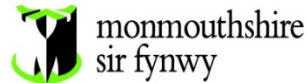


# Public Document Pack



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Y Rhadyr  
Brynbuga  
NP15 1GA

County Hall  
Rhadyr  
Usk  
NP15 1GA

Tuesday, 28 August 2018

Dear Councillor

## CABINET

You are requested to attend a **Cabinet** meeting to be held at **Steve Greenslade Room, County Hall, Usk** on **Wednesday, 5th September, 2018, at 2.00 pm.**

## AGENDA

1. Apologies for Absence
2. Declarations of Interest
3. To consider the following reports (Copies attached):
  - i. **30 HOUR FREE CHILDCARE OFFER** 1 - 38

Divisions/Wards Affected: All

Purpose: To provide details of the 30 Hour Free Childcare Offer and the arrangements for implementation.

Author: Sue Hall

Contact Details: [susanhall@monmouthshire.gov.uk](mailto:susanhall@monmouthshire.gov.uk)
  - ii. **WELSH GOVERNMENT TARGETED REGENERATION INVESTMENT PROGRAMME 2018-21** 39 - 154

Division/Wards Affected: All

Purpose: To consider the approval of the Cardiff Capital Region (CCR) Regeneration Plan (2018-2021) (Appendix A) which sets out the objectives of the CCR, and outlines the target areas and scope of activities possible under the Welsh Government Targeted Regeneration Investment programme (TRI), giving particular regard to Monmouthshire's South East Severnside proposals contained within.

Author: Cath Fallon, Head of Enterprise and Community Development

Contact Details: [cathfallon@monmouthshire.gov.uk](mailto:cathfallon@monmouthshire.gov.uk)
  - iii. **DELIVERING EXCELLENCE IN CHILDREN'S SERVICES: FAMILY SUPPORT WITHIN 'STATUTORY' CHILDREN'S** 155 - 184

## **SERVICES/CONTACT**

Division/Wards Affected: All

Purpose: To set out a model for delivery of a Contact Service that enables Looked After Children (LAC) to access their right to spend time with their parents and other family members in a safe and appropriate environment.

To present the evidence base and business cases to support the proposals.

Author: Charlotte Drury

Contact Details: charlottedrury@monmouthshire.gov.uk

iv. **REPONSES TO THE EXERCISE FOR THE ALN REVIEW AND NEXT STEPS.** 185 - 302

Division/Wards Affected: All

Purpose: This report seeks to provide Cabinet with an update on the statutory consultation exercise undertaken in relation to the proposed new delivery model of services for pupils with Additional Learning Needs and Inclusion services across Monmouthshire.

This report also seeks permission from Cabinet to progress to the next steps in the review as set out in the recommendations.

Details behind the recommendations are shown in the main body of the report.

Author: Will McLean

Contact Details: willmclean@monmouthshire.gov.uk

v. **YOUTH ENTERPRISE – EUROPEAN SOCIAL FUND (ESF) PROGRAMMES – INSPIRE2ACHIEVE (I2A) AND INSPIRE2WORK (I2W) EXTENSION** 303 - 326

Division/Wards Affected: All

Purpose: Further to Cabinet approval for the implementation of the Inspire2Achieve and Inspire2Work programme in March 2016, and July 2017 Youth Enterprise requests approval for additional match funding from Authority Invest to Redesign reserves for 2018-19 and Base Budget Consideration from 2019-20 to 2022-23. This funding will enable the extension the existing I2A programme to December 2021 which provides education and well-being support with the aim of reducing the risk of becoming NEET (Not Engaged in Education, Employment or Training) and the existing I2W programme to December 2022 which provides post 16 support, intervention and employment opportunities utilising European Social Fund (ESF) monies.

Author: Hannah Jones, MCC Youth Enterprise Manager

Contact Details: [hannahjones@monmouthshire.gov.uk](mailto:hannahjones@monmouthshire.gov.uk)

- vi. **MANAGING OBSTRUCTIONS IN THE HIGHWAY - REVIEW OF THE POLICY** 327 - 330

Division/Wards Affected: All

Purpose: A policy to manage 'obstructions in the highway' (including A boards, displays, tables, chairs etc.) was approved by Cabinet in January 2018.

Following representation from businesses the introduction of the policy was suspended to further consultation (in particular public meetings in Monmouth and Abergavenny) and subsequently to allow the Strong Communities Select Committee the opportunity to receive the representations, review the policy and make any recommendations considered appropriate to Cabinet.

On the 30<sup>th</sup> July the Strong Communities Select Committee convened to consider if the policy should be revised. The Committee decided to recommend changes to the policy and these changes are reflected in the recommendations to Cabinet listed below.

Author: Roger Hoggins, Head of Operations  
Steve Lane, Group Engineer, County Highways Operations

Contact Details: [rogerhoggins@monmouthshire.gov.uk](mailto:rogerhoggins@monmouthshire.gov.uk);  
[stevelane@monmouthshire.gov.uk](mailto:stevelane@monmouthshire.gov.uk)

- vii. **GREEN INFRASTRUCTURE PROPOSALS FOR CALDICOT** 331 - 344

Division/Wards Affected: All Caldicot Wards

Purpose: To seek member approval to utilise Section 106 off-site balances from the Asda (Caldicot) development and to include this funding plus additional grant funding in the capital budget for 2018/19.

Author: Colette Bosley, Principle Officer - Landscape

Contact Details: [colettebosley@monmouthshire.gov.uk](mailto:colettebosley@monmouthshire.gov.uk)

- viii. **CITY DEAL** 345 - 352

Division/Wards Affected: All

Purpose: The purpose of this report is to seek approval for Monmouthshire County Council to host the employment of a temporary funded post as part of the City Deal partnership.

Author: Paul Matthews, Chief Executive

Contact Details: [paulmatthews@monmouthshire.gov.uk](mailto:paulmatthews@monmouthshire.gov.uk)

- ix. **WELSH CHURCH FUND WORKING GROUP** 353 -

Division/Wards Affected: All

364

Purpose: The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications for the Welsh Church Fund Working Group meeting 3 of the 2018/19 financial year held on the 26<sup>th</sup> July 2018.

Author: David Jarrett – Senior Accountant – Central Finance Business Support

Contact Details: [davejarrett@monmouthshire.gov.uk](mailto:davejarrett@monmouthshire.gov.uk)

Yours sincerely,

**Paul Matthews**  
**Chief Executive**

### CABINET PORTFOLIOS

County Councillor	Area of Responsibility	Partnership and External Working	Ward
P.A. Fox (Leader)	<b>Whole Authority Strategy &amp; Direction</b> CCR Joint Cabinet & Regional Development; Organisation overview; Regional working; Government relations; Public Service Board; WLGA	WLGA Council WLGA Coordinating Board Public Service Board	Portskewett
R.J.W. Greenland (Deputy Leader)	<b>Enterprise</b> Land use planning; Economic development; Tourism; Development control; Building control; Housing & homeless; Leisure; Youth; Adult education; Outdoor education; Community Hubs; Cultural services	WLGA Council Capital Region Tourism	Devauden
P. Jordan	<b>Governance</b> Council & Executive decision support; Scrutiny; Regulatory Committee standards; Community governance; Member support; Elections; Democracy promotion & engagement; Law; Ethics & standards; Whole Authority performance; Whole Authority service planning & evaluation; Regulatory body liaison		Cantref
R. John	<b>Children &amp; Young People</b> School standards; School improvement; School governance; EAS overview; Early years; Additional Learning Needs; Inclusion; Extended curriculum; Admissions; Catchment areas; Post 16 offer; Coleg Gwent liaison.	Joint Education Group (EAS) WJEC	Mitchel Troy
P. Jones	<b>Social Care, Safeguarding &amp; Health</b> Children; Adult; Fostering & adoption; Youth offending service; Supporting people; Whole Authority safeguarding (children & adults); Disabilities; Mental Health; Health liaison.		Raglan
P. Murphy	<b>Resources</b> Finance; Information technology (SRS); Human Resources; Training; Health & Safety; Emergency planning; Procurement; Audit; land & buildings (inc. Estate, Cemeteries, Allotments, Farms); Property maintenance; Digital office; Commercial office	Prosiect Gwrydd Wales Purchasing Consortium	Caerwent

S.B. Jones	<b>County Operations</b> Highways maintenance, Transport, Traffic & Network Management, Fleet management; Waste including recycling, Public conveniences; Car parks; Parks & open spaces; Cleansing; Countryside; Landscapes & biodiversity; Flood Risk.	SEWTA Prosiect Gwyrdd	Goytre Fawr
S. Jones	<b>Social Justice &amp; Community Development</b> Community engagement; Deprivation & Isolation; Community safety; Social cohesion; Poverty; Equalities; Diversity; Welsh language; Public relations; Trading standards; Environmental health; Licensing; Communications		Llanover

# Aims and Values of Monmouthshire County Council

## Our purpose

Building Sustainable and Resilient Communities

### Objectives we are working towards

- Giving people the best possible start in life
- A thriving and connected county
- Maximise the Potential of the natural and built environment
- Lifelong well-being
- A future focused council

## Our Values

**Openness.** We are open and honest. People have the chance to get involved in decisions that affect them, tell us what matters and do things for themselves/their communities. If we cannot do something to help, we'll say so; if it will take a while to get the answer we'll explain why; if we can't answer immediately we'll try to connect you to the people who can help – building trust and engagement is a key foundation.

**Fairness.** We provide fair chances, to help people and communities thrive. If something does not seem fair, we will listen and help explain why. We will always try to treat everyone fairly and consistently. We cannot always make everyone happy, but will commit to listening and explaining why we did what we did.

**Flexibility.** We will continue to change and be flexible to enable delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

**Teamwork.** We will work with you and our partners to support and inspire everyone to get involved so we can achieve great things together. We don't see ourselves as the 'fixers' or problem-solvers, but we will make the best of the ideas, assets and resources available to make sure we do the things that most positively impact our people and places.

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**SUBJECT: 30 HOUR FREE CHILDCARE OFFER**

**MEETING: CYP SELECT COMMITTEE**

**DATE: 5<sup>TH</sup> SEPTEMBER 2018**

**DIVISION/WARDS AFFECTED: ALL**

**1. PURPOSE:**

To provide details of the 30 Hour Free Childcare Offer and the arrangements for implementation.

**2. RECOMMENDATIONS:**

- 2.1 To work in partnership with Newport City Council to deliver the 30 Hour Free Childcare Offer from January 2019.
- 2.2 To rollout the Childcare Offer in all areas of Monmouthshire simultaneously.
- 2.3 To agree the suggested changes to the staffing structure within the Early Years team in relation to the Childcare Offer.

**3. KEY ISSUES:**

- 3.1 The Welsh Government have committed to full implementation of the Childcare Offer by September 2020.
- 3.2 From September 2018 the Childcare Offer will be available in 14 local authorities; these are Anglesey, Gwynedd, Blaenau Gwent, Caerphilly, Flintshire, Rhondda Cynon Taff, Swansea, Cardiff, Ceredigion, Conwy, Neath Port Talbot, Newport, Torfaen and Wrexham.
- 3.3 The Childcare Offer is 30 hours a week of free early education and childcare for eligible working parents of 3 and 4 year olds, for up to 48 weeks of the year. The 30 hours will consist of a combination of the existing Foundation Phase Nursery (FPN) provision open to all 3 and 4 year olds and the additional funded childcare for eligible families.
- 3.4 Parents will become eligible for the Childcare Offer from the term following their child's 3<sup>rd</sup> birthday until they commence full time education. In order to be eligible, either parents or the sole parent in a lone parent family, must earn at least equivalent to 16 hours a week at National Minimum Wage or National Living Wage, and no more than £100,000 per parent.

- 3.5 The childcare can be accessed in any setting that is registered with CIW (or Ofsted if the setting is in England). During term time, 10 hours are allocated for early education and this must be taken up at either an LA maintained nursery or an approved non-maintained provider of early education.
- 3.6 There are currently 12 LA maintained nurseries and 28 approved non-maintained providers of early education in Monmouthshire. Take up of places is at its highest in the summer term and it is usually between 76% and 80%, so there are currently surplus places in all areas of the county.
- 3.7 The Childcare Sufficiency Assessment 2017-22 and the annual progress report (see appendix 5) suggested that there were sufficient childcare places to meet the current demand and highlighted any gaps in provision. Out of School Childcare Grant funding has been allocated to develop additional childcare provision in order to address these gaps.

#### **4. OPTIONS APPRAISAL**

- 4.1 The option is not to consider whether or not the 30 hour free Childcare Offer will be available in Monmouthshire, as Welsh Government have already committed to offering this throughout Wales by September 2020.

The options are:

1. To become an Engagement Authority for the Childcare Offer and work closely with Newport City Council as the Delivery Authority to roll out the Childcare Offer throughout Monmouthshire from January 2019.
  2. To refuse to work in partnership with Newport City Council and go back to Welsh Government to request alternative arrangements.
  3. To delay implementation and wait for full roll out of the Childcare Offer in September 2020.
- 4.2 Most childcare providers are keen to move forward in relation to the Childcare Offer as the general consensus is that it will have a positive impact on their setting, particularly in relation to take up of places and sustainability.
  - 4.3 We have already had numerous enquiries from parents, particularly since April 2018, as the Childcare Offer will be available in all our neighbouring authorities, including England, from September 2018.
  - 4.4 If we choose to roll out the Childcare Offer gradually, this is not going to be popular with parents living in areas where it is not available. This will also increase the administrative burden in relation to checking post codes and explaining to parents why it is not yet available in their area.

- 4.5 There are approximately 900 children in each year group and not all of these would have working parents that are eligible for the Childcare Offer. Based on these relatively low numbers, it would not be helpful to roll out only in some areas of Monmouthshire as there wouldn't be sufficient take up of places to meet the Welsh Government's targets and to carry out meaningful evaluation.
- 4.6 If we wait until full roll out in September 2020, there is likely to be a reduction in the administration funding.
- 4.7 Taking all of this into consideration, option 1- to work in partnership with Newport City Council to deliver the Childcare Offer throughout Monmouthshire from January 2019, seems to be the preferable option.

## **5. EVALUATION CRITERIA**

See appendix 1.

## **6. REASONS:**

- 6.1 The Welsh Government is keen for as many Local Authorities as possible to come on board over the next 12 months, prior to full rollout in September 2020.
- 6.2 Parents are eager for the Childcare Offer to be made available in Monmouthshire as the cost of childcare has been identified as a barrier for working parents.
- 6.3 Childcare providers are fully informed and most would welcome early implementation of the Childcare Offer as it is likely to improve take up of places.
- 6.4 The Childcare Sufficiency Assessment suggests that we have sufficient places to meet the increased demand for places.
- 6.5 Overall, it is felt that the Childcare Offer will have a positive impact on both parents and childcare providers. In addition, it is hoped that the wealth that this generates will have a positive impact on the economy as a whole.
- 6.6 There are no obvious negative impacts to mitigate against.
- 6.7 Although there are resource implications, the Childcare Offer will be fully funded by the Welsh Government.

## **7. RESOURCE IMPLICATIONS:**

The Childcare Offer will be funded at a rate of £4.50 per hour, in the first instance; there will also be additional funding to provide support for children with additional needs to enable them to access the childcare provision. This funding will be administered by Newport City Council as the Delivery Authority and reclaimed from Welsh Government; therefore there will not be any resource implications for Monmouthshire County Council.

In order to implement and deliver the Childcare Offer in Monmouthshire there will need to be an increase in staffing within the Early Years team. It is suggested that a role is created for a part time Childcare Engagement Officer. The purpose of this role will be to engage with childcare providers and parents, to advertise the Childcare Offer and to develop childcare provision to ensure there is sufficient provision to meet the demand. This role will combine elements of the Family Information Officer's and the Childcare Development Officer's roles, both of whom are currently only appointed on a part time basis.

The current structure is:

Post	Scale	Hours	Salary	On Costs	Total Cost
Early Years Manager	SCP 41	37	37,107	12,282	49,389
Childcare Development Officer	SCP 27	18.5	11,522	3,572	15,094
Family Information Officer	SCP 29	14.8	10,588	2,647	13,235
Early Years Officer	SCP 21	18.5	10,271	2,568	12,839
TOTAL			69,488	21,069	<b>90,557</b>

The proposed structure would be:

Post	Scale	Hours	Salary	On Costs	Total Cost
Early Years Manager	SCP 40	37	37,107	12,282	49,389
Childcare Engagement Officer	SCP 25	37	23,111	7,164	30,275
Childcare Development Officer	SCP 27	18.5	11,522	3,572	15,094
Family Information Officer	SCP 29	14.8	10,588	2,647	13,235
Early Years Officer	SCP 21	18.5	10,271	2,568	12,839
TOTAL			92,599	28,233	<b>120,832</b>

This is a possible increase of approximately £30,275 per annum.

Welsh Government have confirmed that they will be providing the Local Authority with a grant of £30,000 per annum to cover the cost of engagement but it is not yet clear for how many years this grant will be available.

## 8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):

See appendix 2.

## 9. CONSULTEES:

The following have been consulted with in relation to implementation of the Childcare Offer:

- Approved Non-Maintained Providers of Early Education
- Early Years Development and Childcare Partnership (EYDCP)
- Education Achievement Service (EAS)
- CYP DMT
- Newport City Council
- Welsh Government

**10. BACKGROUND PAPERS:**

Childcare Offer Summary (appendix 3)

Childcare Engagement Officer (appendix 4)

Childcare Sufficiency Assessment Progress Report March 2018 (appendix 5)

**11. AUTHOR:**

Sue Hall

**12. CONTACT DETAILS:**

Tel: 01633 644461

E-mail: [susanhall@monmouthshire.gov.uk](mailto:susanhall@monmouthshire.gov.uk)

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<b>Title of Report:</b>	<b>30 Hour Free Childcare Offer</b>
<b>Date decision was made:</b>	<b>5<sup>th</sup> September 2018</b>
<b>Report Author:</b>	<b>Sue Hall</b>

**What will happen as a result of this decision being approved by Cabinet or Council?**

A legal agreement will be drawn up between Newport City Council and Monmouthshire County Council relating to the delivery of the Childcare Offer.

A Childcare Engagement Officer will be appointed.

Engagement events will be held and childcare providers will be encouraged to sign up to the offer.

Posters and information leaflets will be designed and distributed to advertise the Childcare Offer.

Free childcare will be available for eligible parents of children aged 3-4 years from January 2019. Application process will be open from November 2018.

**What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?**

Take up of the Childcare Offer will be monitored monthly and reported to Welsh Government.

Impact on the take up of Foundation Phase Nursery places will also be monitored and reported to Welsh Government and the Early Years Development & Childcare Partnership (EYDCP).

**What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?**

The Childcare Offer will be fully funded by Welsh Government, including the administration costs, so there will be no cost implications for the Local Authority.

Any other comments

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monmouthshire  
sir fynwy

## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Sue Hall</p> <p><b>Phone no:</b> 01633 644461 <b>E-mail:</b> <a href="mailto:susanhall@monmouthshire.gov.uk">susanhall@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To work in partnership with Newport City Council to deliver the 30 hour free Childcare Offer throughout Monmouthshire from January 2019.</p>
<p><b>Name of Service</b> CYP Standards – Early Years</p>	<p><b>Date Future Generations Evaluation</b> 1<sup>st</sup> August 2018</p>

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**NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc**



1. **Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Offering free childcare for working parents will enable and encourage people to return to work sooner after having children. Families will be more</p>	<p>Implementing the Childcare Offer early will allow more families to benefit from this, hence extending the positive impact still further.</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<p>financially secure if they don't have to pay for childcare so this will generate wealth.</p> <p>In addition, childcare providers will be more in demand, so this should enable them to be sustainable and will secure jobs for the childcare workforce.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	No impact	No impact
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	No impact	No impact
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	No impact	No impact
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	No impact	No impact
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	No impact	No impact
<p><b>A more equal Wales</b></p>	Childcare will no longer be a barrier to working parents, particularly for those with a relatively low	

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
People can fulfil their potential no matter what their background or circumstances	income, as eligibility is based on the national minimum wage or national living wage.	

**2. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Childcare Sufficiency Assessment illustrated that we have sufficient childcare to meet the current demand but also considered any likely gaps in the future once the Childcare Offer is implemented.</p>	<p>Any new school builds or adaptations to school buildings should consider the need for wrap around childcare.</p> <p>Budget proposals for the Out of School Childcare Grant 2018-19 will include development of additional childcare places to meet future demand, particularly in relation to holiday provision.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The Early Years Manager worked with the Welsh Government one day a week for 10 months until March 2018 as a Foundation Phase Nursery Adviser. The focus of this work was to look at the possible impact that the Childcare Offer will have on the Foundation Phase Nursery Provision and highlighting examples of good practice.</p> <p>Collaboration has also taken place with counterparts in SEWC, particularly Blaenau Gwent and Caerphilly who have already implemented the Childcare Offer in parts of their county, to learn from their experience. The Childcare Offer will be delivered in partnership with Newport City Council, as they will deliver the offer on our behalf.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="136 480 297 507">Involvement</p> <p data-bbox="349 256 517 443">Involving those with an interest and seeking their views</p>	<p data-bbox="544 256 1328 483">Childcare providers have been consulted with regularly in relation to the Childcare Offer and their views and concerns have been fed back to Welsh Government. On the whole, they are keen to see the Childcare Offer implemented in Monmouthshire as soon as possible as they feel it will have a positive impact on their settings.</p>	<p data-bbox="1350 256 2101 387">As soon as the decision has been taken to implement the Childcare Offer, an engagement event will be held with childcare providers to ensure they are kept informed and to encourage them to sign up to the offer.</p>
 <p data-bbox="136 764 297 791">Prevention</p> <p data-bbox="349 525 506 823">Putting resources into preventing problems occurring or getting worse</p>		
 <p data-bbox="136 1102 297 1129">Integration</p> <p data-bbox="349 863 517 1126">Considering impact on all wellbeing goals together and on other bodies</p>		

3. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link:<http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or [alanburkitt@monmouthshire.gov.uk](mailto:alanburkitt@monmouthshire.gov.uk)

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>
Disability	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>
Gender reassignment	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>
Marriage or civil partnership	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>
Pregnancy or maternity	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>
Race	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>
Religion or Belief	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>
Sex	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>
Sexual Orientation	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>
Welsh Language	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>

4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?

Safeguarding	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>
Corporate Parenting	<i>No impact</i>	<i>No impact</i>	<i>No impact</i>

**5. What evidence and data has informed the development of your proposal?**

- Welsh Government mandates
- Childcare Sufficiency Assessment 2017-22 and Progress Report March 2018
- Termly monitoring of places

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The positive impact is that parents will be able to return to work sooner or increase the number of hours they work as childcare will no longer be a barrier. There are no real negative impacts, hence the decision to implement the Childcare Offer as soon as possible.

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible	Progress
Cabinet decision	5 <sup>th</sup> September 2018	Sue Hall	

**8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.**

The impacts of this proposal will be evaluated on:	March 2019 reported to CYP DMT, EYDCP & Welsh Government
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**9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1.0	CYP Select Committee	20 <sup>th</sup> March 2018	
2.0	Cabinet	5th September 2018	Amendments were made to the date of implementation as Welsh Government decided to delay it until January 2019. In addition, WG decided that Newport City Council would deliver the Childcare Offer on behalf of Monmouthshire County Council, so there has been a need for further collaboration.

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# Childcare Offer Early Implementers

## Quick Summary

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**To date the following decisions have been made on the offer:**

### **Summary of the offer**

30 hours a week of free early education and childcare for eligible working parents of 3 and 4 year olds, for up to 48 weeks of the year. The 30 hours will consist of a combination of the existing Foundation Phase Nursery (FPN) provision open to all 3 and 4 year olds and the additional funded childcare for eligible families.

