

Quarter 3 - 2023/24

Corporate and Strategic Equality Plan Performance

Wednesday 28th February 2024



Aims of Session

A white magnifying glass icon with a green outline, positioned to the left of the first aim.

To further understand the Corporate and Strategic Equality Plan

A white magnifying glass icon with a green outline, positioned to the left of the second aim.

To develop the Scrutiny surrounding this Plan

A white magnifying glass icon with a green outline, positioned to the left of the third aim.

To undertake cross committee and cross organisational scrutiny

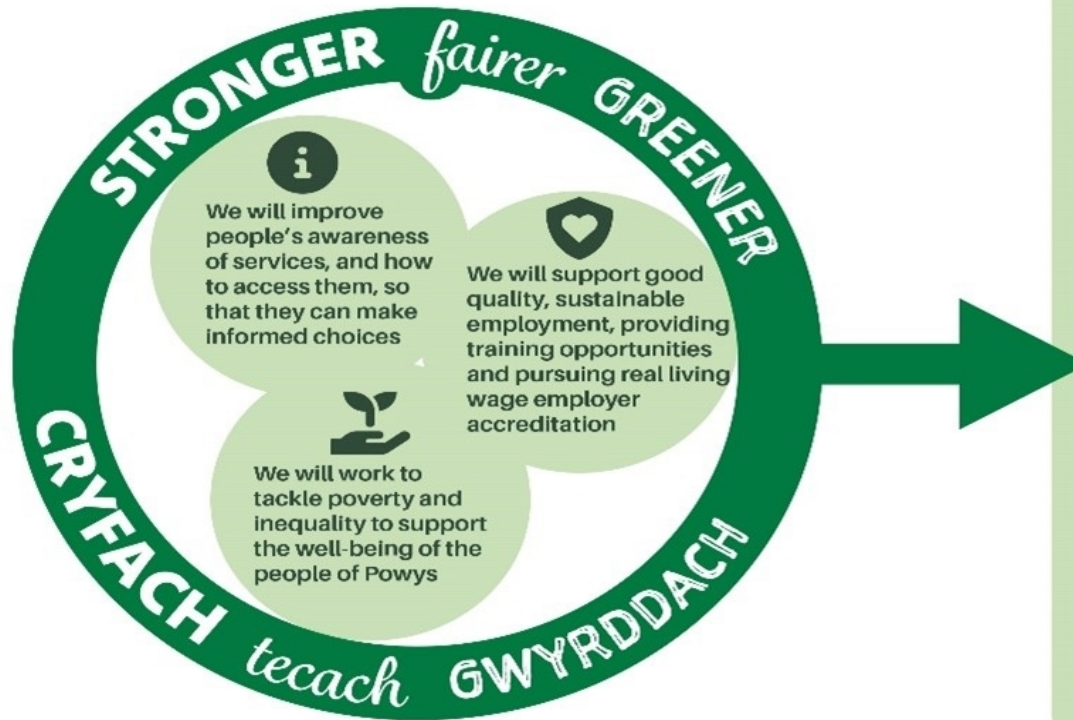


Stronger, Fairer, Greener

Corporate and Strategic Equality Plan



Stronger, Fairer, Greener



STRONGER

We will become a county that succeeds together, with communities and people that are well connected socially, and are personally and economically resilient

— fairer —

We will be an open, well-run, Council where peoples' voices are heard and help to shape our work and priorities, with fairer, more equal, access to services and opportunities. We will work to tackle poverty and inequality to support people's wellbeing

GREENER

We want to ensure a greener future for Powys, where our well-being is linked to that of the natural world, and our response to the climate and biodiversity emergencies is at the heart of everything we do



