

# Economy, Residents and Communities Scrutiny Committee

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Meeting Venue  
**By Zoom**

Meeting Date  
**Monday, 17 July 2023**

Meeting Time  
**2.00 pm**

For further information please contact

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



County Hall  
Llandrindod Wells  
Powys  
LD1 5LG  
11.07.2023

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Mae croeso i chi siarad yn Gymraeg neu yn Saesneg yn y cyfarfod. Rhowch wybod pa iaith rydych am ei defnyddio erbyn hanner dydd, ddau ddiwrnod gwaith cyn y cyfarfod.

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

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## AGENDA

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

<b>2.</b>	<b>DISCLOSURES OF INTEREST</b>
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To receive any disclosures of interests by Members relating to items to be considered at the meeting.

<b>3.</b>	<b>DECLARATION OF PARTY WHIPS</b>
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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.)

<b>4.</b>	<b>MINUTES OF PREVIOUS MEETINGS</b>
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To authorise the Chair to sign the minutes of the previous meeting held as follows as a correct record - 05 June 2023.

(Pages 5 - 14)

<b>5.</b>	<b>LOCAL DEVELOPMENT PLAN WORKING GROUP - OBSERVER</b>
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The Committee is asked to nominate one Member as an observer on the Local Development Plan Working Group.

<b>6.</b>	<b>FREE SCHOOL MEAL VOUCHERS</b>
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To Consider the report of the Cabinet Members for a Fairer Powys, a Connected Powys and Finance and Corporate Transformation.

(Pages 15 - 22)

<b>7.</b>	<b>HOME TO SCHOOL TRANSPORT POLICY</b>
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To consider the report of the Cabinet Member for a Greener Powys

(Pages 23 - 30)

<b>8.</b>	<b>WORKFORCE PLANNING</b>
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To receive the Workforce Planning Presentation

(Pages 31 - 40)

<b>9.</b>	<b>PROCUREMENT - CLIMATE ACTION PLAN</b>
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To receive the Procurement Climate Action Plan.

(Pages 41 - 48)

<b>10.</b>	<b>BUILDINGS AND LAND - CLIMATE ACTION PLAN</b>
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To receive the Buildings and Land Climate Action Plan.

(Pages 49 - 58)

<b>11.</b>	<b>GOVERNANCE - CLIMATE ACTION PLAN</b>
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To receive the Governance Climate Action Plan.

(Pages 59 - 70)

<b>12.</b>	<b>SCRUTINY WORK PROGRAMME</b>
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For committee to note the meetings.

06-09-23	<b>Pre-Meeting</b>
11-09-23	<b>Committee – Public</b>  Winter Maintenance – CONFIDENTIAL  Revision of Transport policy  Freedom Leisure – annual report  Q1 Performance Q1 Finance  Customer Services Review outcome reports
26-10-23	<b>Pre-Meeting</b>
30-10-23	<b>Committee – Public</b>  Powys Economy – Full round-up Strategic Risk Register
Dec	<b>Pre-Meeting</b>
11-12-23	<b>Committee – Public</b>  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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# Public Document Pack

Economy, Residents and Communities Scrutiny Committee Monday, 5 June 2023

## MINUTES OF A MEETING OF THE ECONOMY, RESIDENTS AND COMMUNITIES SCRUTINY COMMITTEE HELD AT BY ZOOM ON MONDAY, 5 JUNE 2023

### PRESENT

County Councillor A Davies (Chair)

County Councillors B Davies, A Jones, E A Jones, K Lewis, G Mitchell, S L Williams,  
P James, C Kenyon-Wade, G Preston and L Rijnenberg,

County Councillor J Charlton Cabinet member of a Greener Powys

County Councillor R Church Cabinet member of a Safer Powys

Emma Palmer (Head of Transformation and Communications)

Matt Perry (Head of Highways, Transport and Recycling)

Gemma Gabriel Professional Lead Human Resources Management and Development

Tom Yeo Programme Delivery Manager (Climate and Nature)

Paul Wozencraft Improvement and Programme Change Manager (HTR)

### 1. APOLOGIES

Apologies for absence were received from  
Cllr D Thomas Cabinet Member for Finance and Corporate Transformation

### 2. ELECTION OF VICE CHAIR

**RESOLVED:** that County Councillor Karl Lewis be elected Vice-Chair for the  
ensuing year.

### 3. DISCLOSURES OF INTEREST

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

### 4. 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.

### 5. MINUTES OF PREVIOUS MEETINGS

**Outcome:** The Chair was authorised to sign the Minutes of the previous  
meetings as a correct record 28.04.2023.

### 6. RECRUITMENT

Background:

- An update was provided around the challenges experienced by the Council to recruit, retain, and attract staff.
- Risks have been identified and a transformational and agile approach is being taken to review recruitment systems, processes, and activities to address the challenges and risks.
- A new recruitment brand has been launched with a number of follow on events and activities, which has generated some successful results.

<b>Points raised by the Committee:</b>	<b>Responses received from Officers or Cabinet Members.</b>
It was asked how the council were attracting personnel into Highways, Transport and Recycling (HTR) roles and if there was any flexibility in grading to retain staff.	Due to a highly competitive market the benefits of working for the Council are being sold and staff numbers were improving and reaching sufficient levels. In addition, initiatives such as providing opportunities for staff to undertake HGV testing, have been implemented. However external contractors were used last year to assist HGV drivers. It was hoped that a pool of staff can be gathered to draw on when needed. Market comparisons are planned across the authority as part of the wider HR plan, which should also help provide some useful data to support with recruitment initiatives in this area.
How was the Council encouraging apprenticeships and university spaces.	The draft Organisational Development Plan details this as an areas for development. The work on apprentices is working well and the next stage will be to provide graduate opportunities.
	Cabinet Member noted the problems within the Recycling Services and by working closely with HR hope to improve the process and make application forms easier. Reliable contractors were brought in at a reasonable cost to overcome short term gaps within the service. Seasonal working hours have been introduced in some areas and has proved successful. Gender aspects within HTR were also being looked into, to attract a greater gender balance mix.
How does the recruitment campaign go out to universities and colleges as many young people leave Powys to study, what is available to attract young people	Flexible remote working roles are promoted more nationally, as it is recognised that individuals could work some distance away from Powys in

<p>back.</p> <p>Is there a way of tracking where young people attend education to target advertising.</p>	<p>some of these positions.</p> <p>Social Media is a big national platform used, and recruitment fairs outside the County were being explored and attended.</p> <p>The Council offers a wide range of alternatives career paths for young people, however, it is recognised that young people may not be aware enough of what the Council can fully offer. Career pathways is another important element of the draft People Strategy and Organisational Development Plan. Career Fairs offer another route of promotion of opportunities into the Council for young people. Some have been undertaken and been extremely successful.</p>
<p>It was commented that social care training settings/providers could be looked into and targeted for recruitment and the council should provide investment to resource promotion around working for the Council.</p> <p>Are local large events used (e.g., Hay Festival/ Royal Welsh Show) to promote recruitment.</p>	<p>Creative thinking was required to encourage all ages and all career stages to Powys, the Social Care workforce team have offered over 20 placements for those currently in training in social care. A four day week is also being considered within some social care teams.</p> <p>Internal discussions have been held on how shows and festivals could be utilised to promote recruitment for the Council.</p>
<p>The current website only provides a pool for apprentices and not individual places. Also are apprenticeship salary rates advertised on the site.</p>	<p>The Apprenticeship Talent pool is continually open for applicants and specific apprenticeship opportunities advertised as such. Agreed that Officers would check the website to ensure all positions are individually advertised, as it was noticed some were not showing, although, they may have closed. £21k is the annual salary for apprentices and this is promoted as part of the advert.</p>
<p>Would the Council consider direct engagement within schools.</p>	<p>Schools have been attended jointly with the Health Board, further work and promotion is needed to reach out to more schools to promote opportunities</p>

	working for the council to assist learners when considering their career opportunities.
Were there any statistics to show that staff leaving are moving out of the County.	This data is not easily accessible. The exit interview process was being reviewed as the current response rate for feedback is low. The traditional questionnaire approach for exiting staff was not always completed and proposals will therefore be made shortly to ensure we gather as much information from leavers as possible to inform our retention strategies.
Current staff have taken part in the Why Powys survey, were there any surprising comments made.	The summary of the survey will be circulated to the Committee Members.
What is the Council doing in the long term to retain apprentices once fully qualified.	The Council will look at the benefits package to ensure staff fully understand and value the benefits offered. Market analysis would provide information around what competitors offer and what people want.
It was asked if companies in the area consider the Councils training to be worthwhile for them to head hunt staff.	A challenge does exist with private companies and the Council is looking at how it can be more balanced. A cost benefit analysis was required alongside succession planning which ensures talent was available and retained in the future.
Are trainees required to stay with the Council for a certain amount of time once they have obtained qualifications.	This would be investigated by officers.
How many staff vacancies are there currently	It was noted that currently there are approximately 100 role vacancies being advertised. Analysis of vacancies is included in performance measures going forward.

**Actions:**

- The Committee asked for more information around the Grow your Own scheme for both the Council and The Teaching Health Board.
- It was felt that the report could be enhanced by showing how many vacancies are filled by agency works after the Social Worker recruitment drive.
- Officers to consider the following items as part of the ongoing project work:
  - Wider market comparisons
  - How to target and pinpoint promotions for graduates



- What benefits the Council can offer around qualifications and bursaries.
- How to encourage more women into the workforce for HTR.
- How the Council can reach out to young people and apprentices and show what exactly what it entails (not just a pool of people), but career pathways.
- To provide a strong presence in schools.
- Exit interview process to be reviewed.
- Knowledge management succession planning to tie in with apprenticeships.
- Provide more story telling aspects around how people feel about a job with the Council.
- Utilise festivals and shows to promote the Council as an employer.

