh-medium subjects offered (by qualification) KS4 2022-23
Brecon High School	1	1
Caereinion High School	12	16
Llanidloes High School	8	9
Ysgol Bro Hyddgen	22	22
Ysgol Calon Cymru	7	7
Ysgol Llanfyllin	10	10

School	Welsh medium subjects offered at KS3	Welsh medium subjects offered at KS4	Welsh medium subjects offered at KS5
Brecon High School	Cymraeg, Gwyddoniaeth, Hanes*, Daearyddiaeth*, Add. Grefyddol*, Ffrangege*. <small>*oherwydd problemau salwch/staffio mae rhain wedi cael eu dysgu tryw'r gyfrwng Saesneg am ran helaeth y flwyddyn academaidd.</small>	Cymraeg (TGAU Iaith), Gwyddoniaeth	
Bro Caereinion	Cymraeg Mathemateg Gwyddoniaeth Hanes Daearyddiaeth Chwaraeon Addysg Grefyddol Celf Cerdd Technoleg TGCh Sgiliau neu ABCh	Cymraeg Mathemateg Bioleg Cemeg Hanes Daearyddiaeth Addysg Gorfforol Cerdd Bagloriaeth. Chwaraeon	Cymraeg Mathemateg Bioleg Cerdd Hanes Daearyddiaeth, Addysg Gorfforol
Llanidloes High School	Welsh 1 st Lang Maths Science History Geography RE Art Music	Welsh 1 st Lang Maths Science History Geography RE	
Ysgol Bro Hyddgen	Cymraeg Mathemateg Gwyddoniaeth Hanes Daearyddiaeth Addysg Grefyddol Celf Cerdd Technoleg TGCh	Cymraeg Addysg Grefyddol Addysg Gorfforol Cyffredinol Bac Pynciau a addysgir yn ddwyieithog/Subjects taught bilingually	Cymraeg Daearyddiaeth Bac Amaeth Drama yn Penweddig Bioleg yn Penweddig Pynciau a addysgir yn ddwyieithog/Subjects taught bilingually

	Addysg Gorfforol Dysgu Disglair (+ rhai pynciau TGAU yn cychwyn ym ml 9)	Mathemateg Gwyddoniaeth Addysg Gorfforol TGAU Rhifedd Hanes Daearyddiaeth Cerdd Celf Technoleg TGCh Iechyd a Gofal Amaeth Bac	Mathemateg Cemeg Ffiseg Maths TGAU Ail sefyll Addysg Gorfforol BTEC Chwaraeon Sports Coaching Dylunio Cynnyrch Gwyddoniaeth Feddygol TGCh BTEC Celf Tectiliau
Ysgol Calon Cymru	Cymraeg Gwyddoniaeth (bl.7 yn unig) Hanes Daearyddiaeth Celf Dylunio Addysg Grefyddol Drama ABCh (bl.8 a 9)	Cymraeg Hanes Daearyddiaeth Dylunio	Cymraeg Hanes Daearyddiaeth Dylunio
Ysgol Llanfyllin	Cymraeg Mathemateg Gwyddoniaeth Hanes Daearyddiaeth Addysg Grefyddol Drama Cerdd Ffrangeg	Cymraeg Mathemateg Gwyddoniaeth (Bioleg, Cemeg a Ffiseg) Hanes Daearyddiaeth	Esgol – Cymraeg, Trisgol – Bioleg, Hanes, Daearyddiaeth

CRYNODEB DEILLIANT

There is a new Lead for Post-14 in post since Easter. The Arweinydd y Gymraeg and Lead for Post-14 have met to discuss the WESP, including joint data requirements.

4.1 / 4.2		Gweler/ See 3.1/ 3.2
4.4	Establish arrangements for monitoring the Welsh-medium subject provision at existing providers from the autumn term 2022.	The Arweinydd y Gymraeg has initiated discussion with the Service Manager for School Support Services on this point. A questionnaire has been circulated to collect information on the subjects offered at secondary level and the language designation of that offer.
4.5	Monitor the number of pupils taking external examinations in Welsh.	Information has been collected on the numbers of pupils currently studying for formal examination through the medium of Welsh at GCSE and A Level. The Lead for Welsh has met with representatives of Coleg Cymraeg Cenedlaethol to make links and ensure pupils access their messaging. Mabon Dafydd has visited Ysgol Bro Hyddgen this term and Ysgol Calon Cymru pupils have also

		had an online presentation from Lowri Bulman on available scholarships.
4.6	Provide a wider range of GCSE and post-16 Welsh-medium subjects. Collaborate with neighbouring authorities to expand provision, especially through the use of E-sgol.	<p>Powys County Council is continuing to work closely with e-sgol to provide a wider range of subjects at A level, including through the medium of Welsh. The Lead for Welsh attended the e-sgol conference virtually and the newly appointed Lead for Post 14 has also conducted meetings with e-sgol.</p> <p>Recent alterations have been made to subject blocks for September, allowing pupils to choose both Second Language Welsh and French at A level if they so wish.</p>
4.7	Increase the Welsh-medium vocational offer in Powys in partnership with NPTC and other FE providers. Develop and implement a promotional strategy with key partners, to promote the benefits of bilingualism and Welsh-language skills in the workplace	We have received the numbers of Welsh speakers enrolled at NPTC during 2022-23 but none of these are currently studying through the medium of Welsh. NPTC are looking to recruit a Welsh-speaking lecturer in Agriculture.
4.8	Establish a programme of voluntary Welsh language learning sessions via E-sgol for second language learners aged 16-18 continuing in education.	A pilot of Ymlaen Gyda'r Dysgu has been run by e-sgol, with one pupil from north Powys taking part. The summer term sessions were publicised and shared by the Council through our Taith at Ddwy Iait Facebook. One learner from south Powys took advantage of these sessions.

GWEITHREDU A MONITRO

The Arweinydd y Gymraeg and Lead for Post-14 have met twice to discuss the WESP, including data requirements; they will continue to meet regularly.

We are currently recruiting for secondary representation on the WESP Officer group.

RISGIAU

The unreliable nature of data available makes it difficult to accurately track progress against targets.

The rural nature of our Schools and the number of Learners accessing post-14 education outside of Powys leads to low numbers, especially in Welsh medium contexts.

Often, there is only one teacher available to teach a Welsh medium subject at A/AS level. This leads to uncertainty for schools when offering courses as they are not always able to recruit if, for example, there is a change of staffing midway through a course.

SICRWYDD / GWEITHREDOEDD LLINIARU RISGIAU

The Arweinydd y Gymraeg is gathering data directly in order to compare with available PLASC data in order to gather a more complete data picture.

Powys schools are using e-sgol to offer courses.

Deilliant 5

Mwy o gyfleoedd i ddysgwyr ddefnyddio'r Gymraeg mewn cyd-destunau gwahanol yn yr ysgol

DATA BLYNYDDOL ALLWEDDOL

<p>5.1 <u>Siarter laith target for Welsh-medium primary schools</u></p> <div style="border: 1px solid black; padding: 5px; text-align: center;"> <p>Number of Welsh-medium primary schools who will achieve the following Siarter laith awards in the first 5 years of implementing the plan:</p> <table border="1" style="margin: auto;"> <thead> <tr> <th></th> <th>Bronze</th> <th>Silver</th> <th>Gold</th> </tr> </thead> <tbody> <tr> <td>2022-2023</td> <td>21</td> <td>13</td> <td>8</td> </tr> </tbody> </table> </div>		Bronze	Silver	Gold	2022-2023	21	13	8	<p>All Welsh-medium primary schools have now won the bronze award. 8 schools have achieved the silver prize: Llanfair ym Muallt, Dafydd Llwyd, Carno, Llanbryn-mair, Glantwymyn, Cwm Banwy, Pennant and Ysgol Gymraeg y Welshpool. 2 schools, namely Ysgol Pontrobert and Ysgol Dyffryn y Glowyr have won the gold.</p> <p>All primary Criw Cymraeg have been successful in their 'Den y Ddraig applications' to develop projects to promote the use of Welsh in their schools.</p>				
	Bronze	Silver	Gold										
2022-2023	21	13	8										
<p>5.2 <u>Siarter laith Target for English Medium Primary Schools</u></p> <div style="border: 1px solid black; padding: 5px; text-align: center;"> <p>Number of English-medium primary schools who will achieve the following Siarter laith awards in the first 5 years of implementing the plan:</p> <table border="1" style="margin: auto;"> <thead> <tr> <th></th> <th>Bronze</th> <th>Silver</th> <th>Gold</th> </tr> </thead> <tbody> <tr> <td>2022-2023</td> <td>72</td> <td>7</td> <td>2</td> </tr> </tbody> </table> </div>		Bronze	Silver	Gold	2022-2023	72	7	2	<p>All English medium primary schools have now achieved the bronze award. 8 schools have achieved the silver award but no school has won the gold award.</p> <p>*70 English medium schools now exist. *68 English medium schools will exist by September 2023.</p>				
	Bronze	Silver	Gold										
2022-2023	72	7	2										
<p><u>Siarter laith training for English Medium Schools</u></p> <table border="1" style="width: 100%;"> <thead> <tr> <th colspan="2">Siarter laith Training for English Medium Schools</th> </tr> <tr> <th></th> <th>Number of Schools</th> </tr> </thead> <tbody> <tr> <td>Summer 2022</td> <td>21</td> </tr> <tr> <td>Autumn 2022</td> <td>20</td> </tr> <tr> <td>Spring 2023</td> <td>10</td> </tr> <tr> <td>Summer 2023</td> <td>20</td> </tr> </tbody> </table>	Siarter laith Training for English Medium Schools			Number of Schools	Summer 2022	21	Autumn 2022	20	Spring 2023	10	Summer 2023	20	<p>Guidance was created to support the English medium schools to work towards the silver award. Canllawiau Gwobr Arian</p> <p>52 schools have now received Siarter laith training and 60 schools have received support visits from Welsh Language Officers to develop different elements of the Siarter laith.</p>
Siarter laith Training for English Medium Schools													
	Number of Schools												
Summer 2022	21												
Autumn 2022	20												
Spring 2023	10												
Summer 2023	20												