### **How many hours of childcare?**

The offer is a maximum of 30 hours of combined education and childcare. The number of hours of childcare funded is calculated by using the current FPN provision within your local authority as a basis, so that no combined total exceeds 30 hours.

Parents are not required to access their early education entitlement as a prerequisite to them accessing the childcare element of the offer, however, their entitlement will include these hours whether they access them or not.

### **Who will deliver the Offer?**

All registered childcare settings are able to deliver the offer. The offer cannot be taken in any setting or with any person that is not registered with CSSIW (or Ofsted in England). Eligible parents will be allowed to take up their childcare in any registered childcare setting that suits their personal and family circumstance, whether inside or outside of county (including England), so long as the setting is a registered provider and has agreed to take part in the offer.

### **When can families access the Offer?**

The offer will begin from the term after a child's third birthday until they are offered a full time education place – aligning with the FPN provision.

Parents can take up the childcare offer at any point during this time period, so long as they are eligible to do so. Parents should be able to access the offer from whichever point they wish during that term, providing their child was eligible from the beginning of that term, or earlier. This includes parents who move into a pilot area or gain employment.

Children will no longer be eligible to take-up the childcare offer from the point at which they are offered a full time education place by their local authority.

### **Who can access the offer?**

**To access the childcare element of the offer parents and guardians must:**

- Live in a designated pilot area
- Be employed or self-employed and permanently reside in Wales. **Both parents must be** working in a two parent family, or the sole parent in a lone parent family;

- Earn a weekly minimum equivalent of 16 hours at the national minimum wage (NMW) or national living wage (NLW) (around £111 and £115 a week at the current 21-24 NMW and NLW rate respectively).

For the purpose of the pilots, parents will need to prove they are working a minimum of 16 hours a week, through their earnings. There will be no maximum earnings threshold for the pilots.

Where parents have separated but do not share equal custody of the child, the parent with primary custody will be eligible to take up the offer (if they meet the eligibility criteria). Where parents share equal custody **one** parent will need to be nominated as the lead parent for the offer.

Parents, guardians, step-parents and live-in partners will all need to meet the eligibility criteria in order for a child living within that household to be able to take up the Offer.

### **Temporary Exemption Period**

Should a parent fall out of eligibility, a temporary exemption period of 8 weeks will be granted during which they will be able to continue to access the offer.

### **Exceptions to Eligibility**

There are some circumstances in which parents will be able to access the offer when they don't meet the eligibility criteria, these are:

- where one or both parents are temporarily away from the workplace on statutory sick pay or are in receipt of statutory maternity/paternity pay;
- where one parent is employed and one parent is disabled or incapacitated based on receipt of specific benefits or has substantial caring responsibilities based on specific benefits received for caring;
- newly self-employed parents;
- Kinship carers, family and friends carers who have taken responsibility for a child or step child who is not their own because:
  - the child has no parents or has parents who are unable to care for the child;
  - it is likely that the child would otherwise be looked after by a local authority because of concerns in relation to the child's welfare.

### **Is there a limit to the number of settings the offer can be accessed in, in any given day?**

The offer will allow children to access a maximum of two registered childcare setting in addition to their FPN setting in any given day.

During the holiday period a child may therefore access a maximum of two registered settings under the offer.

## **Are there limits to the days, the times of day and the amount of hours the offer can be accessed?**

For this year of the pilots, parent can access the childcare element of the offer on at any point they wish. However it is be the responsibility of the parent to find childcare providers who can accommodate their requirements.

## **Can parents accrue their hours?**

No, an accruals/banking system will not be put in place from September 2017 across all EILAs. Parents will be provided with a total of 30 hours a week of combined FPN provision and childcare with parents choosing how much of the 30 hours to take up. Any hours not used in a week will be lost.

## **What is the rate of pay for providers under the offer?**

All providers will receive a rate of £4.50 per hour for children receiving the offer. This rate excludes food. Provider can therefore charge additional fees to parents for food. However, this cannot exceed more than £7.50 per day. Providers can also charge for activities and transport, such as trips off site that incur an additional cost or pick up's/drop off's.

Providers cannot charge hourly top-up rates if they would normally charge more than £4.50 per hour.

The Welsh Government guidelines in respect of setting additional fees under the offer for a full day care session (approximately 10 hours) are that parents should not be charged more than £7.50 per day (this would include three meals at £2 per meal and 2 snacks at a charge of 75p per snack). For a half day session (approximately 5.5 hours) parents should not be charged more than £. (two meals at £2 per meal plus a snack at a charge of 75p per snack). For sessional care where a meal is not provided but children receive a snack, guidelines are that parents should not be charged more than 75p per day for snack provision.

## **How will the offer work outside of term time?**

The childcare offer will cover up to 48 weeks per year. Foundation Phase Nursery Provision is available for up to 39 weeks per year, therefore eligible parents will be able to access 30 hours of childcare for the remaining 9 weeks of the year.

Eligible parents can access their 9 weeks of holiday provision whenever they chose. However it is the parent's responsibility to find a provider that offers the provision that best suits their needs. For the purpose of the pilots parents will need to access their provision in week long blocks. Hours of childcare cannot be accrued across weeks.

## ROLE PROFILE

**ROLE TITLE:** CHILDCARE ENGAGEMENT OFFICER

TEMPORARY until 31<sup>st</sup> March 2020

**POST ID:**

**GRADE:** BAND F SCP 25 – SCP 29

**HOURS:** 37 Per Week

**LOCATION:** Innovation House, Magor which may change in the future if the service location needs to relocate. Relocation or disturbance expenses will not be paid if this happens.

**RESPONSIBLE TO:** Early Years Manager

**WELSH LANGUAGE ASSESSMENT:** Welsh language skills are desirable.

**Early Years Team.....Who are we?**

### **SAFEGUARDING:**

Safeguarding and Child and Adult Protection are key priorities for the Council. We aim to support children and adults at risk to be as safe as they can and to fulfil their potential. All Council employees and volunteers are responsible for playing their part in the well-being, safety and protection of children and adults at risk. All employees and volunteers will be trained to the appropriate level of safeguarding and have a duty to fulfil their personal responsibilities for safeguarding.

### **Our Purpose:-**

The Early Years team are responsible for ensuring Monmouthshire meet their statutory duties to:

- Provide free part-time Early Education places for children aged 3-4 years.
- Undertake Childcare Sufficiency Assessments.
- Secure sufficient childcare for working parents
- Provide information, advice and assistance for families.

### **The Purpose of this Role:-**

The purpose of this role is to engage with childcare providers and parents to promote the Childcare Offer and to develop additional childcare provision where required.

### **Expectation and Outcomes of this Role:-**

You will ensure that parents are aware of the Childcare Offer and support them through the application process.

You will engage with childcare providers to encourage them to sign up to the Childcare Offer and develop additional childcare provision where needed.

Your outcomes will link directly with the Service Improvement Plan and you will provide the Early Years Manager with relevant data to measure progress.

**Your responsibilities are to:-**

- Attend meetings and events to promote the Childcare Offer and the Family Information Service;
- Liaise with childcare providers to encourage them to sign up to the Childcare Offer and to keep them informed;
- Deliver childminder briefing sessions and develop additional childcare provision, if required;
- Provide support with the organisation and delivery of training for childcare providers;
- Ensure that accurate information is maintained on the Family Information Service website;
- Work with partner organisations and agencies to support childcare providers;
- Undertake training as and when required in order to keep pace with future developments;
- Play your part in the well-being, safety and protection of children and adults at risk. You will have a responsibility to participate in training to the appropriate level of safeguarding and have a duty to fulfil your personal responsibilities for safeguarding.
- Actively participate in the wider team environment;
- Actively support the Council's Customer Care Standards and Equal Opportunities Policy.

**Here's what we can provide you with:-**

- The opportunity for career development
- Working alongside a supportive, motivated team
- Flexible work environment and agile working

**What else you need to know.....Monmouthshire Values are:**

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

And this role, will work with Monmouthshire to achieve these.

**In addition:**

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.

## Person Specification

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-

Requirement	Essential or Desirable	How Tested or Used at Shortlisting
<b>Education/Qualifications/Knowledge</b>		
1.1 Qualified to A level standard with GCSE or equivalent in Maths and English (grade C or above)	Essential	Application Form
1.2 Knowledge of: <ul style="list-style-type: none"> <li>• Childcare Offer for 3 &amp; 4 year olds</li> <li>• National Minimum Standards and associated Regulations for Childcare Providers</li> <li>• Care Inspectorate for Wales (CIW)</li> <li>• Childcare Act 2006</li> <li>• Foundation Phase</li> <li>• Estyn</li> </ul>	Desirable	Application Form / Interview
<b>Experience</b>		
2.1 Experience of liaising effectively with a range of individuals and other partners	Essential	Application Form / Interview
2.2 Experience of communicating through social media	Essential	Application Form / Interview
2.3 Experience of working in a childcare or education setting	Desirable	Application Form / Interview
<b>Aptitudes and Skills</b>		
3.1 Excellent oral and written communication skills	Essential	Application Form / Interview
3.2 Good organisational skills	Essential	Application Form / Interview
3.2 Computer literate and competent with a range of software packages	Essential	Application Form / Interview
3.3 Basic level of conversational Welsh	Desirable	Application Form / Interview
<b>Personal Attributes</b>		
4.1 Well organised and able to prioritise workload, attend to detail and meet deadlines	Essential	Application Form / Interview
4.2 The ability to work both independently and as part of a team towards agreed targets	Essential	Application Form / Interview

4.3 Commitment to own professional development	Desirable	Application Form
<b>Circumstances</b>		
5.1 A full UK driving licence and the ability to travel throughout Monmouthshire and elsewhere as required	Essential	Application Form

**Should you require any further information regarding this post, please contact:  
Sue Hall, Early Years Manager Tel: 01633 644461**

**Closing Date: 12 Noon on 28<sup>th</sup> September 2018**





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## Childcare Sufficiency Assessment Progress Report March 2018

**Name of Local Authority: Monmouthshire County Council**

**Name of Responsible Officer: Sue Hall, Early Years Manager**

**Date of Completion: 29<sup>th</sup> March 2018**

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**PROGRESS MADE AGAINST ACTIONS**

Monmouthshire County Council is required to “secure as far as is reasonably practicable, sufficient childcare to meet the requirements of parents in their area who require childcare in order to work or to undertake training or education or to prepare for work” (Childcare Act 2006).

The last full Childcare Sufficiency Assessment covered the period 2017-22. An Action Plan was produced and the progress made against each action has been recorded below:

Target	Why is it Required?	How will it be Achieved?	How will it be Monitored?	Progress 2017-18	Timescale
Develop a Welsh medium childcare setting in the south of the county and increase the number of Welsh medium childcare places in the north of the county by 20%.	There is not sufficient Welsh medium childcare provision, in particular full day care, to meet the needs of working parents. We are required to actively promote Welsh medium education.	Monmouthshire Early Years will work closely with Mudiad Meithrin and the existing providers to expand the provision of Welsh medium childcare provision.	The number of Welsh medium childcare places is included in the Welsh Education Strategic Plan (WESP) and this is reviewed termly.	A Welsh medium setting has been established in the south of the county. They are situated on the site of the Welsh medium primary school and provide wrap around childcare for the LA nursery.  The Cylch Meithrin in the north of the county has relocated and is now able to provide morning and afternoon sessions, as well as breakfast club and lunch club, so the number of Welsh medium childcare places in the north has doubled.	September 2017
Increase the opening hours of at least 1 existing childcare	There is a lack of childcare available to meet the needs of	Offer financial incentives to encourage existing	FIS will send update forms to childcare providers and the	As mentioned above, Cylch Meithrin Y Fenni in Abergavenny increased their	March 2018

provider in each of the 5 areas to include atypical hours.	parents who work atypical hours such as shift workers and those that work at weekends.	childcare providers to extend their opening hours and to provide childcare during atypical hours.	childcare supply will be updated accordingly and compared with the previous year.	opening hours to include wrap around childcare. In addition, a day nursery in Monmouth opened on a Saturday and a day nursery in the Usk/Raglan area offered overnight care on a Friday night once a month.	
Register 5 new childminders across Monmouthshire and at least maintain the current level of provision.	There is a high turnover of childminders due to the transient nature of the job. Childminders are best placed to provide childcare during atypical hours.	Provide childminder briefing sessions and support through the registration process. Continue to offer financial support for CYPOP5 training and start-up grants.	Number of newly registered childminders as per CSSIW monthly reports will be monitored termly, along with the number of start-up grants awarded.	Numerous childminder briefing sessions have taken place this year and 13 CYPOP5 courses have been funded. There have been 12 new childminders registered across Monmouthshire during this financial year and only 4 have de-registered; therefore, the total number of childminders has increased by 8.	March 2018 and ongoing
Develop an additional 3 holiday childcare settings in different areas of Monmouthshire	There is a need to increase the range of childcare available during school holidays to meet the needs of working parents.	Childcare Development Officer to work closely with existing providers to expand their provision. Offer development grants to cover start-up costs.	This will be included as a target for the Out of School Childcare Grant and monitored quarterly.	The open access play provision has continued to operate this year and the Monmouthshire Games has operated in all school holidays, replacing the traditional play scheme with supervised sports sessions. Unfortunately, it has not been possible to develop additional holiday childcare in other areas of Monmouthshire.	July 2017

Develop 2 registered crèches or encourage existing providers to offer crèche facilities.	There are no crèche facilities in most areas of Monmouthshire and there is a demand for this type of childcare.	Contact leisure facilities and existing providers to discuss the possibility of developing crèche facilities on site and offer financial support.	This will be included as a target for the Service Improvement Plan (SIP) and monitored quarterly.	A day nursery based near the town centre trialled opening on Saturdays to offer crèche facilities but take up was poor so this provision is no longer being offered.	March 2018
Increase the opening times of open access play provision to include half terms and Easter holidays.	Open access play is currently only available during the summer holidays and there is a demand for more of this type of childcare.	Work closely with the Play Monitoring Group to extend the provision of open access play across the authority.	This will be reviewed and monitored as part of the Play Sufficiency Assessment.	The open access play provision in Monmouthshire is currently being run by a neighbouring local authority and it has not been possible to extend this to include other school holidays due to insufficient funding.	October 2017
Register 3 out of school clubs with CIW.	A significant number of out of school clubs are not registered with CIW so there is a limit to the number of hours they can operate each session and parents cannot claim Working Tax Credits.	Childcare Development Officer to work closely with existing out of school childcare settings to provide business advice and support them through the registration process.	This will be included as a target for the Out of School Childcare Grant and monitored quarterly.	One existing out of school club has registered with CIW during this year and a second club is currently working on their CIW application form.	March 2018
To provide Welsh training for 12	To develop the Welsh language skills of	Identify a suitable Welsh course,	Attendance lists will be kept and follow	27 childcare workers from 9 different settings and 6	March 2018

childcare workers.	childcare workers and to increase the number of childcare settings offering some bilingual elements.	cover the cost of the training and promote with childcare providers	up will be carried out to assess the impact this has had on their setting.	childminders attended Fun with Welsh training during the summer term. A further 22 childcare workers from 14 settings and 2 childminders attended Ffa-la-la training in the spring term.	
Continue to promote the Family Information Service and advertise the availability of financial support to assist with the cost of childcare.	Affordability is the main barrier to accessing childcare. Take up of the childcare element of Working Tax Credits and Employer Supported Schemes is poor and some parents reported they didn't know where to find this financial information.	Monmouthshire Family Information Service will use the FIS website and social media such as facebook and twitter to promote tax credits and to provide information relating to financial assistance for childcare	The Family Information Officer produces monthly reports including details of promotional activities. Users of the FIS website complete evaluation forms.	A new fully bilingual and mobile friendly FIS website has been developed and went live at the end of September 2017. There is a page on the FIS website providing information on the availability of financial support to assist with the cost of childcare.  Social media has been used extensively to promote events and activities.	December 2017 and ongoing
To include details of nannies on FIS website.	Monmouthshire Family Information Service currently holds no information relating to nannies.	Contact nanny organisations and use the FIS website and social media to enquire about nannies.	A review of childcare supply will take place on an annual basis and this will include nannies.	There are several agencies for nannies and au pairs advertised on the FIS website, there is also information on the voluntary approval scheme for nannies but there are no individual nannies advertising on the FIS website.	March 2018



## **CHILDCARE SUPPLY**

The table below shows the supply of childcare provision in Monmouthshire in March 2018, compared with March 2017; it includes both registered and unregistered provision:

<b>Type of Childcare</b>	<b>Child-minders</b>	<b>Full Day Care</b>	<b>Sessional Care</b>	<b>Out of School Care</b>	<b>Open Access Play</b>	<b>Crèches</b>	<b>Nannies</b>	<b>Total</b>
March 2017	46	23	18	18	8	1	0	114
March 2018	54	24	19	20	8	0	0	125
Difference	+8	+1	+1	+2	0	-1	0	+11

There has been an increase of almost 10% in the number of childcare providers within Monmouthshire during this year and the main change has been the increase in the number of registered childminders. This is a result of the significant efforts that have been put in to recruiting new childminders, whilst also providing support and training to existing childminders to improve retention rates. There has been very little change in the other childcare types.

## **CHILDCARE DEMAND**

Requests for childcare received by the Family Information Service have been similar to previous years, with the majority of enquiries relating to childminders and holiday care. Most enquirers are able to find suitable childcare as a result of the information they receive.

Although the Childcare Sufficiency Assessment suggested there was an unmet demand for crèche facilities and childcare during atypical hours such as overnight and at weekends, take up of these services when they were offered was very low and was insufficient to extend this further.

The Childcare Offer is not due to be rolled out in Monmouthshire until January 2018. It is expected that this will result in a slight increase in demand for childcare, particularly during school holidays. This will be considered and planned for during the next 9 months.

## SUMMARY

There are currently 125 childcare providers in Monmouthshire; these are spread throughout Monmouthshire and the childcare places are spread across different types of childcare. Almost every primary school in Monmouthshire has access to both Before School Care and After School Care, either on the premises or at a nearby location. There are no particular areas of Monmouthshire lacking childcare and most parents report they are satisfied with the provision and quality of the childcare available.

The main areas for improvement highlighted through the Childcare Sufficiency Assessment published in March 2017 were:

- *More Welsh medium childcare of all types is required in all areas of Monmouthshire, particularly those providing full day care during term time and school holidays*
- *There needs to be an increase in the number of holiday clubs and the range of childcare available during school holidays.*
- *More provision is required during atypical hours such as before 8am, after 6pm, overnight and at weekends.*
- *Open access play provision is required during all school holidays.*

Although steps have been taken to increase the amount of Welsh medium childcare in Monmouthshire, there is still a way to go to ensure that this provision is available in all areas of Monmouthshire and is sufficient to meet the needs of working parents.

It has been difficult to increase the provision of childcare during school holidays and this continues to be a priority, particularly with the imminent rollout of the Childcare Offer in Monmouthshire from January 2019.

Several attempts have been made to provide childcare during atypical hours but none of these have had sufficient demand to be sustainable in the long term. There is unlikely to be sufficient demand for atypical hours in any one area to offer sustainable provision through any childcare type other than childminders. We have been successful at increasing the total number of childminders this year; however, we will continue to recruit new childminders and to provide ongoing support to existing childminders going forward to ensure we at least maintain this level of provision.

There has been insufficient funding to increase the provision of open access play provision to cover all school holidays, not just the summer holidays.

**REVISED ACTION PLAN**

<b>Target</b>	<b>Why is it Required?</b>	<b>How will it be Achieved?</b>	<b>How will it be Monitored?</b>	<b>Timescale</b>
<b>Increase the provision of Welsh medium childcare places by registering the setting in the south of the county so they are able to extend their opening hours and developing an additional setting in another area of Monmouthshire.</b>	There is not sufficient Welsh medium childcare provision, in particular full day care, to meet the needs of working parents and to actively promote Welsh medium education.	Monmouthshire Early Years will work closely with Mudiad Meithrin to register the existing provision and to raise demand for Welsh medium through Cylch Ti a Fi and other initiatives.	The number of Welsh medium childcare places is included in the Welsh Education Strategic Plan (WESP) and this is reviewed termly.  Transition from Welsh medium early education to Welsh medium primary schools will also be monitored annually.	September 2020
<b>Develop holiday provision in the four main towns of Monmouthshire to run alongside Mon Games, which has replaced the play schemes and operates in all school holidays.</b>	There is a lack of childcare during school holidays. Although the Mon Games is not registered as childcare, it is a supervised provision that meets the needs of many families, particularly for children aged 8-12 years; however, there is still a need for registered childcare.	Childcare Development Officer will work closely with existing childcare providers, leisure services, play, community councils and housing to develop holiday provision.	This will be included as a target for the Out of School Childcare Grant and monitored quarterly.  Attendance figures for Mon Games and the childcare provision will be monitored to assess need.	April 2019
<b>Extend provision at 3 existing childcare settings to offer childcare in school holidays in preparation for the Childcare Offer.</b>	The rollout of the Childcare Offer is likely to increase demand for childcare during school holidays for children aged 3-4 years.	Offer incentives to encourage existing childcare providers to change their statement of purpose to provide childcare during school holidays.	This will be included as a target for the Out of School Childcare Grant and monitored quarterly.	April 2019

<p><b>Register 10 new childminders and at least maintain the existing number of childminders across Monmouthshire.</b></p>	<p>Childminders tend to be the most flexible in terms of the hours they can offer so they are best placed to provide childcare during atypical hours that is sustainable with low numbers.</p> <p>There is a high turnover of childminders due to the transient nature of the job so there is a constant need to recruit new childminders.</p>	<p>Childminding will be promoted through the Family Information Service as a career opportunity. Childminder briefing sessions will be held as required and CYPOP5 training will be funded, along with a start up grant and business pack.</p> <p>Support and training will also be provided to existing childminders in relation to business skills, improving quality and advertising.</p>	<p>This will be included as a target for the Out of School Childcare Grant and monitored quarterly.</p> <p>CSSIW monthly reports will also be used to monitor the number of newly registered childminders and the number of existing childminders who de-register.</p>	<p>April 2020</p>
<p><b>Extend the opening times of open access play provision to include half terms and Easter holidays.</b></p>	<p>Open access play is currently only available during the summer holidays and there is a demand for more of this type of childcare.</p>	<p>Work closely with the Play Monitoring Group to extend the provision of open access play across the authority.</p>	<p>This will be reviewed and monitored as part of the Play Sufficiency Assessment.</p>	<p>April 2020</p>
<p><b>Provide at least 15 training opportunities for existing childcare and play workers.</b></p>	<p>Providing training for existing childcare providers is required to improve the quality of childcare provision in Monmouthshire and ensure providers continue to meet the National Minimum Standards, as well as allowing staff to continue their professional development.</p>	<p>A training needs analysis will be carried out and relevant training will be provided either free or at a reduced cost.</p> <p>Existing childcare and play workers will be encouraged to further their professional development.</p>	<p>Further training should improve the quality of childcare provision. In addition, more clubs will be able to register with CSSIW so parents can access Tax Credits.</p>	<p>April 2019</p>

<p><b>Continue to promote the Family Information Service and advertise the Childcare Offer, alongside the availability of financial support to assist with the cost of childcare.</b></p>	<p>Affordability is the main barrier to accessing childcare. Take up of the childcare element of Working Tax Credits and Employer Supported Schemes is poor and some parents reported they didn't know where to find financial information.</p> <p>The Childcare Offer is due to be implemented in January 2019 in Monmouthshire and this will need to be advertised extensively with both parents and providers.</p>	<p>Monmouthshire Family Information Service will be promoted through the local press, social media, posters, leaflets and outreach.</p>	<p>Families will be aware of their childcare options and career opportunities in childcare.</p>	<p>Ongoing</p>
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### **CONTACT DETAILS**

Sue Hall  
 Early Years Manager  
 Monmouthshire County Council  
 Innovation House  
 Wales One Business Park  
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**SUBJECT: WELSH GOVERNMENT TARGETED REGENERATION INVESTMENT PROGRAMME 2018-21**

**MEETING: CABINET**

**DATE: 5<sup>TH</sup> SEPTEMBER 2018**

**DIVISION/WARDS AFFECTED: All**

**1. PURPOSE:**

To consider the approval of the Cardiff Capital Region (CCR) Regeneration Plan (2018-2021) (Appendix A) which sets out the objectives of the CCR, and outlines the target areas and scope of activities possible under the Welsh Government Targeted Regeneration Investment programme (TRI), giving particular regard to Monmouthshire's South East Severnside proposals contained within.