<b>7.</b>	<b>CLIMATE OVERVIEW</b>
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**Background:**

- The presentation provided a complete overview of the Council's involvement and commitment to achieve set targets within the climate and nature emergency.
- The Powys Climate and Nature Programme has broad coverage involving internal and external groups including stakeholders.
- The Council also provide carbon accounts to the Welsh Government which provide details of the carbon footprint and emissions across council assets and operations.

<b>Points raised by the Committee:</b>	<b>Responses received from Officers or Cabinet Members.</b>
What long terms plans/options have the Council considered for the fleet and has hydrogen been considered.	The Council would consider all options. Grid capacity remains an issue and may hinder the process. A transition plan is in place for the next seven years for fleet to covert or move to different vehicles.
Slide 19 – breakdown of scopes for carbon accounts 2021-22 – scope 3, 78.5% Scope 3 is critical (especially around procurement) and felt it should be higher on the agenda and a yearly reduction target should be set for the authority.	The Procurement Team are breaking down the contracts to show where money and carbon is spent and aims to support local suppliers.  Cabinet Holder for a Greener Powys explained procurement was a challenging element, and a new strategy is in place. Action Plans were being compiled to provide assurance and that Investment would be needed as a matter of urgency to ensure targets are met.
Clarification required: Council Net Zero by 2030 Welsh Government Net Zero by 2050	The Welsh Government set the 2030 target for the Public Sector to show commitment to others and ensure the 2050 target for the whole of Wales is

	met.
<p>Since the Climate and Nature emergencies were declared in 2020, would it be possible to share success stories of what has happened so far or provide what best practise is being shared.</p>	<p>Cabinet Holder for a Greener Powys explained to achieve Net Zero by 2030 is a difficult challenge, several strategies were being used as a benchmark and engagement with Town and Community Councils could be used as an exemplar.</p> <p>A Steering Group has been set up with a Stakeholder Group to be launched shortly to share knowledge, provide support, and take action.</p> <p>The Climate Management Board have formed Action Plans to determine what needs to be achieved which will be circulated to Stakeholders and help to progress them forward.</p>
<p>Slide 19 – breakdown of scopes for carbon accounts 2021-22 – scope 3, 78.5%</p> <p>Further encouragement was given to adding yearly reduction targets around scope 3.</p>	<p>Experimental methods are being explored and the purchase of fuel could be a target to reduce.</p>
<p><b>Mobility and Transport Action Plan</b></p>	
<p>The Action Plan is lacking figures, concerns were raised around finance and how initial barriers would be removed.</p> <p>And how other ways could determine funding and investment.</p>	<p>Dates and costings were not currently available to the Committee.</p> <p>Work will be conducted with the Welsh Government to conduct actions and provide some investment.</p>
<p>Would the work be externally audited.</p>	<p>There were existing forums that provide challenge and support, including the Welsh Local Government Association Forum which brings officers together from across Wales for learning and knowledge.</p> <p>Carbon Accounts are submitted to Welsh Government which provides additional process to improve communication and identify challenges and opportunities for support.</p> <p>The Climate Stakeholder Group would provide a broad range of skills to shape action plans and support communities.</p>

	<p>Local Authorities discussions have begun to pool resources around the replacement of fleet to provide a stronger presence around the purchase of vehicles.</p> <p>Fleet transition plans were being supported by an external company which have provided support to other Countries on global issues.</p>
<p>It was asked if the old fleet will be sold off in order for the council to purchase replacements.</p>	<p>It was explained that the fleet fund is on a rolling scheme that the services pay into, however a standard refuse collection vehicle is currently approximately £250k and an electric version replacement is approximately £450k with the additional cost of infrastructure.</p> <p>Recent fleet additions are low carbon emitting but not zero carbon.</p>
<p>Concerns were raised that the older fleet if not sold would be used to support services.</p>	<p>Resilience issues need to be addressed and the Council are monitoring other Local Authorities with new electric vehicles to determine performance etc.</p> <p>The Council are taking a cautious approach and learning from the vehicles they have and from others.</p>
<p>It was felt that hydrogen could be an option to explore, as there have been many objections to pylons.</p>	<p>Hydrogen could be a way forward for the heavier vehicles, challenges are evident around production, transportation, and usage.</p>
<p>It was noted that changes were fast, and all avenues must be explored thoroughly and feared the Council may be left with outdated technology.</p>	
<p>It was noted that a bold vision is needed and has the Council considered investment into projects.</p>	
<p>Was LPG conversation considered for the fleet</p>	<p>By injecting LPG into diesel fuel used by the current fleet it would reduce carbon emissions by 23%.</p> <p>Capital investment of approximately £90k is required, and the heavier vehicles would be targeted.</p>

Would local solar circumvent the need for the grid.	<p>On site solar would be looked into along with all land assets to identify if renewal energy can be produced and secured.</p> <p>The Local Area Energy Plan under a regional level would be considered on how we can use energies differently.</p>
<p>The RAG rating on the Action Plan shows green are the action ambitious enough.</p> <p>As there has been no evidence that the flexi bus service will take off in Powys.</p>	<p>More specific details and dates will be added to the Action Plan which would determine a more accurate RAG rating.</p> <p>A demand response bus service has been operating in Powys for a number of years.</p> <p>A ring and ride basis runs in certain areas and further consideration is needed for sustainability.</p>
What considerations have been made around the behavioural change target.	<p>Covid demanded home working which was still encouraged but staffing needs have been taken into consideration.</p> <p>Cabinet Holder for a Greener Powys shared that the Action Plan has been developed with stakeholders and included both public and staffing needs.</p> <p>Car sharing Seasonal working Four day week</p>
How would the impacts of climate change be managed to those working from home as well as environmentally (localised flooding).	<p>Powys does not have the infrastructure to deal with what was extreme but is now yearly weather events.</p> <p>The Action Plan will help the Council working with organisations to be more proactive.</p> <p>Cabinet Holder for a safer Powys noted that aspects overlap into biodiversity and what can be done to elevate flood risks which falls under the Nature and Climate emergency.</p>
Concerns were raised around costs and how the schemes would be financed as services still need to be provided.	The concerns emphasise the challenge to be undertaken and service delivery will be looked into along with the targets.

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**Actions:**

- The Mobility and Transport Action Plan would be updated, and RAG ratings and financial information to be provided.

<b>8.</b>	<b>SCRUTINY WORK PROGRAMME</b>
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The Committee noted the dates for future meetings.

Monday 17-07-23	<b>Committee – Public</b>
	<ul style="list-style-type: none"> <li>• Buildings and Land – climate action plan</li> <li>• Governance – climate action plan</li> <li>• procurement – climate action plan</li> <li>• Workforce Planning</li> <li>• Winter Maintenance - Confidential</li> </ul>
Thursday 14-09-23	<b>Pre-Meeting</b>
Monday 18-09-23	<b>Committee - Public</b>
	<ul style="list-style-type: none"> <li>• Q1 Performance</li> <li>• Q1 Strategic Risk</li> <li>• Q1 Finance</li> <li>• Freedom Leisure – annual report</li> <li>• Phosphate Update</li> <li>• Revision of Transport policy</li> <li>• Customer Services Review outcome reports</li> </ul>
Oct	<b>Pre-Meeting</b>
Monday 30-10-23	<b>Committee - Public</b>
	<ul style="list-style-type: none"> <li>• Powys Economy – Full round-up</li> <li>• Q2 Strategic Risk</li> </ul>
Dec	<b>Pre-Meeting</b>
Monday 11-12-23	<b>Committee – Public</b>
	<ul style="list-style-type: none"> <li>• Housing waiting list</li> <li>• Garage / Property maintenance</li> <li>• Clearsprings – accommodation for asylum seekers / update / entitlement</li> </ul>

**County Councillor A Davies (Chair)**

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## CYNGOR SIR POWYS COUNTY COUNCIL.

## CABINET EXECUTIVE

18<sup>th</sup> July 2023

**REPORT AUTHOR:** County Councillor Matthew Dorrance  
Deputy Leader and Cabinet Member for a Fairer Powys

County Councillor Jake Berriman  
Cabinet Member for a Connected Powys

County Councillor David Thomas  
Cabinet Member for Finance and Corporate  
Transformation

**SUBJECT:** Cessation of e-FSM Vouchers during School Holiday  
Periods

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**REPORT FOR:** Decision

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## 1. Summary

1.1 The purpose of this report is to provide an update on the Welsh Government announcement regarding holiday provision for learners that are eligible for e-FSM, and to seek a decision from Cabinet as to whether the support should be considered at the cost of Powys County Council during the summer holiday period 2023.

1.2 On 28 June 2023, all Local Authorities (LAs) in Wales received a letter from the Welsh Government regarding 'holiday provision for learners that are eligible for a free school meal'. The letter informs that 'there will be no further extension to cover the summer holiday period or beyond' (see Appendix A). The Welsh Government have requested that LAs inform families that this provision will no longer be in place.

1.3 The Welsh Government scheme provided £3.90 per weekday in respect of each learner who was entitled to e-FSM throughout the holiday period. The majority of the allocations were provided to families via a voucher scheme, with some families receiving a BACs payment direct to their bank account.

