

Economy, Residents and Communities Scrutiny Committee

Meeting Venue
By Zoom

Meeting Date
Monday, 5 June 2023

Meeting Time
10.00 am

For further information please contact

Rachel Pugh - Scrutiny and Democratic Support Officer
rachel.pugh1@powys.gov.uk



County Hall
Llandrindod Wells
Powys
LD1 5LG
30.05.2023

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.

You are welcome to speak Welsh or English in the meeting. Please inform us of which language you wish to use by noon, two working days before the meeting.

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

2.	ELECTION OF VICE CHAIR
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Arising from the Annual Meeting of the Council, to elect a Vice-Chair for the ensuing year.

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

4.	DECLARATION OF PARTY WHIPS
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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.)

5.	MINUTES OF PREVIOUS MEETINGS
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To authorise the Chair to sign the minutes of the previous meeting held as follows as a correct record: 28.04.2023

(Pages 5 - 8)

6.	RECRUITMENT
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To receive a presentation by Gemma Gabriel - Professional Lead Human Resources Management and Development

(Pages 9 - 26)

7.	CLIMATE OVERVIEW
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To receive the Transport and Mobility Climate Action Plan (Including a Climate Overview).

(Pages 27 - 70)

8.	SCRUTINY WORK PROGRAMME
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To note that future meetings of the Committee will be held as follows:

Monday 17-07-23	Committee – Public
	<ul style="list-style-type: none"> ● Revision of Transport policy ● Buildings and Land – climate action plan (suggest adding Governance action plan and procurement action plan) ● Workforce Planning – last on agenda
Thursday 14-09-23	Pre-Meeting
Monday 18-09-23	Committee - Public
	<ul style="list-style-type: none"> ● Q1 Performance / Q1 Risk / Q1 Finance ● Freedom Leisure – annual report ● Phosphate Update
Oct	Pre-Meeting
Monday 30-10-23	Committee - Public
	<ul style="list-style-type: none"> ● Powys Economy – Full round-up
Dec	Pre-Meeting
Monday 11-12-23	Committee – Public
	<ul style="list-style-type: none"> ● Housing waiting list ● Garage / Property maintenance ● Clearsprings – accommodation for asylum seekers / update / entitlement

Committee Reflection

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

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MINUTES OF A MEETING OF THE ECONOMY, RESIDENTS AND COMMUNITIES SCRUTINY COMMITTEE HELD AT BY ZOOM ON FRIDAY, 28 APRIL 2023

PRESENT

County Councillor A Davies (Chair)

County Councillors D Bebb, A Cartwright, A Jones, E A Jones, K Lewis, G Mitchell, C Walsh, S L Williams, J Charlton and D Selby

1. APOLOGIES

Apologies for absence were received from Cllr Anita Cartwright, B Davies, I Harrison.

2. DISCLOSURES OF INTEREST

There were no disclosures of interest by Members relating to items to be considered at the meeting

3. DECLARATION OF PARTY WHIPS

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. MINUTES OF PREVIOUS MEETINGS

Documents:

Minutes of the previous meetings:

07.11.22 / 12.12.22 / 19.01.22 / 30.01.23 / 13.02.23

Outcome: The Chair was authorised to sign the Minutes of the previous meetings as a correct record.

5. SECTION 6 BIODIVERSITY REPORT

Issues Discussed:

The report demonstrated ways in which the Council meet legal duties under the Environment (Wales) Act 2016, reflecting actions taken to maintain or enhance biodiversity between 2019 and 2022.

Town and community Councils were also required to complete a Section Six Biodiversity Report for which the Council offer support.

The Council was required to publish an updated report every three years, setting out what the Council has done in the previous three-year period, as well as the Powys Nature Recovery Action Plan, which sets out future actions with partners and a range of organisations for a collective response for Powys.

The report covered a wide range of projects which were initially set up using external grant funding from the Local Places for Nature Fund to provide officer expertise with no impact to the Council budget.

The Committee were asked to consider the content and progress made.

The Committee noted that the report:

Was very comprehensive, clear, and easy to read document.

- Showed what the Council had been working on as required by legislation, but progression and positive impacts were not evidenced, and questions raised around how projects would roll out to other areas within Powys.
- The Committee felt that the report if expanded would be beneficial to funders as risks around external funding remain high. Town and Community Councils could also support in order to achieve more.
- The Committee were keen to maximise benefits from Council assets and that the planned combined report i.e., looking both back and forward, would highlight projects with partners and community groups.

Question	Response
What was the status of the Powys Nature Recovery Action Plan	Officer Comment: Objectives and Measures have been set under the Corporate Improvement Plan and align with the Council Stronger, Fairer Greener vision.
Grant funding is often time limited, what would happen if it was withdrawn, is a contingency plan in place	Officer Comment: Resource remains a high risk with biodiversity officer posts being grant funded, the Council would need to look at other sources, if funding was no longer available.
What were the differences between the Town and Community Councils and Powys County Council requirements under Section Six	Officer Comment: The Council works closely with Town and Community Councils which have standalone duties and responsibilities. The difference is the range of services the Council provides.
Does the Council write out to Town and Community Councils to request a report	Officer Comment: Invitations had been circulated for an Awareness Event arranged to discuss and develop plans with Town and Community Councils.
The report meets all legal requirements but did not show evidence that progression is providing the right biodiversity improvements. Projects could have been highlighted more with partners and communities.	Officer Comment: The report requires only the work provided by the Council, which was narrow and constrained by time. Forward looking partnership work would be incorporated within the Powys Nature Recovery Action Plan.
Reassurance was asked regarding	Officer Comment:

how benefits of Council assets would be included in the Powys Nature Recovery Action Plan.	The funding for the Nature Recovery Officer provides opportunities to explore our assets including the County Farms Estate.
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Outcomes:

The Committee felt that the report demonstrated the valuable work conducted by the Council.

Funding Risks were evident, the Local Nature Partnership was being developed to collaborate with partners to look into extended funding as core funding was not available.

Concerns were raised around the cutting of verges by the Trunk Road Agency, which is outside the remit of Section Six but will be addressed.

It was felt that awareness could be higher, and the Council will endeavour to conduct more publicity around the report and plan.

6. SCRUTINY RECOMMENDATIONS

Documents Considered: Information Governance
The Committee noted the report for feedback.

Documents Considered: Shared Prosperity Fund
The Committee noted the report for feedback.

7. WORKING GROUP TERMS OF REFERENCE
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Documents Considered: Heart of Wales Property Services
The Committee approved the Terms of Reference for the Heart of Wales Property Services Working Group.

Documents Considered: County Farms
The Committee approved the Terms of Reference for the County Farms Working Group.

8. SCRUTINY WORK PROGRAMME

Documents Considered: Work Programme
The Committee noted the Forward Work Programme.

9. LEISURE REVIEW - JOINT WORKING GROUP
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Documents Considered: Leisure Review
The Committee approved the Leisure Review Working Group creation. Membership will be open and reviewed on a regular basis.

Learning and Skills Scrutiny Committee - Cllr G Thomas, G D Davies
Health and Care Scrutiny Committee - Cllr G E Jones, L Rijnenberg
Economy, Residents and Communities Scrutiny Committee - Cllr A Davies, B Davies, A Jones, G Mitchell, D Bebb

County Councillor A Davies (Chair)

Economy, Residents and Communities Scrutiny

Recruitment and Retention

Gemma Gabriel, Professional Lead Human Resource Management and Development
5th June 2023



Key points

- What is the challenge and the need for transformational change?
- What are the plans?
- What have we achieved to date?
- What is next?
- Questions



What is the challenge and need for change?

- Effective recruitment and retention is essential to ensure we have the right skills and talent in place to deliver our services to our communities now and in the future
- Difficulties in recruiting to vacancies across a number of our services
- National and local challenges
- This ultimately presents a risk to the Council of delivering its services resulting in a need for change



What are the plans?

- Recruitment and retention project group set up, based on the transformation and agile approach to change
- The recruitment and retention project covers a number of key areas, which includes:
 - Review all policy, systems and processes, identifying areas of improvement and implement changes as required, maximising the use of technology
 - To review and identify particular areas of difficulties and challenges and to put plans in place to overcome those
 - To enhance routes of employability to the council to include further apprenticeship and graduate opportunities
 - To ensure managers are supported and trained in effective recruitment principles and practices
 - To understand any retention challenges and to engage with staff to understand their experiences
 - Review reward and recognition strategies to support retention of staff



What have we achieved to date?

- Launched a new recruitment brand
- Development and launch of a new website
- Undertaken a number of successful recruitment campaigns (see attached data)
- Developed an easy apply process for certain hard to recruit to positions
- Undertaken a number of recruitment events
- Twenty housing vehicles wrapped to promote Powys as an employer



What have we achieved to date, continued....

- Implemented improved ways to measure the success of initiatives
- Implemented a guaranteed interview scheme for veterans
- Working group set up to review and implement revised process for gathering information and data from leavers
- Undertaken a 'why Powys' survey to understand why people work at Powys and why they may be looking to leave
- Created better links with education providers to promote opportunities at Powys with learners



What have we achieved to date, continued....

- Apprenticeships
 - Relunched the Apprenticeship Talent Pool (excess of 100 individuals actively seeking opportunities with us)
 - Applied the real living wage to apprentices
 - Introduced an internal process to ensure all vacancies grade 8 and below are considered as potential apprenticeship opportunities
 - In the last two months, 4 apprentice fitters appointed and 3 opportunities in other services currently being advertised (with more planned)



What is next?

- Continue to develop our brand and promote Powys as an employer of choice
- Undertake a fundamental review of recruitment and on boarding systems and implement improvements
- Conclude work around gathering data from leavers
- Consider the feasibility of a four day working week
- Link project work with the wider people strategy to complement the work planned, in order to support the whole employee journey and life cycle
- Make further improvement to the gathering of data to inform the work of the project and measure the success of initiatives



Any questions?