**2. RECOMMENDATIONS:**

2.1 To approve the final draft of the CCR Regeneration Plan (2018-2021), specifically the regeneration proposals for South East Severnside circa £10M, following submission to Welsh Government, in order to facilitate delivery of the Welsh Government's Targeted Regeneration Investment (TRI) Programme 2018-21.

2.2 That Cabinet agrees the submission of a Project Development Funding Application (circa £175,000) to support the delivery of the wider regeneration proposal.

2.3 The Cabinet agrees the submission of the first individual capital project application to the TRI programme, namely The Cross Destination Space costing circa £500k.

2.4 That Cabinet agrees to recommend to Council to approve the additional capital budget spend, within the current MTFP and therefore cost neutral, using Section 106 monies and in kind staff time as match funding – 50% requirement for the Project Development Funding Application and 30% requirement for the TRI capital funding. This will facilitate the delivery of the Project Development Activity and the capital scheme in 2018/19 as per spend profile (Appendix B). Any future capital requirements over and above the current MTFP, will be brought back to Cabinet for approval.

2.5 That authority is granted to the Chief Officer for Resources for individual sign off on the projects following WG approval and final agreement of project costs.

2.6 That authority is granted to enable Officers to further develop Monmouthshire's proposals with a view to bringing forward additional schemes for further consideration and funding at the point of readiness.

**2.7 KEY ISSUES:**

3.1 The attached draft of the CCR Regeneration Plan (2018-2021) (Appendix A) outlines the target areas, governance arrangements, thematic grant schemes and scope of activities possible under the Welsh Government's TRI Programme for the period 2018-2021. Welsh Government has indicated £44m of funding to South East Wales for 2018-2021,

with a maximum grant intervention rate of 70%. Additional Project Development funding is available at a maximum grant intervention rate of 50%.

- 3.2 As part of the Welsh Government's TRI Programme (TRI), Welsh Government requires economic regions to work collaboratively to produce a regional plan for delivery. The attached plan therefore provides the means by which Welsh Government will assess and fund schemes throughout the region. TRI will seek to support projects that promote economic regeneration - creating jobs, enhancing skills and employability and creating the right environment for businesses to grow and thrive - with a focus on individuals and areas most in need to ensure prosperity is spread to all parts of Wales.
- 3.3 **Targeted Areas** - To maximise the impact of Welsh Government TRI funding, interventions will be targeted in key locations across the region that have been chosen because of their socio-economic profile, the complex range of challenges they face and opportunity to reverse decline through a portfolio of interventions.
- 3.4 In the case of Monmouthshire, there is an economic imperative to unlock the new opportunities in the south east Severnside area, being the largest area of urban population (circa 20,000), specific emphasis being placed on Caldicot. With the recent confirmation to abolish Severn Bridge Tolls, its enviable centrality, road infrastructure and close proximity to the high growth border areas of the South West and the 'Midlands Engine', future demand is already placing pressure on affordable and market housing with 439 households on the register wishing to live in Caldicot. Economically, the town centre is not fit for purpose to meet the needs of future residents with a 9% drop in non-food shops and a 13% vacancy rate in primary frontages. Although the rise of 10% in the service sector is following a UK trend in leisure and social activity, the town centre's infrastructure is not of the right quality to meet the future needs of retail, food and drink, housing, enterprise and other activities.
- 3.5 **Severnside - the town of Caldicot specifically** - has the potential to be a major beneficiary of the influx caused by these factors and as a consequence, there is a need to invest in infrastructure, specifically commercial property, in-town living, and visitor economy led activity. The focus shall be on the town centre whilst also ensuring an integrated approach to neighbourhoods and their holistic well-being; creating an opportunity for a modern and thriving hub which can attract private sector investment and business re-locations from Bristol and beyond. The **proposed strategic schemes** are therefore as follows:
- a) To enhance mobility and accessibility for residents, visitors and employees through investment in the **Cross Destination Space** to enhance mobility and accessibility for residents, visitors and employees through investment in shared space, active travel networks and maximisation of visitor assets as the Castle and Country Park, links to the Living Levels, equestrian activities as well as local community spaces that ensures inclusion for all. An enhanced link along **Church Road** will form part of the scheme that will improve local well-being and connectivity;
  - b) To undertake a **Refurbishment of the existing Retail Parade** which will see units reconfigured with opportunities for employment generation through enhanced frontages, reconfigured units and improved signage/branding. The immediate street environment



- will also form part of this enhancement project. This is linked to the planned scheme for homes on part of Jubilee Way car park;
- c) The creation of local enterprise and co-working space within **Caldicot's Community Hub** will also support existing and new businesses in the town and area, with new space provision and enhanced access and from the town centre side of the building;
  - d) **To improve the housing offer** at a key gateway site into the town centre with the provision of a 27no. residential units, urban courtyard and car park that is linked to the redevelopment of an outdated 1960s retail parade.
- 3.6 **Thematic Activity** - To further address the key issues identified in the target areas, specifically the Retail Parade, and deliver the aims and objectives of the CCR Regeneration Plan, a further thematic area for investment has been identified as part of the plan. An **Urban Centre Property Enhancement Fund (UCPEF)** is proposed for neighbouring retail and employment property as part of the wider strategic project;
- 3.7 The schemes detailed above will enable the Council to maximise the opportunities that TRI can offer whilst offering the potential for the region to capitalise on the County's new opportunities, also addressing further strategic regeneration priorities which include the expansion of the digitally connected community hubs network throughout the County. Consideration will also need to be given to our strategic employment sites particularly those with a focus on the circular economy.
- 3.8 **Governance**  
Each Council will be responsible for local partner engagement, project development, project assessment and local financial and output monitoring. Councils will report to a Regional Regeneration Framework (made up of Regional Regeneration Directors) which will have responsibility for project endorsement and outcome monitoring. The Regional Regeneration Framework will provide regular updates to the CCR City Region Joint Cabinet on spend and delivery.
- 3.9 Welsh Government is seeking a more regionalised approach to the administration of TRI thematic projects so a single Council (yet to be determined) will manage the administration of the Property Enhancement Grant on behalf of the region. A management fee will be incorporated into the grant budgets, to facilitate management, administration and the regional function. Strategic project applications will be submitted directly to the Welsh Government by each local authority.
- 3. Options Appraisal**
- 4.1 The economy of South East Wales continues to underperform the majority of other regions of the UK. The ten constituent councils acknowledge the need to act collectively and differently to accelerate the economic growth of the CCR. On 15th March 2016, each of the ten constituent council leaders in South East Wales, the First Minister, the Wales Government Minister for Finance and Government Business, the Secretary of State for Wales and the Chief Secretary to the Treasury signed the CCR Heads of Terms Agreement. The City Deal is therefore an agreement between the UK Government, Wales Government and the ten leaders of the CCR.
- 4.2 To ensure the right investments are made to achieve significant economic growth, the CCR City Deal has set a small number of key targets, which are the creation of 25,000 new jobs by 2036 and leveraging £4 billion of private sector investment as a result of the £1.2bn public sector investment.

- 4.3 Senior personnel and the Leader have taken an active role in shaping the CCR Programme of activities to date and the CCR Regeneration Plan is another step in achieving the long-term objectives of the CCR City Deal. In addition, as part of the Welsh Government's Targeted Regeneration Investment Programme (TRI), Welsh Government requires economic regions to work collaboratively to produce a regional plan for delivery. The attached plan therefore provides the means by which Welsh Government will assess and fund schemes throughout the region promoting economic regeneration - creating jobs, enhancing skills and employability and creating the right environment for businesses to grow and thrive.
- 4.4 **Stakeholder Engagement** - A six month programme of engagement activity took place in Caldicot between September 2017 and March 2018 which involved three Stakeholder workshops members of Caldicot Town Council, Caldicot Town Team, Monmouthshire County Councillors and responsible officers. The purpose of the engagement activity was to remind stakeholders of the Vision and Development Plan/Proposals developed in February 2016 and sought feedback and agreement on key issues and priorities for the town centre with a view to determining the town centre's future role and function, identifying priority projects for the future and maximising the opportunity to access TRI funding.
- 4.5 The South East Severnside regeneration proposals detailed within the CCR Regeneration Plan have therefore been developed as a direct result of the Stakeholder Activity Programme. A presentation of the initial proposals was made to Economy and Development Select Committee in November 2017 and the final proposals were presented to Caldicot Town Council in April 2018. Since June 2018, an exhibition of the plans has been in place at Caldicot Community Hub where residents have been encouraged to register their feedback.
- 4.6 All of the individual projects which make up the overall South East Severnside Regeneration Scheme will require individual project application submissions to WG and subject to approval, further public consultation and where applicable, planning applications.

## 5. EVALUATION CRITERIA

- 5.1 An evaluation assessment has been included in Appendix C for future evaluation of whether the decision has been successfully implemented. It is intended that Officers will further develop Monmouthshire's proposals with a view to bringing forward individual schemes for further consideration and funding at the point of readiness. Once approved regular six monthly progress reports will be presented to Economy and Development Select Committee to evaluate progress and outcomes and an annual report will be presented to Cabinet.

## 6. REASONS

- 6.1 To agree the CCR Regeneration Plan in accordance with the requirements of the CCR Joint Working Agreement and Welsh Government's requirement for the Targeted Regeneration Investment Programme (TRI), for economic regions to work collaboratively to produce a regional plan for delivery, a decision for which is a "Matter Reserved to each of the Councils".
- 6.2 **Next Steps** - Once the CCR Regeneration Plan has been approved by all local authorities in the SE Region, it will be formally considered by Welsh Government, endorsed by the

Welsh Government's Regeneration Capital Investment Panel and submitted to Welsh Ministers for approval. Following this additional individual project submissions will be made to Welsh Government for further approvals.

## **7. RESOURCE IMPLICATIONS**

- 7.1 The overall costs of the regeneration proposals for South East Severnside are circa £10M. At this present time, Officers seek approval to submit the Project Development Funding Application to support the delivery of the wider regeneration proposal (circa £175k – 50% match funding requirement) and the first individual capital project application namely The Cross Destination Space costing circa £500k - 30% match funding requirement. Project spend for the project can be met from within the current MTFP using Section 106 monies and in kind staff time as match funding.
- 7.2 Subject to approval and final agreement of project costs, it is requested that any individual sign off on the projects is authorised by the Chief Officer for Resources.
- 7.3 The match funding required to deliver the thematic projects i.e. the Urban Centre Property Enhancement Fund to enhance building frontages and bring vacant commercial floor space back into beneficial use, where possible, will be met by external private sector investment where the retail outlets are privately owned. In these cases there will be no requirement for the authority to make capital match contributions to these schemes but there will be a need to provide project management resources that can be partly met by the Welsh Government TRI programme.

### **7.4 Legal Implications**

- 7.4.1 Any projects or grant proposals developed and subsequently delivered or administered in partnership with internal or external organisations will be managed in-line with Service Level Agreements, adhering to the terms and conditions set-out in Grant Offer Letters and following Council policies.
- 7.4.2 The Council will be required to comply with the terms and conditions attached to the TRI grant funding.
- 7.4.3 All contracts for works, goods and services necessary to deliver the projects must be procured in accordance with the Council's Contract Procedure Rules and the relevant EU Regulations as appropriate. The contractual liabilities/obligations of the Council and any appointed contractors will be covered by the individual contracts entered into.

## **8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

- 8.1 The significant equality impacts identified in the assessment (Appendix D) have concluded that the detail contained in the draft CCR Regeneration Plan demonstrates compliance with the well-being five ways of working, supports the well-being goals and identifies that the CCR City Deal is expected to have a positive impact on all groups and people with protected characteristics.

## **9. CONSULTEES**

Caldicot Town Council, Caldicot Town Team and the wider Caldicot Community

Senior Leadership Team

Economy and Development Select Committee

Cabinet

**BACKGROUND PAPERS**

Appendix A: Cardiff Capital Region (CCR) Regeneration Plan (2018-2021)

Appendix B: Capital Scheme Spend Profile

Appendix C: Evaluation Assessment

Appendix D: Equality Impact Assessment

**10. AUTHOR:**

**Cath Fallon, Head of Enterprise and Community Development**

**11. CONTACT DETAILS:**

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## Appendix C

## Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

<b>Title of Report:</b>	<b>WELSH GOVERNMENT TARGETED REGENERATION INVESTMENT PROGRAMME 2018-21</b>
<b>Date decision was made:</b>	<b>5<sup>th</sup> September 2018</b>
<b>Report Author:</b>	<b>Cath Fallon</b>

### What will happen as a result of this decision being approved by Cabinet or Council?

It is intended that Officers will further develop Monmouthshire's proposals with a view to bringing forward individual schemes for further consideration and funding at the point of readiness. Once approved regular six monthly progress reports will be presented to Economy and Development Select Committee to evaluate progress and outcomes and an annual report will be presented to Cabinet.

*Was the desired outcome achieved? What has changed as a result of the decision? Have things improved overall as a result of the decision being taken?*

### What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?

The Cardiff Capital Region (CCR) Regeneration Plan (2018-2021) to be approved by Cabinet to enable further individual schemes to come forward for consideration.

*Paint a picture of what has happened since the decision was implemented. Give an overview of how you fared against the criteria. What worked well, what didn't work well. The reasons why you might not have achieved the desired level of outcome. Detail the positive outcomes as a direct result of the decision. If something didn't work, why didn't it work and how has that effected implementation.*

### What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?

Six month appraisal

*Give an overview of whether the decision was implemented within the budget set out in the report or whether the desired amount of savings was realised. If not, give a brief overview of the reasons why and what the actual costs/savings were.*

*Any other comments*



## Future Generations Evaluation (includes Equalities and Sustainability Impact)

<b>Name of the Officer</b> Cath Fallon  <b>Phone no:</b> 07557 190969 <b>E-mail:</b> <a href="mailto:cathfallon@monmouthshire.gov.uk">cathfallon@monmouthshire.gov.uk</a>	<b>Welsh Government Targeted Regeneration and Investment Programme</b>
<b>Name of Service:</b> Enterprise	<b>Date:</b> Future Generations Evaluation 17 <sup>th</sup> August 2018

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***NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.***

**1. Does your proposal deliver any of the well-being goals below?**

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The Regional Cabinet’s Vision and Regional Strategic Objectives set out their aspirations and with their high-level aims, to create 25,000 new jobs and leverage £4bn private sector investment, establish the economic outcomes they are seeking to achieve when considering use of the City Deal Wider Investment Fund. The Regional Strategic Objectives also reflect the need to focus on improving the quality of life of people and communities now and in the	As the CCR Regeneration Plan forms part of a Cardiff Capital Region scheme and framework and will also be funded via Welsh Government’s Targeted Regeneration Investment Programme, there has been a need to demonstrate the use of the five well-being ways of working and how it supports the wellbeing goals and the twin goals in the Welsh Government’s ‘Prosperity for All:

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<p>future and ensure the Regional Cabinet’s approach and actions are responsible and meet the regions current needs without compromising the quality of life of future generations.</p> <p>The Strategic Objectives, as detailed in the Strategic Business Plan and subsequently in the CCR Regeneration Plan, are:</p> <ol style="list-style-type: none"> <li><b>1. Prosperity and Opportunity ; Building the capacity of individuals, households, public sector and businesses to meet challenges and grasp opportunity creating a more productive economy;</b></li> <li><b>2. Inclusion and Equality - A vibrant and sustainable economy which contributes to the well-being and quality of life of people and communities now and in the future;</b></li> <li><b>3. Identity, Culture, Community and Sustainability - Forging a clear identity and strong reputation as a City-Region for trade, innovation, and quality of life;</b></li> </ol> <p>Using these Strategic Objectives will assist the Regional Cabinet in supporting the well-being goal of ‘a prosperous Wales’.</p>	<p>economic action plan’ of growing the economy and reducing inequality.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The Regional Cabinet, as decision makers, will need to consider existing and future demands which will include new forms of sustainable energy generation,</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<p>housing, new infrastructure, and facilities which will generate job opportunities such as strategic sites.</p> <p>In response to these pressures the Regional Cabinet will seek appropriate advice, and work in a way that ensures efficient and effective solutions that not only maintain the environment but where ever possible enhance it and make it more resilient, supporting economic growth with responsible environmental management.</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>There is a clear evidence base that shows that for the majority of people being in good secure work is better for their health than being out of work. Employment has social, psychological, and financial benefits that improve health.</p> <p>The Regional Cabinet's aims, as detailed in the Strategic Business Plan, and Strategic Objectives, to create additional good quality jobs and support people to up skill to fill those roles will assist in supporting the well-being goal of 'a healthier Wales'.</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The details in the Strategic Objectives related to connectivity, transport and digital; vibrant and vital economy and urban centres; and affordable housing will all contribute to support this goal.</p> <p>Therefore, using the Strategic Objectives, detailed above, will assist the Regional Cabinet in supporting the well-being goal of 'a Wales of cohesive communities'.</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p>






Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The CCR Regeneration Plan is aligned to the Strategic Business Plan which states that the City Deal is intended to deliver sustainable economic development and growth. The Plan also refers to our role on the international and national stage forging a clear identity and strong reputation.</p> <p>This is referenced in “Strategic Objective 3 – <i>demonstrate our commitment to a sustainable future and acknowledge our global responsibility</i>”.</p> <p>The Regional Cabinet understand that sustainability goes beyond the region and must be considered in a national, international and global context. In making decisions the Regional Cabinet’s responsibility extends far wider than the region, and to achieve the aim of a positive national and international reputation, they will consider the full range of potential implications and consequences.</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>The Strategic Objective ‘<i>Identity, Culture, Community and Sustainability</i>’ specifically refers to the development and promotion of the regions world-class cultural and recreational opportunities exploiting the regions natural beauty and historic areas.</p> <p>Therefore, using the Strategic Objectives, detailed above, will assist the Regional Cabinet in supporting the well-being goal of ‘a Wales of vibrant culture and thriving Welsh language’. Regard will be given to the Welsh Language Measure 2011 and</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	consultation and communication will have regard to the Welsh Language.	
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The Strategic Objective '<i>Inclusion and Equality</i>' detailed in the Strategic Business Plan states: <i>Inclusion and Equality - A vibrant and sustainable economy which contributes to the well-being and quality of life of people and communities now and in the future.</i> A vibrant and inclusive economy supports a mix of economic activities and promotes economic security and resilience. The Regional Cabinet will promote:</p> <ul style="list-style-type: none"> <li>• access to employment and economic opportunities;</li> <li>• participation in the labour market for all members of society;</li> <li>• access to a range of housing, including affordable;</li> <li>• access to education and training, to develop skills;</li> <li>• access to social and recreational opportunities.</li> </ul> <p>Using this Strategic Objective will assist the Regional Cabinet in supporting the well-being goal of 'a more equal Wales'.</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p>

**2. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p>	<p>The CCR’s Strategic Business Plan states:  <i>“The City Deal is a long-term programme and no one can, with confidence, predict what changes will occur over the next 20 years.                  When considering the current pace of innovation in areas such as artificial intelligence, drones, driverless vehicles, 3-D printing, robotics, and automation, the future infrastructure and skills needs of the region is changing radically.                  We must therefore ensure our policies, plans and programmes are flexible and sufficiently dynamic to not only cope with change but to act as a catalyst to drive positive change in the region.”</i>                  The Plan also states:  <i>“Our Regional Strategic Objectives also reflect the need to focus on improving the quality of life of people and communities now and in the future and ensure our approach and actions are responsible and meet our current needs without compromising the quality of life of future generations.”</i></p>	<p>The business plan and subsequently the CCR Regeneration Plan demonstrates that the Regional Cabinet are mindful of their responsibilities and that they will regularly undertake reviews to ensure they are achieving the correct balance in the short, medium and long-term.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The City Deal is a collaboration of the ten local authorities of south east Wales. In defining the Regional Cabinet's 'Vision' there is a statement related to collaboration – “To make the most of the opportunities our combined size gives us, we must all work together – public sector, private sector, education establishments and our communities – for the benefit of all.”</p> <p>In addition, the Strategic Business Plan states:  <i>“We are working closely with the Welsh Government and National Government, who are both signatories to the City Deal. We have also been instrumental in establishing stakeholder groups including the Cardiff Capital Region:</i></p> <ul style="list-style-type: none"> <li>• <i>Skills and Employment Board - representing a wide range of stakeholders, including businesses, higher and further education, local authorities and Welsh Government;</i></li> <li>• <i>Regional Business Council – providing a strong business voice;</i></li> <li>• <i>Economic Growth Partnership – bringing together partners to consider and advise on a sustainable economic growth strategy and investment decisions.</i></li> </ul>	<p>The Regional Cabinet are developing an effective working relationship with the Office of the Future Generations Commissioner for Wales to ensure that opportunities to support the well-being goals are highlighted.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The Strategic Business Plan was prepared using the research and recommendations of the Growth and Competitiveness Commission, as required by the Assurance Framework para 3.1. The Growth and Competitiveness Commission was established as an Independent Commission by the Regional Cabinet specifically to undertake research and extensive consultation on the City Deal, and from this work provide advice and recommendations to the Regional Cabinet.</p>	<p>The Regional Cabinet has been approved by each of the ten constituent authorities' councils. This means that up to 536 local councilors, all of whom have been elected by and represent their diverse communities, have determined that they wish to adopt the CCR Business Plan and subsequently they are also being asked to adopt this CCR Regeneration Plan.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The Cardiff Capital Region is widely recognised as a region with major strengths, an attractive environment, a strong heritage, a growing economy and emerging opportunities.</p> <p>However, it is also a region where there are concentrations of poverty and where not all have access to the opportunities available. Improving accessibility to opportunities and increasing labour market participation is critical to support an improved quality of life for all the regions residents.</p>	<p>By investing resources in promoting skills; employment opportunity; job quality, security and progression the Regional Cabinet aim to promote more inclusive growth within the region.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The Strategic Business Plan states: “We have identified four Strategic Themes where we feel we can make the biggest difference and a real improvement to the wellbeing of people in the region and in so doing support our regional objectives, wellbeing goals and the twin goals, in the Welsh Government’s ‘Prosperity for All: economic action plan’, of growing the economy and reducing inequality.</p> <p>City Deal Strategic Themes:</p> <ul style="list-style-type: none"> <li>• Skills &amp; Employment;</li> <li>• Innovation;</li> <li>• Connecting the Region; and</li> <li>• Regeneration and Infrastructure.</li> </ul> <p>Identifying these themes provides a structure and method of developing proposals and schemes. However, the themes are indivisible, and all proposals will be expected to be cross-cutting and contribute, to differing degrees, to our objectives and the well-being goals.” In addition, when appraising schemes within the City Deal the Strategic Plan states:</p> <p>“All proposed schemes will be required to follow the same appraisal process as detailed in the Assurance Framework.</p> <p>Schemes will be assessed on their potential to contribute to our high-level aims and strategic objectives; demonstrate value for money, use of the five ways of working and how they contribute to the well-being goals.”</p>	<p>Both these statements demonstrate how the Regional Cabinet are taking an integrated approach when developing and assessing proposals and schemes.</p>

**3. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality

Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link:<http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or [alanburkitt@monmouthshire.gov.uk](mailto:alanburkitt@monmouthshire.gov.uk)

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Age	The Regional Cabinet has developed and is implementing a City Deal which will benefit the region through the creation of more and better jobs, more housing, improved communication and improved skills. This will provide economic growth and infrastructure improvements that will benefit all including those defined as having protected characteristics.	It is considered that there are no adverse impacts on those with a protected characteristic, indeed the vision and strategic objectives defined in the Strategic Business Plan will assist in supporting these groups as part of the regions communities.	In accordance with the Assurance Framework all City Deal schemes demonstrate their potential outputs and outcomes via a 5 Case Business Model, in accordance with HM Treasury Green Book, a tool for scoping and planning a proposal and documenting the expected outcomes. In addition, for Cardiff Capital Region schemes, the business case will also have to demonstrate the use of the five well-being ways of working and how it supports the wellbeing goals and the twin goals in the Welsh Government's 'Prosperity for All: economic action plan' of growing the economy and reducing inequality. Any report to the Regional Cabinet seeking approval for a proposal will be require to be accompanied by a City Deal Well-being and Equalities Assessment. In this way the Regional Cabinet will ensure that any interventions and/or investments will aim to provide a positive impact on communities and the well-being goals, this will include those who are defined as having protected characteristics. The CCR Regeneration Plan has followed this approval process.