## 2. Proposal

2.1 To consider how to proceed in light of the Welsh Government announcement.

## 3. Options Considered / Available

3.1 The costed option set out below is indicative and will be dependent upon the number of learners eligible for e-FSM.

**Option 1:** Proceed in line with Welsh Government announcement regarding the cessation of the scheme.

**Option 2:** Provide the scheme in line with the previous Welsh Government provision during the summer holiday period 2023 only, but noting that there is currently no funding allocated for this activity:

£3.90 x 30 days = £117.00  
 £117.00 x 2,400 ( approx.) eligible learners = £280k

Option 1	Option 2
Proceed in line with Welsh Government announcement regarding the cessation of the scheme.	Provide the scheme in line with the previous Welsh Government provision during the summer holiday period 2023.
<b>£0.00</b>	<b>£280k</b>

**4. Preferred Choice and Reasons**

4.1 The option that the Council faces is either to proceed in line with the Welsh Government announcement or to provide vouchers to eligible families in Powys for the 2023 summer holiday period.

4.2 The voucher scheme was put in place by the Welsh Government during the Covid-19 pandemic and has been extended numerous times up until the May 2023 bank holidays. The scheme was extended to help alleviate ‘holiday hunger’ and to help families struggling with the cost of living crisis that has followed the pandemic..

4.3 If we extend the support for eligible families this would provide immediate support for vulnerable families, whilst also taking the opportunity to alert those families to the fact that that no further vouchers will be provided.

4.4 The summer holiday period in Powys commences as of 24 July 2023, therefore if vouchers are to be issued this would take place from this week until the end of the 2023 summer holiday period.

4.5 It is considered that the late confirmed notice of the cessation of the voucher scheme will have a particularly detrimental impact on low income families as they will not only lose out on the voucher scheme but will also have very limited time to adjust their finances to overcome their withdrawal.

4.6 This is a very fast moving situation and we are aware that a number of authorities have already committed to continuing the scheme or developing alternative arrangements to support low income families for this summer.

4.7 We will continue to promote the participation of our schools in the SHEP (School Holiday Enrichment Programme) which can play an important role in assisting low income families in particular, during the summer holidays. Noting that any expansion of the programme will be subject to available budget.

4.8 It should be noted that cost provided above is based on current free school meal entitlement and will be subject to fluctuation based on changing personal circumstances.



4.9 The extension of this provision would be for one year only and will provide for greater time for our eligible families to make the necessary adjustments to their budgets to accommodate the removal of this scheme.

## **5. Impact Assessment**

5.1 Is an impact assessment required? No

## **6. Corporate Improvement Plan**

6.1 Option 2 if supported would follow Objective 3 of the Corporate and Strategic Equality Plan – We will work to tackle poverty and inequality to support the well-being of the people of Powys.

## **7. Communications**

7.1 Have Communications seen a copy of this report? Yes

## **8. Support Services**

8.1 Legal – The Recommendations can be supported from a legal point of view.

8.2 Finance – There is no existing budget allocated for this activity and the Catering department do not have any capacity to accommodate this level of additional cost. Therefore, it is proposed that the central Risk Budget (£ 3 million) is drawn down against to fund this one-off proposal ie £280k, noting that this amount may vary slightly depending on the level of e-FSM learner eligibility. The Risk Budget is there to support unbudgeted service pressures of which there were more than £5 million identified through budget setting. The draw down of this budget does create further budgetary risk as it reduces our ability to support service pressures that may materialise through the year. This may in turn have an impact on the forecast outturn for 23/24.

8.3 If option 2 is implemented a virement will be actioned, for a one off in-year budget movement, transferring the budget to Catering who will continue to administer the voucher scheme through the summer. Other internal costs associated with distributing the vouchers such as administration and processing can be met from within existing resources.

## **9. Scrutiny**

Has this report been scrutinised?                      Yes    on 17<sup>th</sup> July 2023 - See separate scrutiny comments

Pursuant to Rule 7.36 of the Constitution, the Chair of the Economy, residents and Communities Scrutiny Committee has confirmed in writing that the decision being taken is urgent and as any delay would seriously prejudice the public interest that the ability for a call in of the decision has been waived.

## 10. Data Protection

The processing of personal data has already been considered and managed via the current process of delivering vouchers. As such, the Data Protection Officer has nothing further to add.

## 11. Statutory Officers

11.1 The Deputy Head of Finance acknowledges that the Catering service does not have sufficient funding to support this proposal and that one off funding from the centrally held Risk Budget is an alternative that could be utilised this budget is set aside to support such service pressures that arise during the year or are held at risk during the budget setting process The draw down of this budget does create further pressure because it reduces the ability to support service pressures that may materialise through the year and have a detrimental effect on the outturn position.

11.2 The Head of Legal Services and the Monitoring Officer has commented as follows:” I note the legal comment and support the recommendations”

## 12. Recommendation

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<ol style="list-style-type: none"><li>1. That the Cabinet accepts Option 2 and continues to provide the Scheme previously provided by Welsh Government during the school Summer holiday period in 2023 only</li><li>2. The sum of £280k is vired from the central Risk Budget to the catering budget</li></ol>	To support the continued payment of the Free School Meals vouchers through the summer holidays and mitigate the impact that the late notification could have on vulnerable families

Contact Officer: Nigel Brinn / Lynette Lovell  
Tel: 01597 826613 / 01686 614047  
Email: [nigel.brinn@powys.gov.uk](mailto:nigel.brinn@powys.gov.uk) / [lynette.lovell@powys.gov.uk](mailto:lynette.lovell@powys.gov.uk)

### **Background Papers used to prepare Report:**

Letter re. Holiday Free School Meal Provision (see Appendix A)

**Appendix A: Letter re. Holiday Free School Meal Provision**

## Letter to Local Authority Directors of Education



Llywodraeth Cymru  
Welsh Government

28 June 2023

### Holiday Free School Meal Provision

Dear Colleagues,

As you are aware, holiday provision for learners that are eligible for a free school meal was introduced in response to the COVID pandemic as a form of time-limited support to help families. While we have been able to support several temporary continuations of the scheme, we confirmed in March 2023 that the most recent extension would be up to the end of the May half term only. I can now confirm that this remains the case and that there will be no further extension to cover the summer holiday period or beyond.

Options for funding a further extension of the scheme have been fully explored, but due to budgetary constraints this isn't possible and I am grateful to you and your colleagues for your patience. We appreciate that the provision offered to those eligible throughout holiday periods has proven popular and understand that not extending the offer further will likely lead to additional enquiries from those families affected.

We would therefore be grateful for your ongoing support in ensuring those families previously in receipt of the offer are made aware it will not be extended further. In doing so, you may wish to consider signposting families to these two useful resources, as you see appropriate:

[Get help with the cost of living | GOV.WALES](#)

This page is regularly updated and provides information on possible sources of financial support, including our Discretionary Assistance Fund for people experiencing extreme financial pressures.

[Here to help with the cost of living | GOV.WALES](#)

This campaign seeks to encourage people to contact [Advicelink Cymru](#) for free impartial advice on maximising their incomes, including accessing any financial support.

The School Holiday Enrichment Programme (SHEP) is a school-based scheme that provides healthy meals, food and nutrition education, physical activity and enrichment sessions to children in areas of socio-economic disadvantage during the school holidays.

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

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Crown Buildings, Cathays Park, Cardiff, CF10 3NQ  
Adeiladau'r Goron, Parc Cathays, Caerdydd CF10 3NQ

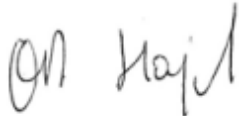
Canolfan Cyswilt Cyntaf / First Point of Contact Centre  
0300 0604400

The programme is managed by WLGA and is promoted to children and families under the 'Food and Fun' brand identity. For further information, please visit ['Food and Fun' School Holiday Enrichment Programme – WLGA](#).

Finally, I would like to thank you and colleagues for your commitment in rapidly establishing and delivering this provision during the height of the pandemic and in the period that has followed.

Should you have any queries on this matter, please address these to:  
[FoodInSchools@gov.wales](mailto:FoodInSchools@gov.wales) or [BwydMewnYsgolion@llyw.cymru](mailto:BwydMewnYsgolion@llyw.cymru)

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Owain Lloyd'.

Owain Lloyd  
Director of Education and the Welsh Language  
Welsh Government

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# Home to School Transport Policy

Discussion – Monday 17<sup>th</sup> July 2023

- Cllr Jackie Charlton – Cabinet Member for a greener Powys
- John Forsey – Senior Manager Fleet and Corporate Transport
- Matt Perry – Head of Highways, Transport & Recycling



# Background

- The Home to School Transport Policy needs to be updated to align with the School Admission arrangements so that applicants can make informed choices.
- The Public Service Vehicle Accessibility Regulations (PSVAR) will come into force in January 2026. At this point, we will be able to sell 'spare seats' which will achieve the motion set out in Full Council in October 2022.
- By aligning the school admission arrangements and school transport policy, we will provide for a more transparent, cost effective and ultimately sustainable service.





# Key areas for Scrutiny discussion

- To seek Scrutiny's views around the current Home to School transport Policy with a focus on the two following matters:
  - Home to School Transport Policy aligned to our Schools Admission Arrangements
  - The Public Service Vehicle Accessibility Regulations (PSVAR) will come into force in January 2026. At this point, we will be able to sell 'spare seats' which will achieve the motion set out in Full Council in October 2022.