<p>Siarter laith training provided to all English medium primaries. Specific guidelines created to ensure successful implementation of the Siarter laith. Further bespoke training needs identified termly and annual evaluation of support.</p>													
<p>Create a language continuum PS1-5 and share with English medium primary and secondary schools.</p> <p><u>July 2023</u></p>	<p>A draft version of the Language Continuum has been created. The continuum has been shared with Powys practitioners on part 2 of the Sabbatical Course. The continuum will be shared with headteachers and primary teachers in the autumn term. The continuum will be shared with Maesydderwen Cluster schools on 25.09.23.</p>												
<p>Create and share a wealth of KS2 resources based on the language continuum to support schools with delivery of Curriculum for Wales.</p> <p><u>July 2024</u></p>	<p>Resources based on 'Discuss Hobbies', 'Book Discussion' and 'Personal Details' for KS2 and KS3 have been shared with schools.</p> <p><u>Esiamplau</u> Trafod Hobiau CC2 Trafod Hobiau CC3</p>												
<p>Create and share a wealth of foundation learning resources based on the language continuum to support schools with delivery of Curriculum for Wales.</p> <p><u>July 2026</u></p>	<p>Flick and Flak resources have been shared with the primary schools, a series of short videos along with scripts. Two courses were held for 3+ AP practitioners (29.03.23 and 12.07.23) to improve the language of the practitioners and Flick and Flak resources were shared with them.</p> <p>Adnoddau Fflic a Fflac Blwyddyn 1&2 Adnoddau Fflic a Fflac M&D</p>												
<p>5.3 Siarter laith Target for High Schools</p> <table border="1" data-bbox="113 1263 657 1503"> <thead> <tr> <th colspan="4">Number of Secondary / All Through schools who will achieve the following Siarter laith awards in the first 5 years of implementing the plan:</th> </tr> <tr> <th></th> <th>Bronze</th> <th>Silver</th> <th>Gold</th> </tr> </thead> <tbody> <tr> <td>2022-2023</td> <td>11</td> <td>3</td> <td>0</td> </tr> </tbody> </table>	Number of Secondary / All Through schools who will achieve the following Siarter laith awards in the first 5 years of implementing the plan:					Bronze	Silver	Gold	2022-2023	11	3	0	<p>Four secondary schools namely the Vale of Caereinion, Llanfyllin, Gwernyfed and Maesydderwen have now achieved the bronze award but no schools have won the silver or gold.</p>
Number of Secondary / All Through schools who will achieve the following Siarter laith awards in the first 5 years of implementing the plan:													
	Bronze	Silver	Gold										
2022-2023	11	3	0										
<p>5.4 Improve secondary leaders' understanding of the importance of the Language Charter and the requirements for developing the Welsh language in formal and informal situations by sharing the 'Steps to Success' document created by Powys and Pembrokeshire.</p>	<p>The 'Steps to Success' document was shared with School Improvement Advisors and with the Welsh Language Leader.</p> <p>Steps to Success</p> <p>The document has been shared with the secondary schools to assist them in creating a strategic plan for implementing the Siarter laith. Two English medium secondary schools have now received the bronze award.</p>												

<p>Ensure non-contact time for secondary leaders to draw up a Language Charter strategic plan and to have one to one support sessions with officers e.g. School Improvement Officers and Arweinydd y Gymraeg.</p>	<p>Bro Caereinion, Llanfyllin, Calon Cymru, Bro Hyddgen, Gwernyfed a Llanidloes received funding for the development of the Language Charter. The Welsh Language Leader has held support sessions with Gwernyfed, Maesydderwen, Calon Cymru and Bro Hyddgen schools.</p>
<p>5.5 Introduce the Cynefin project to schools which involves educating others about the school's local area: the history, culture, people and environment. Support English medium schools to create a presentation based on an aspect or aspects of their Cynefin through the medium of Welsh All Welsh medium primaries, the majority of English medium primaries and all secondaries to complete a project based on their 'Cynefin'. All videos/presentations shared on website.</p>	<p>Now, 22 English medium schools have completed the project and submitted their work. We have identified 17 other English medium schools for the delivery of the project in 2023-2024.</p>
<p>Create 2 units of work promoting Welsh identity and share with English medium schools, Trochi Centres and Welsh medium primaries with latecomers.</p>	<p>This work will start in September 2023.</p>
<p>Annually promote the Children's Festival of Welsh History in order to generate enthusiasm amongst learners for the history of Wales. Annually, send out pamphlet in summer term to all schools advertising the festival.</p>	<p>A pamphlet was created to advertise the Welsh History Festival for Children 2022 and shared with the schools. Pamffled Gŵyl Hanes Cymru i Blant The information regarding the Welsh History Festival for Children 2023 will be shared with the schools after receiving the programme in July.</p>
<p>5.6 Good practice is shared between schools and within cluster meetings, e.g. Criw Cymraeg from primaries give presentation to secondary Siarter laith leaders.</p>	<p>Sennybridge Primary School presented their Siarter laith progress at a Literacy Professional Development session.</p>
<p>5.7 Based to the WG Welsh Language Competency Framework, create a user-friendly guide to all available Welsh courses. Share and promote the guide annually with all schools.</p>	<p>In the Siarter laith training sessions, schools were encouraged to make an audit of the skills of their school staff using the government's Education Practitioners Welsh Language Competency Framework so they can identify the needs of their staff. A guide for the sabbatical courses was created to help the schools understand which course was suitable for the proficiency levels. Course List Guide</p>
<p>5.8 Promote a range of Welsh medium extracurricular activities which provide opportunities for learners to socialise through the medium of Welsh e.g. work with Mentrau laith, the Urdd, S4C etc by looking at ways of promoting specific projects in schools that promote the use of Welsh e.g. Yard game workshops/story sessions/music and sports workshops.</p>	<p>A large number of Welsh medium and English medium schools have joined in the Urdd Jamboree on November 10th 2022 with Dafydd Iwan. We have promoted 2 gigs organised by the Urdd in south Powys; Gig y Welsh Whisperer on 05.07.23 and Gig Candelas on 11.07.23. A meeting has been arranged with the Urdd in September 2023 to discuss collaboration on various projects.</p>

<p>Create and share a wealth of resources with our English medium primary schools to promote the Welsh language and Welsh Culture, e.g. Dydd Gŵyl Dewi, Dydd Miwsig Cymru, etc.</p>	<p>A range of resources for infant and junior classes have been shared with schools to promote important dates in the Welsh calendar: Dydd Santes Dwynwen Dydd Gŵyl Dewi Dydd Miwsig Cymru</p> <p><u>Esiamplau</u> Adnoddau Dydd Gŵyl Dewi 5&6 Adnoddau Dydd Gŵyl Dewi 3&4 Adnoddau Dydd Gŵyl Dewi Dysgu Sylfaen</p>																																																	
<p>5.9 Collaborate annually with Mentrau Iaith to provide activities for specific celebration days.</p> <p>Community partners plan and work together to offer a range of activities and opportunities for the children to use the Welsh language outside school.</p>	<p>Gŵyl Cerdd Dant Bro Nansi workshops were hosted by Menter Maldwyn in September 2022. 14 primary schools and 1 secondary school participated in the project.</p> <p>The Dim Clem Quiz was held for Welsh medium schools in Montgomery in 2023 (Menter Iaith Maldwyn) and the quiz was held for Welsh medium and English medium primary schools in the south of the county in 2023 (Menter Iaith Brycheiniog and Radnor).</p> <p><u>Yr Urdd – Darpariaeth Gymunedol</u></p> <table border="1" data-bbox="687 835 1275 1411"> <tr><td>04.04.22</td><td>Clwb Ioga</td><td>Teams</td></tr> <tr><td>11.04.22</td><td>Clwb Ioga</td><td>Teams</td></tr> <tr><td>09.05.22</td><td>Clwb Ioga</td><td>Teams</td></tr> <tr><td>07.07.23</td><td>Gig Bronwen Lewis</td><td>Canolfan Hamdden</td></tr> <tr><td>22.09.22</td><td>Jambori</td><td>Neuadd Les Ystradgynlais</td></tr> <tr><td>22.09.22</td><td>Jambori</td><td>Canolfan Hamdden</td></tr> <tr><td>29.09.2</td><td>Jambori</td><td>Maes y Sioe LLYM</td></tr> <tr><td>08.12.22</td><td>Adran yr Onnen</td><td>Ysgol Gynradd Trefonnen</td></tr> <tr><td>01.03.23</td><td>Gorymdaith Gŵyl Dewi</td><td>Ystradgynlai</td></tr> </table> <p>Darpariaeth Penwythnosau/ Gwyliau Ysgol:</p> <table border="1" data-bbox="687 1543 1315 2007"> <tr><td>13/04/2022</td><td>Gweithdy Dawns Tik Tok</td></tr> <tr><td>25/07/2022</td><td>Gweithdy Creu Comic</td></tr> <tr><td>26/07/2022</td><td>Gweithdy Creu Comic</td></tr> <tr><td>09/08/2022</td><td>Taith Thorpe Parc</td></tr> <tr><td>24/08/2022</td><td>Gŵyl i gofalmwr ifanc</td></tr> <tr><td>22 23/08/2022</td><td>Creu fideo Cerdd</td></tr> <tr><td>15/04/2022</td><td>Taith Alabama</td></tr> <tr><td>31/10/2022</td><td>Crefft Calan Gaeaf</td></tr> <tr><td>21/02/2022</td><td>Taith Fforymau Bam</td></tr> <tr><td>19/10/2022</td><td>Taith i Wyllo Gem Cymru</td></tr> <tr><td>21/02/2023</td><td>Taith Fforymau BaM</td></tr> </table>	04.04.22	Clwb Ioga	Teams	11.04.22	Clwb Ioga	Teams	09.05.22	Clwb Ioga	Teams	07.07.23	Gig Bronwen Lewis	Canolfan Hamdden	22.09.22	Jambori	Neuadd Les Ystradgynlais	22.09.22	Jambori	Canolfan Hamdden	29.09.2	Jambori	Maes y Sioe LLYM	08.12.22	Adran yr Onnen	Ysgol Gynradd Trefonnen	01.03.23	Gorymdaith Gŵyl Dewi	Ystradgynlai	13/04/2022	Gweithdy Dawns Tik Tok	25/07/2022	Gweithdy Creu Comic	26/07/2022	Gweithdy Creu Comic	09/08/2022	Taith Thorpe Parc	24/08/2022	Gŵyl i gofalmwr ifanc	22 23/08/2022	Creu fideo Cerdd	15/04/2022	Taith Alabama	31/10/2022	Crefft Calan Gaeaf	21/02/2022	Taith Fforymau Bam	19/10/2022	Taith i Wyllo Gem Cymru	21/02/2023	Taith Fforymau BaM
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CRYNODEB DEILLIANT

All primary schools in Powys (Welsh medium and English medium) have now won the Charter Iaith bronze award. It is encouraging to see that four secondary schools have won the bronze award and that the remaining secondary schools are beginning to make progress with the development and implementation of the Charter ensuring more opportunities for learners to use Welsh in different contexts.

