

Corporate Plan Engagement – Summary Findings Report

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What are we doing?

Following the election in May, the Council needs to produce a new Corporate and Strategic Equality Plan to help the residents of Powys achieve their well-being goals. To achieve our vision, we have set the objectives below that are the core aims of the plan:

- We will improve people's awareness of services, and how to access them, so that they can make informed choices.
- We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation.
- We will work to tackle poverty and inequality to support the well-being of the people of Powys.

Why are we doing it?

The overall aim is to use the feedback received to determine how well the new objectives have been received by the people of Powys and what may need to be changed so that we can ensure that there is a Corporate Plan that delivers for the people of Powys.

When did it happen?

The Corporate Plan Survey and Padlet board ran from Monday 28 November to Friday 23 December 2022.



How many people were involved?

In total, we had 614 responses during the engagement period, including:

- 452 survey responses
- 149 Padlet posts
- 8 social media comments
- 5 emails to haveyoursay@powys.gov.uk

Survey Responses

Please note: All survey responses are included together below (including the Welsh) for ease of analysis and not all questions were answered by all respondents. Any reference to names/addresses have been removed to comply with data protection. Any responses containing profanity and abusive language included in the open comments have been removed.

Recommendations

Analysis from the feedback provided has highlighted five key recommendations for Cabinet to consider, which if agreed, will be incorporated within the Corporate Plan:

R1	Strengthening the work being undertaking to support the Welsh Language, drawing links to workstreams such as the Welsh Language Promotion Strategy
R2	Including access to arts and cultural assets to be addressed more prominently within objective 1, "We will improve people's awareness of services, and how to access them, so that they can make informed choices"
R3	To further demonstrate the links between job creation and economic development within the Plan, and further strengthening objective 2, "We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation" to reflect this
R4	Many responses did not understand the roles and responsibilities of the Council and it's wider Partnership plans, which could be supported by a section detailing the most prominent partnerships, include the Public Service Board, Regional Partnership Board and Corporate Joint Committee

Part 1 - Demographic questions

Why did we want to know this?

Providing this information will help us to understand who has contributed towards this survey and help us ensure that we are providing services fairly to everyone who needs them.

Q1. Are you answering this survey as....?



Powys Resident/Business Owner	343
Member of Powys County Council staff	30
Both of the above	71
Prefer not to say	6

Q2. How do you define your gender?

Female	215
Male	218
Non-binary	1
Transgender	1
Prefer not to say	10
Other (please state if you wish to)	1

The respondent who selected 'other' defined their gender as: *Adult human female - not including "trans women"*

Q3. How old are you?

Under 16	0
16-24	7
25-34	33
35-44	64
45-54	90
55-64	129
65-74	94
75-84	16
Over 85	4
Prefer not to say	13

Q4. What is your sexual orientation?

Bisexual	16
Gay/Lesbian	17
Heterosexual/Straight	373
Prefer not to say	38
Other (please state if you wish to):	5

The respondents that selected 'other' included:

- Not relevant
- Asexual
- I believe that attraction is a complex physiological and psychological process that is unique between the individuals involved and not really quantifiable in tick box form.



Q5. What is your ethnic group? Choose one option that best describes your ethnic group or background.

Asian or Asian British: Indian, Pakistani, Bangladeshi, Chinese, Any other Asian background	2
Black, African, Caribbean, or Black British: African, Caribbean, Any other Black, African or	1
Caribbean background	
Mixed or Multiple ethnic groups: White and Black Caribbean, White and Black African, White	5
and Asian, Any other Mixed or Multiple ethnic background	
White: Welsh, English, Scottish, Northern Irish, or British, Irish, Gypsy, Roma or Irish	416
Traveller, Any other White background	
Prefer not to say	23
Other (please state if you wish to):	1

The respondent who selected 'other' described their ethnic group as: EU Citizen

Q6. What is the first half of your postcode? This will help us to understand which areas of Powys have taken part in the survey.

The following post codes were given in response to this question:

HR3	18	SA4	1
HR5	1	SA9	12
LD1	79	SA10	1
LD2	20	SY5	3
LD3	46	SY10	7
LD4	3	SY15	10
LD5	2	SY16	33
LD6	11	SY17	15
LD7	14	SY18	44
LD8	18	SY19	5
NP4	1	SY20	9
NP8	23	SY21	46
SA	1	SY22	19

Q7. How many people live in your household?

1	65
2	207
3	71
4	70
5+	32
Prefer not to say	5

Q8. Do you own or rent your accommodation?



Owned outright	239
Being bought on mortgage	135
Rent from local authority	13
Rent from housing association	8
Rent from private landlord	41
Prefer not to say	9
Other (please state if you wish to):	6

The respondents that selected 'other' included:

- Live with family can't move out because of rents
- Family-owned home.
- Loan stockholder in co-housing co-operative (large old house split into 7 self-contained flats)
- The house is owned by a Trust, and I live here as manager and teacher for the Trust.
- Live with parents

Part 2 - Corporate Plan Objective questions

Q9. What does a "Stronger, Fairer, Greener" Powys mean to you?