Comments from this Scrutiny discussion will then be taken into consideration when preparing the report that feeds into Cabinet for approval.



# Home to School Transport budget

We have the largest home to school transport service in Wales and transport around 5,500 learners to school / college each day. That's about 1/3<sup>rd</sup> of the entire school population. This costs around £11m per annum and can be broken down as follows:-

- 219 Dedicated Mainstream Home to School Transport Routes
- 62 Additional Learning Needs (ALN) Transport Routes
- In addition, around 1000 learners travel to secondary school / college on public transport (local bus services)

The average cost per mainstream school contract (taxi – 83 seat coach) is circa £200 per day.

The average cost per ALN contract (taxi – 16 seat minibus) is circa £215 per day.

The daily spend on school transport for the 23/24 academic year equates to circa c.£59,000 per day!



# Transport provision based on catchment



Matters for consideration	Issues
<p>Parents would be able to see on a map which school we would provide transport to if they applied for a place in that particular school.</p>	<p>The catchment school will not necessarily be the nearest school</p>
<p>If a school closes as part of the Transforming Education programme, the new catchment school(s) would be defined.</p>	<p>In the event of a school closure, parents may wish to choose another school which could potentially be closer than the catchment school. Council would need to consider this aspect as part of the closure process</p>
<p>Clarity will allow parents to make informed choices and potentially reduce the number of appeals.</p>	<p>If parents decide to go outside the catchment area, then this could result in no transport being offered.</p>
<p>By clarifying the policy and removing the word 'nearest' it would provide for a clear and consistent approach.</p>	<p>Therefore, by offering transport to the catchment school only, would enable a consistent approach to providing home to school transport to all communities in Powys.</p>



# What is PSVAR?

The Public Service Vehicles Accessibility Regulations (PSVAR) applies to all new public service vehicles (buses or coaches):

- Introduced since 31 December 2000
- With a capacity exceeding 22 passengers.

Under powers contained within the Equality Act 2010 the government has made regulations that require all new land-based public transport vehicles (trains, taxis, buses and coaches) to be accessible to disabled people, including those who need to remain in wheelchairs.

The Public Service Vehicle Accessibility Regulations (PSVAR) will come fully into force in January 2026. At this point, we will be able to sell 'spare seats' which will achieve the motion set out in Full Council in October 2022.



# Purchase of spare seats

Matters for consideration	Issues
We will be able to maximise any spare capacity on contracted school busses	There may be occasions where there is no spare capacity on the bus or that the seat may have to be relinquished if the spare seat is required by a statutory learner
Learners who live under the statutory distance will be able to make use of the service	Need to consider the overlap with service transport provision.
Would we sell a seat for those out of catchment?	This would provide for an element of inconsistency and potentially undermine the schools admission policy.
Will generate an amount of income	The cost of the seat is not fully recovered from the charge that is made. The average cost to transport a learner to school is around £1500 per year. The charge for a vacant seat was around £400 per year. This needs to be considered against the transport is running anyway ie marginal costs.
Reduced numbers of parents that follow the school bus to their school	Reduced carbon footprint etc, noting that the bus will not divert off a route to collect a Vacant Seat passenger



# Questions?





# WORKFORCE PLANNING

# What is workforce planning?

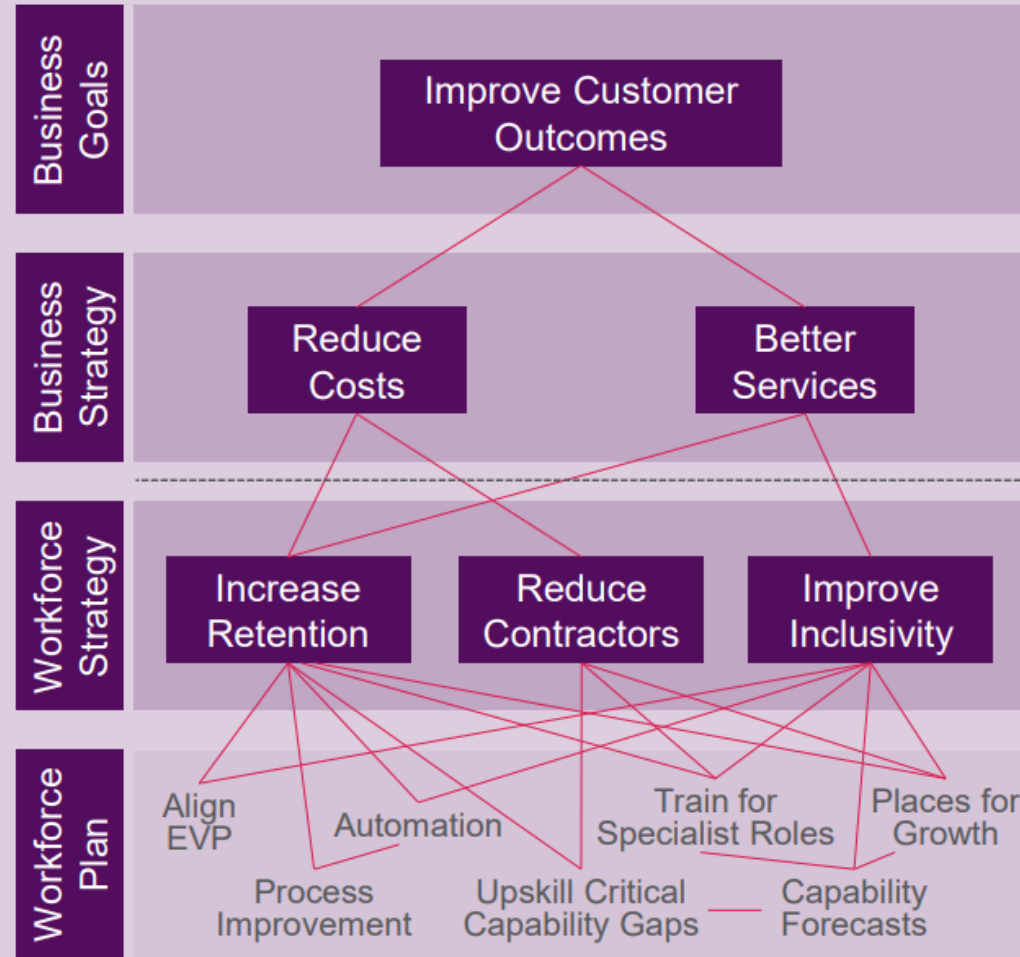
**Workforce Planning is the process that provides **strategic direction to talent management activities** to ensure an organisation (or a Service) has the right number of people, with the **right skills** in the right place at the right time, at the right cost and on the right contract to deliver its short and longterm objectives (or Service priorities)**

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# Strategic alignment



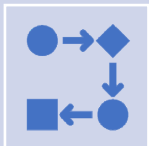
# Workforce Planning in PCC



Workforce Planning has been an integral part of our Integrated Business Planning process for a number of years. Workforce plans for each service area are expected annually.



Each year the Organisational Design and Development Team review and reflect on the workforce plans from each service area, seek feedback on the process and understanding of those involved and present any recommendations for improvements.



In 2020, using feedback and our self-reflection, a change to the former 7 stage workforce planning process to a simplified 4 stage process was made. This approach was introduced from 2021 with the aim of embedding consistency of reporting across all services.



## Why does Workforce Planning fail?

1. **Misconceptions of what it is and isn't** - Workforce planning is not a plan, it is a strategic organisational development activity. Workforce planning is where organisational strategy is brought to life so vividly that we can construct a workforce around it
2. **Too time consuming and failure to prioritise**
3. **Manager's don't 'own' it**
4. **Complexity**. It seems to be an almost universal characteristic of workforce planning models to be highly complex and confusing

*Workforce planning can be incredibly valuable when it is understood to be a deep intervention into the way an organisation manages its workforce. It is a conscious move away from an unplanned, evolutionary approach to a strategic, targeted approach. **A less reactive more proactive approach. A conscious move away from crisis management!***



# Continuous Improvement



The first LGA session with Heads of Service has taken place (12th July 2023),



The Executive Management Team session will take place on 19th July 2023



13 ODD and HR staff have undertaken a Strategic Workforce Planning course with the CIPD (Completed start of July 2023)



# Good practice examples from service areas

- 'Grow our own' initiatives
- Recruitment and Retention – Easy apply
- Career Pathways
- Team Development Journey
- Skills development and supporting continuous professional development
- Use of apprentice schemes
- Recruitment Roadshows
- Data platforms



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## Future developments

Use and celebrate these good practice examples to launch our People & OD Strategy building on a core foundation of knowledge, skills and understanding.

Making time over the next 3 years to further improve, reflect, learnt adapt for a 'Stronger, Fairer, Greener' future.



Diolch / Thank you



Unrhyw gwestiynau/ Any  
questions?