GWEITHREDU A MONITRO

We monitor progress against this Outcome through our monthly CSCA Officer meetings, where lead officers discuss progress, raise difficulties and solve problems. There is an opportunity to share relevant information and request key information from different Council departments. The person named responsible for Outcome 5, Gwenan Hughes, also meets with the Welsh Language Leader to discuss progress and also communicates with the external organisations, namely the Urdd and Mentrau to collaborate on various projects and discuss activities relating to the Welsh language. She also collaborates nationally attending the National Language Charter meetings and is also part of an English medium school support working group.

RISGIAU

A reduction in the capacity of the Welsh Language Officers team (due to an increase in Immersion responsibilities) is slowing down resource generation and reducing capacity to support English medium schools with the Charter Language: Cymraeg Campus.

SICRWYDD / GWEITHREDOEDD LLINIARU RISGIAU

We are about to advertise to fill a gap in the Welsh Language Officers team with a particular focus on immersive education.

Deilliant 6

Cynnydd yn y ddarpariaeth addysg cyfrwng Cymraeg i ddisgyblion ag anghenion dysgu ychwanegol (“ADY”) yn unol â'r dyletswyddau a bennir gan y Ddeddf Anghenion Dysgu Ychwanegol a'r Tribiwnlys Addysg (Cymru) 2018

DATA BLYNYDDOL ALLWEDDOL

CRYNODEB DEILLIANT

<p>6.1 The Welsh Language workstream of the education transformation programme will identify how Inclusion department will integrate Welsh language provision into all areas of work.</p> <p>6.3 All Welsh language teachers and teaching assistants in mainstream schools will have the skills and expertise to meet the ALN needs of pupils</p>	<p>A Welsh medium Cluster ALNCo Champions sub-committee has been established to enable identification of challenges and potential solutions to supporting pupils with ALN through the medium of Welsh. There is an update on the use of Welsh medium resources as part of each meeting.</p> <p>Cluster Champion for Welsh medium provisions in north Powys held a bilingual cluster training (30.06.23) providing details of relevant interventions and resources available.</p> <p>Termly ALNCO forum includes a breakout session specifically for Welsh medium teachers.</p> <p>Welsh language WAGOLs being developed for IDPs.</p> <p>RILL intervention training held at Ysgol Dafydd Llwyd (5.7.23) for Welsh medium year 3 /4 teachers and teaching assistants.</p>
<p>6.4 Specialist provision with capability to deliver Welsh language support established in North Powys</p>	<p>Satellite provision in Llanfyllin is in process of being set up.</p>
<p>6.6. Welsh-medium cluster nurture programme to be developed at Ysgol Dyffryn y Glowyr to support pupils with behavioural, emotional, and social difficulties.</p>	<p>Welsh-medium cluster nurture programme has been introduced at Ysgol Dyffryn y Glowyr.</p>
<p>6.7 All ALN training delivered by the authority to be offered through the medium of Welsh by 2025</p>	<p>Welsh medium ALNcos delivering some ALN training alongside ALN officers in order to provide Welsh medium training to school staff.</p> <p>Termly ALNCO forum includes a breakout session specifically for Welsh medium teachers.</p> <p>Welsh language WAGOLs being developed for IDPs.</p> <p>RILL intervention training held at Ysgol Dafydd Llwyd (5.7.23) for Welsh medium year 3 /4 teachers and teaching assistants.</p> <p>Every Hwb Playlist on the ALN network is translated.</p> <p>Information shared through the national ELSAs network and especially with Ceredigion Council.</p>

	A MeLSA programme recently begun and grant funding sourced for translation of the handbook.	
GWEITHREDU A MONITRO		
Members of the ALN team met with Arweinydd y Gymraeg for an update on progress.		
RISGIAU There is currently no ALN representative on the WESP Officer Group. It is difficult to recruit Welsh speakers with the required specialism to the ALN team, for example Educational Psychologists.		
SICRWYDD / GWEITHREDOEDD LLINIARU RISGIAU		
We are currently trying to recruit an appropriate officer to the Group. There is a network of EPs in Wales looking at Welsh medium resources. Our recent trainee has just completed her doctoral thesis on this issue.		

Deilliant 7

Cynnydd yn nifer y staff addysgu sy'n gallu addysgu Cymraeg (fel pwnc) a thrwy gyfrwng y Gymraeg

DATA BLYNYDDOL ALLWEDDOL

SWAC data on Teacher language skills in Powys:

	W1	W2	W3	W4	W5	W6	W7	
	No skills	Entry	Foundation	Intermediate	Higher	Proficiency	No information	Total
Teachers	202	212	225	121	78	260	42	1140
HLTA	10	20	15	3	2	8	1	59
TA	125	230	106	36	17	87	51	652

ALN embedded in the above:

ALNCO	3	21	20	18	11	17	1	91
ALN Support	13	19	29	11	6	13	0	91

	W1	W2	W3	W4	W5	W6	W7	
	No skills	Entry	Foundation	Intermediate	Higher	Proficiency	No information	Total
Teaching through medium of Welsh in current post	0	0	4	4	34	203	0	245
Able to teach through Welsh but not doing so	0	0	12	14	21	40	3	90

Numbers attending a Sabbatical course:

Part 1 Cwrs Sabothol, Autumn term 2022 – 5 practitioners

Part 2 Cwrs Sabothol, Spring term 2023 – 4 practitioners

Part 2 Cwrs Sabothol, Summer term 2023 – 6 practitioners

Online Cwrs Gloywi, Summer Term 2023 – 1 practitioner

CRYNODEB DEILLIANT

7.1 Annual evaluation of number of teachers able to teach through the medium of Welsh in Powys.	Data requested by Arweinydd y Gymraeg and shared with senior leaders.
7.2 Establish links with higher education establishments and alternative routes into teaching to increase opportunities for Welsh language teachers to train in Powys schools.	The Lead for Professional Pathways sits on the strategic board of the Aberystwyth University, Open University PGCE Wales and Cardiff Metropolitan University. The OU and Aberystwyth University have been invited to attend HT meetings. Ysgol Bro Hyddgen was approached and met with the director of PGCE at the Open University and the

	<p>school have agreed to host a student for Maths/Physics through the medium of Welsh. We are currently working with the OU to raise awareness with secondary schools that if a Secondary Dual Stream school are endorsing a student through the Welsh stream they will receive a 100% salary grant for all 6 subjects.</p> <p>There is currently no funding available to support Welsh medium primary student teachers.</p> <p>Powys HR and the OU are working together to advertise vacant posts to non- teaching staff. SIAs have been made aware and will support schools to think about 2-year planning for recruitment.</p> <p>Students graduating 2022: 9 students were placed in Powys Schools across the 3 placement windows. 4 were first-language Welsh speakers. The partner schools were Rhayader, Sennybridge, Llanfaes, Archdeacon Griffiths, Llanfair Caereinion, Maesyrrhandir, Trallwng, Mynydd Du, Llanbister, Crickhowell and Hay.</p>
<p>7.3 Identify the training needs for staff in schools moving along the language continuum.</p>	<p>Back in 2021, both Ysgol Calon Cymru and Ysgol Bro Caereinion received funding through the LA to hold language courses for staff identified as suitable to move along the language continuum and potentially teach through Welsh. An 11-week (4hr weekly sessions) Mynediad Course (W2) was organised.</p> <p>The LA has supported staff at Ysgol y Cribarth to improve their Welsh skills with Gloywi courses for two teachers and one member of the office staff. A weekly full-day Gloywi session has been organised for the teacher in the Welsh stream during the Spring and Summer terms of 2023. Gloywi sessions have also been organised for the deputy head – full day sessions during the Spring term and half days for the Summer term. One member of staff at Ysgol y Cribarth has also taken part in the Sabothol scheme.</p> <p>A Mynediad course was held for classroom assistants (3) in south Powys in the Spring term 2023.</p>
<p>7.4 Increase in percentage of staff taking part in training to improve Welsh language skills, including the Welsh sabbatical scheme.</p>	<p>Numbers attending a Sabbatical course: Part 1 Cwrs Sabothol, Autumn term 2022 – 5 practitioners Part 2 Cwrs Sabothol, Spring term 2023 – 4 practitioners Part 2 Cwrs Sabothol, Summer term 2023 – 6 practitioners Online Cwrs Gloywi, Summer Term 2023 – 1 practitioner</p> <p>More practitioners applied for the Sabbatical scheme but did not get a place.</p> <p>Every practitioner who has attended a Sabbatical scheme course has received the link to the Camau Nesaf resource pack.</p>

GWEITHREDU A MONITRO

The Arweinydd y Gymraeg and the Lead for Professional Pathways meet regularly. The Arweinydd y Gymraeg shares relevant Information to the WESP Officer Group and can call on the Lead for Professional Pathways when necessary.