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Recruitment Campaigns 2023



Residential Care Worker roles

Children's Service's Dec 2022 - Jan 2023

The campaign started before we re-branded in January 2023

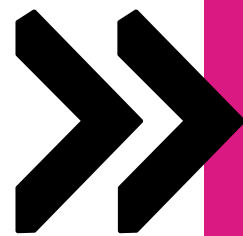
▶ Three recruitment events:

- ▶ Welshpool
- ▶ Ystradgynlais
- ▶ Brecon

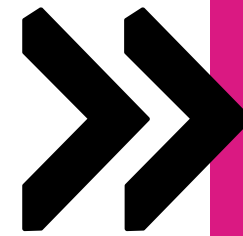
▶ Press release

▶ Paid for social media ads - £100

10
positions



27
applications



13
appointed

Received applications for all 10 jobs

Digwyddiadau recriwtio

Beth am daro heibio i ddysgu mwy am weithio yn ein cartrefi preswyl er mwyn cefnogi plant a phobl ifanc

▶ Gwesty'r Royal Oak, Y Trallwng, dydd Mawrth 10 Ionawr am 11am - 1pm

▶ Y Neuadd Les, Ystradgynlais, dydd Mercher 11 Ionawr am 11am - 1pm

▶ Y Gaer, Aberhonddu, dydd Gwener 13 Ionawr am 11am - 1pm

 Powys

Recruitment events

Come along to find out more about working in our residential homes to support children and young people.

▶ The Royal Oak, Welshpool on 10 January, 11am - 1pm

▶ Miners Welfare Hall, Ystradgynlais on 11 January, 11am - 1pm

▶ Y Gaer, Brecon on 13 January 11am - 1pm

 Powys

Head of Children and Adult Service's

Jan 2023

- ▶ Social media ads
- ▶ LinkedIn paid for ads, £120 per job
- ▶ Guardian, £400 per job
- ▶ Recruitment information packs
- ▶ Promotional video from Caroline Turner

Total spend £1,040

Head of Children's Services

6 applications

The last time we appointed, in 2018 we received:

3 applications

Head of Children's Services

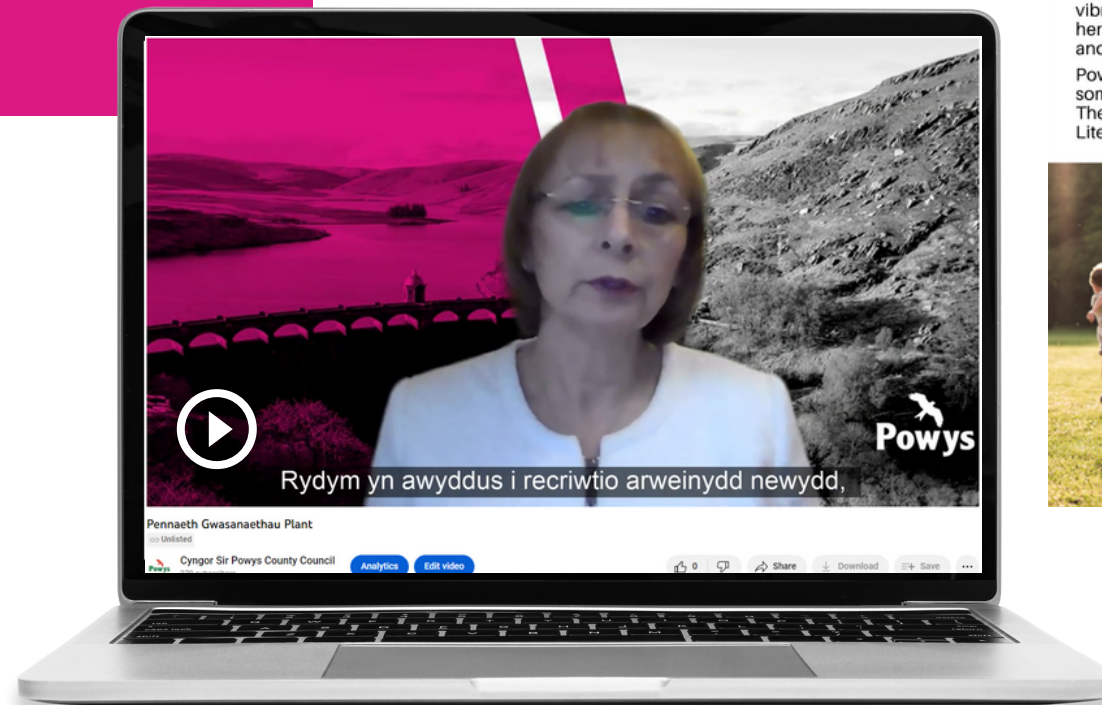
Head of Adult Services

12 applications

The last time we appointed, in 2018/2019 we received:

7 applications

Head of Adult Services



About Powys County

Powys is a stunning county that offers beautiful scenery and spectacular landscapes with green open spaces and vibrant market towns.

The county has excellent theatres, a vibrant Welsh cultural heritage, thriving arts and artisan scenes.

Powys is home to some fantastic events. The Hay Festival of Literature has an

international reputation that attracts top writers and celebrities.

The Green Man festival is rapidly becoming one of the top boutique festivals on the summer music circuit and the Royal Welsh Agricultural

Show is the largest agricultural show in Europe.

Spend your weekends exploring the 2,000 square miles of countryside and having great adventures...

...there's something to do for everyone

— wildlife enthusiasts, walkers, mountain bikers and horse riders. Sport addicts have plenty of choice with a range of local football, rugby, cricket and golf clubs to choose from.

Powys has a community spirit and togetherness with strong local neighbourhood networks. It's also about well-being and offering safe and supportive communities to live.



Environmental Health Officer

Jan 2023

- ▶ Paid for social media ads
- ▶ Promotional video from Paul Bufton (Recruiting Manager)
- ▶ Universities and colleges

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1

application who was
successfully appointed

Although we only received one application, the job had been previously advertised twice and received no applications.

Prior to this campaign, £2,000 had been spent on adverts in the Environmental Health News which gained no interest.



Reablement & Support Care Workers

March 2023

- ▶ Two week Facebook campaign
£200
(£100 in the North of the county and £100 in the South)

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Easy Apply

Total spend £200

Two weeks prior to starting the campaign 13th Feb - 27th Feb, we received:

19

easy applications

During the two Facebook campaign - 1 March - 15 March

3

easy applications

so, £200 saw an increase of:

16

easy applications

RECRUITING

Gweithiwr Cymorth Gofal ac Ailalluogi

Reablement and Care Support Worker

- ▶ 35 awr (Swyddi 25 awr ar gael)
35 hrs (25 hr roles available)
- ▶ Parhaol / Permanent
- ▶ £22,369 - £23,194

Lleoliadau amrywiol ym Mhowys
Various locations in Powys

www.powys.gov.uk/jobs

EN.POWYS.GOV.UK

Send us your CV - Powys County Council

Some of these cookies are essential, while others help...

YMGEISTO HAWDD
EASY APPLY



Conversion rate: as of 26/04/2023

5 successfully appointed

2 waiting interview

9 withdrew applications (feedback: mainly due to our rota)

3 rejected as part of the shortlisting/interview process

Trade roles - recruiting to 12 jobs

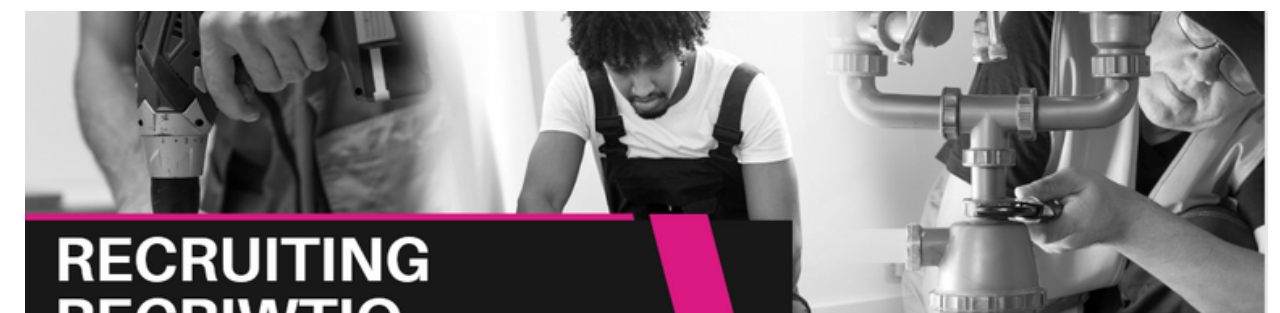
Carpenters, Builders, Plumbers, Electricians, Decorators and Labourers

March - April 2023

- Recruitment roadshow in eight locations across Powys
- Social media paid for ads to promote the roadshow £200

- Posters > = £260
- Flyers > = £260
- Easy Apply

Total spend £460



RECRUITING RECRIWTIO

Carpenters | Builders | Plumbers | Electricians | Decorators | Labourers

Multiple positions available across Powys

www.powys.gov.uk/jobs

Great benefits:

- ✓ 8am - 4pm weekdays with an early finish on a Friday!
- ✓ Call out rota at 1.5 x hourly rate
- ✓ Van to take home
- ✓ Great pension
- ✓ Great annual leave + bank holidays
- ✓ Tools provided and allowance payable
- ✓ Excellent training and development opportunities
- ✓ Good work/life balance