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Disability	As per Age Line Above	As per Age Line above	As per Age Line Above
Gender reassignment	As per Age Line Above	As per Age Line above	As per Age Line Above
Marriage or civil partnership	As per Age Line Above	As per Age Line above	As per Age Line Above
Pregnancy or maternity	As per Age Line Above	As per Age Line above	As per Age Line Above
Race	As per Age Line Above	As per Age Line above	As per Age Line Above
Religion or Belief	As per Age Line Above	As per Age Line above	As per Age Line Above
Sex	As per Age Line Above	As per Age Line above	As per Age Line Above
Sexual Orientation	As per Age Line Above	As per Age Line above	As per Age Line Above
Welsh Language	As per Age Line Above	As per Age Line above	As per Age Line Above

- 4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities?** For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>



	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	<i>During the delivery of the programme of activities associated with the policy, safeguarding will be at the forefront to ensure that any future service delivery promotes the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.</i>	As above	As above
Corporate Parenting	<i>During the delivery of this policy the needs of any 'looked after' children will be considered to ensure any future service delivery protects their welfare.</i>	As above	As above

**5. What evidence and data has informed the development of your proposal?**

The Caldicot Vision document (February 2018) and various stakeholder engagement activities. In addition the CCR Regeneration Plan has been founded upon the following:

- The Wellbeing of Future Generations Act;
- The Social Services and Wellbeing (Wales) Act;
- Prosperity for All;
- Growth & Competitiveness Commission Report Review and Recommendations Page 22;
- Cardiff Capital Region "Powering the Welsh Economy"

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

**The Assessment demonstrates that the detail contained in the draft CCR Regeneration Plan demonstrates compliance with the well-being five ways of working, supports the well-being goals and identifies that the CCR City Deal is expected to have a positive impact on all groups and people with protected characteristics.**

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible	Progress
Approval of the draft CCR Regeneration Plan by CCR City Deal, Welsh Government and Ministers	August/September 2018	Cath Fallon/Deb Hill-Howells	
Approval of the draft CCR Regeneration Plan by Cabinet	September 2018	Cath Fallon/Deb Hill-Howells	
Approval of individual project submissions by CCR and Welsh Government	September 2018 onwards	Cath Fallon/ Deb Hill-Howells	
Delivery of individual Monmouthshire projects from within the CCR Regeneration Plan	October 2018 onwards	Cath Fallon/Deb Hill-Howells/Roger Hoggins	

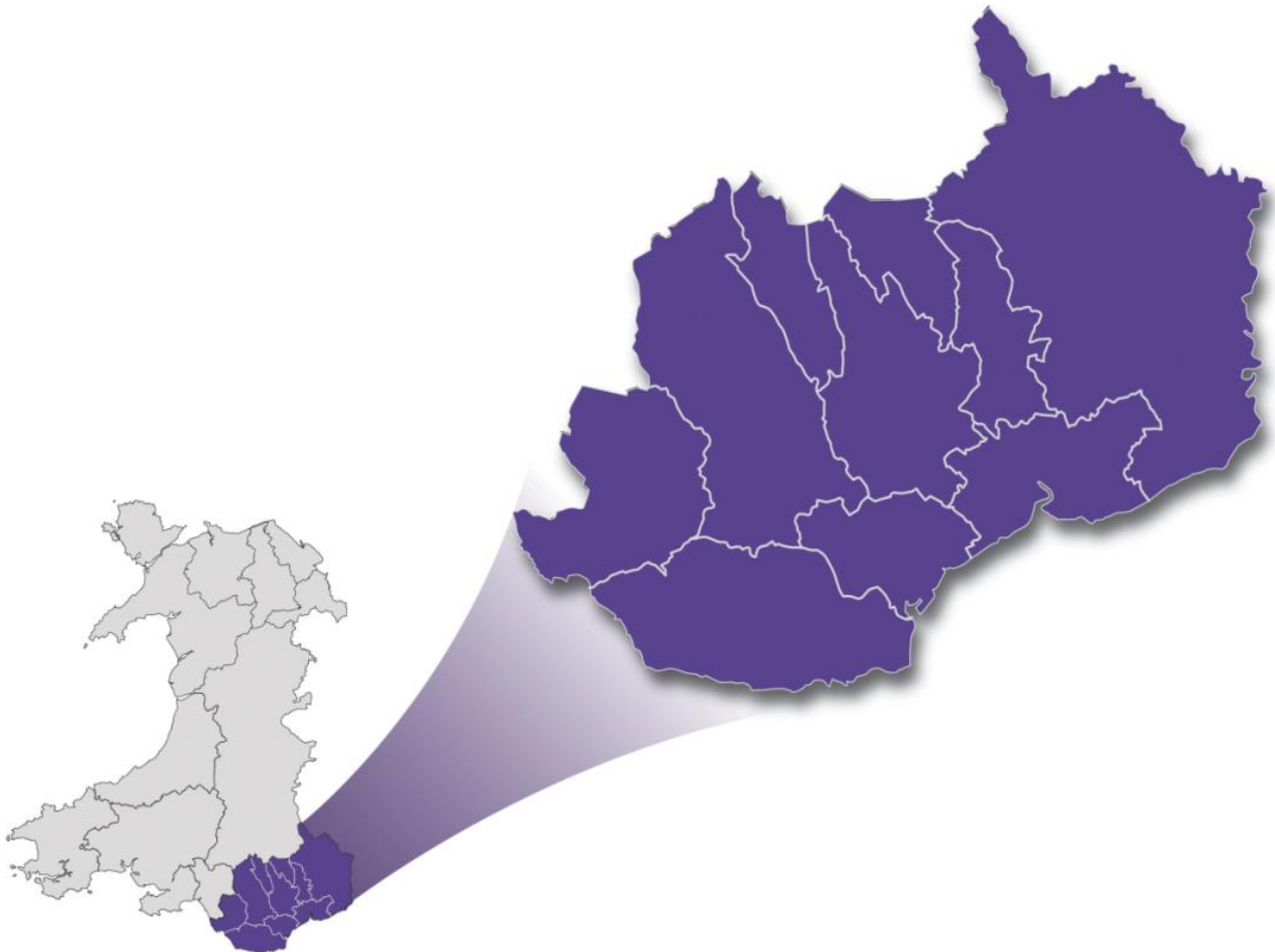
8. **MONITORING:** The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	Ongoing
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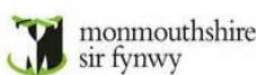
9. **VERSION CONTROL:** The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	<i>Cabinet</i>	<i>5<sup>th</sup> September 2018</i>	<i>Approval sought</i>
2	<i>Council</i>	<i>20<sup>th</sup> September 2018</i>	<i>Approval sought</i>

# Cardiff Capital Region Regeneration Plan 2018-2021<sup>1</sup>



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## SECTION 1: INTRODUCTION

This Plan has been developed as the Regional Framework for the South East Wales Cardiff Capital Region and includes the following 10 counties:

- *Blaenau Gwent*
- *Bridgend*
- *Caerphilly*
- *Cardiff*
- *Merthyr Tydfil*
- *Monmouthshire*
- *Newport*
- *Rhondda Cynon Taff*
- *Torfaen*
- *Vale of Glamorgan*

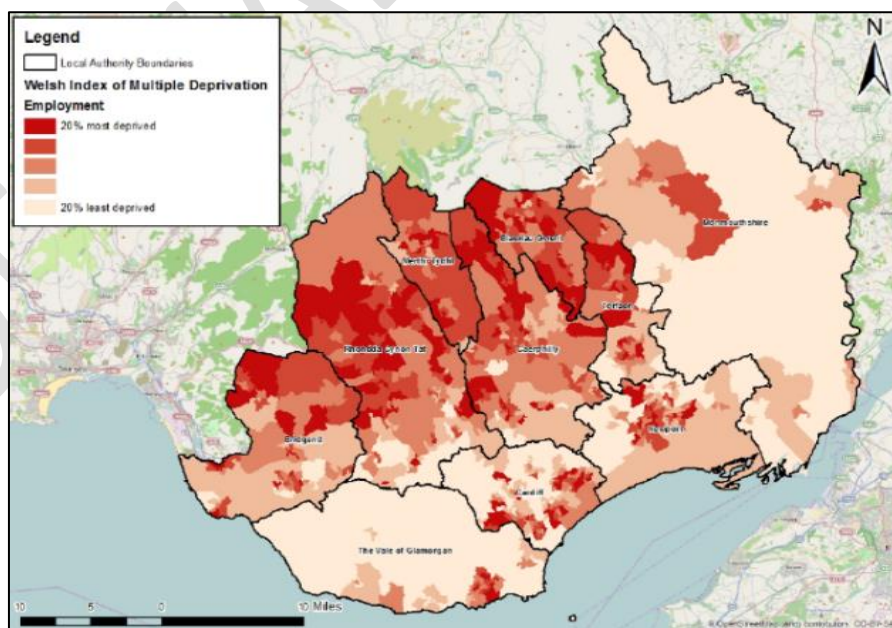
- 1.1 The purpose of this plan is to set out the objectives of the Cardiff Capital Region, and to outline the target areas and scope of activities possible under the Welsh Government Targeted Regeneration Investment programme (TRI) from April 2018 for 3 years. In line with the Cardiff Capital Region Programme, this framework is looking to support projects that encourage community resilience and economic regeneration across the region (taking into account areas such as housing, better employability opportunities, job creation and improved business environments to support business growth). Whilst very much in accord with the Cardiff Capital Region and City Deal Wider Investment aims, the TRI programme will also focus on somewhat smaller capital projects that focus on community resilience.
- 1.2 Welsh Government guidance emphasises the need to integrate TRI funding with other initiatives, therefore there appears to be a clear opportunity to align both funding streams to complement, support and improve outcomes for maximising economic benefit to the region. This Cardiff Capital Region Regeneration Plan has been specifically produced to meet and comply with the requirements associated with the Welsh Government's TRI Programme.
- 1.3 This Plan builds upon substantial experience of partners, and their wide ranging regeneration activities. The Regional Plan for Regeneration is not starting from scratch; rather it builds on the previous Welsh Government Vibrant & Viable Places funding programme 2014-17. In doing so, it recognised that working in partnership will be essential to successful delivery of the objectives set out in this plan. Co-operation with both local and regional partners will be essential in ensuring a consistent approach and methodology to themes of work across the region that supports the aims and objectives of the Cardiff Capital Region.
- 1.4 Our approach, described in more detail in section 5, is to develop a rolling programme of project development and implementation for TRI, which complements the City Deal Wider Investment Fund investments (and other key strategies such as the Valleys Task Force), and ensures that the co-ordinated focus brings significant benefits to the region.
- 1.5 Accordingly this plan has been developed to cover the initial 3 year period of TRI with the intention of reviewing the plan towards the end of that period, allowing it to be developed on a rolling basis having consideration of the delivery of the Plan objectives and any new priorities which are identified.

## SECTION 2: CARDIFF CAPITAL REGION ECONOMIC CONTEXT

- 2.1 The Cardiff Capital Region is a large, diverse region containing nearly 50% of Wales's population. It includes Wales' Capital and largest City as well as many more urban and rural places, covering a wide area, and supporting a large population, with distinctive, though inter-connected, economies and communities. The region has a resident population of 1,515,357<sup>1</sup> supporting 49%<sup>2</sup> of total employment across the Welsh economy, and contains over 38,000<sup>3</sup> active businesses, making it fundamental to the Welsh Economy.
- 2.2 The region provides a varied geography, demonstrating dense urban areas, and vast rural landscapes containing a wealth of natural and cultural heritage from the valleys to the coast. This varied and diverse environment provides the region with an appeal that reaches beyond tourism, demonstrating its appeal as a place to live and work, providing a rich quality of life.
- 2.3 Despite this, the region is underperforming economically, failing to reach its full potential, with wards within the Cardiff Capital Region amongst the most economically deprived in the UK<sup>4</sup>. Addressing the needs of the residents of these wards will be crucial if the City Deal is to be judged a success over time. An analysis of the region highlights a number of challenges that need to be addressed:

### Deprivation

- 2.4 There are clear patterns of poverty and deprivation across the Cardiff Capital Region as demonstrated by the Welsh Index of Multiple Deprivation (WIMD). The Employment Domain shows areas classified as amongst the most deprived are concentrated in the mid and northern areas of the city-region and within the dense urban areas of the south. This is a similar pattern across many of the other WIMD domains.



Source: Welsh Government

<sup>1</sup> ONS: Population Estimates for UK, England and Wales, Scotland and Northern Ireland. (mid-year-pop-est. 22 June 2017)

<sup>2</sup> Cardiff Capital Region City Deal

<sup>3</sup> Cardiff Capital Region City Deal

<sup>4</sup> Wales Index of Multiple Deprivation

## Labour Market

- 2.5 Labour market participation also varies significantly across the Cardiff Capital Region. Inactivity in the area with the lowest labour market participation is more than double that of the area with the highest (Cardiff Central data is influenced by high student numbers).
- 2.6 Over many decades the Valleys have experienced a cumulative loss of over 200,000 jobs<sup>5</sup>. While Cardiff can provide a focus for some employment activity, it cannot address all unemployment and inactivity across all of South East Wales. The evidence reviewed has highlighted the need to improve access to and the quality of careers advice, and to improve the range and quality of apprenticeships, which could have a significant impact on employability<sup>6</sup>.

**Table 1: Economic Inactivity by Constituency (July 2015-June 2016)<sup>7</sup>**

	<b>% who are economically inactive – aged 16-64</b>
Cardiff Central	36.1
Islwyn	29.1
Blaenau Gwent	28.3
Merthyr Tydfil and Rhymney	28.2
Newport East	27.6
Cardiff South and Penarth	27.1
Rhondda	26.4
Newport West	26.3
Cynon Valley	26.0
Cardiff West	25.4
Torfaen	24.7
Ogmore	24.6
Pontypridd	23.9
Vale of Glamorgan	22.9
Caerphilly	20.7
Monmouth	20.5
Bridgend	19.7
Cardiff North	17.7

2.7 In comparison with other city-regions, the Cardiff Capital Region lags behind the overall average in terms of labour market participation. There are also clear disparities in outcomes for residents across the Cardiff Capital Region in terms of the Welsh Index of Multiple Deprivation, earnings and economic inactivity.

- 2.8 Addressing levels of inequality and raising income at the lower end of the earnings spectrum would have a significant impact in raising GVA per capita and productivity.

## Population

- 2.9 Although it is important to consider all inhabitants when planning the development of the, looking specifically at the youth group has shown interesting results<sup>8</sup>:
- The Cardiff Capital Region hosts more than 50% of all young people (16-24 years old) in Wales.

<sup>5</sup> Evidence provided by Professor Steve Fothergill, CRESR, Sheffield Hallam University and National Director, Industrial Communities Alliance

<sup>6</sup> Submission to Cardiff Capital Region Commission on Growth and Competitiveness by the Bevan Foundation and Joseph Rowntree Foundation

<sup>7</sup> Source: Annual Population Survey

<sup>8</sup> Cardiff Capital Region Youth Profile – Cardiff University Sustainable Places Research Institute – Lorena Axinte May 2017



- b. There are significant demographic differences across the ten local authorities as some of them seem more attractive for young people between 16 and 24. This is probably because of the better living, studying and working conditions, as well as the proximity to Cardiff. Nonetheless, previous studies have shown that overall, Wales is characterised by low graduate retention rates caused by more attractive employment opportunities elsewhere (Bristow, Pill, Davies, & Drinkwater, 2011).
- c. Despite an increase in the total number of inhabitants, the proportion of young people is expected to decrease significantly by 2025, which might turn into a substantial problem for the labour force.
- d. Only two local authorities seem ethnically diverse, and without confusing ethnicity and nationality, this can be a sign that the others are less attractive, open or inclusive for newcomers.
- e. Migration levels show a positive inflow only in Cardiff, Rhondda Cynon Taff and Newport which could mean that the others do not provide sufficient pull factors, for instance in terms of housing options, employment/education prospects or leisure opportunities.
- f. Youth unemployment and the associated high levels of deprivation are serious challenges for the entire city-region. Failing to address them will turn into another reason for young people to leave to other regions or countries that offer better work opportunities.

2.10 Other issues that influence economic outcomes in the city-region include health outcomes, and access to services. There are clear differences in health outcomes performance across South East Wales that are not determined by local authority area. Poor health outcomes are concentrated heavily in the northern areas of the city-region, with some pockets in inner-city areas. Many of these issues are also related to quality of place. WIMD analysis also shows significant differences in performance in terms of access to services and physical environment. Whilst employment and income are a key element of the WIMD other quality of life determinants cannot also be ignored.

## Skills

2.11 Cardiff Capital Region contains a very strong educational capacity, with internationally competitive higher education institutions and further education colleges. These provide courses to local residents and attract students from across the world. However the region struggles to retain much of its graduate labour, particularly in STEM (is Science, Technology, Engineering and Maths) subjects, and is not considered attractive to qualified labour educated outside of the region.

Addressing low productivity in low wage sectors that are also likely to continue to provide large numbers of jobs due to the demand and requirement for their services will also have a large impact on productivity. These cover areas such as social care, retail, hospitality and arts and entertainment<sup>9</sup>.

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<sup>9</sup> Submission to Cardiff Capital Region Commission on Growth and Competitiveness by the Bevan Foundation and Joseph Rowntree Foundation

## Tourism and Heritage

2.12 This is relevant to tourism which has a key role in supporting the city-region in terms of jobs and GVA, and also be regenerating and reinvigorating places, as well as improving quality of life by providing a range of recreational activities for city-region residents. Data from statistics model STEAM highlights that tourism is worth £2.5bn to the Cardiff Capital Region economy, which attracts around 38 million visitors annually. There are a plethora of tourism opportunities across the entire Cardiff Capital Region, ranging from Cardiff City, as a major destination for business visitors and events, to heritage attraction, and activity tourism such as cycling and mountain biking.

However, there is significant room for Cardiff and the Region to improve as a visitor and conference destination and therefore a clear opportunity to develop more diversified tourism employment opportunities in the Cardiff Capital Region. The region overall employs slightly less of its workforce in tourism-related industries than both the Welsh and UK averages, though comparing favourably with other city-regions in the UK.

**Table 2: Employment in Tourism Industries 2015**

County	Number	%
Blaenau Gwent	2,000	10.6
Bridgend	5,000	8.4
Caerphilly	4,000	7.3
Cardiff	22,000	10.6
Merthyr Tydfil	2,000	9.4
Monmouthshire	4,500	12.7
Newport	5,000	7.1
Rhondda Cynon Taf	6,000	8.1
Torfaen	3,000	8.5
Vale of Glamorgan	5,000	12.6

Much of the demand for the tourism sector comes from within the city-region itself. Responding to this is not just an economic imperative, but also supports quality of life.

## Housing

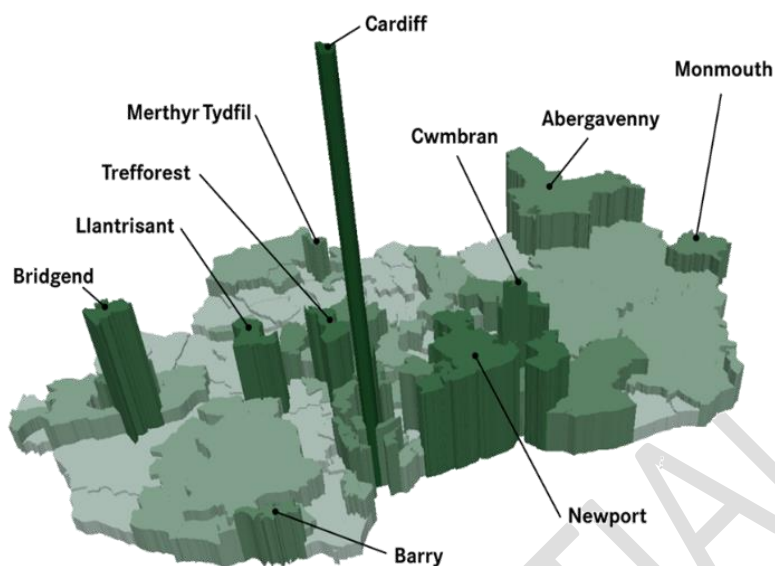
2.13 The housing market is a key element of how the labour market functions and makes an important contribution to the social mix within the city-region. Labour productivity is underpinned by affordable and well connected housing and mixed income communities can support the drive to bring jobs closer to people and tackle concentrated poverty and disadvantage.

In the coming 20 years the number of households (note this is different to population) in the Cardiff Capital Region is projected to increase by around 13%<sup>10</sup>. By far the greatest increase is projected for the cities of Cardiff (31%) and Newport (16%). Blaenau Gwent is the only local

<sup>10</sup> Stats Wales (2016) Population Projections

authority area where a decline in the number of households is forecast (-1%). Job creation across the region has not been evenly distributed in recent years, having been heavily concentrated in Cardiff in terms of the number of jobs created. Notably the city has also been the focus of the knowledge intensive business services sector. Many of the spatial employment patterns illustrate the importance of agglomeration or clustering to specific sectors<sup>11</sup>.

**Figure 1: Total jobs by MSOA, 2014<sup>12</sup>**



## Analysis

2.14 Taking into account the issues and levels of deprivation scattered throughout the region, it is clear there is a regional need to explore and develop opportunities for economic growth, not only within our cities – which are recognised as vital to the regions success – but also outside of these city centre areas.

It is interesting to note that the greatest level of proportional employment growth across the region in recent years has been experienced in Merthyr Tydfil. There are also significant clusters of employment across the city-region in sectors such as advanced manufacturing that are driving productivity growth and supporting wider supply chain development for the Cardiff Capital Region. This is reflected in the fact that within the city region, over a quarter of a million working residents in the city-region commutes out of their local authority area for work (Table 3).