RISGIAU

The lack of Access for secondary teachers to the Sabbatical scheme is slowing our secondary schools' ability to upskill their staff.

The fact that not every applicant has been had place on the Sabbatical scheme is a missed opportunity (for example a year in which it is possible to release a member of staff thanks to the school's staffing and financial position) and can also lead to school leaders losing faith in the applications process.

SICRWYDD / GWEITHREDOEDD LLINIARU RISGIAU

Where suitable, the LA has organised Cymraeg i Oedolion courses for Secondary staff.

The Senior Welsh in Education Officer works closely with schools and sabbatical providers to minimise the risk.

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WESP annual review report feedback

Outcomes	Feedback	Actions For LA
Outcome 1	<p>It's good to see that FS provision will expand but it would be good to know by how many places and where these places will be available.</p> <p>It would be useful to include current data for MM progression to WM education. It would also be useful to include the LA's data on uptake of WM places, as well as the number of available places and how this relates to the targets set for this outcome.</p> <p>We've received confirmation that we'll be able to share annual Mudiad Meithrin data for 2022/23 with you within the next week.</p>	<p>Submit additional data to WG electronically.</p>
Outcome 2	<p>LI plans need to be updated to reflect the additional support required at Bro Caereinion to progress the language categorisation changes to be implemented at the school.</p> <p>Transition data from nursery to WM primary would be useful.</p>	<p>Discussion with WG.</p> <p>Submit additional data to WG electronically.</p>

	It would be useful to understand at what stages the various capital developments have progressed. Has a business case been submitted? Has cabinet approval been obtained?	Submit additional data to WG electronically.
Outcome 3	The annual assessment notes “transition planning between primary and secondary Welsh-medium provision is an area identified for improvement with a clear plan needed to improve transition from Year 5 through to Year 8.” When will this plan be available? Current data is also needed.	Submit additional data to WG electronically.
Outcome 4	How does the data for Welsh-medium subject provision gathered via the questionnaire compare with data in the annual assessment? Is there an increase? What subjects will be available via e-sgol?	Submit additional data to WG electronically.
Outcome 5	It’s positive to see that good work is being done within Powys in relation to Siarter Iaith and Cymraeg Campus and the many other events/activities organised by partners such as the Urdd and Mentrau Iaith. It would be useful to understand how the activities under this outcome could support the changes at Ysgol Bro Caereinion as the school transitions to becoming a fully Welsh-medium school.	Discussion with WG
Outcome 6	It’s good to see that an audit of current demand and provision has been carried out and that an ALN Welsh language Policy is in place. What are the identified challenges and potential solutions to supporting pupils with ALN through the medium of Welsh?	Discussion with WG. Submit additional data to WG electronically.

Outcome 7	It would be useful to have information on any unfilled posts within the LA and especially an assessment of the future training needs of school staff as they transfer to a different language category.	Submit additional data to WG electronically.
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Powys County Council Scrutiny Report Template

Committee:	Health and Care 1st Dec 23 Learning and Skills 13 th Dec 23 Economy, Residents and Communities 11 th Dec 23 Finance Panel 18th Dec 23
Date:	As above
Subject:	Strategic Risk Register Report Quarter 2 2023/2024 Cabinet 16 th Jan 2024

1. Who will be the Lead Officer(s) / Lead Cabinet Member(s) presenting the report?

Name:	Role:
Cllr David Thomas	Portfolio Holder for Cabinet Member for Finance and Corporate Transformation
Jane Thomas	Head of Finance
Bets Ingram	Strategic Equalities and Risk Officer

2. Why is the Scrutiny Committee being asked to consider the subject?

To scrutinise strategic risks and their control actions through the strategic risk registers reports including progress reviews.
Monitor progress in addressing risk related issues reported to the committee.
Consider the effectiveness of internal controls and monitor the implementation of agreed actions.

3. Role of the Committee:

The role of the Committee in considering the subject is to:

Request additional information where necessary to ensure comprehensive process has been undertaken.
Challenge scoring profiles, mitigation and progress made against the managing the risk.
Make informed recommendations to Cabinet.
To scrutinise service, project, transformation and partnership risk registers on scrutiny's request.

4. Key Scrutiny Questions:

What Key areas should the Committee focus on:

Scoring profiles based on the guidance given in the Risk Management Framework (Do you agree? Are they a fair and appropriate judgement of risk likelihood and impact?)
Mitigation (Are the control/mitigating actions robust enough for getting the residual risk score down or confidence to close the risk?)
Progress made against the managing the risk (Does the commentary provided, give confidence that the risk is being managed effectively?)

5. Guiding Principles for Scrutiny Members:

To assist the Committee when scrutinising the topic:


- 5.1 Impact the matter has on individuals and communities :
- 5.2 A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality
[focus on value]
- 5.3 A look at any risks
[focus on risk]
- 5.4 Looking at plans and proposals from a perspective of:
- Long term
 - Prevention
 - Integration
 - Collaboration
 - Involvement
- [focus on wellbeing and future generations]**
- 5.5 The potential impacts the decision would have on:
- protected groups under the Equality Act 2010
 - those experiencing socio-economic disadvantage in their lives (when making strategic decisions)
 - opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language [focus on equality and the Welsh language]
- [focus on equality and Welsh Language]**

Key Feeders (tick all that apply)

Strategic Risk	x	Cabinet Work Plan	
Director / Head of Service Key Issue		External / Internal Inspection	
Existing Commitment / Annual Report		Performance / Finance Issue	
Suggestion from Public		Referral from Council / Committee	
Corporate Improvement Plan		Impacting Public / other services	
Service Integrated Business Plan			
Suggestion from Members			
Partnerships			

Strategic Risk Register

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ASC0064 Nina Davies Escalated From :- Powys County Council Page 51	IF Welsh Community Care Information System (WCCIS) is not fit for purpose, then it will impact upon service area's ability to carry out our statutory operational duties.	<ul style="list-style-type: none"> Veracity of decision making around adults and children in Powys could be compromised, leading to poor outcomes The safeguarding of children and adults in Powys could be compromised There could be significant delays in securing time critical packages of care Our ability to manage transfers of people from hospital to the community could be compromised We may not be able to respond effectively to out of hours emergencies There may be delays in making decisions and taking action to keep children safe Staff morale could be affected, leading to increased sickness absence and staff leaving Potential for reputational damage to the council and negative impact on our ability to recruit and retain social workers. Additional financial pressure due to not being able to utilise all staff/agency staff efficiently while the system is down 	<p>19/10/2023 Qtr 2 23/24 Review Summary: WG announcement made with regards to future plans regarding a national system. Options Paper updated and currently being considered by Directors (end of October 23). A recommendation on a way forward is expected in November.</p> <p>24/07/2023 Qtr 1 23/24 Review Summary: The Council have yet to receive the options appraisal as currently waiting on decisions by Welsh Government to inform next steps.</p> <p>The risk profile has been increased due to WCCIS being consistently not available recently due to issues with WCCIS and the VPN system, this created a risk particularly within the Front Door for Children's Services where children's files were not able to be processed in a timely manner due to no system being available. This resulted in a significant backlog of information to be processed creating delay in responses for children and their families.</p> <p>26/04/2023 Review Summary: An options report considering future options for a data management system is expected shortly. This is part of the ongoing Digital Transformation project.</p> <p>16/01/2023 Qtr 3 22/23 Review Summary: Digital Transformation of Social Services Project is ongoing. The review is considering future options for a data management system.</p>	Cllr Sian Cox Nina Davies	12	20	<ul style="list-style-type: none"> Performance issues raised to Welsh Government through SBAR Follow correct change management processes Monthly Contract review meetings with Supplier Internal Review Admin support to update records after down time 	<ul style="list-style-type: none"> Action In Progress Action In Progress Action In Progress Action Completed Control In Place

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ASC0071 Sharon Frewin Escalated From :- Powys County Council	If there is insufficient capacity to respond to the longer term demand in ADULTS' services in timely manner	Then the Local Authority will be unable to discharge its statutory duty, safeguard adults, maintain the resilience of the workforce and delivery on transformation then citizens may be at risk of harm: - because they would not have their needs meet and be at risk of deconditioning - Quality of services may reduce - Fined - Failure to listen to citizens' views - Unpaid carers may fail to provide care resulting in requirement for LA provision - Untrained staff may provide service users at risk - Individuals who lack capacity may be deprived of liberty without authority - More people may become unwell due to COVID-19 - Increased complaints	03/10/2023 Qtr 2 23/24 Review Summary: Risk still remains high despite progress being made against reducing outstanding assessments and reviews. Work is ongoing to review operational procedures to maximise efficiently way of working in order to be sustainable in moving forward. We continue to see increased demand and complexity in presentation of needs. 30/06/2023 Qtr 1 23/24 Review Summary: This risk has been reviewed Senior Management Team. The risk remains high even though extra resources have been allocated in order to meet statutory requirements with the service. The service needs to be sustainable going forward.	Cllr Sian Cox Nina Davies		<ul style="list-style-type: none"> Agency Staff and reconfiguring exsiting resources Increase inhouse domiciliary care capacity Ensuring there are sufficient well being responses in place 	Action In Progress Action In Progress Control In Place	