➤➤ **20**
Easy applications

➤➤ **52**
applications forms

for just 12 jobs

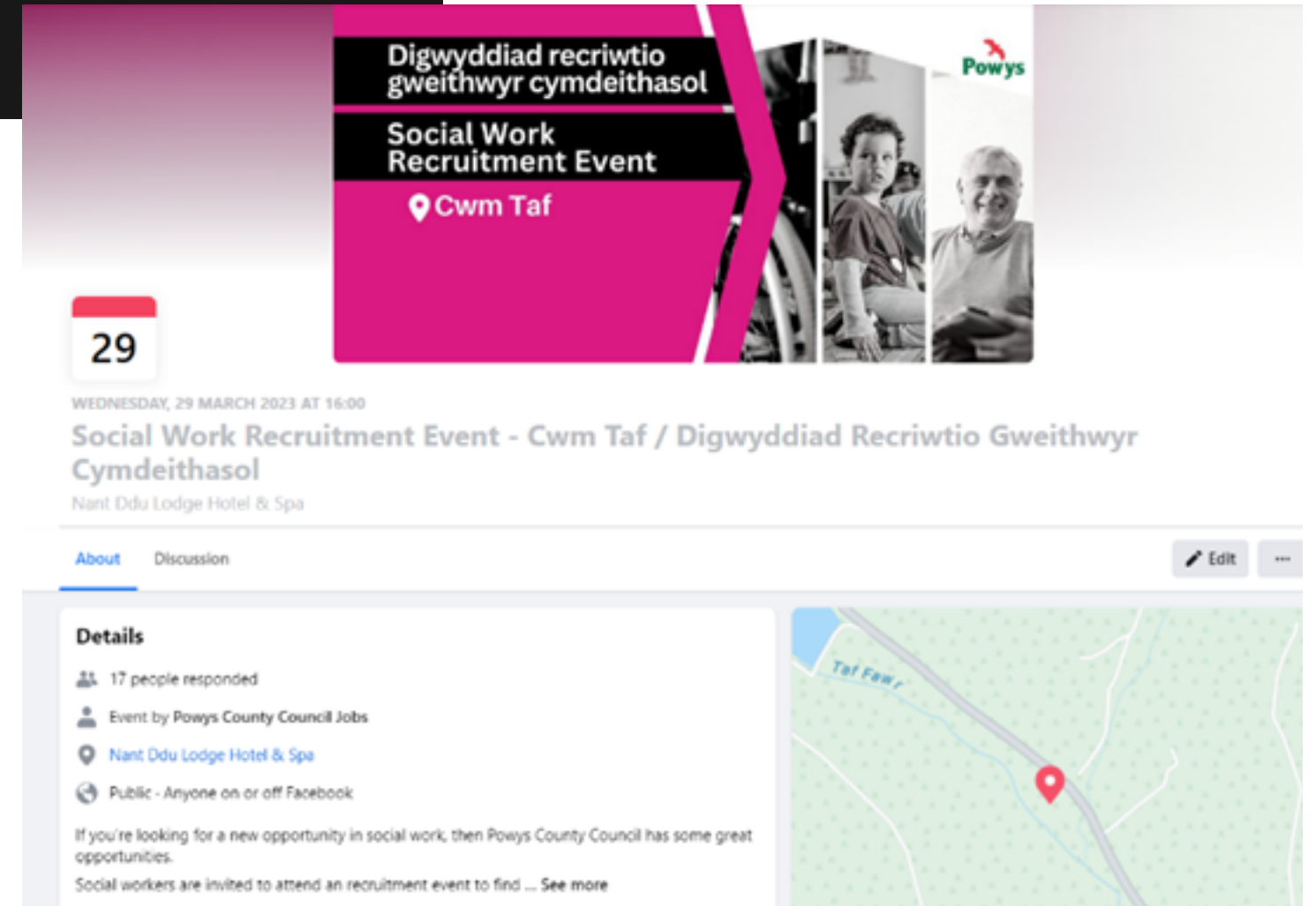
Note: A carpenter post was advertised for 2 weeks prior to the campaign launching = 0 applicants

Social worker recruitment events

March 2023

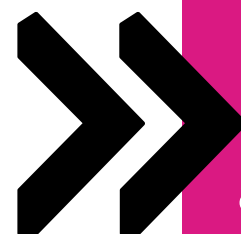
- Facebook events to promote the four events £190
- Google search campaign £105
- Social media campaign £100
- Social work world Facebook group

Total spend £395



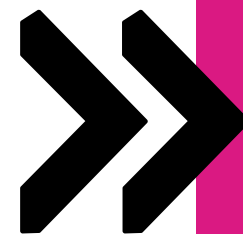
67

clicked 'interested' via social media events



7

attended the events



0

applications



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Economy, Residents and Communities Scrutiny Committee

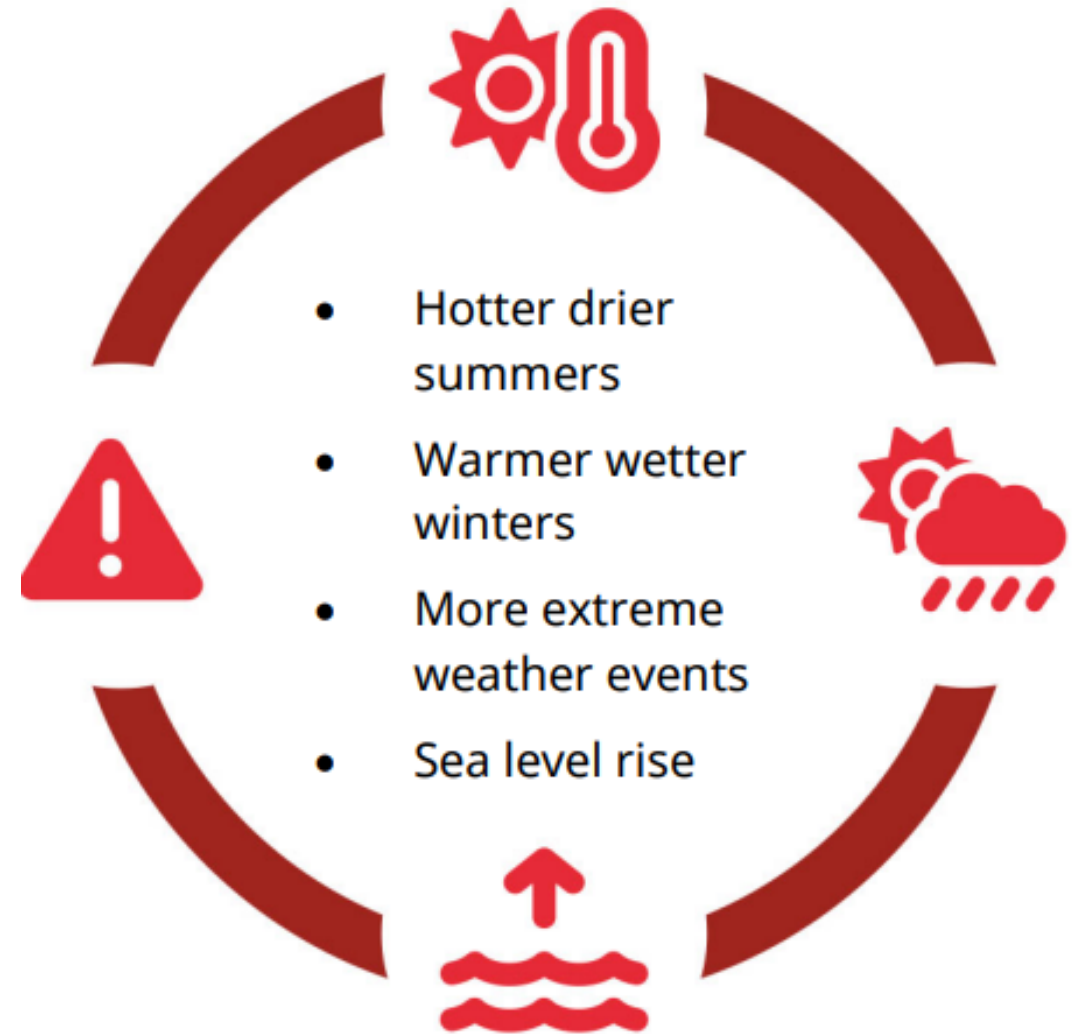
Climate overview

Thomas Yeo – Climate & Nature Programme Delivery Manager
05/06/23



Impacts of Climate Change

- Action required needs to consider reducing our impact (mitigation) on the climate and therefore the damages we will see and responding to the risks (adaptation) of climate change to build climate stability and resilience.



Impacts of Climate Change

- The increase in levels of greenhouse gas (GHG) emissions in the atmosphere is the main reason the average temperature of the planet has increased, especially over the last half century.
- An increase in temperature leads to far-ranging implications that are very damaging for the environment, nature and for us as humans.
- The average temperature in Britain is now 1°C higher than it was a century ago, and sea levels are rising 3mm each year (UK Climate Change Risk Assessment 2017: HM Government).
- This may not appear to be significant, but we must remember that the Intergovernmental Panel on Climate Change (IPCC) states that insects, which are vital for pollination of crops and plants, will lose half their habitats following an increase of 1.5°C.
- An increase of 1.5°C will lead to rising sea levels that will affect 6 million people living in coastal areas around the world.



Climate Change & our Natural Environment

- Biodiversity is declining at an unprecedented rate in Wales, the 2019 State of Nature report estimated that 1 in 6 of Wales' species are at risk of extinction. Since scientific monitoring began in the 1970s, 73 species have already gone extinct in Wales and a further 666 species are threatened with extinction.
- The 2020 State of our Natural Resources Report also shows that Wales' species and habitats are in serious decline and the resilience of our ecosystems is in decline too.
- Biodiversity provides the life support systems enabling all organisms, including humans, to survive. It is essential to economic, social, environmental, and cultural well-being.
- A decline in biodiversity will impact on the provision of food, the changing climate, and our own resilience as a species.