Cardiff is the biggest draw accounting for 37% of inward commuting as well as a third of total jobs.

<sup>11</sup> Investigating the link between productivity and agglomeration for UK industries, Dr Daniel J. Graham, Centre for Transport Studies, Imperial College London

<sup>12</sup> Centre for Cities

Commuting distances and costs are important – especially for those on low incomes. We recognise that while jobs cannot all be developed in the immediate area of populations, neither can we expect all workers to commute significant distances.

Conversely, there is also a clear need to build on and develop agglomeration effects for the region.

2.15 Improving skills is fundamental to increasing productivity, raising income levels and supporting increased labour market participation. Inextricably linked to the skills of the city-region, job creation is also a fundamental element of delivering better opportunities for everyone and improving the city-region economy.

**Table 3: Commuting Statistics by Local Authority<sup>13</sup>**

	Total number of working residents	Total number of people working in the authority	Number of people working in home authority	Number of people commuting out of the authority	Number of people commuting into the authority
Bridgend	61,800	60,900	40,900	20,900	20,000
Vale of Glamorgan	59,500	38,200	28,400	31,100	9,800
Cardiff	172,100	228,300	139,600	32,600	88,700
Rhondda Cynon Taf	104,400	79,200	60,700	43,700	18,500
Merthyr Tydfil	26,700	24,700	15,900	10,800	8,800
Caerphilly	80,100	60,700	41,600	38,500	19,100
Blaenau Gwent	30,300	20,300	14,700	15,600	5,600
Torfaen	43,500	37,200	23,500	20,000	13,800
Monmouthshire	44,200	42,800	25,700	18,500	17,100
Newport	70,500	81,800	46,400	24,000	35,400
Cardiff Capital Region (SUM)	236,800	255,700	236,800	255,700	236,800

2.16 We need to take into account the trends that are already visible across the region: an ageing population, a declining workforce and net out-migration of those aged 22-45. The issue of population loss and demographic change is more prevalent in some parts of the city-region than others. Equally, automation, digitisation and productivity improvements will reduce labour demand in several key employment sectors, including those in the public sector. This can be offset by working to improve the quality of the jobs that remain and encouraging new businesses to service emerging market segments. Across Wales, progressive carbon-reduction targets provide new opportunities for innovation and economic activity, but will also challenge many firms.

2.17 Using this evidence, our approach, as detailed in Sections 3 and 4, and required by the TRI Guidance, is to focus the investment opportunities provided by the TRI programme in our two cities and specific centres, defined as Regeneration Areas in the guidance, or strategic hubs,

<sup>13</sup> Source: StatsWales

which can offer the greatest returns and the greatest catchment, for the communities, when providing job opportunities and access to services, within the region.

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**Table 5: SWOT analysis of South East Wales region, 2015<sup>14</sup>**

<b>Strengths (build upon)</b>	<b>Opportunities (pursue)</b>
Manufacturing specialisms	Businesses with competitive niche
Diverse economic base with key clusters	Marketing and exploitation of key clusters
Valued local authority business support	Tailored business support to meet skills gaps
Three Enterprise Zones	Access to £127m funding to grow skilled jobs
Strong tourism offer	Develop tourism with stronger regional identity
Growing knowledge economy in Cardiff	Cardiff City Deal funding control
Strong employment rate and start-up rate	Help disadvantaged areas via social enterprise
Some strong R&D activity	Strategic cross-boundary collaboration
Existing and planned infrastructure investment	Greater regional access to job opportunities
<b>Weaknesses (address)</b>	<b>Threats (minimise)</b>
High share of low value added manufacturing	Skills mismatches lead to business relocations
Low skill levels, employers with skill gaps	Limited public resource for business support
Poor regional transport links and to London	Over-reliance on Cardiff – jobs hard to access
Slow economic recovery and rising disparities	Lack of access to finance for start-ups
Over-dependence on public sector jobs	Widening earnings disparity with rest of UK
Low competitiveness, entrepreneurship, wages	Three year business survival rates lagging UK
Low investment in strategic development sites	Enterprise Zones displacing jobs, not creating
Lack of business export activity	Lack of regional governance or strategy
Talent drain of graduates out of the region	Lack of critical mass of firms to build ecosystem
Business support duplication across region	M4 congestion restricts growth potential

<sup>14</sup> AECOM analysis

## SECTION 3: REGIONAL STRATEGIC CONTEXT

3.1 This Plan sits within a wider policy and strategy framework at local, regional and national levels. The most relevant national, regional and local strategies are referenced below, with a brief summary of the scope of each strategic document and the potential links to the Regional Plan for Regeneration.

### Cardiff Capital Region and City Deal

3.2 The Cardiff Capital Region sets out its vision for the region as:

“A Prosperous Capital City Region for Wales” - a decision making centre, a global gateway for capital, trade, and visitors, a knowledge hub and a major population centre and business cluster for Wales.

The Cardiff Capital Region realises to achieve this vision the region needs to be “Ambitious, Collaborative, and Well-Connected”, and must offer “A confidence and lifestyle, Sustained Success, and a national and international stage”

It sets out what it sees as the three main objectives that will support the economic growth of the region, and achieve this overarching vision. The three objectives are:

- Prosperity and Opportunity: “Building the capacity of individuals, households, public sector and businesses to meet challenges and grasp opportunity creating a more productive economy”
- Inclusion and Equality: “A vibrant and sustainable economy which contributes to the well-being and quality of life of people and communities now and in the future”
- Identity, Culture, Community and Sustainability: “Forging a clear identity and strong reputation as a City-Region for trade, innovation, and quality of life”

A five-year strategic plan has been developed, and approved by the Cardiff Capital Region Regional Cabinet comprising the 10 Local Authority Leaders in February 2018 – subject to approval from members of each Local Authority. The Plan sets out the strategic objectives for the region - to create 25,000 new jobs and leverage £4billion in private sector investment - and identifies a number of key themes identified to focus the approach: Skills and Employment, Innovation, Connecting the Region, and Regeneration and Infrastructure

The purpose of this plan is to lever maximum economic and social benefits from a £1.2 billion Cardiff Capital Region City Deal fund that has been formally approved by the members of all 10 local authority partners.

The strategic plan sets out what is needed to achieve the long-term objectives of the Cardiff Capital Region City Deal, outlines its required actions and outcomes, and sets out how the £1.2bn Fund will be used over the next five years to drive the actions forward.

### WG Prosperity for All: The National Strategy

3.3 Designed to drive integration and collaboration across the Welsh public sector and put people at the heart of improved service delivery; the strategy sets out a vision and actions covering

each of the key themes in the Programme for Government – Prosperous & Secure; Healthy & Active; Ambitious & Learning; and United & Connected. It also identifies five priority areas – early years; housing; social care; mental health; and skills, which have the potential to make the greatest contribution to long-term prosperity and well-being. These are areas where it has been shown that earlier intervention and more seamless services can make a real difference to people’s lives.

These national objectives and priority areas provide a sound backdrop for the themes and objectives in this Regional Plan for Regeneration, which will enable tailored local solutions to fill gaps around national and regional interventions as appropriate.

## Valley’s Taskforce

3.4 In July 2017, a high level plan was published by The Ministerial Taskforce for the South Wales Valleys. “*Our Valleys, Our Future*” sets out its priorities for the future.

The key priorities in the Plan are:

- Good quality jobs and the skills to do them
- Better public services
- My local community.

A number of key strategic hubs have been identified by the Valleys Taskforce. The focus of each hub will reflect the opportunities and demand in a particular area and their aspirations for the future.

## Local Wellbeing Plans

3.5 The Wellbeing of Future Generations Act came into force in April 2016. The Act, which is about improving the wellbeing of Wales socially, economically, environmentally and culturally, ensures all public bodies listed in the Act are more considerate towards long term sustainability, prevention, and collaboration.

Each Local Authority Council in Wales is legally bound to have a Public Services Board (PSB). The purpose of this Board is to bring public services together to improve the wellbeing of their local community. Through this, each PSB is required to carry out an Assessment of Well-being for it to have an understand of current levels of well-being, to be aware of what matters most to local communities and to produce a Local Well-being Plan which must address the seven goals and five ways of working as set out in the Wellbeing of Future Generations Act (Wales)..

There are 10 Public Service Boards making up the Cardiff Capital Region, with each at various stages, working towards the preparation and adoption of their Wellbeing Plans, and the Regional Plan for Regeneration will help to deliver against the local wellbeing objectives in each target area.



## Links to other Programmes

- 3.6 European Regional Development Fund: A range of investments are planned or underway in the target areas.

Building for the Future: The region has prioritised a list of building projects for this Welsh Government led programme that complements the TRI programme.

Town Centre Loan Fund: Local authorities in the region are operating schemes under the Welsh Government TCLF initiative. The Loan Fund provides additional resources to plug gaps in funding packages on a repayable loan basis.

## Partnership and Engagement

- 3.7 It is recognised that the City Region will only succeed with all stakeholders working together to develop a consensus and shared vision of the way forward. We are actively working with the Welsh Government and Valleys Taskforce to ensure our aims, objectives and interventions not only align but also complement each other, taking advantage of their engagement processes, to maximise benefits to the region as a whole.

We are developing an effective working relationship with the Office of the Future Generations Commissioner for Wales to ensure that opportunities to support the well-being goals are highlighted.

## TRI Rolling Programme

- 3.8 Welsh Government has indicated that they expect TRI to be a rolling programme which therefore has the potential to attract significant funding over the period. The Councils will therefore work together, via the regional officer working group, to develop a ten-year programme of project development and implementation managed to ensure efforts and resources are focussed to achieve the desired outcomes.

We understand needs and priorities will change over time and the regional officer group, in consultation with Welsh Government, will monitor, review and consult to enable us to provide the most appropriate investments. The regional officer group are ideally placed to enable us to develop the ten-year programme of project development and implementation for TRI, in a way which complements the City Deal Wider Investment Fund investments, and ensures that the co-ordinated focus brings significant benefits to the region.

## Regional Impact, Scheme Appraisal and Monitoring

3.9 The City Deal Wider Investment Fund and the Welsh Government's Targeted Regeneration Investment fund are intended to deliver sustainable economic development and growth across the region. The City Deal Wider Investment Fund is focussed on a small number of significant schemes, each with a regional impact, whilst the approach of the TRI fund is by also implementing a programme of smaller investments in a number of 'regeneration areas', to have a combined effect which is regionally significant.

3.10 Applying our 'approach and rationale' and considering our 'regional issues and challenges', in section 5, each "**local authority project proposal**" will aim to address some or all of the following:

- job creation;
- tackle economic inequality for individuals and communities;
- reverse social, environmental & physical decline;
- enhancing skills & employability;
- economic regeneration;
- affordable housing; and
- Creating an environment for business growth.

In so doing proposed projects will also demonstrate:

- value for money;
- links to other programmes;
- addressing local need & priority;
- engagement with local communities and stakeholders;
- improving people's quality of life;
- compliance with the well-being objectives and ways of working; and
- links to '*Prosperity for All*';

### Appraisal

3.11 It is hoped that the individual Councils within the region will endorse this Regional Plan for Regeneration and use this along with Welsh Government's TRI guidance to appraise and ensure that their proposed schemes are compliant and therefore support the overall regional objectives. Councils will present the proposals and the relevant appraisal of key outputs and project assessment to the Regional Regeneration Forum (RRF) who will, subject to a quality check of submissions, then recommend proposals to the Welsh Government.

## SECTION 4: REGENERATION AREAS

4.1 It is recognised that the success of any economic regeneration programme is dependent upon strong collaboration to address the economic challenges of an area. The success of the Cardiff Capital Region, its 5 year plan, and this Regeneration Plan requires all towns and cities within the region to work effectively together to ensure maximum effort and impact is returned from any interventions. In doing so, funding will be targeted in key locations identified across the region which have been chosen due to their regional importance and their potential to maximise any intervention to support growth and reverse decline.

Cardiff is the Welsh capital and the main driver for economic growth in the region and along with Newport is one of the two cities within the Cardiff Capital Region.

### **Growth & Competitiveness Commission**

4.2 The Growth & Competitiveness Commission (Commission) considered spatial development in the region and concluded<sup>15</sup>: *“the Cardiff Capital Region is not homogeneous; it consists of diverse places each with distinctive histories, strengths, challenges and opportunities.”*

The Commission recommended<sup>16</sup>:

*“With differences in economic performance and outcomes across the city-region there is a clear need to ensure that the region is organised spatially in a way that maximises the benefits for residents.*

*The Cardiff Capital Region should develop a spatial perspective to complement its economic strategy. This spatial development perspective should act as a future growth map for the Capital Region and define the key roles and potential of:*

- *Cardiff and Newport as established hubs of business, commerce and institutions, each playing to their particular strengths;*
- *Cardiff Airport and the associated Enterprise Zones;*
- *The re-emerging towns such as Bridgend, Barry, Caerphilly and Pontypridd that are in transition to accommodating high value-added activity, renewed resident populations and university expansions; and*
- *The Valleys and rural towns which are becoming increasingly important centres for local services, amenities and the foundational economy, and are developing their roles in tourism and leisure.”*

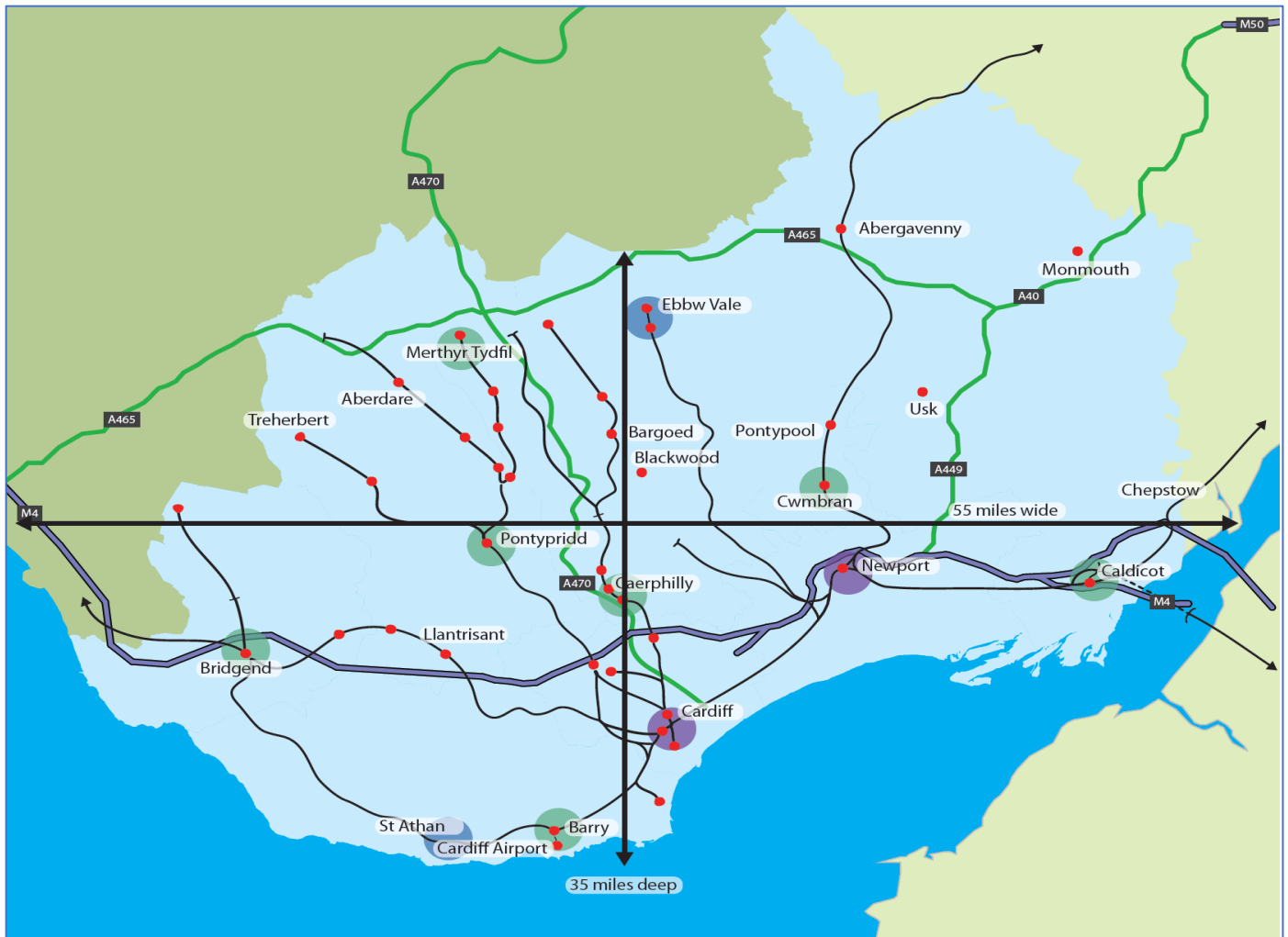
Taking the rationale for spatial targeting into account, our regeneration areas are defined as outlined in Figure 2.

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<sup>15</sup> Growth & Competitiveness Commission Report and Recommendations Page 38.

<sup>16</sup> Growth & Competitiveness Commission Report and Recommendations Page 39 Core Findings and Page 43 Recommendation 8 – Strategic Spatial Development

**Figure 2: South East Wales Target Regeneration Areas**



- Cardiff
- Newport
- Ebbw Vale
- Cardiff Airport & St. Athan
- Barry
- Bridgend
- Caerphilly
- Caldicot
- Cwmbran
- Merthyr Tydfil
- Pontypridd

- Cities
- Enterprise Zones
- Strategic Hubs

- 4.4 A simple overview of city performance suggests that Cardiff is performing well economically. However, significant and entrenched inequalities exist in Cardiff, with over 60,000 people in Cardiff living in the 10% most deprived communities in Wales, by far the highest number of local authorities in the Cardiff Capital Region. In terms of overall performance in the WIMD, only two other local authorities in Wales have a higher percentage of people who are amongst the 10% most deprived in Wales. Almost a third of Cardiff households are living in poverty with a high percentage of children live in workless and low income households. The majority of the city's most deprived wards are located in the 'Southern Arc' of the city, which if it were considered a single local authority would be far and away the poorest area of Wales. Cardiff also has by far the highest number of residents suffering from income deprivation within the city region, with almost 62,000 residents classified as living in income deprivation according to the Wales Index of Multiple deprivation.

Employment rates and earnings in the area lag the city-region average by some distance, whilst unemployment and inactivity are significantly greater than the Cardiff Capital Region figure. The latest unemployment data for local authorities highlighted that three out of every ten unemployed residents in the Cardiff Capital Region lived in Cardiff. In total 11,300 of those classified as unemployed in the city-region live in Cardiff, almost twice the number of the next largest local authority



Tudor Street, Cardiff

by unemployed population. Within the city this unemployment is concentrated within the 'Southern Arc'. Targeted regeneration investment in these communities can therefore deliver significant results in addressing poverty, given the large numbers, high population density and the proximity to regionally-significant economic development projects. Cardiff's Regeneration Area is, therefore, defined as the 'Southern Arc' stretching from Trowbridge in the east to Ely in the west, where unemployment rates are more than double the city-region average.

Housing quality is also a particular issue in Cardiff, where low incomes and high costs have a big impact. WIMD data highlights that 8.2% of people in the city live in overcrowded conditions, higher than any other local authority in Wales and significantly higher than the national average.

- 4.5 The Targeted Regeneration Investment Programme offers the opportunity to complement, and build on other interventions, with a specific focus on economic regeneration projects which support job creation, enhance employability and create the right environment for businesses to prosper:

- a. **Business Corridors:** The Southern Arc contains a number of District Centres and Local Centres which are in need of integrated regeneration initiatives if their economic role is to be sustained and further developed. Two specific business corridors – South Riverside and Adamsdown/ Roath – have been identified as investment priorities because of their importance as centres of economic activity and local employment, and key entrance routes into the city centre.
- b. **Community & Well-Being Hubs:** Working closely with partner organisations, the Council has delivered a network of successful Community Hubs. Opportunities have been identified for further embedding Hub services in the Southern Arc communities. Further investment will have a particular focus on employability services and economic outcomes for young people and tackling health and well-being barriers to economic activity.



Charles Street, Cardiff

## Newport

- 4.6 Newport is a multi-cultural city with its own unique atmosphere, where traditional industries sit alongside the new and emerging Digi-tech sector. Standing at the gateway between England and Wales, Newport is strategically well placed along the M4 corridor and electrified main line, providing easy access to major cities around the UK, and to the remainder of the Cardiff Capital Region and Wales. There is an excellent supply of land available for new employment, education, leisure and housing as identified in the adopted Local Development Plan and regeneration opportunities exist within the heart of the City, close to the University and emerging digital cluster.
- 4.7 A key urban settlement, Newport has been identified in the Cardiff Capital Region Strategic Business Plan as an established hub of business, commerce and institutions, and is seen as having a strong role to play in the regional and national economy. Newport's adopted Corporate Plan,<sup>17</sup> Economic Growth Strategy<sup>18</sup> and draft City Centre Master Plan<sup>19</sup> sets forth a vision of Newport as a vibrant, versatile city; an area of visible change with high aspirations, high achievement and shared prosperity.
- 4.8 Despite having the fastest growth in business start-ups in Wales and the South West between 2011-2016 and the second fastest growth in 'Knowledge-Intensive Business Services' of any UK city between 2014-2016, with no Grade A office accommodation to service a growing digital cluster and knowledge based business sector, Newport is not fulfilling its economic

<sup>17</sup> [www.newport.gov.uk/documents/Council-and-Democracy/About-the-council/Corporate-Plan-2017-2022.pdf](http://www.newport.gov.uk/documents/Council-and-Democracy/About-the-council/Corporate-Plan-2017-2022.pdf)

<sup>18</sup> [https://democracy.newport.gov.uk/documents/s11217/Economic%20Growth%20Strategy\\_Final%20version%20Oct%202015.pdf](https://democracy.newport.gov.uk/documents/s11217/Economic%20Growth%20Strategy_Final%20version%20Oct%202015.pdf)

<sup>19</sup> [www.newport.gov.uk/documents/About-Newport/Newport-City-Centre-Masterplan-Jan-2018.pdf](http://www.newport.gov.uk/documents/About-Newport/Newport-City-Centre-Masterplan-Jan-2018.pdf)

growth potential, having an adverse effect on the ability of Newport to sustain the City catchment area and the region's strategic hubs.

4.9 Great steps have been made to address some of the city's derelict and vacant buildings, however the city's economic transformation, remains incomplete; a 'work in progress'. Newport aspires to fulfil its potential as a City of growth; its excellent location, connectivity, availability of land and premises, and affordability provide a golden opportunity to attract and embed new inward investors and maximise employment opportunities for the wider region.

4.10 As a major employer for the wider region, Newport has the second highest percentage of people commuting into the city for work (see Table 2).

4.11 The city also suffers high levels of deprivation, with a high percentage of NEETS<sup>20</sup>, the second highest Youth Claimant rate of any UK City (January 2018), and a large number of Lower Super Output Areas ranking in the top 10% most deprived in Wales. With a population expected to increase by 7.9% by 2039, there is a clear need to focus on upskilling young people and providing health and well-being support to tackle the generational cycles of deprivation in some areas of the city.

4.12 Newport remains an affordable location and with rental levels significantly lower than Cardiff, there is rapidly growing interest and potential for igniting new investment into the City, but the support of the public sector is key to initially stimulating this development.