This question had 426 responses, the top 100 words* mentioned in the open comments included:

```
care economy
                                                        food climate
                              businesses housing
                       business made place impact
       support working health communities jobs environment
               money reduce focus renewable some change
    Council waste open slogen moon
 better
COUNCI waste social open slogan mean sure services pay any facilities less help rural transport energy leisure new able benefit public solar sure sure fiture friendly sustainable
                                                     sure future friendly sustainable recycling
      meaningless resources decisions well issues
                            make
                                                              policies
                                     fair
     environmental green tax encouraging equality things area things area residents
              service making improve access needed equal
                                                                        more
         together county opportunities needs
                                                             Nothing
                 resilient
```

We want to set clear objectives and a work programme to achieve our ambition. Below are our new objectives:

 We will improve people's awareness of services, and how to access them, so that they can make informed choices.

^{*(}mentioned more than 12 times and not including 'Stronger', 'Fairer', 'Greener' or 'Powys')
Full verbatim responses can be found in Appendix A



- We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation.
- We will work to tackle poverty and inequality to support the well-being of the people of Powys.

Q10. Do you think our new objectives with contribute to:

	Yes	No	Unsure
A prosperous Powys	164	103	176
A resilient Powys	181	108	156
A healthier Powys	175	124	143
A more equal Powys	180	127	136
A Powys of cohesive communities	121	138	184
A Powys of vibrant culture and thriving Welsh language	69	159	213
A globally responsible Powys	128	138	176

Q11. If you have answered No/Unsure please explain more:

This question had 358 responses, the top 100 words* mentioned in the open comments included:

```
change many
                                 living
                                                           less
                                        healthier
                                                         responsible
                          cohesive want school enough vibrant new
                                                 schools
        prosperous achieve enough vibrant new support sure objective words years mean improve public work swimming
                              Council local
                                                      going good
          provide needs
                        things community some real
need employment
                                                         government
     everyone only residents
                                  never much county
                                   ectives rather inst
                                                      just make think
             greener made 

                achieved anything
                                                                     nothing
                                   time globally already
                                                           facilities
                  climate Services better
                                                say first
      equal
                PCC
                        sustainable
                                      communities
                                                             culture
                                     statements more
                        really
                               language above
                      unsure
               one contribute
                                                         other
                                            without all centres
                             equality area
            believe
                      Wales
                                        mention
                              well
```

Full verbatim responses can be found in Appendix B

Q12. Do you have any suggestions of what could help us achieve our objectives? Perhaps you know of another organisation doing great work linked to our objectives that we could learn from, for example an organisation helping people access the services they need?

This question had 295 responses, the top 100 words* mentioned in the open comments included:

^{*(}mentioned more than 12 times and not including 'Powys')



```
businesses
                              money here
                local access open community
  WORK many every transport plan job leisure funding
                                     private time
             groups centres schools
                      well council pools most health
education
     help area great any
                                             increase PCC
                                benefit doing
                     cut want Brecon
         focus like live
                                                             residents
                                           only need
               put take day people always Welsh
     management
            social look young organisations more much
      provide councils different other other hings sector waste other keep objectives free improve find Stop better
                                    rural things sector
                                                   being see
                          areas communities just Wales
           communities Just Walls good encourage used working support above
```

Full verbatim responses can be found in Appendix C

Q13. Is there anything that could limit or prevent us in achieving our objectives? For example is there something you think we should be doing differently?

This question had 337 responses, the top 100 words* mentioned in the open comments included:

```
wasting money needs before decision good
                     transport many
              transport many health new decision good waste enough Stop job all just ways
                                                  'just <sup>ways</sup>
    Councillors Wales
                      Welsh decisions
                                           see
                   making real access staff county
         Government
       nts like rather way people working take calways encourage now
                                              working take crisis
residents like
                               keep because much think about
                       funding
      change
                                 services even
               public any
          schools communities closing Yes education
            open impact PCC large Lack need time lot
    Please
                        support achieve of service town objectives
                          areas
                                    sure
                                          area
```

Full verbatim responses can be found in Appendix D

Q14. To achieve our objectives, we will be working with lots of partners across public and private sector and local communities. Let us know of any groups/organisations you think we should be working with (for example local charities/businesses/ organisations)

^{*(}mentioned more than 18 times and not including 'Powys')

^{*(}mentioned more than 8 times and not including 'Powys')



This question had 216 responses, the top 100 words* mentioned in the open comments included:



^{*(}mentioned more than 8 times and not including 'Powys')

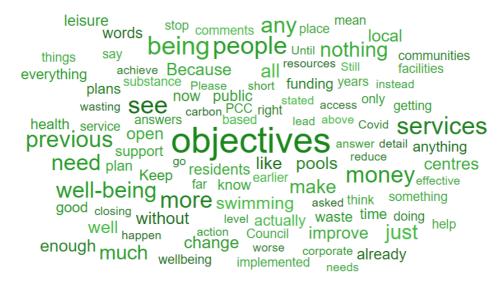
Full verbatim responses can be found in Appendix E

Q15. To what extent do you agree that these new objectives will improve well-being in Powys?