Key pressures contributing to biodiversity loss in Wales

- Climate Change
- Invasive Species
- Development
- Intensive Agriculture
- Pollution
- Woodland Management
- Hydrological Change

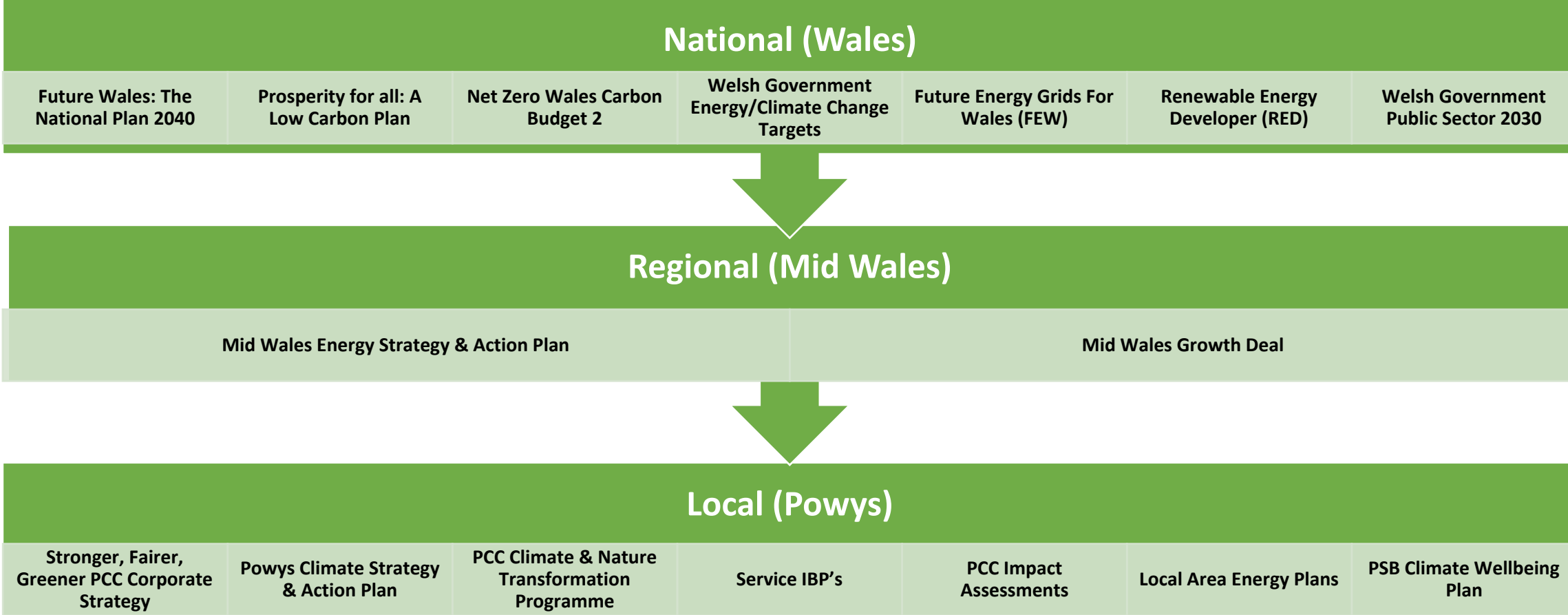


Alignment Between National, Regional & Local



National to Local Energy Planning

GRYFACH tecach GWYBODAETH STRONGER fairer GREENER
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Welsh Government Climate & Nature Emergencies

- In 2017, the Welsh Government set the ambition of achieving a carbon neutral public sector by 2030
- The Welsh Government became the first government in the world to declare a climate emergency on 29 April 2019, which was subsequently passed by its parliament, the Senedd, on 1 May 2019
- The Welsh Government becomes one of the first governments to declare a nature emergency on June 30th 2021, where it called for statutory targets to be set to halt and reverse the decline in biodiversity



Welsh Government Climate & Nature Policy



- Well-Being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016 (particularly Section 6 local authority duty)
- Climate Change (Wales) Regulations 2018
- Prosperity for All: A Low Carbon Wales (2016–2020)
- Net Zero Wales plan for Carbon Budget 2 (2021–2026)
- Nature Recovery Action Plan for Wales



The Nature Recovery Action Plan for Wales

2020 - 21



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Nature Recovery Action Plan for Wales

- The Nature Recovery Action Plan (NRAP) for Wales is the National Biodiversity Strategy and Action Plan for Wales.
- The NRP priorities are the current national priorities for our natural resources, for everyone to take action. They support the integration of biodiversity into decision making across Welsh Government and local delivery through area statements. The priorities are:
 - Delivering nature-based solutions;
 - Increasing resource efficiency and renewable energy
 - Taking a place-based approach.

Welsh Government commitment to tackling climate change

Welsh Government 2019
**Prosperity
for All:
A Low Carbon
Wales**

- In March 2019, the Welsh Government published Prosperity for All: A Low Carbon Wales which includes Policy 20: Support the public sector to baseline, monitor and report progress towards carbon neutrality.
- Welsh Government developed a route map for decarbonisation across the Welsh public sector to outline the requirements and targets for the “Team Wales” approach for a net zero public sector by 2030.

Welsh Government Carbon Budgets

Welsh Government

Net Zero Wales Carbon Budget 2 (2021-25)

In March 2021, the Senedd passed a suite of regulations to increase Wales's emissions targets from those set in 2018 and to set Carbon Budgets 2 and 3 in line with them. The targets and budgets set in law followed the Climate Change Committee's (CCC) recommendations.

- Carbon Budget 2 (2021-25): 37% average reduction (with 0% offset limit);
- Carbon Budget 3 (2026-30): 58% average reduction;
- 2030: 63% reduction;
- 2040: 89% reduction;
- 2050: at least 100% reduction (net zero).

Welsh Government Public Sector 2030 Target

Vision

By 2030, choosing zero carbon will be routine, culturally embedded and self regulating across the Welsh public sector.

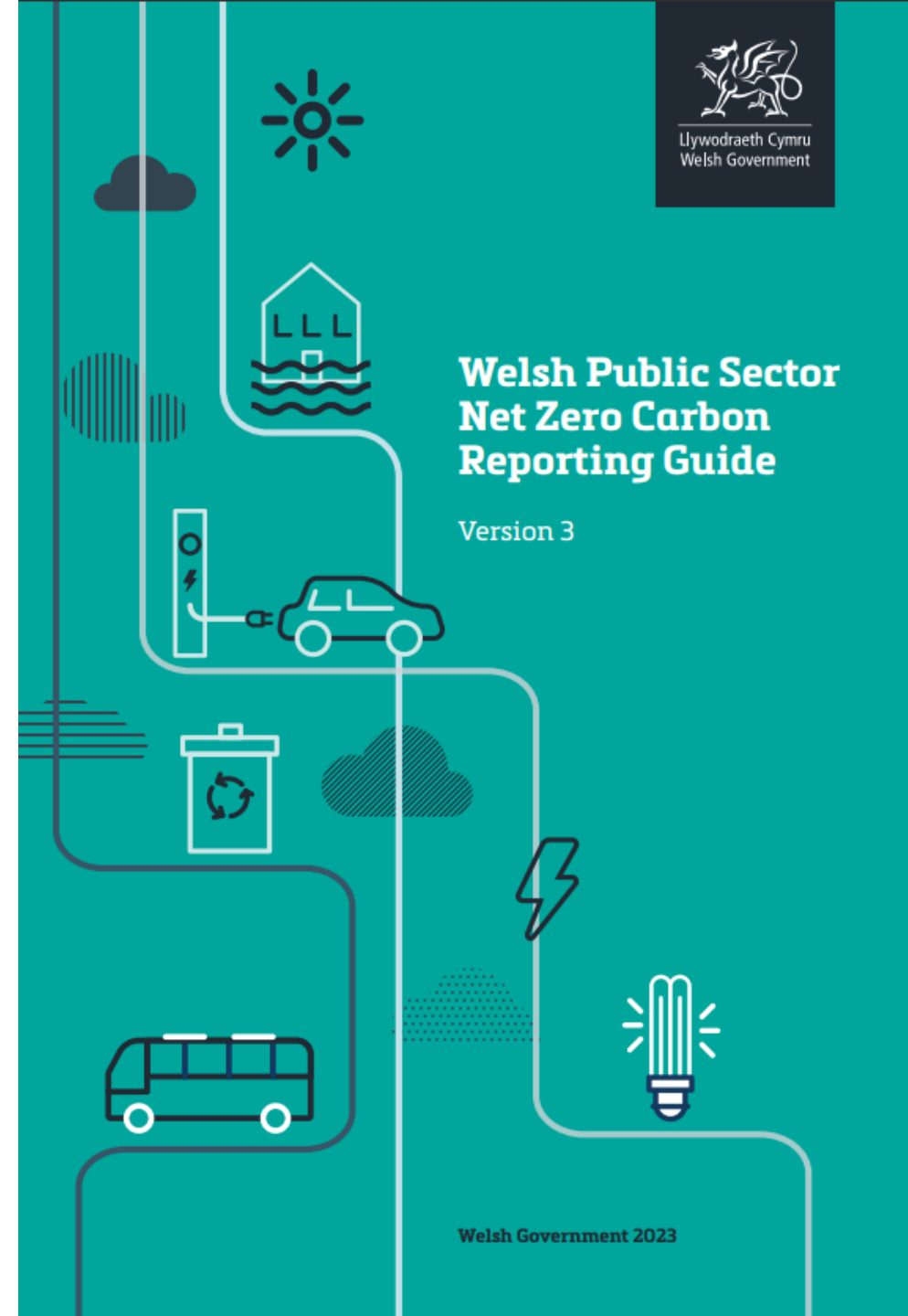


Powys County Council Carbon Accounting



Why do we use carbon accounts?