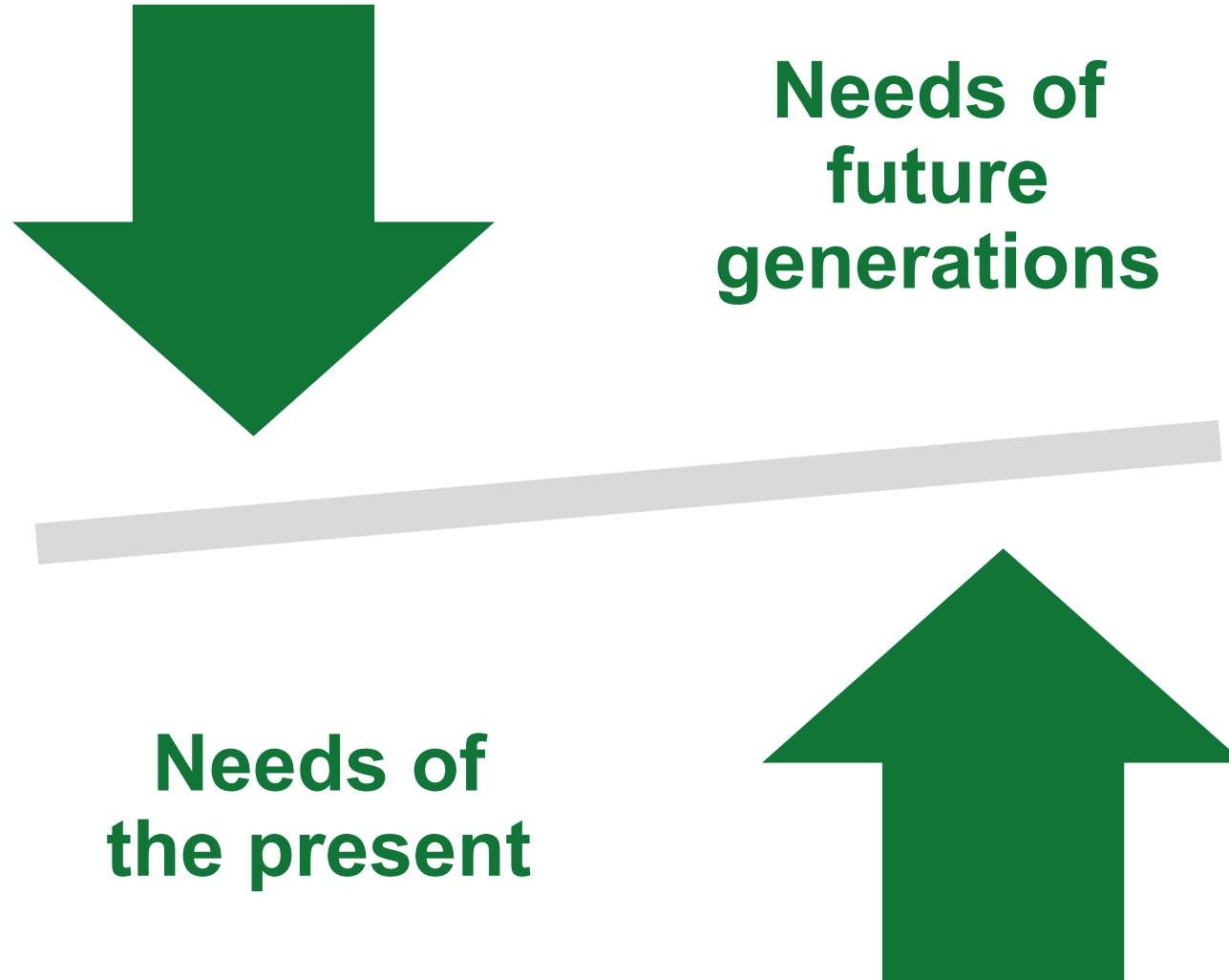
Cross cutting themes

Equalities

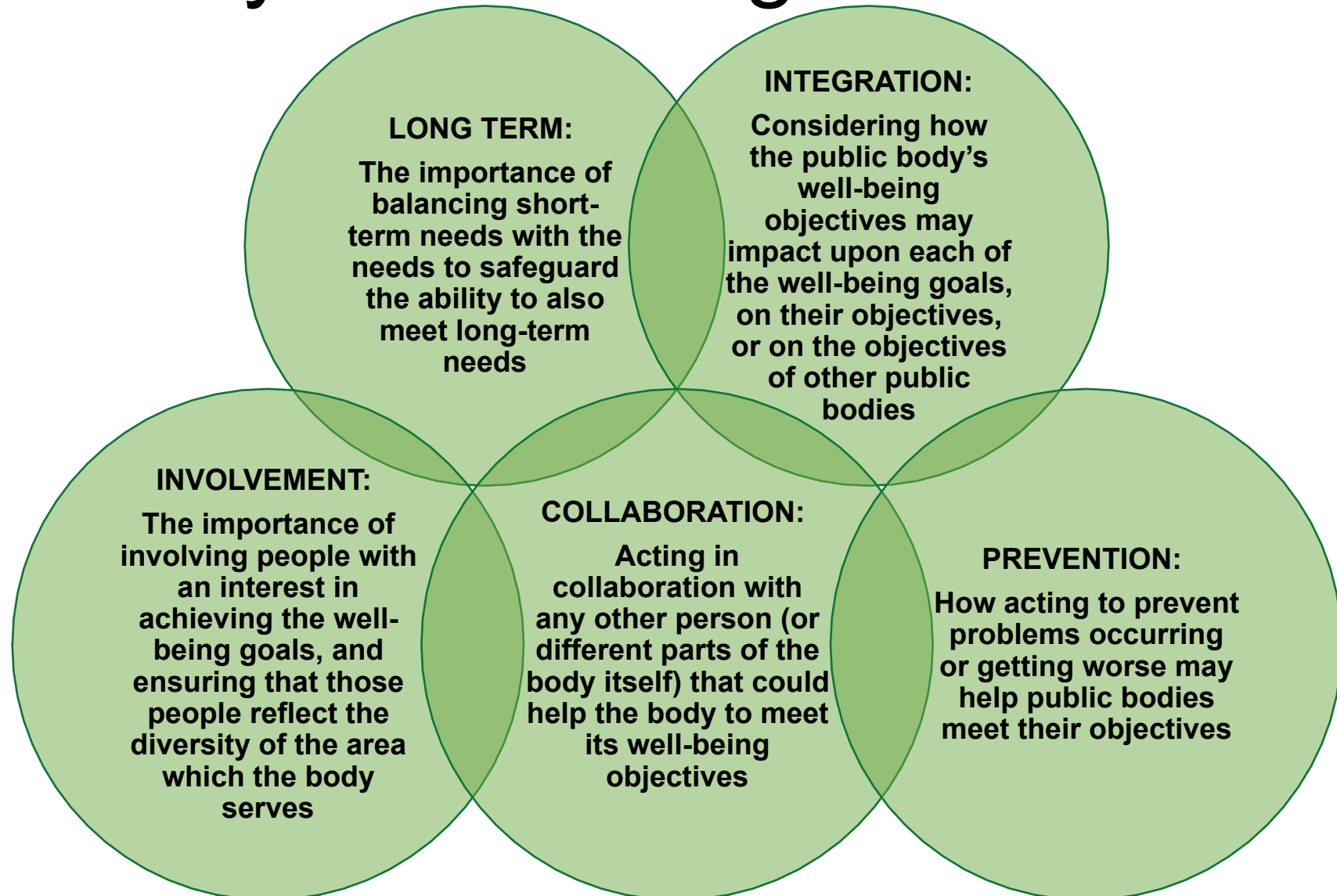
Climate and Nature



Sustainable Development Principle



The Five Ways of Working



Role of Scrutiny Committees



Role of Scrutiny

Review and
evaluation

Seeking
Assurance and
Clarification
around progress

Scrutinising the progress, processes, and impact of performance and performance management within the Council.

- Responsibility to challenge if we are doing what we said we would do, and whether we are doing it well.
- Reviewing, analysing, and evaluating the performance of the Council, including the Corporate and Strategic Equality Plan Scorecard, for quality, relevance, and usefulness.
- Identifying and voicing any queries or concerns that arise
- Working with Cabinet to seek assurance and develop performance
- Balancing the concerns of the people and communities of Powys with issues of strategic risk (linked to Strategic Risk Register) and importance.
- Ensuring the voice of the people of Powys is heard in the decision-making process.