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Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
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Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
EDR0011 Ellen Sullivan Escalated From :- Powys County Council	A climate emergency has been declared by Powys County Council. IF we experience the extreme consequences of not taking action then we will experience flooding, poor air quality, impact on nature and our communities.	<ul style="list-style-type: none"> -Exceeding acceptable CO2 emissions -Increasing demand on flood alleviation and response (including increase demand on resources) -Increased emissions due to depletion of natural carbon stores and sequestration -Unable to meet demand for housing linked to land suitability -Unable to meet future public building needs -Councils reputation is hurt if by lack of prevention/resilience planning and being perceived to be a contributor -Deteriorating river and water way quality -Increased phosphates due to extreme weather events i.e. flooding -Investing in adapting service delivery -Risk to Biodiversity - see Nature Emergency risk -Risk of increased wildfires and their impact -Negative effect on supply of food, goods and vital services due to climate related collapse of supply chains and distribution networks -Risks to the people and the economy climate related failure of the power system -increased risks to human health, wellbeing and productivity from increased exposure to heat, in homes and other buildings -possible multiple risks 	<p>16/10/2023</p> <p>Qtr 2 23/24 Review Summary: Dr. Alan Netherwood (Netherwood Sustainable Futures) was commissioned by Powys County Council to review and challenge the Council's current approach in the delivery of its Climate Change Programme. The commission findings provide a set of priorities identifying several ways the council can improve and strengthen the approach, and delivery of our climate change programme, and climate & nature emergency declarations. The scope for the commission asked Netherwood Sustainable Futures to consider several key areas these included:</p> <ul style="list-style-type: none"> • Leadership and collaboration (internal and external) • Strategic direction, prioritisation, and pace of decarbonisation • Actions and the financial commitments for achieving Net Zero 2030 for PCC • Approaches to progress Net Zero Powys 2050 across partnerships in Powys • Climate risk and adaptation for the Council and across Powys • Capacity building and resources for an enhanced approach <p>The commission drew on NSF's extensive work and research at UK, Wales, partnership and local authority levels on climate change policy, practice, and governance.</p> <p>The recommendations provided within the report will be considered by senior officers and members to support prioritisation and strategic level planning. The outcomes of the prioritisation exercise will influence appropriate alignment of resources in key areas which are required to undertake transformation at an increased pace. The report will also serve as a key evidence base, providing a backdrop from which robust and clear business cases can be developed to unlock financial barriers to delivery.</p> <p>The Council is currently co-ordinating a period of review with key internal officer and</p>	Cllr Jackie Charlton Diane Reynolds	25	20	<ul style="list-style-type: none"> • Workstream Action Plans developed • Engagement with stakeholders and experts • Carbon accounts reporting • EMT/SLT dedicated session to take place in December to focus on risk and plan strategic mitigation • Implement Powys' Climate Strategy 	<ul style="list-style-type: none"> Action In Progress Action In Progress Action In Progress Action Completed Control In Place

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
		to the County from Climate change impact from overseas. -Inadequate planning for unforeseen events	<p>member working groups, the approach will review each of the recommended priority areas from Dr Alan Netherwood and consider what actions are required to be taken forward, where the action should be managed, and the suggested timeline and cost for implementation.</p> <p>06/07/2023 Qtr 1 23/24 Review Summary: No change however progress has been made with some of the controls.</p> <p>- Climate action plans for Mobility & Transport, Sustainable Procurement, Buildings and Land, Energy and Governance continue to be refined. Action plan leads have been tasked to cost action plans to coincide with forthcoming budget setting timescales and to inform future business case proposals to transformation delivery board which identifies the costs and resource requirements alongside potential return of investment.</p> <p>-Climate and Nature event took place on 14th June as part of this ongoing control</p>					

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			<p>30/03/2023</p> <p>Qtr 4 22/23. Review Summary: Action towards addressing the climate and nature emergency declarations of the council are taking shape with a climate and nature transformation programme being added to the existing portfolio, increased governance, working groups and stakeholder groups being established and closer engagement between members and officers to shape the councils response.</p> <p>Further work is required to fully embed climate and nature into the organisation aligned to the corporate plan and the greener priority objective and to refine and clearly articulate and prioritise our resources in areas where most impact can be achieved. Prioritisation will be driven by the carbon accounts and action plans which have now been developed by service areas but more work is needed. The Council can reduce the risk through mitigation, adaptation and reducing our carbon emission, however, more evidence will be required to reduce the risk further. As well as improve our environmental wellbeing, nature recovery and biodiversity enhancement this risk rating relates to mitigation and adaptation'. Action plans are being developed by service areas but more work is needed. As the Council improves its awareness of its carbon footprint and evidence base the action required as an organisation to meet our climate and nature emergency declarations will begin to inform targeted interventions which will reduce the residual risk impact.</p>					

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			<p>18/01/2023</p> <p>Qtr 3 22/23 Review summary. On behalf of service. The risk is ongoing. The Climate Emergency Programme Board continue to meet monthly and work on developing workstream action plans has continued. A climate stakeholder group has been established to plan for an event in June aimed at supporting Town and Community Councils to declare climate and nature emergencies. A climate and nature engagement group has also been established and had it's first meeting in December</p>					

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Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
FIN0001 Jane Thomas Escalated From :- Powys County Council	The Council may be unable to deliver a financially sustainable budget over the short and medium term. The continued impact of Covid coupled with the more recent events around rising inflation, energy costs and the situation in Ukraine impacting on supply chains and prices all increase the risk on the Council financial resilience.	<ul style="list-style-type: none"> - The Council is unable to fulfil its legal obligation in setting a balanced budget - The Council will not be financially resilient or sustainable - Council reputation damaged - Inability to fulfil our statutory obligations - Inability to deliver the Council objectives 	<p>23/10/2023 Qtr 2 23/24 Review Summary: The outturn for 2022/23 was extremely welcome and we used the funding opportunities provided to set up a specific reserve to support the likely pay award pressures and capital financing which will be required in this and future years. Quarter 1 projected an underspend for 2023/24 with limited draw on the risk budget to date. This budget helps to manage financial risk during the year and use becomes more likely as the year progresses. Cabinet received a report in September that revised the assumptions in the MTFS which increased the projected budget gap across the 5 years. Work has intensified in recent weeks in developing the budget proposal to bridge the gap both for 2024/25 and future years. Discussions continue at a national level through the WLGA and Welsh Treasurers with Welsh Government</p> <p>04/07/2023 Qtr 1 23/24 Review Summary: The final outturn 2022/23 reports a net underspend, after contributions to specific reserves, of £6.7 million against the £221.9 million budget a 3.0% variance (excluding Schools and the Housing Revenue Account). This position will release one off funding to support the increasing pressure already facing the 2023/24 revenue budget particularly that relating to teachers and staff pay as pay award negotiations create unfunded pressure in next financial year. This goes some way to de-risk the Councils financial position in the short term but does not reduce the ongoing base budget pressure that continues to create a gap in our budget plans for next year and future years. The Sustainable Powys programme will seek to identify the opportunities to reduce council spend in order to bridge the budget gap over the next few years.</p>	Cllr David Thomas Jane Thomas	25	16	<ul style="list-style-type: none"> • Revise the Medium Term Financial Strategy • Ongoing discussion with WG and WLGA through Society of Welsh Treasurers for Future Funding of Local Government • The Reimagining the Council programme will fundamentally review and reshape the Council for the future • Instruction to all services across the council to pull back on expenditure through 2022/23 to manage the projected deficit • Service Integrated Business Plans will be reviewed and refreshed • Keen focus on procurement issues - sharing information and knowledge across the LA/WLGA network • WG claims for Hardship and lost income continue and expect to remain in place til march 2021 • Cell in place to monitor rising costs, supply chain issues and sharing of information across the Council • Regularly monitor and review the financial position on monthly basis. • Cost Recovery work • 3rd party spend reduction • Income Generation • Monthly reports to cabinet and Management Team on budget progress and progress on savings • Budget Challenge Events • Moved to a 3 year balanced budget • Reassessment of the activities of the Council through the Recovery Coordination Group • Review budget position at end of first quarter and consider changes to the 2020/21 budget 	Action In Progress Action In Progress Action In Progress Action Completed Action Completed Action Completed Action Completed Control In Place Control In Place Withdrawn Withdrawn Withdrawn Withdrawn Withdrawn Withdrawn Withdrawn

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Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>17/04/2023 Qtr 4 22/23 Review Summary: The council approved a balanced budget for 2023/24 with the inclusion of a 5% increase in Council Tax. The budget recognises the impact of increasing inflation across all services which have in the main been funded, although significant cost reductions are required to delivered within budget. The financial year for 2022/23 has now closed and the accounts are being finalised, the latest forecast based on the position at the end of February projects a surplus budget albeit with the draw down of specific reserves, as set aside last year. Work must now quickly turn to addressing the projected budget for 2024/25 and beyond.</p> <p>16/01/2023 Qtr 3 22/23 Review Summary: The development of the budget through the Autumn has seen Cabinet propose a balanced budget for 2023/24 which will be set out at Cabinet on the 17th January. Significant cost pressures across all services can be managed through the increased WG settlement, the delivery of costs reductions and an increase in Council Tax. The longer term 5 year strategy sees further significant shortfalls through to 2028. Work is now underway to reimagine the Council for the future delivered at a lower cost.</p>					

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HTR0018 Matthew Perry Escalated From :- Powys County Council	Impact of nature emergency on our ability to deliver services	<ul style="list-style-type: none"> Reduced productivity of agriculture, forestry and fisheries impacting the livelihoods of residents and economic stability. Reduced food availability through declines in pollination, soil health and soil fertility. These will lead to decreased yields, a decrease in food and fodder production, and a decreased availability of wild foods. Ecosystems are more susceptible to invasion by pests and diseases. This will reduce the resilience of the natural environment and require investment in pest and disease prevention/control/eradication. Reduced capacity for land to sequester carbon and thus our ability to tackle the climate emergency – see climate risks (interlinked) Reduced capacity for land to perform other basic ecological functions such as water storage, water purification, nutrient cycling and air filtration. Deteriorating river and water quality. Reduced health and wellbeing of residents through increase of diseases, reduced protection against pollution, health effects associated with increased malnutrition and increased exposure to agricultural chemicals, 	<p>10/10/2023</p> <p>Qtr 2 23/24 Review Summary: Secured Shared Prosperity Funding for Nature Recovery Officer Role until the end of March 2025. The Nature Recovery Officer has been appointed in Quarter 2, which has expanded the specialist staff capacity which will be available to deliver nature recovery actions and work with partners.</p> <p>Powys County Council has been allocated Local Places for Nature Funding to implement greenspace improvement strategy for housing services sites for 23/25.</p>	<p><i>Cllr Jackie Charlton</i></p> <p>Matthew Perry</p>	25	16	<ul style="list-style-type: none"> Delivering on our Section 6 duties Implementing the Nature Recovery Action Plan with partners 	<p>Action In Progress</p> <p>Action In Progress</p>