- The Carbon Accounts provide us with an overview of our carbon footprint and the emissions across council assets and operations
- This allows us to find the areas with the highest emissions and target our action and monitor progress
- This ensures that the measures taken are the most effective at reducing our emissions



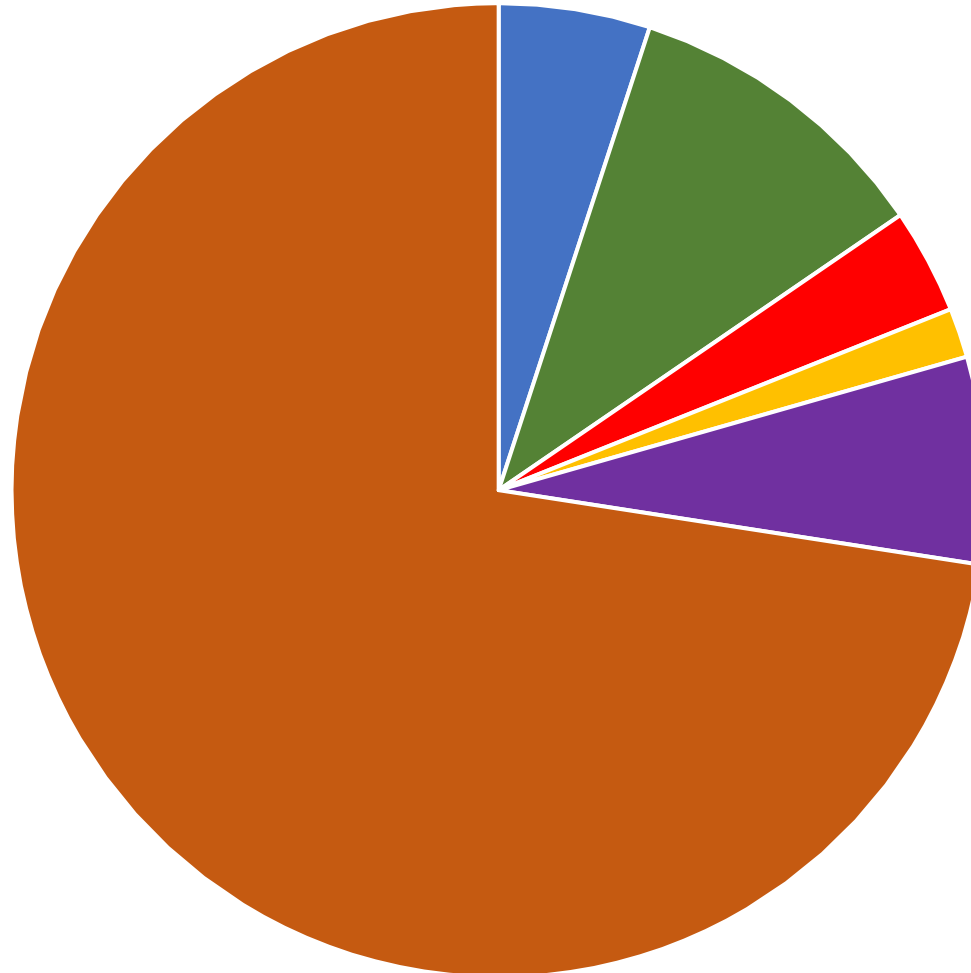
How are the numbers generated?

(Numbers are for example only)

- A specified measurement is taken
e.g. 20 litres of “Fuel X” was used
- This amount is multiplied by an emissions factor
e.g. 1 litre of “Fuel X” generates 0.5 kg CO₂e
- A CO₂e number is generated
Therefore: 20 litres X 0.5 kg CO₂e per litre = 10 kg CO₂e emitted



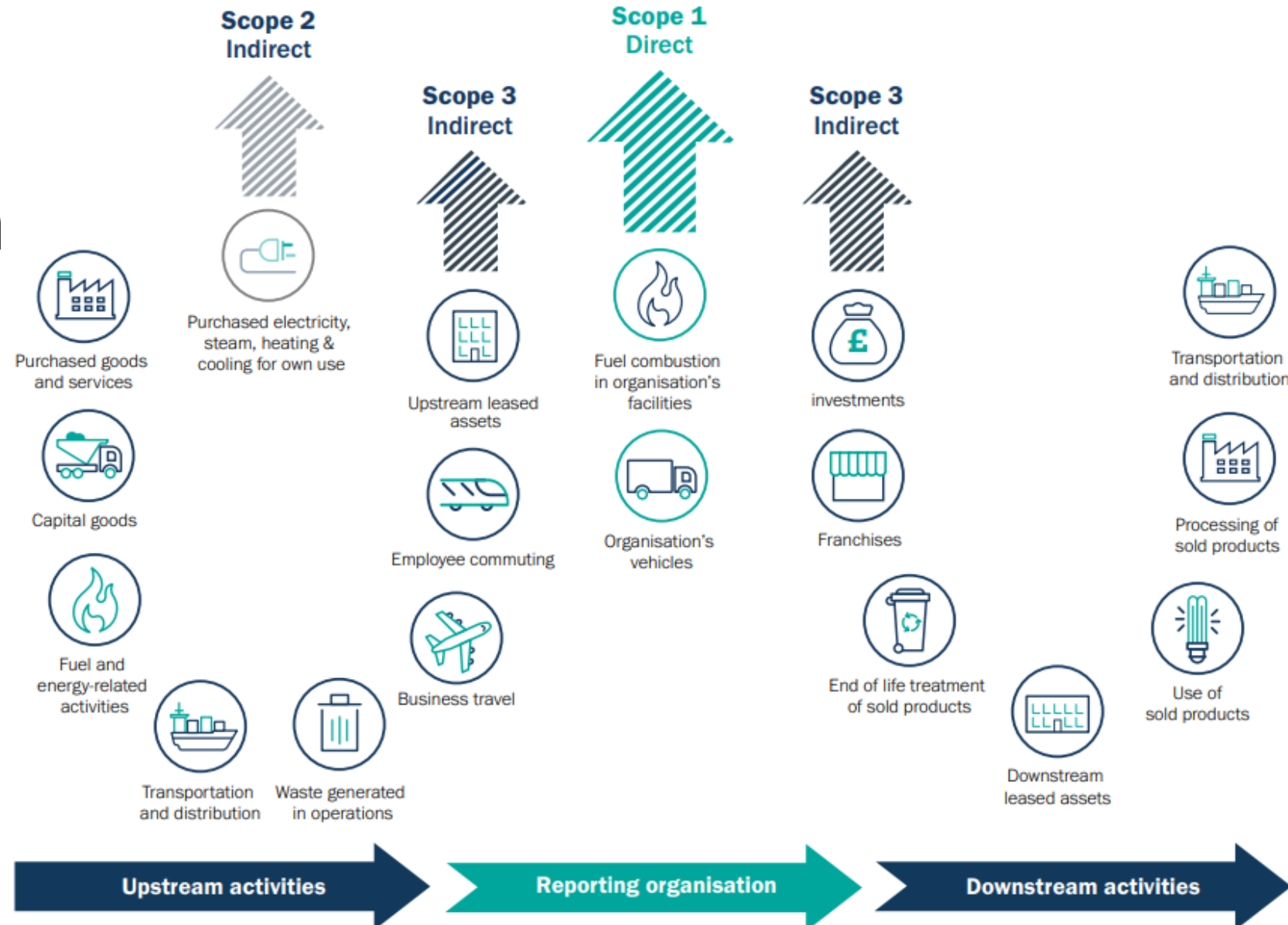
Breakdown of Carbon Accounts 2021-2022



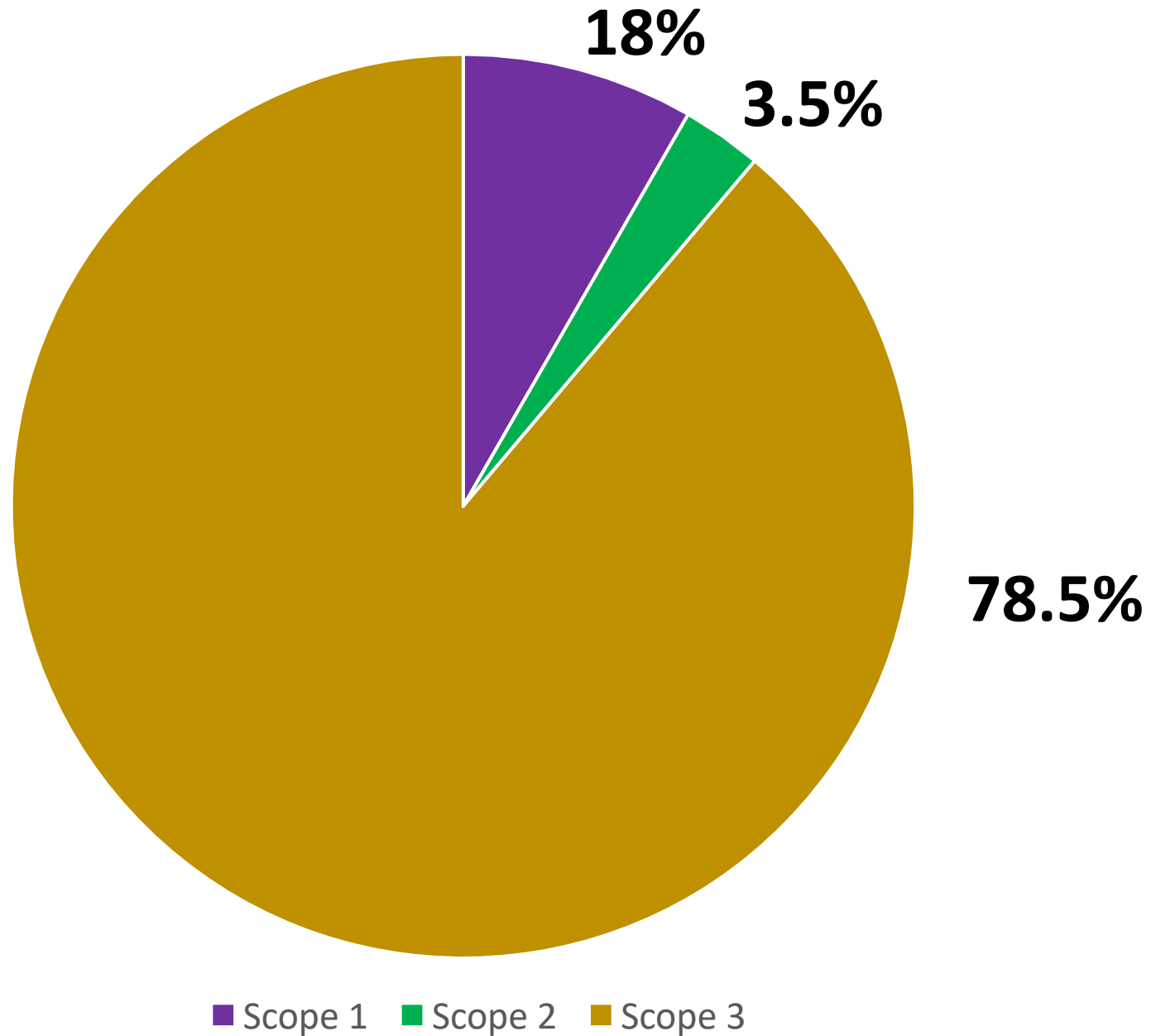
- Land use
- Buildings and streetlighting
- Fleet and equipment
- Waste data
- Business travel, commuting and homeworking
- Supply chain