Corporate and Strategic Equality Plan Scorecard



Navigating the Scorecard

Video link:

[Llywio Sgorfwrdd CCCS - Navigating CSEP Scorecard](#)



Features of the CSEP Scorecard

What it contains

- Overview of measures data at a glance – Results Based Accountability “How much?”, “How well?” and “What difference?”
- All services narrative update against the objective
- Service updates against specific CSEP actions
- Performance over time – trend information

What it doesn't contain

- Benchmarking
- Historic data
- Detailed financial information



Well-being Objectives Discussions



Overview: Objective 1 - We will improve people's awareness of services, and how to access them, so that they can make informed choices.

The number of contacts to the Council have continuously reduced quarter-on-quarter throughout the year.

The people of Powys are satisfied with the leisure facilities they use, more people are using them, and more people are participating in leisure activities.

Supporting the wellbeing of children, young people, and families remains a priority. The percentage of people who report achieving their family goal through Early Help has been brought on track in quarter 3, with the achievement of 92.5% exceeding the target of 90%.

Measures off track include:

Percentage of customers satisfied with their responses when contacting the Council (a high number is better) (cumulative - year to date)

Percentage accessing Intervention and Prevention that demonstrate positive progression (a high number is better).

Percentage (children) using Intervention and Prevention remain with families safely.



Objective 1 - We will improve people's awareness of services, and how to access them, so that they can make informed choices.

Are there any areas noted which would benefit from a Scrutiny deep dive?

PREVENTION

Are you able to understand from this information the voice of the people of Powys within the commentary?

INVOLVEMENT

Are there areas in other services narratives which will impact upon your Committee's remit or the Council's outcomes in the longer term?

LONG TERM

Does the narrative provided allow you to understand how we are progressing in meeting the objective?

What else do you think could be done and what could be done with others?

COLLABORATION

Does the narrative allow you to understand what is being done to support the cross-cutting themes (climate/equalities)?

INTEGRATION

Are there any trends in the performance information to be considered?

BENCHMARKING, FUTURES THINKING, TRENDS OVER TIME



Overview: Objective 2 - We will support good quality, sustainable, employment, providing training opportunities, and pursuing real living wage employer accreditation.

The Council's commitment to recruiting and supporting apprenticeships roles and training within the organisation continues, and there has been a significant achievement in the number of new apprentices within the Council.

The percentage of recruitment exercises leading to successful appointment on first advert has increased from 50% in both quarter 1 and quarter 2 to 58% in quarter 3.

Although the number of guaranteed interviews offered to (eligible) Armed Forces veterans is reporting a zero figure for both quarters 2 and 3, it is understood that there have been no applicants that have identified as veterans

No measures were allocated as "Off Track".

However, it should be highlighted that many of the contributing measures for this objective are either monitoring figures that have no target, or are annual measures, which are shown as 'No data'.



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Overview: Objective 3 - We will work to tackle poverty and inequality to support the well-being of the people of Powys.

The provision of genuinely affordable, secure, Council-owned homes is progressing. A further 8 new council homes have been completed for social rent, bringing the total for the year to date (01 April 2023 to 31 December 2023) to 18 new homes. .

There has been a further reduction in the number of households living in temporary accommodation, and in those that are homeless. There were 265 homeless households in quarter 3, which is a significant reduction on the quarter 1 figure of 408. .

During quarter 3, forty people were supported into employment through the Communities for Work+ programme providing financial stability, a sense of purpose, and contributing to personal growth and wellbeing. Of those 40, 12 were aged 16-24 years old and 28 were aged 25+.

The Council's Carbon Accounts Status was 85,842,350 kg of CO2 equivalents.

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Engagement Overview



Thirteen external engagement activities undertaken during Q3, including:

- Do you have a minute? (Ongoing engagement project)
- Budget Survey 2023
- Day Opportunities in Powys
- Powys People's Panel Survey
- Proposal to close Irfon Valley CP School



Diolch yn fawr –
Any Questions?