Strongly agree	43
Agree	117
Neutral	167
Disagree	64
Strongly disagree	54

Q16. If you have answered Disagree/Strongly disagree please explain more:

This question had 130 responses, the top 100 words* mentioned in the open comments included:





*(mentioned more than 4 times and not including 'Powys')

Full verbatim responses can be found in Appendix F

Part 3 - Closing questions

Q17. Do you have any other comments about our new objectives?

This question had 215 responses, the top 100 words* mentioned in the open comments included:

```
way important luck centres
               residents
                   money difficult
        go climate support again
                                         local
   achieved help support again I greener about other many before close right green
                                         long council
                                            want services
                     close right green
       needs new being living any Please Keep going
  education county improve say
                                     actually rural good
       challenge
     well some ODIECTIVES health each
need done live open public all much staff think one see change more words future hope PCC make
                                                         community
                    hope
 ambitious access actions focus now
                            PCC make
                                            time
                                   clear plan
    place already communities
supporting vague just less great achieve things
                             area
```

*(mentioned more than 5 times and not including 'Powys')

Full verbatim responses can be found in Appendix G

Q18. Would you like us to get in touch with you to discuss this survey in more detail?

Yes	95
No	346

Q19. If yes, please tell us your email address/phone number and we will be in touch:



This question had 93 responses; the contact details are not included in this report for data protection but have been shared with the lead officer working on the corporate plan.

Before you go...

A couple of questions about the Welsh language.

Q20. Can you...?

	Fluently	Well	Fairly well	A little	Not at all	Prefer not to say
Understand spoken Welsh	21	12	35	192	163	19
Speak Welsh	22	7	21	180	189	17
Read Welsh	20	6	33	159	200	19
Write Welsh	15	6	26	118	242	20

Q21. Do you have any concerns or evidence to suggest that the council is treating/using the Welsh language less favourably than English?

Yes	31
No	318
I don't know	86

Q22. If yes, please give details:

This question had 28 responses, including four comments asking if this survey was available in Welsh. The survey and all associated (internal and external) communications were produced and promoted bilingually. Other responses included:

- We don't give the Welsh language equal status. It's a sad fact we live in an area where English is the predominate language and whilst I would love to see the Welsh language thrive in the workplace, that's many years away.
- Local schools becoming purely Welsh language only is discriminant and does not reflect local demographic
- Not directly the council, but signs in doctors' surgeries and local hospitals should be improved.
- ATMs should be in both languages, the ones in supermarkets are not.
- There are not enough free ways to learn Welsh or communicated benefits of investing in it.
 Not enough role models, not enough of a sense of identity or sense of social responsibility or history / cultural roots to drive an interest in Welsh.
- There are not enough Welsh schools in the county.

Full verbatim responses can be found in Appendix H and will be shared with our Welsh Language Officer to review.

Q23. What changes could be made so as to have a more positive effect on the Welsh language?



This question had 226 responses, the top 100 words* mentioned in the open comments included:

```
Stop use
                                     county feel
               None accessible improve
                                         free being
             learning having through
                       live save make face lessons example
                                           offer fluent first
        most choose time translation taught
        Maybe just
                   st think enough local needs few trying good any easy adults want
        people
         take perhaps school anguage encourage council everyone one
              school
                                          everyone
                       because years
                                                 all classes
      staff future
                                      learn
education spoken languages more
                                      etc speak less
                areas adult bilingual speakers like better
         much some waste
                             schools basic here medi
                understand need
              courses help teaching about real work even
                                  rather non cost Keep
          promote
                     children
```

Padlet comments

To encourage wider engagement, online 'Padlet' boards were produced in English and Welsh and promoted internally and externally along with the survey.

The Padlet asked one question What does a "Stronger, Fairer, Greener" Powys mean to you?

There were 150 posts shared via the Padlet board, the top 100 words* mentioned in the open comments included:

```
own centre
    insulation local public better
                                         buildings
                                  especially
         buy opportunities income disabled Services
   green build now keep bins open reduce power way tax only jobs cut
      high create home transport
                time less rent afford affordable
               staff back town example land solar
     planning
       rural
                                       everyone
      farms care any More save
                                           living
   free put help houses working panels county
               recycling business areas buses COUNCIL
      climate ·
   wind give food
                            workers children
   schools making people
                                 stop pay Wales
need money homes communities old system school energy
            social without economy
```

*(mentioned more than 8 times and not including 'Stronger', 'Fairer', 'Greener' or 'Powys')

Full verbatim (read-only) responses can be found at: https://padlet.com/haveyoursaypowys/CIP

^{*(}mentioned more than 8 times and not including 'Welsh', 'English, 'Wales' and 'Powys')
Full verbatim responses can be found in Appendix I and will be shared with our Welsh Language
Officer to review.