Emission Scopes



Breakdown of Scopes for Carbon Accounts 2021-2022



How The Council Is Responding



Powys County Council Climate & Nature Emergencies

Powys Climate Emergency declared at full council on the 24th of September 2020

24 Sep. 2020

13 Oct. 2022

Powys Nature and Biodiversity emergency declared at full council on 13th of October 2022



AGW Report – Public Sector Readiness for Net Zero Carbon by 2030.

In the report, the Auditor General makes the following five calls for action from public bodies:

- Strengthen your leadership and demonstrate your collective responsibility through effective collaboration
- Clarify your strategic direction and increase your pace of implementation
- Get to grips with the finances you need
- Know your skills gaps and increase your capacity
- Improve data quality and monitoring to support your decision making



Assurance and Risk Assessment Review – Powys County Council



Audit year: 2021-22

Date issued: February 2023

Document reference: 3409A2023



Carbon reduction plan

Powys has a clear understanding of the scale of this agenda and comprehensive structures in place to develop and manage activity. However, it has not yet published a fully costed net zero action plan and needs to undertake further work to fully understand the cost of all its planned activity contributing to the net zero agenda



Assurance and Risk Assessment Review – Powys County Council

Exhibit 4: recommendation

The table below sets out the recommendation that we have identified following this review.

Recommendation	
R1	In order to meet its net zero ambition, the Council needs to fully cost its intended action plan and ensure that it is aligned with its Medium Term Financial Strategy.



Stronger, Fairer, Greener Powys



Our ambition is that by 2027, we will be:

Stronger - We will become a county that succeeds together, with communities and people

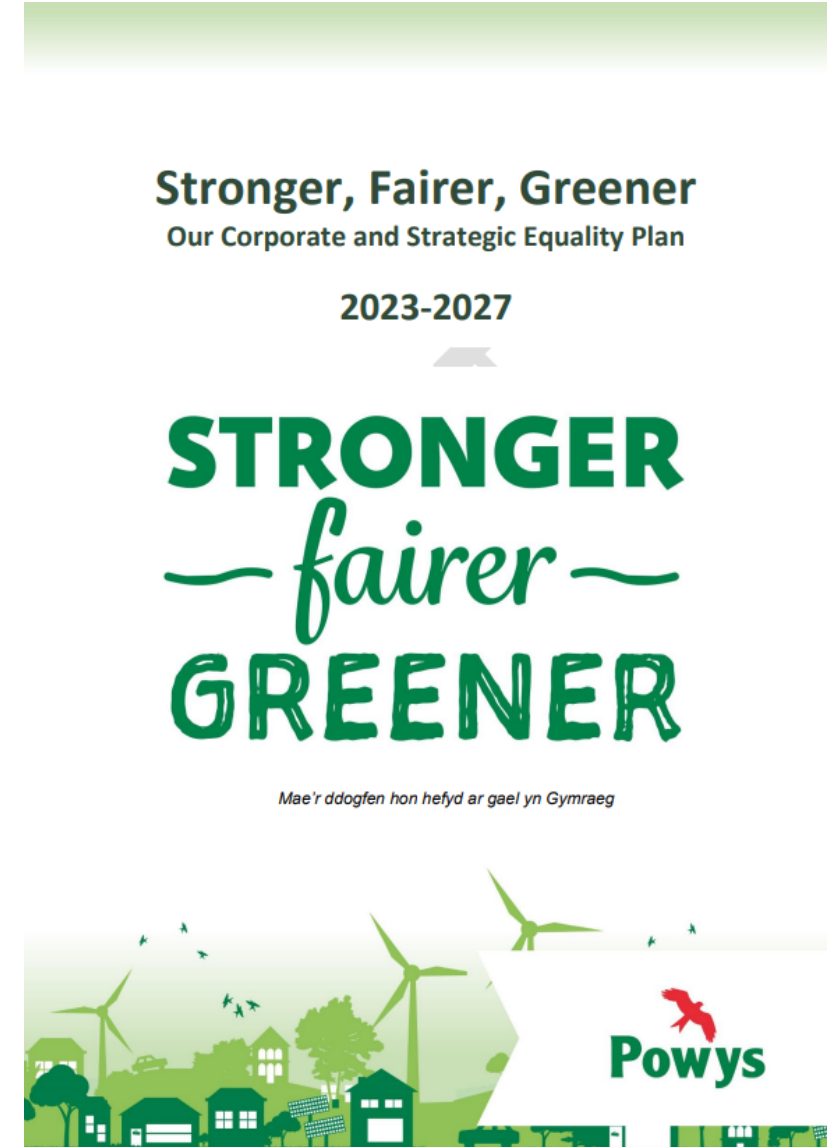
- that are well connected socially, and are personally and economically resilient.

Fairer - We will be an open, well-run, Council where people's voices are heard and help to

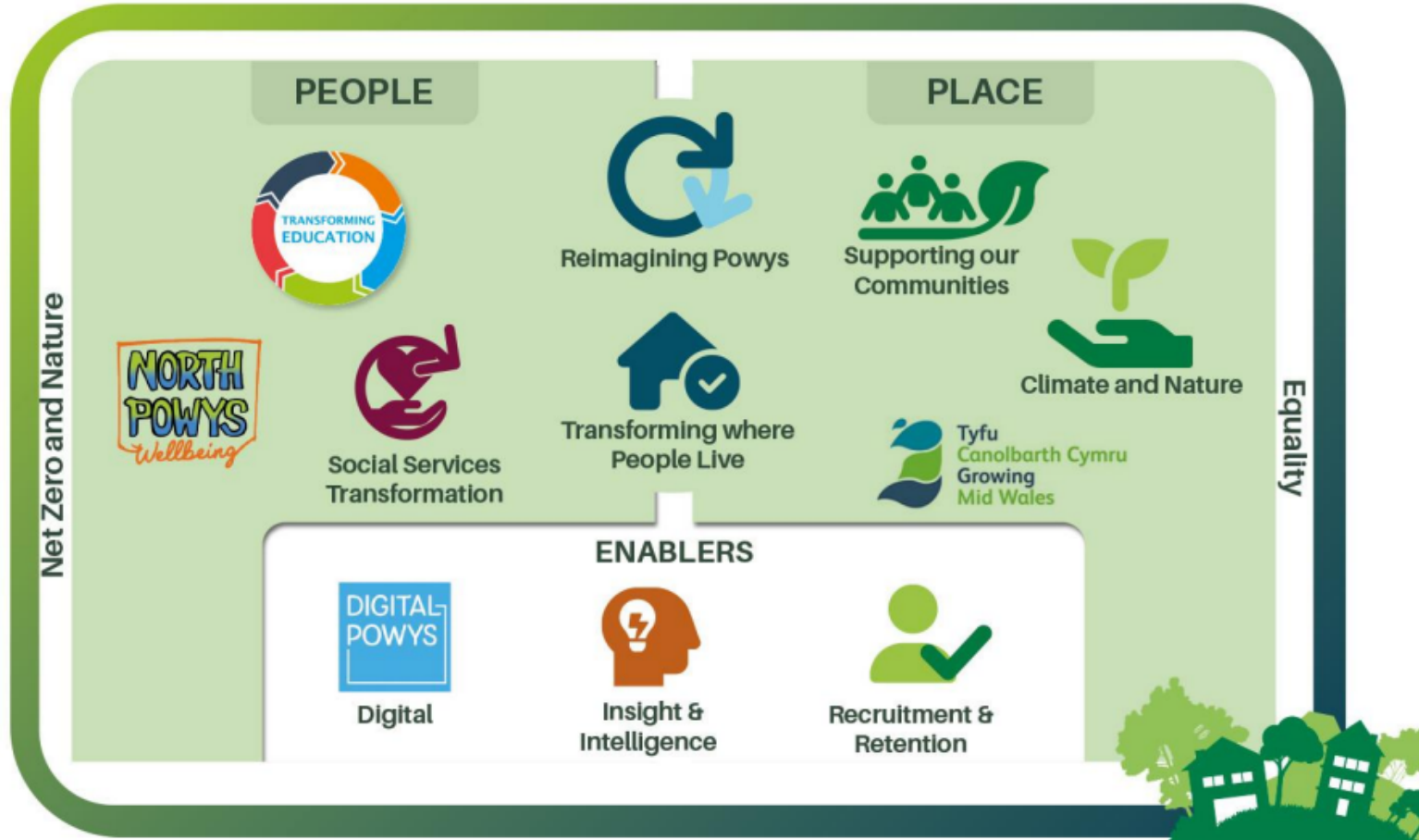
- shape our work and priorities, with fairer, more equal, access to services and opportunities.
- We will work to tackle poverty and inequality to support the well-being of the people of Powys.