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
		<p>a loss of cultural values, reduced access to traditional medicines, reduced options for future drug development, and poorer mental health.</p> <ul style="list-style-type: none"> • A decline in tourism due to loss of nature and poor condition of the natural environment. • Unable to meet demand for housing linked to land suitability. • Unable to meet future public building needs. • Council's reputation is hurt by lack of prevention/resilience planning and being perceived to be a contributor. • Investing in adapting service delivery. 	<p>30/06/2023</p> <p>Qtr 1 23/24 Review Summary: Our Biodiversity officer has been in post now close to 6 months and much progress has been made around delivery of section 6 duties. A report reflecting on the actions taken in the period from December 2019 to December 2022 was presented to Cabinet in Spring 2023 and was approved. Publication of this report fulfils the Council's duty to report on its progress against section 6 duties every three years.</p> <p>Local Places for Nature funding has been confirmed for the period from April 2023-March 2025; this will allow for 'Nature on your doorstep' projects to be carried out on the Council estate around maintaining and enhancing biodiversity. This funding has a specific revenue element around section 6 duties, which will allow for the Nature Recovery officer (for which funding has been made available) to work with Council services to look at biodiversity opportunities and support Town and Community Councils in implementing their section 6 duties.</p> <p>Due to time constraints, it was not possible to commission a contractor to carry out a desktop review of progress against the Powys Nature Recovery Action Plan in spring 2023. However, a progress tracker has been developed at officer level to identify the projects and initiatives in which the Nature Partnership is involved and the actions in the Nature Recovery Action Plan against which each delivers. This will continue to be populated as projects develop and progress.</p> <p>Work is also under way through the Powys Nature Partnership to map the extent to which Powys is already contributing to the 30x30 target (which is a worldwide initiative for governments to designate 30% of Earth's land and ocean area as protected areas by 2030.) In combination, the progress tracker and 30x30 mapping will help to target future work to deliver against the Nature Recovery Action Plan.</p>					

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			<p>Local Places for Nature capital and revenue funding have been confirmed for the period from April 2023 to March 2025 and will underpin delivery of projects that deliver 'Nature on the Doorstep' by the Council, the Powys Nature Partnership and community groups and organisations over the next 18 months.</p> <p>05/04/2023 Qtr 4 22/23 Review Summary: Section 6 report completed outlining all the achievements to improve biodiversity throughout Powys and the ongoing collaboration with our partners through Powys Local Nature Partnership. Report is Scheduled for Cabinet/EMT W/C 17th April 2023.</p> <p>17/01/2023 Qtr 3 22/23 Review Summary: Work is underway to review the 2022 outcomes which will show progress from 2019. There are 15 Local Places for Nature projects under way this year to deliver against the Powys Nature Recovery Action Plan (PNRAP) and 5 of those are on Council land including schools, so will deliver against section 6 duties too. Interest from within and outside the Council is growing rapidly, with enquiries being made by other Services and community organisations around development of projects to be funded in the next year. We have now also been formally awarded SPF funding to appoint a Nature Recovery Officer for the next two years, which achieves one of the aims set out in the declaration of a Nature Emergency</p>					

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Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
IAWARD0009 Yvette Kottaun Escalated From :- Powys County Council	If the Council is susceptible to higher levels of fraud as people struggle with the cost of living crisis and as organised fraud take advantage of the challenging environment. This could lead to lost income revenues or increased service provision costs.	Then this could lead to lost income revenues, increased service provision costs, some schools will have escalating deficits which will have a financial impact on the rest of the Council and the learners in their care. Other consequences could be: - increased service provision costs because of lost income/reduced budget - Reputational Damage - Lost in stakeholder confidence	29/09/2023 Qtr 2 23/24 Review Summary: On behalf of Service: The situation remains the same for the Council as evidenced by fraud reports. Fraud reports are revealing increased levels of fraud with the 'Cost of living' situation believed to be a contributing and motivating factor.' 20/07/2023 1st Qtr 23/24 Review Summary: On behalf of Service: Of the remaining 4 service areas fraud risk assessments that were outstanding by SWAP, 3 have been completed however the last one has not. A meeting has been scheduled with SWAP to discuss those that have been carried out, as the Council would like further work to take place to give a more robust/realistic view. The Councils team have shared their work plan to ensure there is no duplication of work, and an effort to try and make work around fraud risk, fraud investigation and error work, more joined up. Regarding the remaining fraud risk assessment, SWAP have advised the delay is because of time and capacity resource however are still planning on completing the final one (at the Councils request) but currently unable to give a time frame. 04/04/2023 Qtr 4 22/23 Review Summary: The fraud team are awaiting guidance from SWAP on which service areas they intend to do further fraud risk work with. Once this is established Corporate Fraud will determine their action plan of service workshops so not duplicate work and cost with SWAP. Progress has been made with 3 more service risk assessments having been completed, leaving only one outstanding. It is worth noting despite the work that has been carried out to reduce the risk probability and impact, the service are noting increased incidents of fraud, put down to the cost of living crisis and therefore the scoring remains the same. 13/03/2023 Review Summary: The risk is now live	Cllr David Thomas Jane Thomas	16	12	<ul style="list-style-type: none"> Fraud team to review fraud risks with service areas and determine action plan SWAP Undertake the remaining fraud risk assessments in 4 service areas Provide section 151 officer with fraud risk Intelligence bi-annually. regular fraud activities 	<ul style="list-style-type: none"> Action In Progress Action In Progress Control In Place Control In Place

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
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			16/01/2023 Qtr 3 22/23 Review Summary: Activities to monitor and aide compliance continue, as per previous quarters. Corporate Information Governance Group (CIGG) took place November 2022				information asset and ROPA	

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ICT0029 Ellen Sullivan Escalated From :- Powys County Council	IF the Council incurs a serious Cyber Attack or Security Incident this can result in financial costs to recover, and data loss if recovery is not possible. This will result in disruption and damage to the reputation and running of the Council and its services.	Loss of Information systems until they can be successfully restored. Loss of data, inability to access data or public disclosure of Personal Data. Cyber risk could materialize in a variety of ways, such as: <ul style="list-style-type: none"> Deliberate and unauthorized breaches of security to gain access to information systems. Unintentional or accidental breaches of security. Operational IT risks due to factors such as poor system integrity. 	18/10/2023 Qtr 2 23/24 Review Summary: Controls and Mitigating actions are still ongoing work and will continue to be actively progresses and improved. Recommendation following cyber incident will be communicated to Senior Leaders and Executive management team for formal consideration 25/07/2023 Qtr1 23/24 Review Summary: Cyber Essentials Plus and Public Services Network accreditation is still being progress, with work undertaken to address vulnerabilities reported from the recent Health check. Key critical systems and services are being identified in order to prioritise Disaster recovery procedures, work is being undertaken to prepare Cloud Storage capability to reduce risk to on premise systems. Cyber incident Response plans are being worked on following a Cyber Breach workshop. Vulnerability management procedures continue to be incorporated into Business as usual process. 11/04/2023 Qtr 4 22/23 Review Summary: Cyber assurance Framework Self assessment completed, actions will now be incorporated into Cyber Action plan. Cyber essentials accreditation completed with a lot of remediation work being prioritised in order to achieve Cyber Essentials Plus. Work to be prioritised for this year included Development of Cyber Incident Reponse plan, Disaster recovery plan and procedures in line with identification of Critical systems, update and review of all ICT Security Polices 16/01/2023 Qtr 3 22/23 Review Summary: Work to undertake a Self Assessment using the National Cyber Security Centre (NCSC) Cyber Assessment Framework is due to being in QT4 22/23. This should highlight a series of improvements and risk management strategies which if implemented correctly should reduce the overall Cyber Risk	Unassigned Diane Reynolds	16	12	<ul style="list-style-type: none"> NCSC 10 Steps Incident Management Major Incident response processes Disaster Recovery Procedures Additional Staff Awareness NCSC 10 Steps Actions Risk Management NCSC 10 Steps Assett Management NCSC 10 Steps Actions Architecture and Configuration NCSC 10 Steps Actions Identity and Access Management NCSC 10 Steps Actions Data Security NCSC 10 Steps Logging and Monitoring NCSC 10 Steps Actions Supply Chain Security Security Operations Procedures Policy Capital investment in Security Operations Management Tools Capital Investment SBAR Reporting Cloud Security controls in place to detect and prevent malicious content in Office365 End Point AntiVirus in place detecting known threats Device Encryption Annual Penetration testing Cyber Security Improvement Plan Cyber Security Certification Staff Training NCSC 10 Steps Actions Engagement & Training 	Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action Completed Action Completed Action Completed Control In Place Control In Place Control In Place Control In Place Control In Place Control In Place Control In Place Control In Place