4.13 The location of the International Convention Centre for Wales provides the city and the region a strong tourism opportunity which is currently unmet by a significant lack of visitor accommodation. The day visitor economy is improving but we are failing to retain visitors for longer. The region collectively has an opportunity to provide a high quality and diverse experience for visitors but we need to ensure good quality visitor accommodation is available in the right location. With the viability issues that exist, again early public sector investment in the form of loan finance is vital in enabling the city to meet the identified demand.



Chartist Tower, Newport

4.14 Developing education, leisure, sport and recreation opportunities is also an important part of the growth of Newport and the wider region. Newport is looking to strengthen and expand the further education and higher education offer as part of a Newport Knowledge Quarter in partnership with the University of South Wales and Coleg Gwent. High quality sporting facilities <sup>21</sup>also offers alternative curriculum and life skills to support disaffected learners and NEET's. Further investment is

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<sup>21</sup> Newport International Sports Village is home to national and regional facilities such as the Wales National Velodrome and Regional Indoor Tennis Centre.

required to maximise the potential for facilities to meet existing and future demands of the region as well as maximise opportunities to host national and international events which puts the Cardiff Capital Region on the world stage. Improvements to the environment around the Riverside area of the city centre, home to the Newport Gwent Dragons regional rugby team; will assist the Council's ambition to regenerate the wider area.<sup>22</sup>

Opportunities that we envisage will support not only Newport, but the wider region are:

- a. Emerging as a leading digital cluster with a key role to play in meeting the Region's aspiration to be a "Smart Region" there is an identified need to provide good quality office, incubator and accelerator space close to these digital centres and knowledge intensive businesses. The **Northern Gateway** area has been identified as the focus for developing and expanding the digital ecosystem through the provision of new grade A office development and live/work projects. Within this area key buildings provide opportunities for diverse but complimentary uses, and potential also exists for new housing and complimentary services on sites such as the former Sainsbury's site.
- b. Significant opportunity remains in the **City Core** to target under-used sites and derelict, prominent buildings for housing, leisure, and cultural developments, including the provision of a Heritage Discovery Centre. The redevelopment of Chartist Tower for hotel accommodation is a priority for the City Core area with the need to ensure the exterior of the building reflects the quality of any internal refurbishment.
- c. The **Newport Knowledge Quarter** partnership between the Council, University of South Wales and Coleg Gwent presents an opportunity to consolidate and expand the further and higher education offer available on a regional level with opportunities to develop and provide shared library resources.



Market Arcade, Newport

<sup>22</sup> see link to City Centre Masterplan



- d. We are working with partners to deliver an integrated **Neighbourhood Regeneration Programme** in our most deprived communities. The Councils Corporate Plan has identified four community investment zones as priority to bring partners together to address health, housing, skills and employment issues in a holistic way. Bringing services together via a hub approach to counter disadvantage and deprivation will put people at the heart of our regeneration and investment plans for the City and wider region. The delivery of a pilot scheme in Ringland has been identified as the stage 1 priority for this programme.
- e. **Newport International Sports Village**: Home to the Wales National Velodrome, the Newport International Sports Centre, FAW football Academy, Newport County's training ground and a first class cricket facility, the expansion and development of facilities at the Village is vital to the region's ability to attract elite, national and international sporting events and to develop the region's position as a major sporting and events destination. A City Sport and Active Recreation Masterplan is currently being commissioned to provide a coherent plan for the expansion and development of the Village to enable the City to host some of the most prestigious national and international events as part of a wider regional programme. As an improved, national facility, the Village will bring significant benefits for the visitor economy and provide employment, training and wellbeing opportunities not only for Newport, but the wider region.

## Barry

4.15 Barry has a population of over 52,000 and as a hub settlement (and the largest town in the Cardiff Capital Region) has a crucial role to play in the development and economic growth of the Cardiff Capital Region. Barry is also recognised in the Local Development Plan (adopted June 2017) as one of the most sustainable locations within which to focus major new development opportunities.

4.16 Four lower super output areas in Barry (Gibbonsdown 2, Court 3, Cadoc 4 and Castleland 1) fall within the top 10% of most deprived areas in Wales across all domains but particularly in relation to income, health, education, housing and employment.



Barry, Vale of Glamorgan

4.17 Around 60% (552 units) of the affordable housing need requirement (per year) in the Vale of Glamorgan is in Barry.

4.18 The Vale of Glamorgan has the highest rate of out-commuting (51.5%) in Wales compared with the national Welsh average of 30.6%, demonstrating a lack of higher skilled employment opportunities in the county. The majority of out-commuting is into Cardiff (34.4%)

- 4.19 In recent years the policy focus for the Council has been to encourage and facilitate a more joined up or whole-town approach to regeneration in Barry in order to maximise the regenerative impact of mainstream Welsh Government initiatives such as Flying Start and Communities First (and its successor programmes) i.e. combining the improvements to places with support for the people who live in them.
- 4.20 Looking ahead there are further opportunities for closer integration, through procurement to maximise local supply chain development and associated targeted training and recruitment clauses favouring local residents. This could be particularly successful having regard to initiatives around the nearby Cardiff Airport and St Athan Enterprise Zone and sectors such as education where significant capital investment is proposed to establish two new mixed sex secondary schools in Barry.
- 4.21 The Targeted Regeneration Investment offers the Council and its partners the opportunity to respond to the challenge of narrowing the gap of aspiration and achievement across the town; and, stepping-up the quality of infrastructure, education and skills, tourism and leisure facilities to make a unique contribution to the Cardiff Capital Region.
- a. **Gateway Regeneration** - the Town Centre is focussed around the primary shopping area along Holton Road. It currently supports a value retail offer and related town centre services. It is challenged by better served, accessible, retail centres in the region. It is widely recognised by stakeholders and the community that investment is needed to sustain and further develop the economic role of the town centre and its hinterland.
  - b. **Barry Island Regional Tourism Destination** - for long-term financial viability, new operating models will be required to provide facilities that operate all year round rather than just in the main tourist season. A strategic opportunities document is currently being put in place to guide the marketing and development of Barry Island and further financial intervention will be necessary to unlock the potential of key sites including the possibility of partnering with the private sector to develop new or substantially refurbished leisure and tourism facilities.
  - c. **Eastern Barry Community Hub** – the majority of Barry’s most deprived wards are located in the eastern part of the town. Income and employment rates are significantly lower than the Cardiff Capital Region figures. Working closely with the local community, major investment is needed to deliver a hub of community-focused services which seek to respond to the challenges of affordable housing provision and enhancing skills and employability.



Barry, Vale of Glamorgan

- 4.22 Bridgend is uniquely positioned through a combination of attributes: it is equidistant between Cardiff and Swansea, providing a geographic and strategic link between the two city regions; it is located on the M4 (served by two junctions) and the main rail line from London; and as acknowledged in the well-being assessment benefits from being the location of a well-established high-tech industrial sector with a number of internationally-recognised companies. The town is also a key service centre for the three valleys north of the town, which have been identified as a strategic hub in the Valleys Task Force strategy, 'Our Valleys, Our Future'.
- 4.23 Major housing and employment growth areas have been identified around junctions 35 and 36 of the M4, which form part of the economic growth plan for the region. As the nearest regional settlement to these, Bridgend town centre will require targeted, long-term investment to respond to the pressures and opportunities that these will bring.
- 4.24 The town is well-established as a centre for high-end manufacturing and is the location for multiple high-profile international companies; however the gap in qualifications between Bridgend and Wales is increasing with working age people in Bridgend less qualified than the average for Wales and with almost 15 per cent having no formal qualifications in 2015. In a Bridgend Business Research report, in which almost a third of businesses surveyed (60 out of 202) businesses stated that they needed a more skilled workforce to meet their business needs and enable survival and growth
- 4.25 Bridgend town area contains three LSOAs that are in the 20% most deprived in Wales<sup>23</sup> with particular problems around Income, Employment, Health, Education, and Community Safety:
- Brackla 3 is the 4<sup>th</sup> most deprived ward of the 88 in Bridgend County, and in the 10% most deprived in Wales
  - Morfa 2 is the 5<sup>th</sup> most deprived ward of the 88 in Bridgend County, and in the 10% most deprived in Wales
  - Oldcastle 1 is the 13<sup>th</sup> most deprived ward of the 88 in Bridgend County, and in the 10-20% most deprived in Wales
- 4.26 The primary target area for TRI-backed regeneration is Bridgend town centre. Here, opportunities exist for significant change and growth that would contribute to the economic development of the region. As the principal settlement in the western area of the Cardiff Capital Region it has been identified by the Growth and Competitiveness Commission and Cardiff Capital Region Business Plan as one of the re-emerging towns playing a significant role in the region's economy.
- 4.27 Bridgend will focus on a number of key themes aligned to the project types below:
- Providing more affordable homes supported by community facilities in the town centre.
  - Improving the physical and mental well-being of residents.
  - Increasing skills and educational attainment and ensuring closer alignment between curriculum provision and the needs of business and industry.
  - Improving transportation provision and access to services.

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<sup>23</sup> WIMD

- e. Providing essential infrastructure to unlock commercial investment opportunities and job creation.
- f. Targeting investment in under-utilised and vacant properties.

Caerphilly/ Ystrad Mynach Corridor

4.28 Activity and funding will be targeted within the Valleys Task Force identified strategic hub of Caerphilly and the Ystrad Mynach Corridor. The main focus for town centric projects will be Caerphilly town in recognition of it being identified by the City Region for growth and Valleys Metro for improvement. Caerphilly town centre is the namesake and a principal commercial centre within the Borough with current footfall figures of circa 640,000 for the first two quarters of 2018.

4.29 It is the County Borough's largest town serving over 57,000 residents and has significant economic and tourist potential.

4.30 Caerphilly town also suffers from having the most deprived LSOA in Wales <sup>24</sup>at Lansbury Park housing estate which sits in the heart of the town centre. Concentrating on Lansbury Park - helping the economically and socially marginalised community reconnect with employment opportunities – and through targeting the town centre and its industrial / commercial surroundings, the plan is to combat long-term poverty and social exclusion. The Council and its partners will seek to introduce an innovative multi-use community hub where public and third sector services are co-located alongside community run amenities; business incubation units and social enterprise development. The provision of such a hub could be complemented by other projects to create a more attractive living environment and promote greater connectivity between Lansbury Park and the wider community.



Caerphilly Castle, Caerphilly

4.31 Caerphilly Train Stations annual passenger usage has increased year on year to approx. circa 750,000 users - increasing the demand on the current infrastructure and need for enhanced modern services/facilities. Caerphilly's town centre forms part of Cardiff Capital Region's strategic public transport network (SE Wales Metro) that improves connectivity both regionally and locally. The multi modal interchange at Caerphilly aims to create a thriving hub of enterprise with a modern, well-designed landmark arrival point for residents and visitors to the town.

<sup>24</sup> Welsh Index of Multiple Deprivation 2014  
 TRI Regional Regeneration Plan 2018-2021 v1.0

4.32 A number of opportunities have been identified that will support the economic regeneration of the town, and wider region. These are:

a. Caerphilly town centre suffers from many underutilised and/ or redundant buildings, which significantly affect the commercial core of the town. We will consider opportunities to re-invigorate and expand the existing commercial core and maximise the potential of these buildings, thereby adding value to the existing urban environment and the overall visitor experience.

b. Creating a vibrant and accessible visitor destination offer is essential to growth in the town centre, and hinterlands. Caerphilly Castle is the principle Unique Selling Point (USP) for the Town from a tourism perspective and in 2016 attracted around 130,000 visitors. However, despite already running a successful events programme, there is a need to maximise the presence of Caerphilly



The Big Cheese, Caerphilly

Castle by working jointly with CADW and Visit Wales to improve the quality and range of the visitor offer at the largest castle in Wales. The tourism offer would be bolstered by creating a more diverse town centre that increases dwell time and produces a strong day and night time economy that includes quality accommodation for short breaks. Smaller complementary projects within the VTF strategic hub will also be considered to add value to the wider visitor experience.

c. There are a number of key employment sites and premises clustered around Caerphilly town centre along with a number of large sites within the wider VTF strategic hub of Caerphilly/Ystrad Mynach corridor. Unlocking these sites provides a significant opportunity for strengthening employment opportunities within the county and the region.

d. **“Support the development of housing on previously developed land – identify key residential opportunities that can be unlocked on brownfield sites in the wider VTF strategic hub that accord with planning policy, including those which form part of wider mixed use developments.”**

Caldicot

4.33 Monmouthshire’s economy (GVA) in the last 15 years has performed below its full potential; it has a small scale, dual economy when compared to others in the Cardiff Capital Region, whereby the occupational profile of residents is skewed towards high skill occupations with resident earnings higher than workplace earnings; it’s working age population is low in relation

to comparators, with a Median age of 48 (the oldest in the Cardiff Capital Region). The county is therefore not currently geared towards strong economic growth which if unchanged, will result in the future economic inactivity rate growing.

- 4.34 There is an economic imperative to address these issues by unlocking the new opportunities in the south east Severnside area, specifically Caldicot, being the largest area of urban population (circa 20,000). With the recent confirmation to abolish Severn Bridge Tolls, its enviable centrality, road infrastructure and close proximity to the high growth border areas of the South West and the 'Midlands Engine', Monmouthshire has opportunity to be a key economic growth area in the Cardiff Capital Region. Future demand is already placing pressure on affordable and market housing with 439 households on the register wishing to live in Caldicot. Economically, the town centre is not fit for purpose to meet the needs of future residents with a 9% drop in non-food shops with a 13% vacancy rate in primary frontages. A rise of 10% in the service sector is following a UK trend in leisure and social activity but the town centre's infrastructure is not of the right quality to meet the future needs of retail, food and drink, housing, enterprise and other activities.



Newport Road, Caldicot, Monmouthshire

- 4.35 Severnside - the town of Caldicot specifically - has the potential to be a major beneficiary of the influx caused by these factors and as a consequence, there is a need for to invest in infrastructure, specifically commercial property, in-town living, and visitor economy led activity. This should be focussed on the town centre but also ensuring an integrated approach to neighbourhoods and their holistic well-being; creating an opportunity for a modern and thriving hub which can attract private sector investment and business re-locations from Bristol and beyond:
- To improve the housing offer at a key gateway site into the town centre with the provision of a 27no. residential units, urban courtyard and car park that is linked to the redevelopment of an outdated 1960s retail parade.
  - The Retail Parade project will see units reconfigured with opportunities for employment generation through enhanced frontages, reconfigured units and improved signage/branding. An additional opportunity for property development enhancements is proposed for neighbouring retail and employment property.
  - Enhanced mobility and accessibility for residents, visitors and employees through investment in shared space, active travel networks and maximisation of visitor assets as

the Castle and Country Park, links to the Living Levels, equestrian activities as well as local community spaces that ensures inclusion for all.

- d. To expand and modernise the Caldicot Community Hub, extending the community services, well-being and local enterprise available to our remote communities.

4.36 The Targeted Regeneration Investment Programme offers the opportunity for the region to capitalise on the County's new opportunities whilst also addressing further strategic regeneration priorities which include the expansion of the digitally connected community hubs network throughout the County. Consideration will also need to be given to our strategic employment sites particularly those with a focus on the circular economy.

#### South Torfaen Settlement Area

4.37 In 2004 the Wales Spatial Plan identified "Cwmbran/Pontypool" as a single "key settlement". This 'South Torfaen Settlement Area' is based on the interdependence of Cwmbran, Pontypool and their neighbouring communities, which each fulfil a different training employment, leisure, retail or foundational need for local communities. The Valleys Task Force has identified this area as one of their 7 Strategic Hubs. This is because it is **easily accessible**, serves some of Wales' **most deprived communities**, and is **attractive to investment** (for both employment and housing).

4.38 Emerging opportunities include the Grange University Hospital at Llanfrechfa, the growth of Llantarnam Business Park as a driver of South Wales' digital cluster, and the emerging Sixth Form College as an anchor on Cwmbran's town Eastern employment site. However, the hub also has a number of challenges that need to be addressed, including:

- a. *Deprivation:* There is poor connectivity between strategic sites in the hub. The WIMD shows a high level of deprivation, with three LSOA's in Wales's 10% most deprived, and a further nine in the 20% most deprived. Of these nine, two score low on Access to Services. Perhaps most significant in demonstrating deprivation is Trevethin 1 LSOA which shows that 75% of children under 4 live in income deprived households.
- b. *Employment Prospects and Prosperity:* Data shows that of 2,045 enterprises in the area, only 0.6% employ more than 250 persons, demonstrating a lack of large employers in the area. In addition to this, constraints such as: lack of suitable sites, viability, complex ownership issues, infrastructure investments requirements and transport issues are



Springboard, Torfaen



limiting investment in employment sites, further inhibiting investment opportunities from potential employers. There is demonstrated in the fact that sustained occupancy is over 90% in existing incubation facilities, suggesting a lack of suitable premises for expansion, and thereby limiting the availability of companies to grow.

- c. *Housing Quality and Availability*: Affordable housing need is c2000 homes over the next three years.<sup>25</sup> Whilst there is demand in town centre areas, and in addition available sites and premises for conversion, private sector investment is low because of higher, abnormal costs.

4.39 A number of potential projects have been identified:

- a. There is a need to ensure **adequate business start-up support through Enterprise centres and/or test trading opportunities** to provide support for businesses helping to increase productivity and new jobs. These facilities charge low rents to reduce risk for new business. However, this makes them a less-attractive proposition for the private sector to build and run due to a low ROI.
- b. Opportunities arising from **working with the third sector** should be explored **to enable skills, community and foundational economy facilities**. The third sector can help to deliver community, skills and cultural services, supporting the foundational economy. Co-locating services into a single hub would prime growth in this sector by reducing premises costs and overheads
- c. **Enabling development and connecting infrastructure** – the strategic hub will rely on strong connectivity between and within strategic sites and centres as well as interventions to overcome other site constraints.
- d. **Town centre enhancements** – due to low values, property owners do not invest in improving the quality of their premises or converting them to more appropriate uses, such as housing. The deterioration of frontages, and vacancy rates, create blight that further inhibits investment.

Blaenau Gwent: Ebbw Vale

4.40 Blaenau Gwent has the most LSOA within the 10% most deprived in Wales at 23.4%; and with over 85% LSOA in the 50% most deprived<sup>26</sup> highlighting the levels of deprivation that exists across the county borough. The borough faces significant and multiple levels of deprivation, as appose to isolated pockets. Low academic attainment and high economic inactivity are just two key factors. Stemming and reversing the flow of out migration is also important, through the creation of an attractive



Station Square, Blaenau Gwent

<sup>25</sup> (TCBC 2017 LHMA – a full LHMA will be commissioned as part of the LDP review)

<sup>26</sup> 2014, WIMD

and well connected environment, in which people choose to live, work and play.

- 4.41 In recognition of the levels of deprivation that extend across the borough, there is a drive to ensure a comprehensive approach to regeneration is adopted. In addition to new regeneration initiatives, the authority will take a strategic approach, ensuring that previous regeneration schemes are completed beyond Ebbw Vale in order to maximise the impact and associated outputs. This will enable the surrounding areas to underpin and complement the strategic hub, Ebbw Vale.
- 4.42 Through the Enterprise Zone, Valleys Task Force, City Deal, Tech Park and other investment, significant regeneration and associated employment and training opportunities will be realised within Blaenau Gwent. Reflective of and aligned to these wider opportunities, the Regeneration TRI area within Blaenau Gwent will be centred on Ebbw Vale.
- 4.43 Ebbw Vale's focus will be on three core areas:
- Vibrant Gateways:** Re-modelling and significant physical infrastructure works to create prominent and vibrant gateways to the main town centres of Blaenau Gwent; supporting a viable mix of uses, underpinned by efficient infrastructure to generate employment opportunities, prominent business premises, quality homes and increased footfall.
  - Core Employment Hub:** Maximising available land centred at *The Works* to develop a core that will facilitate a range of economic opportunities including, inward investment, business growth and enterprise; with associated employment and skills opportunities.
  - Connected Growth Corridors:** To enhance the employment core and support complimentary activity to fulfil housing and leisure needs, feasibility and development works along key growth corridors to the East and West of the centre will be undertaken in the short term. These studies will inform medium to long term development opportunities along the identified growth corridors.

4.44 The Council along with its many partners, both public and private, are committed to a range of interventions and investments to expand opportunities within Blaenau Gwent; not least transport connectivity, enhanced building infrastructure, 21st century schools programme, housing development, health facilities and business units.



Countryside, Blaenau Gwent

- 4.45 A number of short, medium and long term proposals have been developed under the three core areas:
- Vibrant gateways:** The proposed schemes under this priority include both thematic and stand-alone projects including;

- i. Property Enhancement Grants, including prominent buildings and where appropriate site acquisition/demolition (Trinity Chapel, NCB, Ebbw Vale Welfare Club, Pit Head Baths), and
  - ii. Development of strategic town centre sites e.g. Ebbw Vale multi storey re-development, Brynmawr Bus Depot and Brynmawr Boiler House.
- b. **Core employment hubs:** Project proposals to complement the employment core, including Boxworks – Enterprise Units and Business Park Infrastructure Upgrades.
- c. **Connected growth corridors:** A range of feasibility studies and masterplans linked to housing and leisure including community sports hub, Brynmawr /Nantyglo masterplan, Nantyglo school site redevelopment, Pit Head Baths and Boiler house. The studies will inform subsequent aspirations for full project implementation for which TRI funding may be sought.

#### Merthyr Tydfil

- 4.46 Merthyr Tydfil has a dense urban population with c 43,000 residents - out of a population c 59,700 - residing in the main town centre, which functions as the principal commercial, retail and service centre of the County and the Heads of the Valleys region. Although the County still has high levels of deprivation, business confidence and inward investment are strong.
- 4.47 Merthyr Tydfil fulfils a key strategic role at the centre of the Heads of the Valleys region, benefiting from high levels of accessibility with the intersection of the A470 and A465 strategic transport corridors in the north, and A470 and A472 strategic transport corridors in the south. Just 25 minutes north of Cardiff and the M4 corridor, currently, 600,000 people and 150,000 jobs are situated within thirty minutes of Merthyr Tydfil.
- 4.48 Once known as the industrial capital of Wales, Merthyr drove the Welsh economy, employing 1000s of people. More recently the town has experienced the loss of key industries and market failure, leading to social and economic deprivation, poor health, low skills and lack of opportunity for local people. Current data shows that 8 of its 36 Lower Layer Super Output Areas (22%) are amongst the most deprived 10% of LSOAs in Wales<sup>27</sup>; 30% of its LSOAs fall within the 20% most deprived in Wales; 61% of its LSOAs fall within the 30% most deprived; and 81% of its LSOAs fall within the 50% most deprived. The County compares unfavourably with national averages across many key socio-economic indicators, facing significant challenges around high levels of economic inactivity, low educational attainment and skill levels, low quality jobs and opportunities, and high incidences of long term health problems.
- 4.49 Prior to the latest economic downturn the number of jobs available had been steadily increasing since 1998, due principally to growth in the public administration, education and health, and latterly manufacturing, transport & communications and construction. Despite this growth, job-density and wage levels continue to be lower than national averages. Even before the downturn, many strongly represented sectors were not expected to grow over the next 10-

<sup>27</sup> WIMD

15 years, and it was identified that the area is not well represented in likely “key growth” sectors such as air transport, computing services and financial and professional services<sup>28</sup>.

4.50 An extensive physical renewal programme and enhancement of the local tourism offer has improved the perception of Merthyr Tydfil, attracting business/inward investment into the area as well as a large number of visitors to the region.