Greener - We want to ensure a greener future for Powys, where our well-being is linked to

- that of the natural world, and our response to the climate and nature emergencies is at the heart of everything we do



Powys County Council Transformation Portfolio



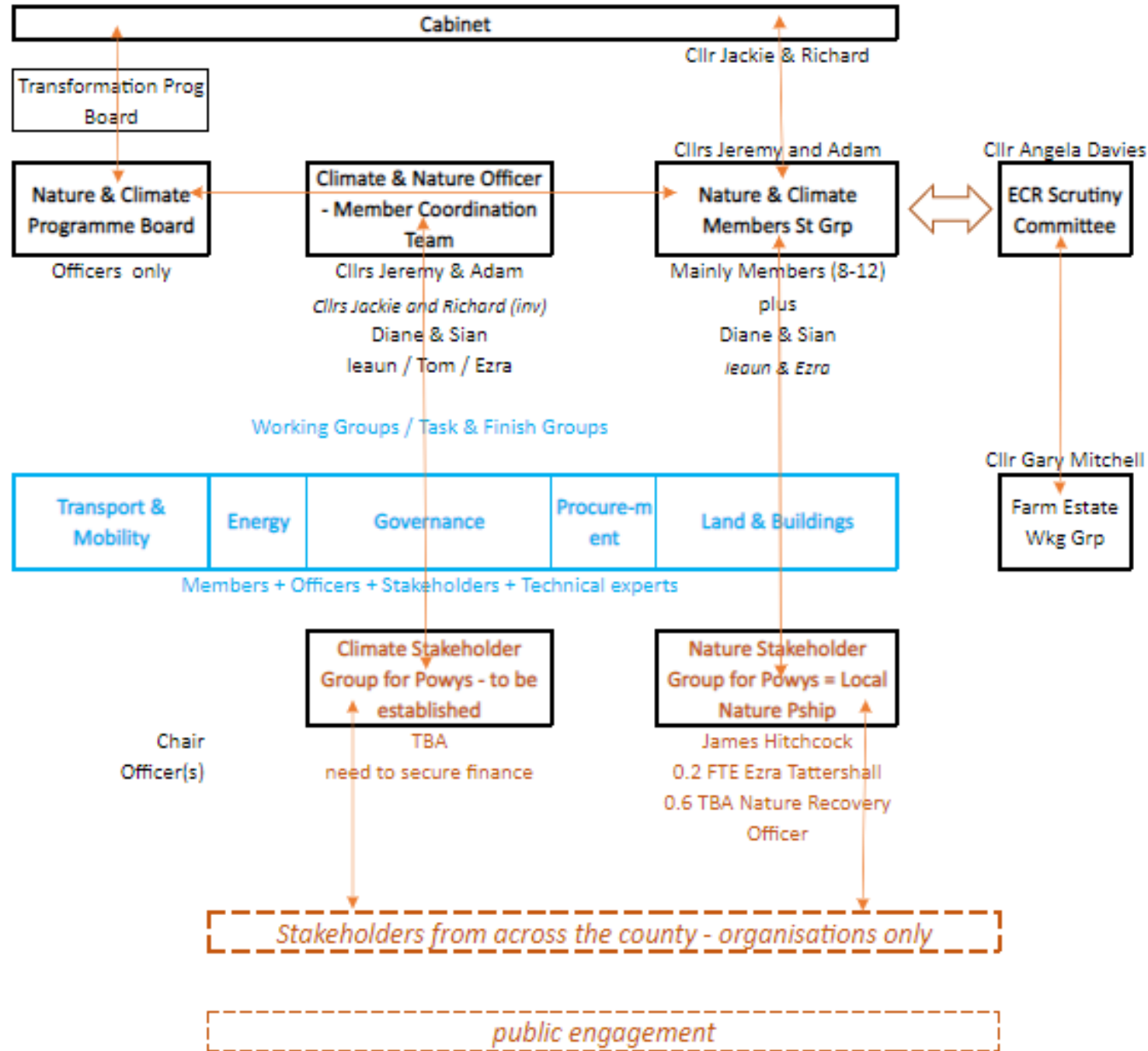
Powys Climate & Nature Programme



“The Powys Climate & Nature programme will deliver Powys County Councils ambitious climate and nature emergency declarations, ensuring the council and county make a just transition towards net zero, placing Climate and biodiversity at the heart of everything we do.”

- Energy (reducing energy demand, increasing onsite generation, exploring renewable energy opportunities)
- PSB Climate Wellbeing Plan
- Carbon Accounting (improved clarity of information to inform prioritised action and decision making)
- Climate Action Plans (Buildings & Land Use, Mobility & Transport, Procurement, Governance)
- Behavioural change, communications and engagement
- Embedding Climate and Nature into the heart of Powys County Council
- Nature & Biodiversity – section 6 duty, Powys Nature Recovery action plan & partnership





Programme Risks

- Financial resources (Capital and Revenue) to deliver programme of work and associated projects
- Officer resource, capacity and expertise at all levels of the organisation lacking to support delivery of net zero programmes
- County's transition away from fossil fuels will be hampered, in part, by the current grid infrastructure
- Reputational Risk – we declared climate and nature emergencies there's now external expectation we will deliver
- On current trajectory we will not achieve the goal of being a Net Zero council by 2030



Key Climate, Nature & Energy Strategies/Plans



Powys County Councils Climate Change Strategy



Net Zero Council 2030

Climate Action Plans

- Buildings & Land Use
- Mobility & Transport
- Procurement
- Governance



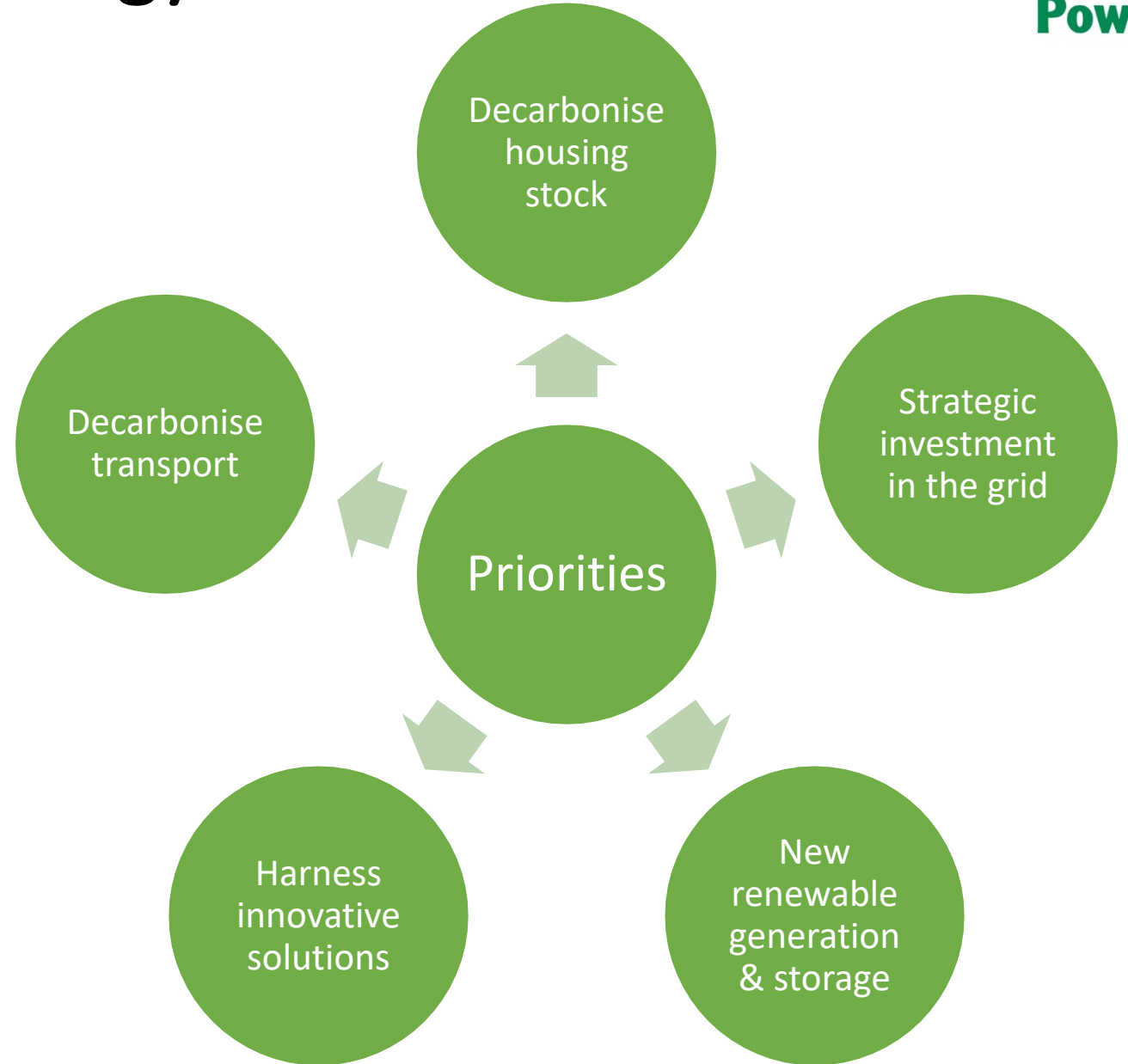
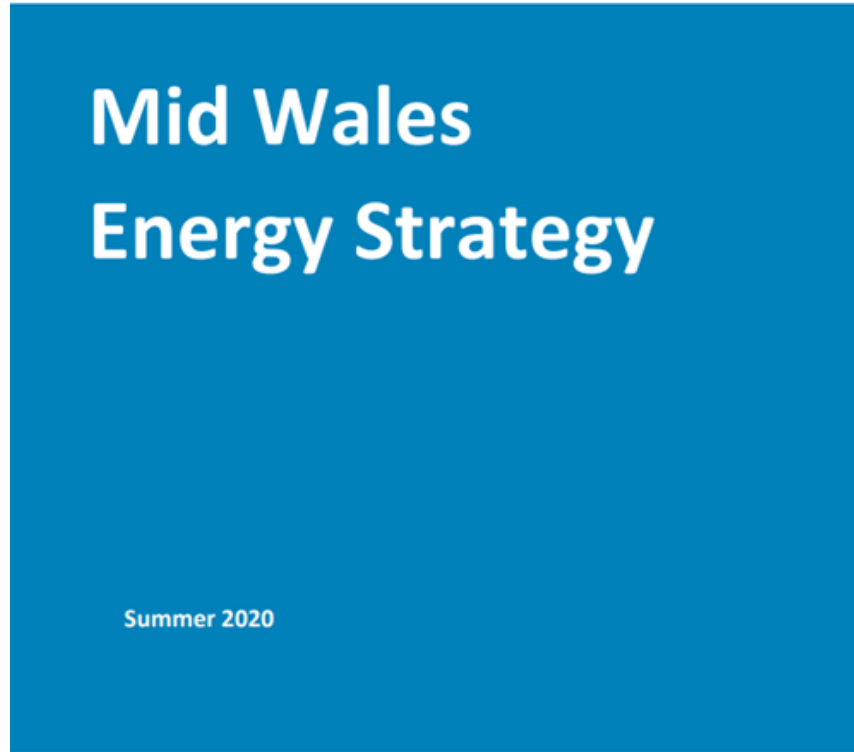
Powys Nature Recovery Action Plan