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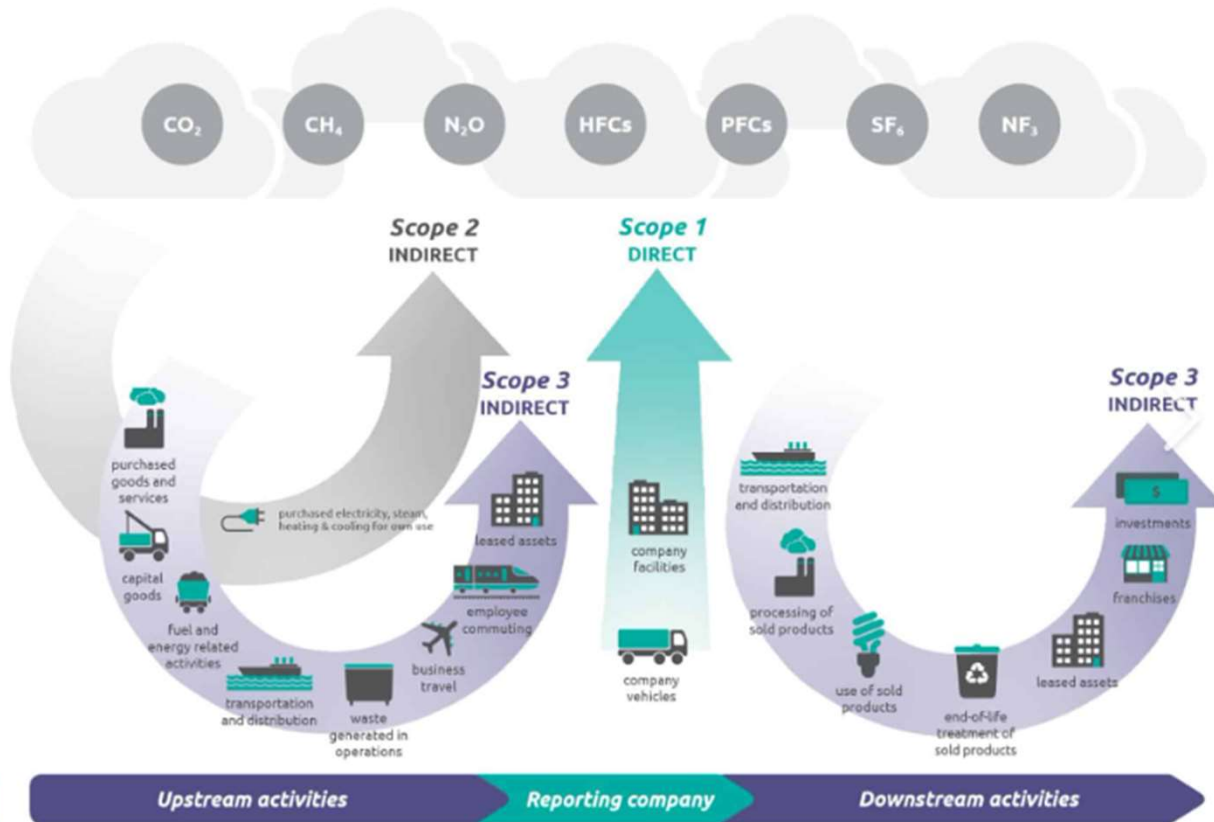




# Climate Emergency

## Scope 3 Supply Chain Update

# Scope – 1, 2 and 3



- **What is Co2e** – carbon dioxide equivalent.
- **Scope 1** – Direct Emissions, e.g. Our Infrastructure, Buildings, etc
- **Scope 2** – Indirect Emissions, e.g. services that support Scope 1, Utilities, Energy, etc.
- **Scope 3** – Indirect Emissions, e.g. Supply Chain, business travel, etc.



# Clarifying Emissions & Carbon Accounts



## Carbon Emissions

- Scope 1 – Direct emissions
- Scope 2 – Indirect Emissions
- Scope 3 – Indirect Emissions including the Supply chain

## Carbon Accounts

- Tier 1 – Spend based approach
- Tier 2 – Average Supplier Specific Approach – Sept 2024
- Tier 3 – Supplier Specific Approach

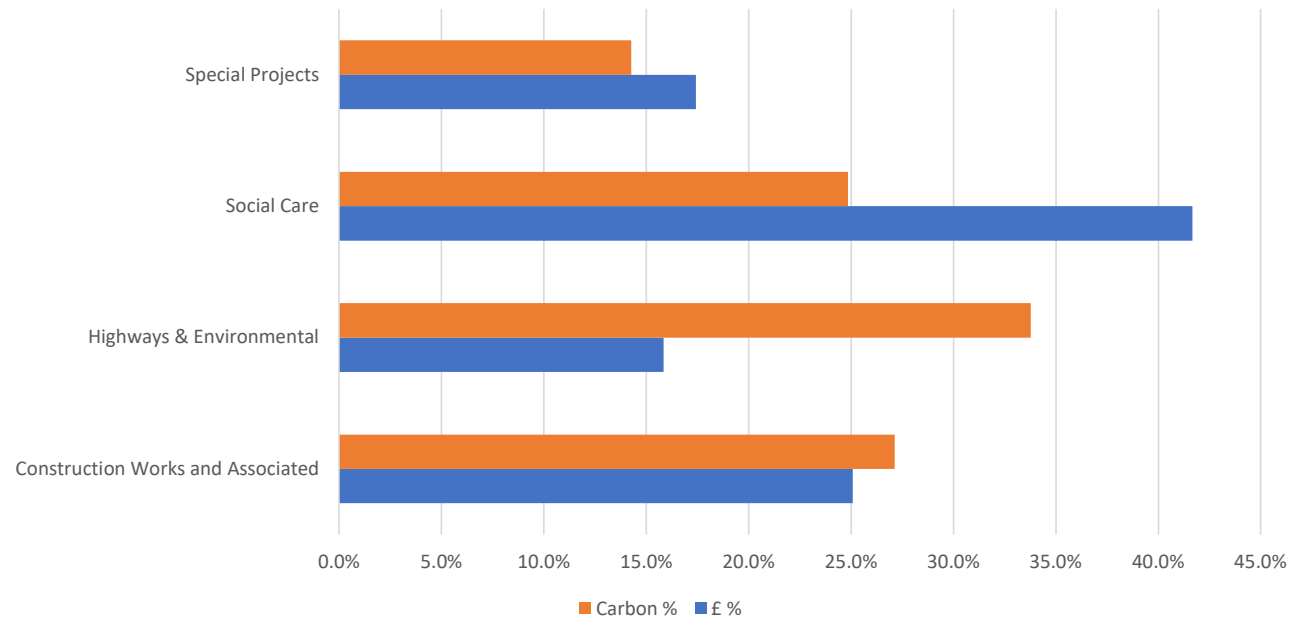


# Carbon by category – 2021 /2022 spend



Category	Total Spend	£ %	Carbon kg co2e	Carbon %	Total Suppliers
Construction Works and Associated	£62,323,481.69	25.1%	22,950,095	27.12%	610
Highways & Environmental	£39,346,325.25	15.8%	28,582,221	33.78%	395
Social Care	£103,544,043.40	41.7%	21,021,528	24.84%	805
Special Projects	£43,278,291.86	17.4%	12,071,424	14.26%	4823
<b>Total</b>	<b>£248,492,142.20</b>	<b>100%</b>	<b>84625268</b>	<b>100%</b>	<b>6633</b>

Category Analysis %



## Procurement Workstream Action Plan

**FOCUS: Scope 3 emissions within the supply chain, integrate Sustainability into the procurement process and contracts as default. Shifting the way of delivering services to reduce carbon.**

**What are we doing specifically in this area?  
Well on our way (2022-2026),**

Title	Responsible	Target	Activity	Measure	BRAG
Carbon Accounts FY (2021 – 2022) FY (2022 – 2023)	Commercial Services	Completed  Sept 2023	Submit annual Carbon Accounts data to Welsh Gov. Produce a carbon impact assessment to identify high carbon spend categories as per WPPN 12/21.	PCC annual Carbon Accounts submitted to Welsh Gov.	Green
Carbon reduction requirements embedded in Contracts.	Commercial Service & Service areas, e.g. HTR Social Care	2025	Early engagement with service areas to embed carbon reduction aims within tenders. Including implementing the use of Circular Economy, 4Rs and CO2e target reductions in contracts to reduce the lifecycle carbon and thus promote Net Zero.	# of contracts influenced – 31 so far.	Green
Carbon emissions data reporting embedded in Contracts.	Welsh Government, Commercial Service	December 2023	Working with service areas to embed requirements within contracts for suppliers to report on their carbon emissions in delivery of the contract. Implement a blended approach (tier 1 and tier 2) to record CO2e emission within the supply chain.	Improve data of scope 3 emission	Green
Market Research	Commercial Service	Completed	Undertake market research to have a better insight into carbon reduction plans within our current supply chain.	Number of suppliers responded to survey.	Blue

Supplier Net Zero Plans.	Commercial Services	01/04/23 01/04/24 01/04/25	<p>Work with key suppliers on Net Zero plans:</p> <ul style="list-style-type: none"> <li>By 01/04/23, 90% of suppliers with spend above £2m pa have Net Zero plans in place.</li> <li>By 01/04/24, 90% of suppliers with spend between £1m-£2m pa have Net Zero plans in place.</li> <li>By 01/04/25, 90% of suppliers with spend between £250k-£1m pa have Net Zero plans in place.</li> </ul>	31/3/23 = 33% of contracts  31/3/24 = x%  31/3/25 = x%	Amber
CO2e reductions in supply chains	Commercial Services	01/04/24 01/04/25	<p>To work with supply chain to make CO2e reductions:</p> <ul style="list-style-type: none"> <li>By 01/04/24, for suppliers with annual spend above £2m, reduce CO2e by 10%.</li> <li>By 01/04/25, for suppliers with annual spend between £1m-£2m, reduce CO2e by 10%.</li> </ul>	% Reduction in emissions	Green
Supplier Carbon Reduction Planning Portal	Commercial Services Social Care ICT	Nov23	To implement a new portal for suppliers to identify their current Co2e position and secure recommendations to improve.	Number of suppliers sign up.	Green
Wellbeing of Future Generations Act 2015	Commercial Services	Ongoing	Collaborate with service areas to help the council meet their obligation to the Wellbeing of Future Generations Act 2015.	All above threshold procurements include WFGA objectives.	Green
Green Network	Council-wide	Ongoing	Establish a 'Green Network' to build an inhouse community of sustainability champions to promote Net Zero.	Number of Sustainability Champions signed up.	Green