Merthyr Tydfil

4.51 The ongoing dualling of the A465 will contribute to the establishment of an important new growth corridor across the Heads of the Valleys. Improvements to the frequency of the train service, through the Metro programme will enhance levels of access to Cardiff and beyond. To maximise this strategic advantage, a priority is the development of a regional transport hub.

4.52 Proposed Projects are:

- a. Creation of a **Development Zone** to take forward the next phase of regeneration, support job creation, attract inward investors and create the right environment for businesses to flourish. In the north of the zone, a new retail development will be a key economic drive, whilst both the east and west of the zone already has a heavy tourism concentration.
- b. A **community hub network** in the north of the County, as an extension of the Council’s Poverty Strategy. The principle of community empowerment is fundamental to our approach, with success dependent upon the collective efforts of public sector, third sector organisations, volunteers or businesses. As the lead we will work closely with partners to build on this plan, joining up actions and innovating at local and regional levels.



Cyfarthfa Castle, Merthyr Tydfil

c. Tackling **long-term unemployment** is an ongoing priority through a range of programmes to enhance the diversity and level of employment opportunities. Investment in skills and training is a major factor in creating a highly employable, higher skilled local population that can be retained locally, and which can generate economic growth, improved productivity and a sustainable local economy.

d. Targeted **business support** and business incubation initiatives; to enhance and support existing business and business infrastructure; encourage

<sup>28</sup> Merthyr Tydfil LDP

development of new business (inward investment); development of key attractions and strategic projects that enable linkages and connections between them and commercial, retail and service centres is very important for the area.

#### Rhondda Cynon Taf: Pontypridd Corridor

4.53 The Council's Corporate Plan is clear about the importance of building new homes, identifying regeneration sites, promoting employment sites and maximising the benefits and opportunities of the Cardiff Capital Region City Deal. Pontypridd growth corridor is a strategic hub for investment as part of the Cardiff Capital Region's Regional Regeneration Plan and the 'Our Valleys, Our Future Delivery Plan', forming the focus area for delivery of the TRI Programme.

4.54 **Pontypridd** – Opportunities arising from Pontypridd's pivotal position at the heart of the Cardiff Capital Region will be maximised to build on the current regeneration momentum in the town. Recent and ongoing phases of significant regeneration investment such as the Pontypridd Vibrant and Viable Places Programme, Lido Pontypridd – The National Lido of Wales and the Taff Vale major redevelopment provide a platform on which to deliver further targeted programmes of regeneration activity. Existing investments are already having significant regeneration impact with Taff Vale set to bring more than 1,000 new jobs into the town centre. Further activity in this area will deliver real results and outcomes in terms of more and better jobs, growing and attracting businesses, homes for people and greater connectivity.



Public Realm, Pontypridd

4.55 The Pontypridd growth corridor has a strategic and central position in the South Wales Metro developments, with twelve trains per hour in each direction being a game changer for economic growth opportunities. It is a focus and hub for economic and social activity, a gateway for new investment, innovation, sustainable development and growth. The importance of this area to the economy and growth potential of the wider region is further emphasised by its employment and commuting patterns.

4.56 With continuing potential for economic diversification, investment and growth, an integrated investment programme for the wider Pontypridd area will deliver a significant contribution to the Cardiff City Region and Valleys Task Force objectives. Proposals for growth and investment will be based on improvements to business development and premises provision, higher and further education and training provision and strategic transport. There is a clear and evidenced need for modern, high quality business premises in the region. In addition, Department for Work and Pensions has recently announced the investment in a brand new premises to be built on Treforest Industrial Estate, almost 160,000 square feet of office space demonstrating the wider appetite for investment given the advantageous position of Treforest in the Cardiff Capital Region.

### Proposed Project Types for TRI Programme Years 1-3

- 4.57 We will deliver a range of projects to address themes that align with TRI programme guidance by widening prosperity and building resilient communities. These include:
- a. **The Dynamic Regional Hub** – the development of a business growth hub with state-of-the-art facilities providing businesses with a single point of access for a wide range of integrated services to support entrepreneurship, innovation and business development.
  - b. **21<sup>st</sup> Century Businesses** – in partnership with the private sector, projects will provide more flexible and dynamic business space to meet changing and emerging business needs.
  - c. **Town Centre Redevelopment** – targeting sites and premises opportunities in Pontypridd Town Centre that will have significant regeneration impacts, particularly due to Pontypridd's central strategic position in the development of the South Wales Metro. Targeting investment to redevelop long term vacant prominent sites and properties, e.g. the former Marks and Spencer premises, provides a significant opportunity to bring this floorspace back into use for more sustainable uses in the current market, e.g. modern commercial facilities complemented by adding new housing units to the town centre.
  - d. Maximising the impact of the Taff Vale development by linking it to the unique green environment of Ynysangharad War Memorial Park will provide an excellent focus for adding significant value to assets that have already attracted substantial investment, exponentially improving their impacts.

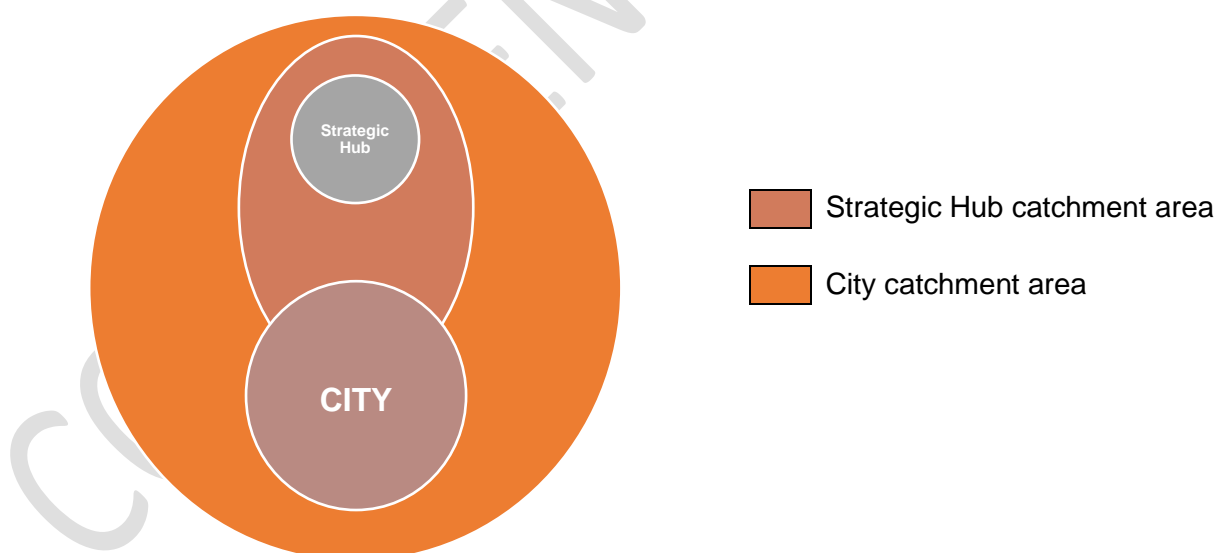
## SECTION 5: OBJECTIVES

5.1 Taking on board the advice of the Growth & Competitiveness Commission and guidance from the Welsh Government, specifically for the purposes of this Plan and TRI, those 'Regeneration Areas' will include the two cities within the region, and specific 'Strategic Hubs' as identified in Section 4.

### Our Rationale

5.2 Our focus is on ensuring that the strategic hubs and cities provide and receive the maximum economic benefit from a complementary relationship. To ensure this we will:

- base our proposed investments on a polycentric approach;
- acknowledge that Cardiff is the key centre of employment for the region and ensure we strengthen this core by supporting its main economic sectors;
- accept that strategic hubs provide jobs, training and services to a significant catchment area, often covering economically challenged areas, and require investment to support that role;
- support the different and distinctive roles of strategic hubs and build on their key strengths to provide a diverse range of complementary employment opportunities maximising the potential which the Metro brings to the Valleys and the area as a whole;
- develop skills, training and community facilities as a priority in all regeneration areas; and
- Where appropriate, target investment to complement and support other programmes, for example new or enhanced transport nodes and the South Wales Metro proposals.



5.3 We will assist in optimising economic support to the region, providing employment opportunities, and community facilities, thereby providing a diverse range of employment, reducing the need to travel and supporting those who do not wish or are unable to travel.

5.4 Our Vision and Regional Strategic Objectives set out our aspirations and establish the economic outcomes we are seeking to achieve when considering use of the City Deal Wider

Investment Fund and the TRI fund. Our Regional Strategic Objectives also reflect the need to focus on improving the quality of life of people and communities now and in the future and ensure our approach and actions are responsible and meet our current needs without compromising the quality of life of future generations.

- 5.5 To focus our approach and ensure better decision-making, we will look to proposals to follow the five ways of working and sustainability principles, detailed in the Well-being of Future Generations (Wales) Act 2015, and reflect and support the well-being goals and the twin goals in the Welsh Government’s ‘Prosperity for All: economic action plan’, of growing the economy and reducing inequality<sup>29</sup>.
- 5.6 The overview of each target area in Section 4 highlights a wide range of key issues that need to be addressed across the region. Analysis of the ten local authority areas shows common recurring issues and concerns that need to be addressed:
- Dealing with vacant premises
  - The need to increase footfall in flagging commercial districts
  - Creating flexible, modern, affordable, floorspace for business growth and business support
  - Supporting tourism
  - Increasing housing and urban living opportunities
  - Community facilities for co-location of key services
  - Public realm and essential enabling infrastructure requirements for key sites
- 5.7 Taking into consideration the regional context, key issues, SWOT analysis, implementation of recent regeneration initiatives (VVP), and based on needs coming through existing networks in each target area the Regional Plan for Regeneration has identified a number of strategic objectives as outlined below:

Table 6:

<p><b>Objective 1: Reduce inequality</b> – by helping more people to share the benefits of future growth, with a particular focus on supporting those with the lowest household incomes to access opportunities.</p>		
<p><b>Links to Cardiff Capital Region Regional Strategic Objectives</b></p>	<p><b>Prosperity for All</b></p>	<p><b>Well-being of Future Generations Act - Goals</b></p>
<p>Directly contributes RSO1<sup>30</sup> to building the capacity of individuals and businesses to take advantage of current and future opportunities. Delivers support under RSO2<sup>31</sup> by contributing to</p>	<p>Directly contributes to tackling regional inequality by targeting those areas with most concentrated deprivation. Projects will seek to equip local people with the right skills to participate in the opportunities</p>	<p>Prioritising the most deprived communities seeks to engage the most excluded people across the region. By supporting people to enter employment or progress to better jobs this objective seeks to increase household income and</p>

<sup>29</sup> Written statement by Ken Skates, Cabinet Secretary for Economy and Transport on 11<sup>th</sup> December 2017

<sup>30</sup> Regional Strategic Objective 1: Prosperity and Opportunity

<sup>31</sup> Regional Strategic Objective 2: Inclusion and Equality



quality of life and wellbeing of local people and their communities.	now and for the future. This delivers the priority action area of skills and employability and the priority action area of mental health.	that in turn will then provide access to further opportunities. This supports the goal of a more equal Wales.
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**Objective 2: Modernise town centres** – by building on their role as centres for local economic opportunity, service provision and social inclusion. Recognising their role in the foundational economy and helping them to adapt to economic change.

Links to Cardiff Capital Region Regional Strategic Objectives	Prosperity for All	Well-being of Future Generations Act - Goals
Directly contributes to the delivery of SRO1 through providing appropriate infrastructure and supporting business. Delivers RSO3 <sup>32</sup> through improving our urban centres, and developing and promoting a quality environment to attract new and existing businesses.	Modern town centres will provide an appropriate environment for businesses to drive local prosperity, provide local employment opportunities and provide better environments to promote the health and well-being of those who live, work and visit our town centres. This objective also recognises that our town centres should be seen as community hubs, providing an all-round approach to supporting residents. This objective also delivers opportunities for young people to develop their skills and make the most of their potential. This delivers the priority action area of skills and employability.	Regeneration of key town centres will support the goal of a prosperous Wales. Creating vibrant and attractive town centres will increase footfall and spend, supporting local business growth and an increase of job opportunities. Securing investment for south east Wales is generally positive for the local supply chain and local businesses and applying sustainable regeneration principles will ensure that the objectives contribute fully to a globally responsible Wales. Engaging businesses and local people in the development of their town centre will contribute to a cohesive community.

**Objective 3: Improve the housing offer** – by ensuring that development takes place where there is demand, providing good quality housing options for existing residents, young people and for people locating to the area.

Links to Cardiff Capital Region Regional Strategic Objectives	Prosperity for All	Well-being of Future Generations Act - Goals
Supports SRO2 through bringing empty properties	Poor quality housing and a lack of supply contributes to poor	The provision of good quality accommodation will promote

<sup>32</sup> Regional Strategic Objective 3: Identity, Culture, Community and Sustainability  
TRI Regional Regeneration Plan 2018-2021 v1.0

<p>into use or refurbishing poor quality housing to improve the housing offer across the region.</p>	<p>health. Addressing local housing need with the provision of appropriate, quality housing will support the delivery of healthier communities and better environments and directly delivers the priority action area of housing.</p>	<p>better health supporting the goal of a healthier Wales. Bringing empty properties into use or refurbishing poor quality housing will improve the housing offer across the region.</p>
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<p><b>Objective 4: Strengthen the visitor economy</b> – through building on the tourism offer and strengths that exist in the region including the adventure and heritage tourism markets as well as providing an attractive location for major events and supporting regionally important venues such as Cardiff Bay, Caerphilly Castle, Big Pit, Cyfarthfa Castle and the resorts of Porthcawl and Barry Island. By encouraging more visitors to South East Wales and providing modern town centres, we will increase visitor footfall to our towns and spend within the local economy.</p>		
<p><b>Links to Cardiff Capital Region Regional Strategic Objectives</b></p>	<p><b>Prosperity for All</b></p>	<p><b>Well-being of Future Generations Act - Goals</b></p>
<p>Directly support SRO3 through assisting our urban centres to be more vibrant. Developing and promoting our world class heritage and cultural offer will increase visitor numbers, and attract new business.</p>	<p>Activities to strengthen the visitor economy will promote and protect Wales' place in the world, promote health and well-being for everyone and support local employment opportunities and skills development. This delivers the priority action area of skills and employability.</p>	<p>Increasing visitor numbers to the region will support the goal of a prosperous Wales. Many visitor attractions and local businesses celebrate the heritage and culture of the country supporting the development of a Wales of vibrant culture and thriving Welsh language.</p>

<p><b>Objective 5: Develop the overall economy</b></p> <ul style="list-style-type: none"> <li>• helping to create sustainable rural communities through access to economic opportunities and access to services</li> <li>• to Increase employment through creating opportunities for employment through regeneration projects and maximising the potential of the Metro</li> </ul>		
<p><b>Links to Cardiff Capital Region Regional Strategic Objectives</b></p>	<p><b>Prosperity for All</b></p>	<p><b>Well-being of Future Generations Act - Goals</b></p>
<p>The implementation of key regeneration projects contributes to SRO1, through improving infrastructure. Directly supports SRO2 by providing access to</p>	<p>Taking steps to stabilise smaller towns will support businesses to drive prosperity and support the development of entrepreneurialism, building ambition and encouraging lifelong</p>	<p>Investment in a community provides a tool to engage local stakeholders in co-production and entrepreneurial solutions. This commitment to prevent decline supports the goal of a cohesive</p>

employment and economic opportunities. Delivery of SRO3 through supporting our rural environment to promote economic and social outcomes.	learning. This delivers the priority action area of skills and employability.	community.
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**Objective 6: Improve the health of local people** – by creating places that promote physical activity, by providing quality environments and green space and by tackling poverty in our most excluded communities.

<b>Links to Cardiff Capital Region Regional Strategic Objectives</b>	<b>Prosperity for All</b>	<b>Well-being of Future Generations Act - Goals</b>
The plan directly supports SRO2 which aims to improve the wellbeing and quality of life for people and communities. Regeneration activities will support areas of high deprivation, improving access to the labour market and employment opportunities.	Health outcomes are low in areas of deprivation with mental and physical health often a barrier for participation. Regeneration activities targeting the most concentrated areas of deprivation will promote health and well-being for everyone and help to build healthier communities. This will directly contribute to the priority action area for mental health.	This regeneration plan intends to deliver transformational change to benefit the most deprived communities across the region. Increased job opportunities and an increase in household income will positively affect health outcomes. Housing renewal and schemes that provide a more attractive environment and encourage activity will also contribute to the goal of a healthier Wales.

## SECTION 6: KEY PROJECTS

### Urban Investment for Growth in South East Wales

- 6.1 There is an opportunity in South East Wales to build on good practice delivered during the VVP Programme and further develop creative and innovative approaches to the key issues highlighted in the target areas, to support business and job growth and new homes. In line with the aims and objectives of the Regional Regeneration Plan, the delivery of two thematic areas have been identified to deliver property and site re-development in urban, town centre, district centre, and local centre locations, and which includes the re-development of vacant, under-used or derelict buildings and sites to bring them back into use for modern business purposes and new homes. These uses will comprise the right kind of new homes for the area they will serve, a range of modern business accommodation for business growth, such as office and retail space, business start-up and incubation, and live/work space provision. The package will also provide assistance to work with property owners to incentivise bringing property back into commercial use through a range of initiatives. The right mix in the right location is critical and together these projects will lead to successful outcomes with a regional impact.
- 6.2 This investment package will be led and facilitated by councils alongside partners including the private sector and RSLs, with the intention that maximum leverage of investment from other sources is generated by the TRI contribution. A robust but creative approach to designing financial packages which will guarantee project delivery will be adopted.

### Urban Centre Property Enhancement Fund (UCPEF)

- 6.3 A key issue highlighted amongst a high number of our target areas (section 5.6) is the lack of good quality commercial and retail floorspace. Town and city centre space is generally of low quality, not meeting the needs of businesses, resulting in levels of vacant or derelict floorspace in urban centres. As a result, increases in antisocial behaviour, fly tipping, and a general lack of community spirit and vitality can be seen. This proposal offers potential applicants the opportunity to apply for a grant for new shop/commercial property frontage and associated external and internal works, the intention being to enhance building frontages and bring vacant commercial floorspace back into beneficial business use. The grant would be available at an intervention rate of up to a maximum of 70% of eligible costs. To support this, an opportunity for further grant funding could be provided to create new commercial floor space in those areas where demand has been demonstrated. The grant will support start-ups and growing businesses in the target areas, and directly meet the strategic aims of the Cardiff Capital Region business plan and the Regional Regeneration Plan (see table above). A number of key performance indicators have been identified that we foresee this grant contributing to:

#### **Key Performance Indicators (KPI):**

- Number of jobs accommodated/created
- Investment induced
- Enterprises accommodated
- Non-residential premises created or refurbished (number )
- Non-residential premises created or refurbished (sq. m)
- Number of non-residential units brought back into use

## Urban Centre Living Grant (UCLG)

6.4 Supporting the Commercial Improvement Grant, the Town Centre Living Grant will offer potential applicants the opportunity to apply for grant to undertake external and internal works to improve access to vacant or under-utilised space above shop/commercial frontages, with the intention of assisting owners to bring that space into use for residential purposes. The grant would be available at an intervention rate of up to a maximum of 70% of eligible costs, and will work alongside the CIG and other schemes, to enable the conversion of vacant commercial floor space into new homes, maximising opportunities in the target areas to revitalise empty properties, and provide mixed use opportunities for owners. In doing so, properties are being brought back into economic use through encouraging city centre living, which in turn supports the local economy, reduces antisocial behaviour and creates a more sustainable offer. This directly meets the strategic aims of the Cardiff Capital Region business plan and the Regional Regeneration Plan. Key indicators proposed for this grant scheme include:

### **Key Performance Indicators (KPI):**

- Number of additional housing market units
- Number of additional social housing units delivered
- Number of additional intermediate housing units delivered
- Investment induced

## Strategic Projects

6.5 In addition to the thematic grants identified above, TRI funding will support a range of strategic projects that meet the strategic aims and objectives of the Cardiff Capital Region Regeneration Plan thereby contributing to the economic growth of both individual target areas, and the wider Cardiff Capital Region. In developing this Regeneration Plan, the ten local authorities have undertaken a series of work to identify key issues and concerns, and to identify potential opportunities for their target areas. In doing so, consideration needs to be made for maximising regeneration opportunities that may arise outside of TRI. From the analysis provided in this plan, strategic projects are likely to include:

- Town centre redevelopments
- Development of Community hubs
- Development of Transport hubs and improved connectivity.
- Retail & Leisure
- Enabling infrastructure
- Property acquisitions, preparation, redevelopment and / or demolition

6.6 All potential TRI strategic projects would be subject to project assessment, prioritisation and approval through the local and regional governance arrangements, as set out in Section 7.

## Project Delivery Plan and Outputs

- 6.7 Analysis has been undertaken across the 10 Cardiff Capital Region Local Authorities to determine activity and associated outputs of potential strategic projects across the region. The analysis highlighted the scale of activity identified by local authorities within the region, with a potential pool of regeneration activity exceeding £110m, further reinforcing the need to ensure strategic alignment, and taking into consideration the limited resources available to achieve maximum benefit to the region.
- 6.8 The table below sets out indicative funding requirements across the thematic, strategic and project development areas for TRI investment for the 3 year programme. A delivery profile has been determined for year 1, with indicative allocations for years 2 and 3, by the Regional Regeneration Forum, taking into consideration eligibility, the resources available, the status of the project (how ready is it), and its regional impact. A breakdown of activity, expenditure and outputs is provided at Appendix B. Table 7 below is based on our proposals as it stands on 23<sup>rd</sup> July 2018
- 6.9 Total figures including match funding are based on match funding identified for those projects already identified for activity in year 1. Whilst a number of these projects will carry forward into year 2 and year 3 activity, there is scope for additional proposals to be brought forward that will bring with them, further match funding.

**Table 7: Indicative Project Delivery Plan**

	2018/19	2019/20	2020/21	Totals	Including match funding <sup>33</sup>
Urban Centre Property Enhancement Fund (UCPEF)	52,480	2,046,260	2,176,260	4,275,000	7,625,000
Urban Centre Living Grant	47,520	2,143,740	1,679,740	3,871,000	6,578,436
Strategic Projects	5,545,061	24,113,484	11,975,932	41,634,477	86,931,977
Project Development Funding	155,000	82,500	-	210,000	420,000
<b>Totals</b>	<b>5,815,061</b>	<b>28,355,984</b>	<b>15,831,932</b>	<b>49,990,477</b>	<b>101,555,413</b>

<sup>33</sup> Based on projects already identified for delivery  
 TRI Regional Regeneration Plan 2018-2021 v1.0

## SECTION 7: GOVERNANCE

- 7.1 The South East Region which now forms the Cardiff Capital Region has operated well for a number of years through a range of partnerships led by both local government and WLGA. These partnerships have enabled collaborative working, allowing best practice to be shared to ensure maximum economic impact was derived across the region. The main focus of these partnerships was the delivery of Welsh Government Programmes, and previous EU Structural Fund Programmes. The 2007-13 programme paved the way for regional activity, however the most recent 2014-2020 programme saw local authorities and other strategic partnerships brought together in a more strategic way to ensure maximum potential for delivery and outcomes across the region.
- 7.2 Formal governance structures were initially formed around WLGA regional boards to consider regional and national issues impacting upon the region, and to consider opportunities for economic development of their regions.
- 7.3 To deliver the TRI programmes, and to ensure regional endorsement, Welsh Government required each region to produce a Regional Regeneration Plan. The Cardiff Capital Region Regional Cabinet have prepared and endorsed this Plan, specifically related to the TRI fund, which will be offered to the individual Councils for agreement and use in developing their proposed submissions.