The Powys Nature Recovery Action Plan 2022-2032

- Powys County Council have developed the Powys Nature Recovery Plan in response to the Section 6 duty of the Environment (Wales) Act 2016
- To comply with the S6 duty public authorities should embed the consideration of biodiversity and ecosystems into their early thinking and business planning, including any policies, plans, programmes and projects, as well as their day to day activities.
- The PNRAP takes the six objectives from the Nature Recovery Action Plan for Wales and sets them in the context of local priorities, inviting partners to work together to meet these objectives.

Mid Wales Energy Strategy



Funded and supported by:



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Prepared by:



Thank You For Listening



TRANSPORT & MOBILITY– ACTION PLAN

Focus

WHAT (Current actions/projects)	WHO (Who's leading the work? Name/ Governance)	WHEN (Target end date)	COST	PROJECTED C02 EMISSION SAVINGS	DIFFERENCE MADE	MEASURE	RAG
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Dept Infrastructure

Implement EV charging points at corporate buildings, depots, schools etc (linked to PCC EV strategy) (Linked to buildings action plan and building asset review/sustainable Powys)	MP/NC	Very dependent on Funding Works been commissioned for both Abermule and Brecon hope to have substation in place by late summer.	Feasibility study in early stages to look at Highway Depots		Both fleet and some staff vehicles can be charged at Council buildings allowing for their deployment		
Identify the Investment in infrastructure required to support switch to green vehicles (linked to fleet asset review)	MP/NC	2024	Vehicle Transition Plan has been produced. Costs to be worked up.		Most suitable pathway to a decarbonised fleet		
Develop green infrastructure dept capital programme. (Linked to action above and fleet review)	MP/NC				Most suitable pathway to a decarbonised fleet		
Consider solar panels and battery storage for depots (to feed into capital programme)	MP/NC	Very dependent on funding	Initial Feasibility being drawn up		Reduced reliance on the grid and part of the pathway for a		

TRANSPORT & MOBILITY– ACTION PLAN							
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					decarbonised fleet		
Conversion of lights to LED to reduce energy costs <ul style="list-style-type: none"> • County wide part night and/or part night dimming • Removing non-critical lighting 	SJ	ongoing renewal programme			£66,350 savings	<ul style="list-style-type: none"> • X No of streetlights converted to LED • Reduction in energy use • Financial savings 	
Internal Fleet							
Refresh (WGES) or undertake fleet review to consider a range of low carbon options, upfront, operational/maintenance and lifecycle costs (in parallel to infrastructure review above?)	MP					Most suitable pathway to a decarbonised fleet	
Develop fleet transition/replacement plan and business case (informed by fleet and infrastructure reviews) for EMT/Cabinet to consider options and costs of fleet and infrastructure reviews	JF	2024	Costs currently being worked up			Most suitable pathway to a decarbonised fleet	
Implement LPG into all LGV vehicles that cannot be replaced by an ULEV equivalent (does this match corporate ambition? LPG could feature in fleet review and business case as an option for	MP	2024	Business case being drafted to look for capital funding.	Potentially 23% carbon reduction on our LGV Fleet plus a 9.5% fuel reduction.		Reduction in emissions for parts of the fleet that can't immediately be transitioned to ULEV	

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EMT/Cabinet to consider alongside other options)							
Review telematics data for council fleet stock to inform fleet review. Help identify: <ul style="list-style-type: none"> • If we need like for like vehicle replacement • Identify opportunities to reduce vehicle size if they aren't using full capacity X% of time • Identify opportunities for route planning efficiencies (Reimaging link) • Opportunities to reduce fleet stock numbers through efficiencies (reimaging link) • Calculate collective and individual vehicle milage requirements to inform route planning and fleet replacement plan/business case 	JF	ONGOING			Reduced mileage and therefore fuel use of fleet Potential savings through reduced vehicles/smaller vehicles where possible Reduced CO2 emissions from fleet		

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TRANSPORT & MOBILITY– ACTION PLAN

Focus

WHAT (Current actions/projects)	WHO (Who's leading the work? Name/ Governance)	WHEN (Target end date)	COST	PROJECTED CO2 EMISSION SAVINGS	DIFFERENCE MADE	MEASURE	RAG
Develop fleet portfolio commissioning plan outlining: <ul style="list-style-type: none"> • Vehicle by type, size • Vehicle contract/lease end dates etc to inform review and engagement timetable with commercial services/corporate decision making 	JF						
Fleet manager to work closely with commercial services to enact the portfolio commissioning plan and when tendering new vehicles to ensure sustainable procurement.	JF	ONGOING					
Implement electric carpool (informed by fleet review – actions could then be split by vehicle type, how many and when so we can measure progress)	JF	2026			<i>Reduced CO2 emissions from pool cars</i>		
INFORMED BY FLEET REVIEW	MP	ONGOING			Reduction in CO2 emissions from new vehicles as they will either be ULEVs or lower		

TRANSPORT & MOBILITY– ACTION PLAN

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Vehicles purchased to be lowest carbon emitting within available budget.					emission fossil fuel vehicles		
INFORMED BY FLEET REVIEW Electric and hybrid vehicles as first choice, providing they are suitable for the task.	JF		Need to decide purchase or lease.		Reduction in CO2 emissions from new vehicles as they will either be ULEVs		
Green scheduling of work/jobs to reduce carbon emissions through travel, winter maintenance. (Linked to telematics review)	MP	Winter Maintenance Review under way.			Reduced number of journeys and therefore reduced emissions from fleet Potential cost savings		
Transition PCC equipment / plant and tools to electric.	MP	ONGOING			% Reduced carbon emissions from tools	Amount/percentage of tools that have been exchanged for an electric equivalent	
Active Travel							
Implement E bikes within Communities (do we have a plan or projected targets for beyond 23?)	VG	2023				Work underway. 15 E Bikes used for Domiciliary Care. Project outputs with Vincent Goodwin.	

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Behavioural change (need to elaborate and be more explicit) what does this mean? What are the tasks or activities which will fall out of this action?	VG	Ongoing				Discussed and developed the importance of changing behaviour when implementing Active Travel. Need to do this with Welsh Gov as well.	
Integrated rural active travel (can we elaborate or identify additional actions/targets aligned to this action?) Comms & engagement etc	VG/JF	2024				Need to raise awareness of different travel culture in rural communities such as tourism and leisure for wellbeing agenda.	
Public Transport							
Implement demand responsive Transport- Community hubs, voluntary sector etc. to include infrastructure investment (can we elaborate on what this means in terms of tasks/activity and then outcomes and targets?)	JF	Ongoing				Crucial to look at timetables, bus stops and marketing of public transport. Integrated transport and Active Travel. Extend concessionary offer to young people.	

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Provision of transport hub for 20 Minute Communities (Are we planning to replicate PACE work beyond 3 communities? What tasks/activities are we going to take to deliver the action?)	JF/ALL	Feedback required on the trials				Work has been undertaken on 20 minute communities in three communities in Powys. This work was undertaken by PACE. Needs to be shared. Would link with Community Transport. (See CPRE Report from February Meeting).	
Boost EV car clubs How will we boost EV Car clubs? What tasks/activity will we undertake? Will we develop a project or have targets for no of clubs by what date?)	JF/ALL	2023				Ongoing work with Welsh Government to be completed and rolled out to Electric Car Clubs.	
Develop public transport corridor schemes to connect growing communities to employment hubs.	JF						
Support development of a regional Transport plan?	SJ/TC						

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Powys will develop an EV charging strategy and action plan	SJ/TC						
Powys plans for EV charging infrastructure roll out in PCC cark parks and work with TFW etc?	SJ/TC		Dependent on funding received.				
Staff business and commuting travel							
Work with public transport operators to see if PCC staff discounts can be arranged to encourage staff to use public transport on morning commutes. (does this scheme already exist for PCC staff going to meetings?)	JF	ONGOING			Reduction in emissions from staff commuting		
Increase the uptake of the use of pool cars when travelling outside of Powys and sharing of vehicles when staff are travelling to the same destination.	Transport of Governance action plan?	ONGOING					
Encouraging of virtual meetings and remote working as a default.	Transport of Governance action plan?	ONGOING			Reduction in emissions from staff commuting		

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Actively encourage the use of cycling, public transport and car sharing for any commutes and support remote working	VG	ONGOING			Reduction in emissions from staff commuting		

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