Thank You

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## BUILDINGS & LAND – ACTION PLAN

WHAT (Current actions/projects)	WHO (Who's leading the work? Name and Governance)	WHEN (Target end date)	COST	PROJECTED C02 EMISSION SAVINGS	DIFFERENCE MADE	MEASURE
Countryside Services to continue to be a member and host of the Powys Nature Partnership and action the Powys Nature Recovery Action Plan.	Countryside Services	Adopted 2022.  Ongoing.			Partnership working to reverse the decline of biodiversity across Powys.	<ul style="list-style-type: none"> <li>Annual reporting on the progress of the Powys Nature Recovery Action Plan.</li> <li>Annual review by Local Nature Partnership.</li> </ul>
Countryside Services to work with Powys County Council service areas to promote opportunities to maintain and enhance biodiversity and promote ecosystem resilience as required by Section 6 of The Environment (Wales) Act 2016.	Countryside Services	Ongoing.			Ensuring Powys County Council maintain and enhance biodiversity and promote ecosystem resilience in accordance with section 6 of The Environment (Wales) Act 2016.	<ul style="list-style-type: none"> <li>Quarterly reporting Corporately.</li> <li>Welsh Government reporting every three years.</li> </ul>
UK Energy Companies Obligation – ECO4 (in collaboration with Warm Wales).	Housing	Current scheme end date 2026.			Grant scheme for energy efficiency measures (for example, solar panels, air source heat pumps, smart	<ul style="list-style-type: none"> <li>Number of applications (annual measure).</li> <li>Number of projects implemented.</li> <li>Annual value of investment</li> </ul>

					batteries, and insulation).	<ul style="list-style-type: none"> <li>Types of installations e.g., No. of solar panels, ASHP, insulation.</li> </ul>
Optimised Retrofit Programme.	Housing	Current scheme end date 2024/2025.			Grant for energy efficiency measures for council stock.	<ul style="list-style-type: none"> <li>Number of homes involved in scheme (annual measure).</li> <li>Annual value of investment.</li> <li>Types of installations e.g., No. of solar panels, ASHP, insulation.</li> </ul>
Zero Interest Loans Programme (Robert Owen collaboration).	Housing	Ongoing.			Providing loans to a wider audience to enable the take up of energy efficiency measures.	<ul style="list-style-type: none"> <li>Number of loans taken.</li> </ul>
Green Powys Housing Policy	Housing	Ongoing.			Refurbishing social housing to make them more energy efficient.	TBC.
New Build Development Programme – New Council homes to meet Welsh Design Quality Requirements in line with PCC New Build Design Guide	Housing	Ongoing.			New homes to be built to meet Welsh Design Quality Requirements.	Number of homes constructed to meet Welsh Design Quality Requirements.
Contaminated Land Strategy – promoting the redevelopment of brownfield site and ensuring sites are safe for their intended.	Environmental Protection	New Strategy to be adopted in 2023.			<ul style="list-style-type: none"> <li>Implement new Contaminated Land Strategy (2023).</li> <li>Inform planning application</li> </ul>	<ul style="list-style-type: none"> <li>Actively engaging with planning applications.</li> <li>Actively engaging with landowners/occupiers regarding to relevant sites.</li> </ul>

					<p>process. Verification of remedial action taken.</p> <ul style="list-style-type: none"> <li>• Provide guidance to landowners &amp; occupiers. Verification of remedial action taken.</li> </ul>	
Air quality monitoring	Environmental Protection.	Annual reporting.			<ul style="list-style-type: none"> <li>• Review ambient air quality in Powys against air quality objectives.</li> <li>• Securing engagement on active travel schemes to assess impact on air quality.</li> </ul>	Submit annual air quality progress report and where appropriate action plan, to Welsh Government.
Investigate opportunities for renewable energy production or carbon offsetting on council owned landfill sites.	Environmental Health/ Strategic Property.	March 2024			<ul style="list-style-type: none"> <li>• Consider options for renewable energy.</li> <li>• Consider options for carbon offsetting.</li> </ul>	TBC.
Local Air Pollution Prevention and Control (LAPPC) permitting.	Environmental Protection	Ongoing			To ensure emissions are appropriately monitored and controlled.	100% inspection rate (as per risk rating).

Trialling biodiversity enhancement areas with cemeteries.	Environmental Protection/ Countryside Services.	2024.			Increase biodiversity of Powys cemeteries.	50% of cemeteries to have biodiversity areas (subject to successful trial).
Secure biodiversity enhancements (net benefit) for all planning applications.	Planning	Ongoing.			Secure net benefit as part of planning application process.	TBC.
Green infrastructure evidence and policy development.	Planning	Adopt LDP - 2026			<ul style="list-style-type: none"> <li>• Safeguarding green infrastructure.</li> <li>• Promoting opportunity for the enhancement of green infrastructure.</li> <li>• Secure robust green infrastructure evidence base.</li> <li>• Safeguarding open space.</li> </ul>	<ul style="list-style-type: none"> <li>• 2023/24 – Evidence stage complete.</li> <li>• 2026 – LDP policies adopted.</li> </ul>
Renewable energy evidence and policy development.	Planning	Adopt LDP - 2026			<ul style="list-style-type: none"> <li>• Inform renewable energy policies to secure Future Wales objectives.</li> <li>• Help reduce greenhouse emissions and transition to low carbon economy.</li> </ul>	<ul style="list-style-type: none"> <li>• 2023/24 – Evidence stage complete.</li> <li>• 2026 – LDP policies and sites adopted.</li> </ul>

Strategic Flood Consequence Assessment and policy development.	Planning	Adopt LDP - 2026			<ul style="list-style-type: none"> <li>• Ensuring development is located within areas not liable to flooding or are appropriately mitigated.</li> <li>• Ensuring new developments are resilient.</li> </ul>	<ul style="list-style-type: none"> <li>• 2023 – Evidence stage complete.</li> <li>• 2026 – LDP policies and sites adopted.</li> </ul>
Enforce biodiversity safeguarding and minerals policies.	Planning	Ongoing. LDP end date 2026.			<ul style="list-style-type: none"> <li>• Protecting designated sites.</li> <li>• Safeguarding best most versatile agricultural land.</li> <li>• Safeguarding mineral area.</li> </ul>	Annual Monitoring Report (Welsh Government submission).
Integrated Sustainability Appraisal tool to inform LDP policies.	Planning	Ongoing process to inform each stage of LDP.			<ul style="list-style-type: none"> <li>• Locating development in sustainable locations (placemaking).</li> <li>• Policies developed in accordance with sustainability principles.</li> </ul>	2026 – LDP sites, policies and strategy adopted.

Applying policies relating to nutrient neutrality to replacement Local Development Plan and planning applications.	Planning	Ongoing (planning applications).  Adopt LDP - 2026			<ul style="list-style-type: none"> <li>• Locating developments in locations that will not exacerbate existing situation.</li> <li>• Safeguarding biodiversity.</li> <li>• Supporting restoration of River SACs to favourable conservation status.</li> </ul>	<ul style="list-style-type: none"> <li>• Appropriate assessments.</li> <li>• Screening of applications.</li> </ul>
Supporting previously developed land via LDP policies and site allocations.	Planning	In place  2026 LDP policy			<ul style="list-style-type: none"> <li>• Policies promoting previously developed land.</li> <li>• Safeguarding finite green space.</li> </ul>	2026 – LDP policies adopted.
Settlement assessment.	Planning	Adopt LDP - 2026			Identifying settlements that are the most sustainable to grow, reducing car travel and providing access to services.	<ul style="list-style-type: none"> <li>• 2023 – Evidence stage complete.</li> <li>• 2026 – LDP policies and sites adopted.</li> </ul>
Integrated transport plan	Planning	Adopt LDP - 2026			Ensuring LDP follows the transport hierarchy (active travel and public transport	<ul style="list-style-type: none"> <li>• 2023 – Evidence stage complete.</li> <li>• 2026 – LDP policies and sites adopted.</li> </ul>

					opportunities above use of private car).	
Pre application planning guidance to be provided to renewable energy developers via planning performance agreements.	Planning	Ongoing.			Ensuring renewable energy providers have access to professional planning advice.	<ul style="list-style-type: none"> <li>• Number of planning performance agreements in place (annual performance measure).</li> </ul>
Reduce office temperatures (where able) to 19 degrees.	Strategic Property	In place.			<ul style="list-style-type: none"> <li>• Reduction in energy used by corporate buildings.</li> <li>• Financial savings from reduced energy use in corporate buildings</li> </ul>	<ul style="list-style-type: none"> <li>• Carbon Emissions Savings CO2e</li> <li>• Energy Consumption Savings kWh</li> </ul>
Extend 'smart' and sub-metering technology.	Strategic Property	Ongoing.			<ul style="list-style-type: none"> <li>• Ensuring accurate and timely capture of energy consumption data.</li> </ul>	<ul style="list-style-type: none"> <li>• Improved data capture.</li> </ul>
Install energy efficiency measures into corporate building as part of ongoing maintenance work.	Strategic Property	Ongoing			<ul style="list-style-type: none"> <li>• Install energy efficiency measures into corporate building (i.e., LED lighting) as part of ongoing maintenance works.</li> </ul>	<ul style="list-style-type: none"> <li>• Carbon Emissions Savings CO2e</li> <li>• Energy Consumption Savings kWh</li> </ul>