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Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
							<ul style="list-style-type: none"> • NCSC 10 Steps Actions Vulnerability Management • Detection and Response Tools • Cyber Exercising 	Control In Place Control In Place Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PCC0008 Matthew Perry	IF planned power outages (rota disconnections) occurs then it may affect our ability to deliver services.	Then there will be immediate impacts on telephony, communication, ICT, fuel, transport, medical, retail, sanitation, emergency response, banking and & water distribution which will impact on our ability to deliver services. The impact will vary in severity depending upon the length of time without power (The UK Gov target for 100% restoration from 100% outage is currently (Dec 2022) 7 days therefore in theory POs can be anything from seconds to 7 days.	17/10/2023 Qtr 2 23/24 On behalf of Nigel Brinn. The risk for winter 2023/24 appears to be lower than was the case for winter 2022/23. Nevertheless rota disconnections are still a possibility for the winter ahead. Given the size of the County it is likely (should rota disconnections occur) that some areas would be without power for short periods, but more unlikely that the whole of the County would be impacted. In the event of rota disconnections an internal Incident Management Team would be established together with corresponding multi-agency structures within the Local Resilience Forum (LRF). 06/07/2023 Qtr 1 23/24 Review Summary: The risk profile has been reduced due to lowered demands for heating, lighting etc during the summer months however as we cannot predict the winter months ahead, and the risk of regional and national power outages remains on the National Security Risk Assessment (with their Risk Assessment unchanged) the risk will remain on the Strategic Risk Register. However the risk and its controls will remain under review by the Emergency Planning Team and the Local Resilience Forum. 04/04/2023 Review Summary: Qtr 4 22/23 Risk Summary, on behalf of Nigel Brinn. The risk has been reviewed and probability reduced to 'unlikely' at present however the risk itself will remain under review by the Emergency Planning Team and the LRF. 10/03/2023 Review Summary: Rescheduling date to 1st April inline with Strategic Risk Register review.	Cllr Richard Church Matthew Perry	15	3	<ul style="list-style-type: none"> • Further electrical work at Penybont depot to ensure access to bunkered fuel supplies of diesel (to drive the generator). • SLT to agree a priority list of services/people to have access to county hall and continued use of systems. • SLT to agree which services/people get access to county hall and continued use of systems. • Property and HTR to agree a forward plan to deliver fuel to County Hall's generator if needed • Commission care providers' business continuity planning • The Council has contacted providers like EE to see what their plans are • Consider UPS at the homes of identified key officers • Paper to SLT to initiate discussion on power outages • All services to review Business Continuity plans in relation to power outage • ICT has setup an management Whatsapp group for all team leaders • Uninterrupted power supplies on our key ICT servers monitoring their own readiness • Generator at County Hall tested on a monthly basis • SLT instructed to relocate to County Hall at first sign of a prolonged outage and activate the SLT Incident Response Guide , • Attendance (virtual) at national seminars on planning for Power Outages • Take part in major exercises scheduled to test the response to power outages. 	<ul style="list-style-type: none"> Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action Completed Action Completed Control In Place Control In Place Control In Place Control In Place Control In Place Control In Place Control In Place

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PPPP0030 Gwilym Davies Escalated From :- Powys County Council	IF the Council has an insufficient level of revenue maintenance and major improvement capital funding, then it is likely to result in unsafe and unfit assets within School properties.	Withdrawal of use of the asset by the school leading to disruption to educational continuity with the partial or full closure of the school.	23/10/2023 Qtr 2 23/24 Review Summary: Corporate Compliance Board and Education Property Compliance and Operational Safety Board are actively monitoring compliance and managing risk. Risk assessments are undertaken where compliance risks are identified and appropriate actions taken to manage risk to an acceptable level. Condition surveys are being commissioned to identify program and planned maintenance priorities. This will enable the identification of risks and inform the programme of works to be created. 21/07/2023 Qtr 1 23/24 Review Summary: Compliance Board and Education Working group have been set up to monitor compliance and manage risk. Risk assessments are undertaken where compliance risks are identified and appropriate actions taken to manage risk to an acceptable level. Condition surveys are considered necessary to identify risks and enable an informed programme of works to be created. 30/03/2023 Qtr 4 22/23 The Council is continuing to tolerate (with controls in place) as the risk is in relation to insufficient level of revenue maintenance and major improvement capital funding. The Council has an ongoing assessment of all school properties to plan for essential works to maintain safe and operational premises. The Council has received confirmation from WG of additional capital/revenue maintenance grant and the associated terms and conditions for financial year 2023/24. This risk has been transferred from Educations risk register to Property, Planning and Public Protection risk register however remains cross linked with Education so both services have sight. The service is currently planning and commissioning project work for school property financial year 23/24.	Cllr Jake Berriman Nigel Brinn	20	16	<ul style="list-style-type: none"> Monitor statutory compliance and implement remedial works and programme capital improvements to maintain service 	Control In Place

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>07/11/2022</p> <p>Qtr 3 22/23 Currently the Council is tolerating (with controls in place) as the risk is in relation to the possibility of insufficient level of revenue maintenance and major improvement capital funding. The Council has an ongoing assessment of all school properties to plan for essential works to maintain safe and operational premises. The Council is awaiting confirmation from WG about additional capital/revenue maintenance grant and the associated terms and conditions for financial year 2023/24. This risk has been transferred from Educations risk register to Property, Planning and Public Protection risk register however remains cross linked with Education so both services have sight.</p>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PPPP0031 Gwilym Davies Escalated From :- Powys County Council	IF the school building stock deteriorates due to the insufficient level of revenue and major improvement capital funding required to maintain them, then they could become un-safe and not fit for purpose.	Disruption to the operational continuity of the building which may either result in the partial or full closure of the school building to ensure the health and safety of all occupants.	03/10/2023 Qtr 2 23/24 Review Summary: Compliance Board and Education Working group have been set up to monitor compliance and manage risk. Risk assessments are undertaken where compliance risks are identified and appropriate actions taken to manage risk to an acceptable level. Condition surveys are considered necessary to identify risks and enable an informed programme of works to be created. 21/07/2023 Qtr 1 23/24 Review Summary: Compliance Board and Education Working group have been set up to monitor compliance and manage risk. Risk assessments are undertaken where compliance risks are identified and appropriate actions taken to manage risk to an acceptable level. Condition surveys are considered necessary to identify risks and enable an informed programme of works to be created. 30/03/2023 Qtr 4 22/23 Review Summary: This risk although sits with PPPP is cross linked with Education so both services have sight. Meeting took place as a matter of urgency with all relevant service areas to review the risk and in particular the controls and actions in place during the last Qtr. School premises critical compliance assessment is being prepared for all school and non school buildings with a view to presenting 'work in progress' document to Corporate Compliance and Strategic Property Board. Also we are completing the major improvement capital programs 22/23 including other capital grant funded schemes and a planned maintenance program to maintain and upgrade school buildings, safeguarding, external infrastructure and school facilities. This is to maintain safe operational school facilities.	Cllr Jake Berriman Matthew Perry	20	16	<ul style="list-style-type: none"> Implement the schools asset management plan within the budget available and escalate to the Transforming Education Programme Actively input into the HOWPS transition working group 	Action In Progress Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>09/01/2023 Qtr 3 22/23 Review Summary: Risk reviewed in Schools SSMT. This risk has been transferred from Educations risk register to Property, Planning and Public Protection risk register however remains cross linked with Education so both services have sight. Meeting to take place as a matter of urgency with all relevant service areas to review the risk and in particular the controls and actions in place.</p>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PROC0008 Wayne Welsby Escalated From :- Powys County Council	IF global supply chain issues arise such as Brexit, Russian invasion of Ukraine, or, other economic or environmental pressures affect the global market then this could lead to increased price variations and labour & material shortages.	Effect on capital and revenue budget which may result in: Council's ability to deliver services, meet its corporate plan objectives and manage its budget. Council unable to deliver statutory and non statutory services which could result in a backlog of work, reputational damaged, quality of buildings and knock-on consequences. Examples of a key consequence include, delayed or cancelled housing development reduces capacity to address homelessness and other housing needs, Delays or affordability of delivery of schools transformation, etc. Potential for businesses ceasing to operate or provide specific specialist services where alternative options are limited.	19/10/2023 Qtr 2 23/24 Review Summary: Commercial Performance and Risk Board is effectively identifying and mitigating known supply chain risks. 10/07/2023 Qtr 1 23/24 Review Summary: Ongoing risk management via the Commercial Performance and Risk Board. 15/05/2023 Review Summary: Risk management is on going via the new Commercial Board. 05/01/2023 Qtr 3 22/23 Review Summary: The new Commercial Performance and Risk Board has been created and now operational and includes increased viability of supply chain risks and thus promoting actions to mitigate.	Cllr David Thomas Jane Thomas	15	6	<ul style="list-style-type: none"> Review and update contract management reporting of supply chain risks Financial Risk Reporting - use of D&B reports etc..... New Commercial Performance and Risk Board created. Controlling costs and supply price increases. Access to Market Intelligence Value Engineering &/or Material substitution Re-evaluate project timescales Value engineering Ukraine Cell Set up to report to Gold on consequences and to manage Develop a Process for approval by S151 officers for minimising effect of Price Increases - replaced by PROC0008/007. 	Action In Progress Action In Progress Control In Place Control In Place Control In Place Withdrawn Withdrawn Withdrawn Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
WO0021 Gemma Gabriel Escalated From :- Powys County Council	IF the Council is unable to recruit, retain and commission the workforce it requires, in the short term due to increased staff absences and a challenging UK labour market, and in the longer term due to an expected long term decrease in the local working age population	Then: •the Council will be unable to secure the services needed by the local population, including care and assessment provision, education, waste, highways, housing culture and support services. •services may not be able to respond to and fully meet increasing demand. •services also may not be able to deliver their normal / planned levels of service provision. Where this is acute or could lead to the inability of the Council to deliver statutorily required services, the Council may need to temporarily step-down elements of its non-business critical activities in order to deploy staff to business-critical work.	13/10/2023 Qtr 2 23/24 Review Summary: Successful recruitment event for reablement and support worker positions. Event enabled staff to received job offers on the day (4 made on the day). This model of recruitment event will therefore be a focus moving forward. 5 apprentices appointed on Q2 (6 others currently being advertised) 21/07/2023 1st Qtr 23/24 Review Summary: • Presentation given to Economy, Residents and Communities Scrutiny Committee, with positive feedback and contributions. • Successful recruitment campaign for housing trades roles resulting in an overwhelming response and significant numbers of offers made and vacancies filled. • Further success recruiting to vacancies in Children' s Residential services following recruitment events and leaflet drops to homes across Powys. • 6 apprentices appointed in Q1 with 3 starts and 3 due to start in Q2. • Review meetings in place to discuss system development with e-recruitment provider 17/04/2023 Qtr 4 22/23 Review Summary: This work continues. We are seeing some impact in key roles for example in social care and environmental health. Metrics are being developed which will be used in future reports to review and measure risk.	Cllr Jake Berriman Paul Bradshaw	25	16	<ul style="list-style-type: none"> • Recruitment and Retention working group delivery • Developing a health and care workforce for the future • Ensure a robust and effective Apprenticeship programme • Improving the skills and employability of young people and adults • Telehealth and telecare • Formal partnership with the Open University and secondment of students • increase use of direct payments and the dynamic purchasing system are intended to secure more creative approaches • Support communities to be able to do more for themselves and reduce demand on public services • Promoting Powys as a place to live, visit and do business • Developing digital solutions and services • Developing a workforce strategy which ensures Council is an excellent employer • Develop an Adults' Service recruitment and retention strategy , based on a strong brand promoting positive values and working/l • Growing our own workforce, including the scoping of a rural academy of learning which would offer social care qualifications t • Conduct research to understand the workforce profile in health and social care • To maintain rolling adverts for key staff and to link the adverts to relevant sites / job boards • To activate the Emergency Plan as may be required in order to facilitate the move of resources to business critical work • To internally deploy staff from non business critical work to business critical activities where possible. • To develop and run a national recruitment campaign to best attract candidates to social care roles • To further develop the Council's recruitment practice, site and campaigns to best promote employment opportunities • Improving skills and supporting people to get good quality jobs • Improving education attainment of all pupils • Consideration of a joint bank of staff available to maintain staffing levels and reduce risk • Build better connections with Powys schools & universities within Wales & just across the border in order to attract students 	Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress Action Completed Action Completed Action Completed Action Completed Control In Place Control In Place Control In Place Withdrawn Withdrawn Withdrawn Withdrawn Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>23/12/2022</p> <p>Qtr 3 22/23 Review Summary: The health and care partners in Powys have a multi-faceted Workforce Futures Strategic Framework is in place and being implemented, which is designed to recruit and develop the workforce needed to support the people of Powys now and for the future. As part of this it's essential that we have people with the education and skills that will be needed, which is supported by the Council's Transforming Education Programme which sets out a ten year strategy and is in the process of being implemented.</p> <p>IN order to best respond to the tight UK and local labour market, a high level resourcing group has been established to ensure that the Council takes every possible step to recruit and retain the workforce needed, including growing our own staff. This group is working with the leadership team and so far has:</p> <ul style="list-style-type: none"> • piloted an easier process to apply for roles, leading to a significant increase in interest in the roles and led to 3 staff being recruited, this will be rolled out • developed a new website with an enhanced search function to make it easier for applicants to search our vacancies • introduced a new process to use existing vacancies as apprenticeship opportunities for people in our apprentice talent pool. • undertaken a staff pulse survey to all staff to obtain feedback on why they chose to work at Powys, the findings from which will be used to support recruitment and retention plans. • Are working closely with our partners (e.g. PTHB, PAVO) to identify where we can jointly address recruitment and retention challenges • Firm plans in place for 15 social care staff under our grow one own initiative to qualify as Social Workers during 2023 • Developed a new vibrant and attractive advertising brand which will be launched early January 2023 • We have a - New Year, New Job recruitment campaign ready to launch 					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>during January 2023</p> <ul style="list-style-type: none"> And have reviewed and condensed our application form, making it easier for candidates to complete which will be launched in the new year <p>AS can be seen, much work has already been completed to address our recruitment needs and we have many more initiatives and improvements planned for Quarter 4 and beyond.</p> <p>The Council is also working closely with PTHB and our partners to support the release of patients from hospital into reablement and care, this work will continue over the winter period and will focus on joint recruitment initiatives, joint induction and development, with a key focus on reablement.</p> <p>IN addition we are widening access to the health and care sector in Powys by / through:</p> <ul style="list-style-type: none"> an employability skills hub project (NPTC delivering employability skills training to a range of groups including staff currently within the health and care system, carers, volunteers and new staff trying to access employment in the sector) by widening our apprenticeship offer And enabling access for carers and volunteers to statutory education packages 					