					<ul style="list-style-type: none"> <li>• Reduction in energy used by corporate buildings.</li> <li>• Financial savings from reduced energy use in corporate buildings</li> </ul>	
Schools' transformation – All new builds to be high performance and low carbon buildings.	Education/ Strategic Property	Ongoing.			New builds to be high performance, low carbon buildings.	New schools to report on their performance relating to climate change.
Utilise Salix energy efficiency loan scheme to drive energy efficiency works within Powys schools.	Strategic Property	Ongoing.			<ul style="list-style-type: none"> <li>• Implement capital energy efficiency projects in Powys schools/Corporate Buildings</li> </ul>	<ul style="list-style-type: none"> <li>• Number of projects implemented (annual performance measure).</li> <li>• Carbon Emissions Savings CO2e</li> <li>• Energy Consumption Savings kWh</li> </ul>
Utilise Asset Collaboration Programme Wales Phase 3 funding (capital and revenue) to undertake building and energy surveys and implement energy efficiency measures in schools.	Strategic Property	Ongoing.			<ul style="list-style-type: none"> <li>• Undertake building and energy surveys.</li> <li>• Implement energy efficiency measures in schools.</li> </ul>	<ul style="list-style-type: none"> <li>• Number of building and energy surveys undertaken.</li> <li>• Number of schools that have had energy efficiency measures implemented.</li> <li>• Carbon Emissions Savings CO2e</li> <li>• Energy Consumption Savings kWh</li> </ul>
Investigate the opportunities for additional funding to accelerate work to make PCC assets more energy efficient.	Strategic Property	February 2024.			Reduce our carbon emissions.	<ul style="list-style-type: none"> <li>• Additional funding secured.</li> </ul>



Replacement of old boilers systems with new efficient boilers systems within corporate properties (including schools).	Strategic Property	Ongoing.			Replacement of old boilers with new efficient boiler systems within corporate properties (including schools).	<ul style="list-style-type: none"> <li>• Number of boilers replaced.</li> </ul>
Sustainable Powys: Rationalise assets to ensure efficient use of resources at the same time as safeguarding the delivery of services.	Corporate/ Strategic Property	Ongoing.  Link to budget setting process.			Rationalise corporate assets to ensure efficient use of resources and delivery of services.	<ul style="list-style-type: none"> <li>• Number of buildings utilised.</li> <li>• Number of buildings vacated.</li> <li>• Carbon Emissions Savings CO2e</li> <li>• Energy Consumption Savings kWh</li> <li>• Corporate Financial Saving (£).</li> </ul>
Strategic Property to undertake condition assessments of council owned assets to inform energy efficiency options and applications for funding.	Strategic Property	Ongoing 5 - year programme.			Secure robust information relating to the condition of the estate to enable timely and informed decisions relating to energy efficiency.	<p>Percentage of assets with condition assessments or condition surveys within last 5 years:</p> <ul style="list-style-type: none"> <li>• 50% 2023/24.</li> <li>• 80% 2024/25.</li> <li>• 100% 2025/26).</li> </ul>
Council owned assets to be the subject of asset review by Strategic Property which ensures climate change and biodiversity enhancement opportunities are considered.	Strategic Property	Ongoing 5 - year programme.			Ensuring climate change and biodiversity enhancement is at the heart of asset management via the asset review process.	<p>Percentage of assets that have had an asset review within last 5 years:</p> <ul style="list-style-type: none"> <li>• 25% 2023/24.</li> <li>• 50% 2024/25.</li> <li>• 75% 2025/26.</li> <li>• 100% 2026/27.</li> </ul>

Develop appropriate carbon-reduction target for the Council's non-domestic buildings as part of annual review of Action Plan.

Climate Officers

March 2024

- Annual/2030 reduction target
- Reduction in energy used by corporate buildings.
- Financial savings from reduced energy use in corporate buildings

- Reduction in energy used by corporate buildings.
- Carbon Emissions Savings CO2e
- Energy Consumption Savings kWh

**GOVERNANCE – ACTION PLAN**

**Focus: Build corporate level plans. Build a strong “golden thread” between strategies. Support Service actions.**

WHAT (Current actions/projects)	WHO (Who’s leading the work? Name and Governance)	WHEN (Target end date)	COST	PROJECTED CO2 EMISSION SAVINGS	DIFFERENCE MADE	MEASURE	RAG
<b>Embedding Climate &amp; Nature into Council Operations</b>							
The Council will ensure that impacts on its service delivery, operations, estate, and fleet are reduced and managed through robust risk management and future proofing							
Embed climate and nature targets and objectives into service IBP’s ensuring services are committed to delivering our climate and nature emergency declarations	All Services  Transformation & Communications	Alignment with IBP and budget setting process	N/A	Alignment and savings will become clearer once action plans are costed and emissions identified.	Climate and Nature embedded into corporate and service level business plans with clear target and objectives aligned to climate action plans and emergency declarations	X No of service Climate/Nature Objectives  X No of service Climate/Nature Measures	
PCC impact assessment strengthened to consider nature and climate impacts, mitigation, and resilience for all key county council decisions	Transformation & Communications  Climate and Nature Officers	May 23	N/A	Dependant on individual projects identifying and measuring emissions savings and biodiversity protection or enhancement as part of their proposal	Reduction on negative impacts on emissions and environment from Council proposals as well as more opportunities identified to positively impact emissions and environment	X No of IAA providing due consideration and action to address climate and nature impacts	

Review existing council's policies and procedures (i.e., flexible working policy, expenses policy etc) to ensure alignment with PCC's climate change action plan/strategy and the council's nature and climate declarations	All Services EMT	March 24	N/A	N/A	Early conversations have been held at climate and nature programme board but full decision on corporate reviewing of policies and procedures will be determined based on capacity and resource availability	X No of Policies/Strategies updated  X No of Corporate Climate/Nature related Policies/Strategies	
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### Behavioural Change

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The council will proactively engage, educate, and communicate with council staff and services to encourage and enable changes in behaviour across council operations and decision making both from a professional and individual perspective. Staff will be better equipped, conscious and aware of climate and nature the impacts of their actions and ways to positively impact both emissions reductions and resilience.

Development of PCC employee climate and nature e-learning to embed greater awareness and consideration of climate and nature resilience and mitigation in all employees and council operations	Climate and Nature Officers Organisational Design & Development IT	December 23	N/A	N/A	Council officers have the knowledge to start thinking about climate and nature within their roles as well as forming the basis for further training in this area	X No of employees completing E-Learning Module	
Establishment of a Powys County Council Staff Green Network	Commercial Services	April 23	N/A	N/A	The Green network will enable participating officers to learn and promote sustainability	X no of officers who have joined the green network	

					knowledge and value, so best practice can be applied throughout Powys. The group will also recognise, develop and champion the work that is currently been undertaken throughout Powys to reduce carbon emissions		
Powys Green Network to pilot climate and nature e-learning module, review the content and support refinement towards a final product	Green Network Commercial Services Climate Change Officer	September 23	N/A	N/A	Utilisation of Council Green Network membership to help shape e-learning module content before it is made live for all officers	Peer review and further development of Climate & Nature officer training module	
Increase staff uptake of pool cars & car sharing (Where appropriate)  (Increased ambition would be to incentivise as a council)  (Subject to discussions at Climate & Nature Programme Board)	All Services WOD Highways/Fleet	TBC	Further discussions required	TBC	Reduced emissions from business travel and commuting	Increase in pool car use  Reduction in Business travel claims (look to allow ppl to identify when car sharing)	
Increase staff use of public transport for business purposes (where possible and safe to do so)  (Increased ambition would be to incentivise as a council)	All Services Corporate	TBC	Further discussions required	TBC	Reduced emissions from business travel and commuting	Co2 emissions reductions  Reduction in personal vehicle	

(Subject to discussions at Climate & Nature Programme Board)						business travel claims	
Climate and Nature to be considered as part of employee IPR's where deliverables align to IBP objectives and measures and climate action plans	All Services, Employees  EMT	TBC	N/A	N/A	Climate and nature considered more within each Officer's role	Clearer links between Individual officer actions aligned to service IBP's, Climate & Nature Programme action plans and corporate net zero targets	
<b>Governance, Monitoring &amp; Evaluation</b>							
Development of Climate and Nature Transformation Programme	Transformation and Communications  Climate and Nature Officers	September 23	TBD	TBD as part of Climate Action Plans			
Undertake Transformation Portfolio – Climate Programme Commission	Executive Director Economy & Environment	August 23	TBD	N/A			
Define Council Net Zero 2030 Vision and Roadmap	Climate and Nature Programme Delivery Officer  PCC Climate Change Officer	March 24	TBD	TBD	The Council has a clear vision and prioritised roadmap of actions to deliver the councils net zero commitments (linked to Climate Programme commission)	Council Strategic Net Zero 2030 Roadmap	
Develop Annual Council Carbon Budget Emissions Targets	Climate and Nature Programme Delivery Officer	ASAP (to be determined by SLT and Cabinet)	N/A	N/A		Council has annual carbon budget emissions targets	

	PCC Climate Change Officer					aligned to the carbon accounts	
Complete annual carbon accounts and report to Welsh Government	PCC Climate Change Officer	September – Annually	N/A	N/A	The council can identify areas of operation where carbon emissions are most prevalent and prioritise action to address through our climate and nature action plans	Carbon accounts submitted on time	
Refine and improve accuracy of Council’s carbon emissions data	PCC Climate Change Officer	September – Ongoing	N/A	N/A			
Use carbon accounts to drive prioritisation of actions in climate action plans	PCC Climate Change Officer	(Linked to action plans) September - Annual review	N/A	TBC		Carbon accounts dashboards Council Strategic Net Zero 2030 Roadmap	
Council Climate Action Plans to be costed	Climate Action Plan Leads  Climate and Nature Programme Board	September 23	TBC	TBC		Costed action plans	
Establish robust governance arrangements to oversee delivery of PCC Climate and Nature emergency declarations	Climate and Nature Transformation Programme Board  Transformation and Comms	August 23 (Linked to Climate & Nature Transformation Programme)	N/A	N/A		Governance structure diagram – key officer/member working groups etc	

<p>The strategy will be reviewed every 2 years?</p> <p>(Subject to discussions at Climate &amp; Nature Programme Board)</p>	<p>Climate &amp; Nature Programme Board</p> <p>Climate &amp; Nature Transformation Board</p>	<p>April 25</p>	<p>N/A</p>	<p>N/A</p>	<p>To consider any opportunity to accelerate delivery, to ensure that the focus of the priorities are still valid and that any new risks are considered for resilience</p>		
<p>The action plans will be reviewed annually.</p> <p>(Subject to discussions at Climate &amp; Nature Programme Board)</p>	<p>Climate &amp; Nature Programme Board</p> <p>Climate &amp; Nature Transformation Board</p>	<p>April 24</p>	<p>N/A</p>	<p>N/A</p>	<p>Ensure actions are still appropriate to meet our targets and to take account of changing policy, emergent risks or evidence-based work providing greater clarity on best course of action</p>		
<p><b>Communications &amp; Engagement</b></p> <p>Residents and communities have a key role to play in reducing emissions from their own homes and through lifestyle choices, or as communities taking local action. A key strand of the climate change work programme will therefore focus on how the Council engages, educates, and communicates with residents to encourage and enable changes in behaviour across the community on both emissions reductions and resilience.</p>							
<p>Climate &amp; Nature Town &amp; Community Council spring event</p>	<p>Economic Development</p>	<p>June 23</p>	<p>TBC</p>	<p>N/A</p>	<p>Event attendees were provided with a wider range of informative presentations, Q&amp;A panel sessions and networking opportunities on</p>	<p>Over 100 stakeholders attending the event including 51 Town &amp; Community Councillors</p>	



					the day. The event aimed to raise awareness of positive actions which could be taken locally to address climate and nature emergencies and organisations who could support groups to progress with their plans.		
Develop Climate and Nature communications strategy and action plan	Climate & Nature Programme Delivery Officer  Corporate Comms	August 23 – Reviewed by programme board fortnightly	N/A	N/A	Increased awareness and accessibility of information relating to the actions being undertaken by the council to address our climate and nature emergency motions. Improved information, guidance, and support available on the councils corporate website to enable residents and businesses to	X no of Greener branded comms press releases/ social media posts etc	
Improved Climate and Nature guidance, information, and content on corporate website	Climate & Nature Officers  Corporate Comms/IT	December 23 – Ongoing Development				Improved Corporate website content	
Improved Climate and Nature social media content	Climate & Nature Officers  Corporate Comms	As required once Comms Plan and Strategy Live					

					take personal steps to reduce emissions and reduce negative climate and nature impacts.		
The Council will form an External Climate stakeholder group and hold bi-monthly meetings	Climate & Nature Officers	Bi-Monthly	N/A	N/A	The Council delivers upon its agreement as part of the climate and nature emergency motions. Key stakeholders help to guide Powys County Council in the actions it takes to tackle the climate emergency and aim to build public support for any changes that are introduced.	X no of climate stakeholder group meetings	
<b>Funding A Just Net Zero Transition</b>							
Horizon scanning for key funding opportunities to support action plan delivery	Climate & Nature Programme Board	Ongoing	N/A	N/A			
Develop funding tool for external businesses, communities accessible via the council website	Economic Development Business Intelligence/IT	April 24	N/A	N/A	Powys businesses, residents, and community groups can access funding information via the council website in live time providing a self-serve, accessible	Funding information is accessible and available to stakeholders as and when required.	

					information base alongside our traditional direct funding support service.	Platform to be interactive and visual (with the hope to provide direct links to the funding details) and funding to be categorised (subject to discussions with Business Intelligence)	
Utilise Shared Prosperity Funding to target projects which support delivery of our climate and nature emergency declarations	Climate & Nature Programme Board	Aligned to Shared Prosperity Fund open calls	TBC	TBC		no of service climate & nature aligned projects receiving funding	



### Partnership & Collaborative Working

The County Council will work through the wide range of existing partnerships to ensure that climate change is embedded into every aspect of its work. It will maximise opportunities offered by these existing networks and partnerships to develop best practice, policies, projects, and initiatives to support, enable, and stimulate the delivery of action on the ground.

Commitment to work with PSB partner organisations to shape and deliver PSB climate wellbeing plan	Climate & Nature Programme Delivery Officer	Ongoing	N/A	N/A			
We will explore opportunities to collaborate on climate and nature programmes/projects as part of a potential Marches growth deal	EMT	Ongoing	N/A	N/A			
We will seek to maximise and opportunities for funding through the Growing mid Wales/Mid Wales Growth Deal to advance Powys climate and nature emergency declarations	Climate & Nature Programme Delivery Officer	Ongoing	N/A	N/A			
We will engage, collaborate, and lobby Welsh & UK Governments to raise the awareness of the challenges faced in Powys to	EMT/Cabinet	Ongoing	N/A	N/A			

decarbonise and push for increased support and funding for the public sector to decarbonise in line with 2030 targets and wider national 2050 net zero ambitions.	Climate & Nature Programme Delivery Officer							
The council will work closely with the Welsh Government Energy Service in the delivery of our Climate and Nature emergency declarations and our 2030 public sector commitments.	Climate & Nature Programme Board	Ongoing	N/A	N/A				
	Climate & Nature Programme Delivery Office							
Proactive engagement with our DNO's to inform future network investment business plans which support Powys/mid Wales ambitions towards net zero	EMT/Cabinet	Ongoing	N/A	N/A				
	Climate & Nature Programme Delivery Officer							
We will work closely with the MW Regional Skills Partnership, the business community and training providers to ensure development of Green Skills features prominently within the MW Regional Skills Plan and informs WG national green skills plan.	Climate & Nature Programme Delivery Officer	Aligned with the Mid Wales Regional Skills Partnership Employment and Skills Plan 2022-2025	N/A	N/A				
	Climate & Nature Programme Board							
	RSP Manager							
<b>Local to National (Informing National Strategy/Policy Direction)</b>								
Develop a PCC response to the WG net zero targets consultation	Climate & Nature Programme Delivery Manager	April 23	N/A	N/A	Powys County Council views, considerations, and evidence provided to Welsh Government to help shape national, regional, and local Welsh Grid development requirement towards Net Zero.	Consultation response submitted 18 <sup>th</sup> April 23		

Provide a PCC response to the WG just transition consultation	PCC Climate Change Officer	March 23	N/A	N/A	Powys County Council key services views, considerations, and evidence provided to Welsh Government to inform national plans.	Consultation response submitted March 23	
We will develop a Powys Local Area Energy Plan	Climate & Nature Programme Board	March 24	N/A commissioned on behalf of Welsh Regions by Welsh Government	Plan in development as such too early to quantify potential carbon savings	Powys Local Area Energy Plan will provide Powys with a detailed local picture of targeted local intervention which can support the county to decarbonise electricity, heat, and transport towards net zero.	Powys Local Area Energy Plan  Powys LAEP Plan on a page  Powys LAEP Strategic Pathway timeline plan	
We will endorse the Mid Wales Energy strategy action plan and embed actions into our local climate strategy action plans	Climate & Nature Programme Delivery Manager  EMT/Cabinet	TBC once Powys Council consultation has completed and considered	TBC	Further detailed work will be required to quantify carbon emissions savings from interventions which are likely to partially form part of the Powys Local Area Energy Plan outcomes.	The Mid Wales Energy Strategy provides the vision, strategic priorities and actions/areas of collaboration required to progress decarbonisation of key sectors such as housing, transport, industry, and agriculture it was developed for the region with the region involving key stakeholder across various	Mid Wales Energy Strategy action plan endorsed and adopted by the Council	

					sectors in Powys and Ceredigion.		
We will continue to engage and inform the WG Future Energy Wales Grid project	Climate & Nature Programme Delivery Manager	Consultation Summer 23	N/A	N/A	Awaiting Welsh Government open consultation at which point the Council will co-ordinate a response.  Climate & Nature Programme Delivery Manager is a member of the Strategic Stakeholder Group formalised by Welsh Government to engage and inform project development	Consultation response submitted X	
We will continue to inform and engage in consultations relating to the WG heat strategy	Climate & Nature Programme Delivery Manager  Climate & Nature Programme Board	Consultation Summer 23  Publication End of year 23	N/A	N/A	Awaiting Welsh Government to open consultation at which point the Council will co-ordinate a response.	Consultation response submitted X	