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Heatmap Inherent and Current



Inherent Ratings Summary Heatmap

Residual Ratings Summary Heatmap

Probability



Page 79

Insignificant Minor Moderate Major Severe

Insignificant Minor Moderate Major Severe

Impact

Impact

Detailed Risk Information

Residual and Target Rating Changes since 17/05/2023

Risk Ref	Risk Identified	Owner	Service Area	Prev Inherent	->	Inherent Rating	Prev Residual	->	Residual Rating
EDR0011	A climate emergency has been declared by Powys County Council . IF we experience the extreme consequences of not taking action then we will experience flooding, poor air quality, impact on nature and our communities.	Ellen Sullivan	Powys County Council	25	→	25	20	→	20
ASC0064	IF Welsh Community Care Information System (WCCIS) is not fit for purpose, then it will impact upon service area's ability to carry out our statutory operational duties .	Nina Davies	Powys County Council	12	→	12	12	↗ 8	20
FIN0001	The Council may be unable to deliver a financially sustainable budget over the short and medium term. The continued impact of Covid coupled with the more recent events around rising inflation, energy costs and the situation in Ukraine impacting on supply chains and prices all increase the risk on the Council financial resilience.	Jane Thomas	Powys County Council	25	→	25	16	→	16
HTR0018	Impact of nature emergency on our ability to deliver services	Matthew Perry	Powys County Council	25	→	25	16	→	16
WO0021	IF the Council is unable to recruit, retain and commission the workforce it requires, in the short term due to increased staff absences and a challenging UK labour market , and in the longer term due to an expected long term decrease in the local working age population	Gemma Gabriel	Powys County Council	25	→	25	16	→	16
PPPP0030	IF the Council has an insufficient level of revenue maintenance and major improvement capital funding , then it is likely to result in unsafe and unfit assets within School properties.	Gwilym Davies	Powys County Council	20	→	20	16	→	16
PPPP0031	IF the school building stock deteriorates due to the insufficient level of revenue and major improvement capital funding required to maintain them, then they could become un-safe and not fit for purpose.	Gwilym Davies	Powys County Council	20	→	20	16	→	16
ASC0066	IF a Social Care provider(s) fail THEN the pressure on care homes, domiciliary care providers, supported living and other providers would become unsustainable.	Rachel Evans	Powys County Council	20	→	20	12	→	12
IAWA00009	If the Council is susceptible to higher levels of fraud as people struggle with the cost of living crisis and as organised fraud take advantage of the challenging environment. This could lead to lost income revenues or increased service provision costs.	Yvette Kottaun	Powys County Council	16	→	16	12	→	12
ICT0029	IF the Council incurs a serious Cyber Attack or Security Incident this can result in financial costs to recover , and data loss if recovery is not possible. This will result in disruption and damage to the reputation and running of the Council and its services.	Ellen Sullivan	Powys County Council	16	→	16	12	→	12
ICT0010	IF the Council is found non-compliant with either UK General Data Protection Regulations (GDPR) and or the Data Protection Act (DPA) 2018 then, it could be subject to monetary penalties or other regulatory action, data protection audits, civil action and associated consequences, including suffering reputational damage, and resultant detriment to the affected data subjects.	Ellen Sullivan	Powys County Council	12	→	12	12	→	12
ASC0071	If there is insufficient capacity to respond to the longer term demand in ADULTS' services in timely manner	Sharon Frewin	Powys County Council	No Previous		25	No Previous		9
PROC0008	IF global supply chain issues arise such as Brexit, Russian invasion of Ukraine, or, other economic or environmental pressures affect the global market then this could lead to increased price variations and labour & material shortages.	Wayne Welsby	Powys County Council	15	→	15	12	↘ -6	6
PCC0008	IF planned power outages (rota disconnections) occurs then it may affect our ability to deliver services.	Matthew Perry	Powys County Council	15	→	15	8	↘ -5	3

Report Selection Criteria

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

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Learning and Skills Scrutiny Committee Forward Work Programme Jan – July 2024

2024

Date and Time	Type and Detail	
Jan 15 th 2pm	Informal committee session - Schools Funding Formula Review	Mari Thomas / Nancy Owen
Jan 17 th 2pm (1)	Committee – Public Progression and Learning (Incl. LA level verified exam data) (max 1hr) Transformation Projects update The Offer –Years 7 to 13.	Georgie Bevan Marianne Evans Georgie Bevan
Jan	Pre-Meeting	
Jan 30 th 10am	Committee – Public Budget Scrutiny	
Feb	Pre-Meeting (if required)	
Feb 9 th 2pm (2)	Committee - Public Performance and Risk Q3 (between 13/02 & prior to cabinet 27/02 perhaps Joint Scrutiny Session) Alternative Budget (if required)	James Langridge - Thomas
Mar 14 th 2pm	Self-Assessment	Committee Members Only
Mar 18 th 2pm	Pre-Meeting	
Mar 20 th 2pm (3)	Committee - Public	
May 20 th 2pm	Pre-Meeting	
May 22 nd 2pm (4)	Committee - Public Q4 Performance and Risk All Heads of Service Finance All Heads of Service	
June 17 th 2pm	Pre-Meeting	
June 19 th (5)	Committee – Public Post 16 to be brought forward date TBC	
July 12 th	Pre-Meeting	

**Learning and Skills Scrutiny Committee
Forward Work Programme Jan – July 2024**

Date and Time	Type and Detail	
10am		
July 15 th 2pm (6)	Committee - Public	