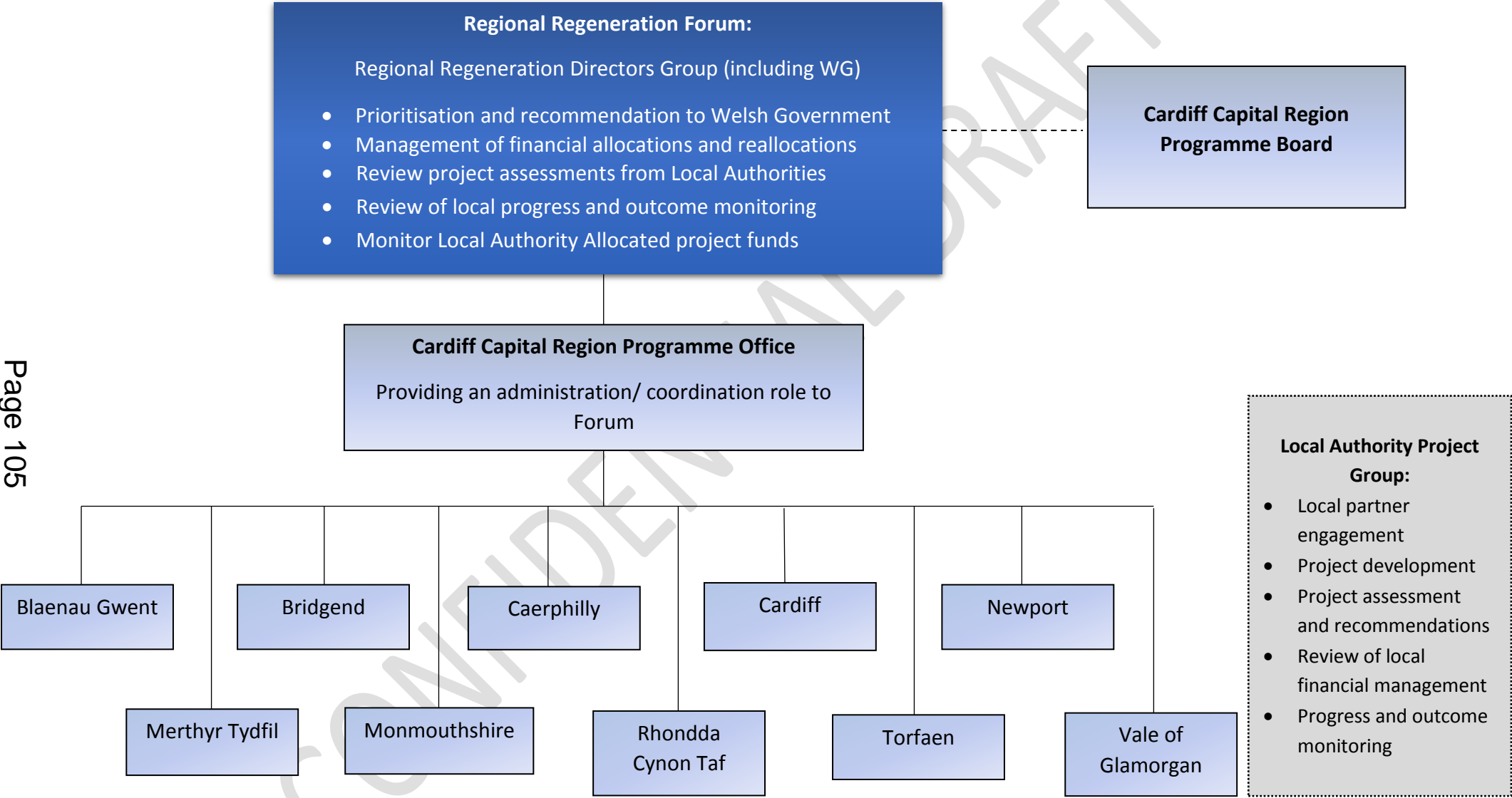
### Structure

- 7.4 In 2017 the existing South East Wales Director of Environment and Regeneration Board (SEWDER), was merged into the Cardiff Capital Region Programme Board. It is proposed to reconstitute the South East Wales Directors of Environment and Regeneration Board as the Regional Regeneration Forum to solely deal with the Regional Regeneration Plan and the delivery of the TRI Programme from Welsh Government. It will be the role of the Regional Regeneration Forum to ensure maximum impact from strategic project activity in the South East region. The Regional Regeneration Forum will require Welsh Government to sit on this Board. The membership of this Board is listed in Appendix C: Governance Terms of Reference.
- 7.5 Each Local Authority within the region will be required to put proposals forward to the Regional Regeneration Forum for endorsement. Each will have the primary role, using their knowledge and community engagement processes, to identify and develop capital projects, which access the required contributions and support the objectives and priorities identified locally in Well-being Plans. Local Authorities will be responsible for ensuring proposals are formally endorsed through their own political process via Cabinet or Cabinet Member.
- 7.6 To support this process, regional officer meetings will be held on a regular basis, with invited Welsh Government representatives, to co-ordinate and where appropriate produce combined bids, both regional and sub-regional. This will also assist in aligning the TRI fund and Wider Investment Fund to ensure they complement and contribute to the overall regional objectives.

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**Figure 3: Governance Structure**



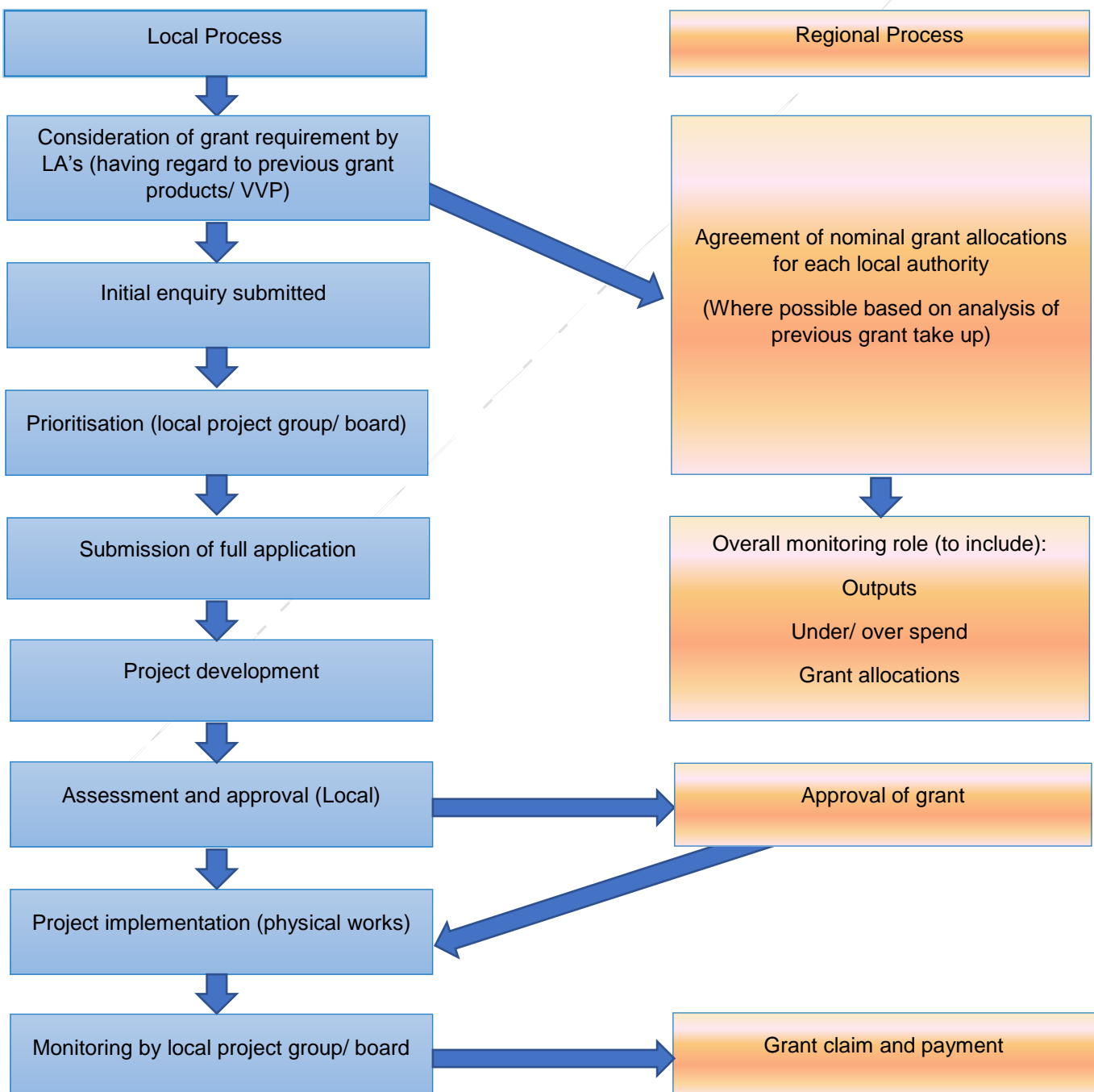
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**7.7** The Cardiff Capital Region programme office will act as support for the Regional Regeneration Forum, to collate recommendations and data from individual Councils, and prepare progress reviews and monitoring documentation. This process will enable the Forum to monitor the achievement of spend against its indicative profile, across the financial years of the programme, and to identify any problem areas within projects such as underspends, significant delays in delivery or the under achievement of outputs, and will enable remedial action to be implemented. Where necessary (and to ensure financial spend targets are achieved) the Forum has the authority to instruct on the reallocation of funds to pipeline or reserve list projects, subject to Welsh Government approval.

7.8 It is important that a monitoring and evaluation model is put in place for the TRI Programme by the Welsh Government, to set the baseline and help determine what success will look like.

7.9 Full Terms of Reference can be found in Appendix C

**Figure 4: Grant Process for Thematic Projects**



## Project delivery model

### Thematic Grant Schemes

- 7.10 Under the previous VVP programme, local authorities delivered a number of Commercial and Housing development grant schemes similar to the two proposed under this Regeneration Plan. These schemes were effective in their delivery, both in targeting and improving run down – often vacant – properties, and in stimulating further private investment from grant recipients and other property owners in the vicinity. Whilst the success of these grants is widely recognised across the region, the approach was piecemeal, and varied with each local authority responsible for grant allocations, conditions of grant and delivery of outcomes. Therefore under TRI, experience of these schemes has been pooled together, and best practice shared to create two thematic proposals to be delivered across the whole region. It is recognised that these grants were at times, delivered alongside each other, and in doing so created greater impact, both environmentally and economically.
- 7.11 In managing the thematic schemes, the varying circumstances across each of the Cardiff Capital Region local authorities will need to be taken in to account, allowing the application of flexible grant intervention rates to reflect local need. In doing so, the maximum intervention rate should not be exceeded at overall project level. When awarding funding to individual schemes the grant rates will need to fall within appropriate state aid limits, taking account of relevant exemptions or de minimis cover. For housing-related intervention, then discussions on a case by case basis will take place with Welsh Government to determine level of governance in relation to SHG. The grants administration process and full grant application process is outlined in Appendix D.
- 7.12 Local circumstances should also be considered in the delivery of individual schemes with flexibility for schemes to be delivered by both property owners and local authorities.
- 7.13 The administration of the Thematic Grants will be led by Rhondda Cynon Taff. A number of processes will be established to ensure a consistent and accountable approach to delivery across the region:
- a. A collaboration agreement will be drawn up and established with each of the Cardiff Capital Region local authorities, this will set out roles and responsibilities for the delivery of the schemes, taking into consideration accountability, local administrative processes, indicative grant allocations, process for awarding grant, achievement of outcomes, and reporting and monitoring procedures.
  - b. Whilst a fixed set of parameters will be established to ensure consistency across the region, each scheme will be flexible in its approach, to reflect the needs of specific areas as highlighted in the Regional Regeneration Plan.
  - c. Projects will be prioritised and approved at a local level, by local authorities, and forwarded to the regional lead.

### Resourcing

- 7.14 Administration of these grant schemes will require resources to administer the programmes at both regional and local level, to ensure effective and appropriate delivery and compliance. The purpose of delivering schemes thematically is to ensure a consistent approach, and with that in

mind the Cardiff Capital Region thematic projects propose an 8% management fee in line with that proposed by other regions in support of thematic projects.

The regional lead will use 3% of this budget to provide the management and lead functions including but not restricted to: administration of scheme, project management, monitoring and evaluation, grant payments, WG claims submissions, Regional Regeneration Forum monitoring reports, and compliance and audit. The remaining 5% will be split across the 10 local authorities for the day to day delivery of the grant scheme. Task would include: providing grant advice and guidance to applicants, supporting project development, local assessment and prioritisation, site visits, financial monitoring, compliance with procurement, planning and legal teams, and submission of timely data to the regional team.

### Strategic Projects

- 7.15 Strategic projects are expected to be of a scale that will have significant economic impact upon the region. These projects will be assessed and prioritised against a set of assessment criteria laid out in Tables 8, 9 and 10, and endorsed by the Regional Regeneration Forum. Once endorsed, project applications are submitted direct to Welsh Government by the relevant Local Authority, appraised, and if approved an award letter issued. Award notification will go to the relevant local authority, with the Regional Regeneration Forum having notification of the appraisal outcome.
- 7.16 Following Welsh Government approval of a TRI Strategic Project, monitoring procedures will be put in place with the Local Authority to implement monthly reporting to the Regional Regeneration Forum. It will be the role of the Forum to have knowledge of any areas of concern and implement remedial action including the potential reallocation of funds from underperforming projects, to ensure the region maximises the funds available to them for the programme period. The application appraisal process will provide the Forum the opportunity to identify pipeline or reserve projects that may be accessed should funding become available through underspend. Appendix C section 1.3 sets out the frequency of meetings of the Forum, which will be at a minimum bi-monthly, with additional meetings requested where areas of concern have been identified, or the Forum wishes to implement closer monitoring procedures.
- 7.17 Final decisions regarding the allocation of TRI funding to projects is subject to Welsh Government approval. To enable decisions regarding the redistribution of funds to be agreed, a representative from Welsh Government will sit on the Forum. This will provide a more seamless process in financial management in particular around the reallocation of funds from underachieving projects.
- 7.18 Local authority regeneration teams have worked closely with Cardiff Capital Region to identify key issues and opportunities for their area as highlighted in Section 4, and continue to work with local stakeholders to identify opportunities for future regeneration.

### Project Assessment Criteria for Strategic Projects

- 7.19 The Cardiff Capital Region Regional Regeneration Forum has determined the approval and endorsement process for strategic projects under TRI will be undertaken on an ongoing basis as a rolling programme. This will allow local authorities and local regeneration teams to develop proposals based on identified need.

Submitted applications will be subject to an initial check as outlined in Table 8 to ensure completeness and accuracy. Project assessment criteria have been drafted (Table 10) for the assessment of Strategic projects, to be used by the CCR Regional Regeneration Forum in assessing project suitability, and to ensure activity is meeting the needs of the region. Decisions will be made against these criteria, using the weightings<sup>34</sup>, and taking into account the limited resources available, whilst ensuring alignment with:

- a. the needs and priority areas outlined in this Plan
- b. Cardiff Capital Region objectives
- c. Welsh Government TRI guidelines

**Table 8: Checklist**

1.	Are all sections fully completed?	Yes/ No
2.	Has all supporting documentation been provided?	Yes/ No
3.	Is match funding provided, and evidence secured?	Yes/ No
4.	Is the proposed activity eligible under TRI?	Yes/ No
5.	Do timescales tie in with TRI programme?	Yes/ No
6.	Is match funding within Welsh Government intervention rate limits?	Yes/ No
7.	Has application been signed?	Yes/ No

**Table 9: TRI Cardiff Capital Region Project Scoring Criteria**

0	Does not address the criterion or cannot be assessed due to missing or incomplete information
1	Unsatisfactory. Minimal response to criteria
2	Poor. Significantly weak response to criteria
3	Fair. Broadly address the proposed criteria, but with weaknesses
4	Good. Criteria are well addressed. Minor weaknesses and suggestions for improvement
5	Excellent. All criteria are well addressed

<sup>34</sup> The allocated weighting is draft, and subject to further refinement and endorsement by the Regional Regeneration Forum.

**Table 10: TRI Cardiff Capital Region Project Assessment and Criteria<sup>35</sup>**

	<b>Criteria</b>	<b>Score</b>	<b>Weighting</b>
1.	<b>CAPACITY</b> <ul style="list-style-type: none"> <li>Does the applicant have sufficient resourcing in place i.e. Staff to ensure successful delivery?</li> <li>How does applicant propose to resource any additional staffing support?</li> <li>What experience do they have of delivering other similar activity: any successes/ achievements?</li> </ul>	/5	X2
2.	<b>DELIVERY</b> <ul style="list-style-type: none"> <li>Is the proposed delivery methodology appropriate to achieve the intended interventions?</li> <li>Are delivery milestones realistic and achievable</li> <li>Is the scale of the proposed activity appropriate?</li> </ul>	/5	X2
3.	<b>FINANCE</b> <ul style="list-style-type: none"> <li>Is match funding in place and secured?</li> <li>Is all expenditure eligible under TRI?</li> <li>Is activity value for money in relation to proposed outcomes?</li> </ul>	/5	X3
4.	<b>OUTPUTS</b> <ul style="list-style-type: none"> <li>Are outcomes realistic and achievable?</li> <li>Will outcomes support Cardiff Capital Region and TRI strategies?</li> </ul>	/5	X3
5.	<b>STRATEGIC ALIGNMENT</b> <ul style="list-style-type: none"> <li>Proposed activity should support the needs and priorities as outlined in the Cardiff Capital Region Regional Regeneration Plan</li> <li>How does the project contribute to the TRI Strategy?</li> <li>Does it deliver to targeted settlement areas?</li> <li>Does proposal align with other activities in the region, including those delivered through other initiatives?</li> </ul>	/5	X5
6.	<b>EVIDENCE OF NEED</b> <ul style="list-style-type: none"> <li>Will the proposed activity meet regional demand?</li> <li>Appropriate and accurate evidence should be provided</li> <li>Proposed activity should be realistic in scale to meet the demands of the region</li> </ul>	/5	X4
7.	<b>SUSTAINABILITY</b> <ul style="list-style-type: none"> <li>How are activity/ outcomes to be sustained post funding?</li> <li>Exit strategy should be submitted, and</li> </ul>	/5	X1
		35	100

<sup>35</sup> The allocated weighting is draft, and subject to further refinement and endorsement by the Regional Regeneration Forum.

## SECTION 8: MONITORING

8.1 The Regional Regeneration Plan sets out priorities and aspirations for the region until 2035. Success of the Plan will be dependent on delivery of regeneration interventions amidst the wider national economic priorities and global context.

There is an expectation that all projects endorsed by the Regional Regeneration Forum, will be subject to regular monitoring to ensure activity and spend is to profile, and that it continues to support both TRI and the Cardiff Capital Region Regional Regeneration Plan.

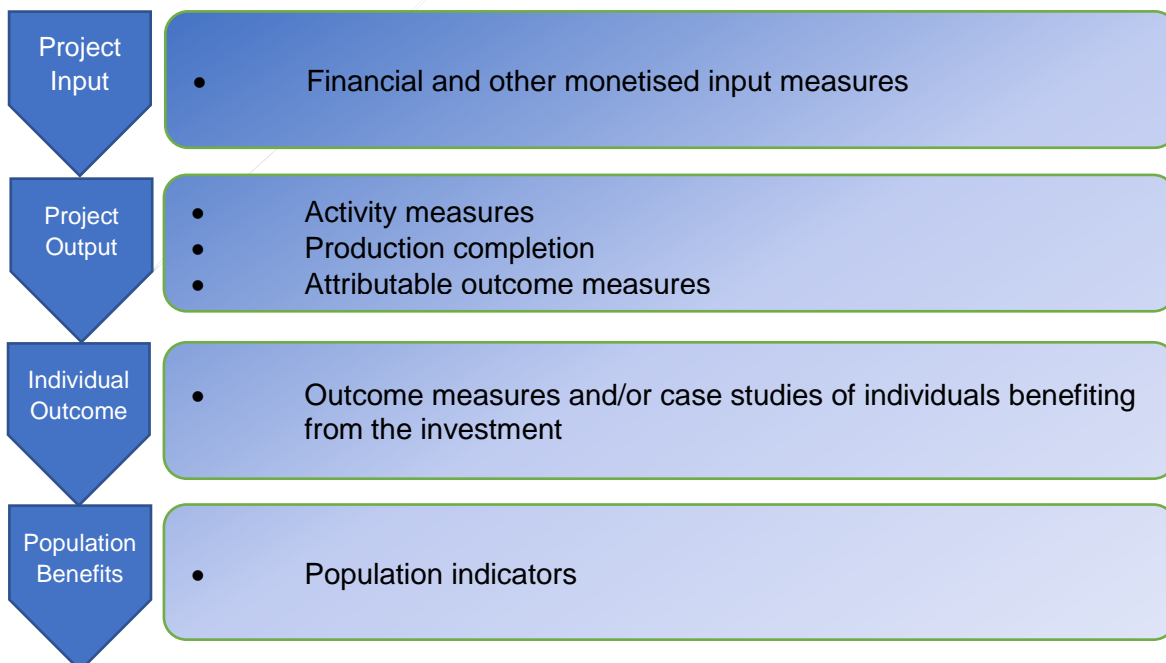
The Regional regeneration Forum will undertake a monitoring role to ensure that:

- priorities within the Regional Regeneration Plan are up-to-date and take into account regional and local developments;
- applications for regional funding opportunities are prioritised in line with the priorities set out within the Regional Regeneration Plan, and remedial steps are agreed if applications are not likely to meet funders' expectations in order to safeguard the funding for the region;
- Projects approved within any regional funding programmes are delivered in line with agreed financial and output profiles and where issues occur, ensure that steps are taken to support the project or, where appropriate, safeguard the funds, including the reallocation of funds where projects are underspending.<sup>36</sup>
- Opportunities to maximise efficiencies through joint working are identified.

8.2 Lead Authorities will be required to report back to the Regional Regeneration Forum on a monthly basis highlighting:

- Progress to date against delivery programme
- Expenditure to date, identifying any slippage to financial delivery plans
- Progress against outcomes
- Potential risks/ opportunities, and any mitigation identified
- Sustainability
- Any other information at the request of Regional Regeneration Forum

### Evaluation Model



<sup>36</sup> A Welsh Government representative on the Forum will enable a more seamless approval for financial decisions  
 TRI Regional Regeneration Plan 2018-2021 v1.0

## SECTION 9: Appendices

Appendix A: Welsh Government's Project Assessment Criteria and Key Outputs

Appendix B: Cardiff Capital Region TRI prioritised projects with outcomes

Appendix C: Governance Terms of Reference (Draft)

Appendix D: Grant Application Process: Cardiff Capital Region

Appendix E: Red line maps with TRI boundaries

- Barry, Vale of Glamorgan x 2
- Bridgend
- Caerphilly
- Cardiff
- Caldicot, Monmouthshire
- South Torfaen Settlement
- Ebbw Vale, Blaenau Gwent (x1, Thematic, x2 Strategic activity)
- Merthyr Tydfil
- Newport – to follow
- Pontypridd, Rhondda Cynon Taf x 2



Appendix A: Welsh Government's Project Assessment Criteria and Key Outputs

Key outputs Reference	Output
TRI 1	Gross jobs created
TRI 2	Number of Jobs accommodated (enabled through regeneration investment)
TRI 3	Number of jobs created in the construction sector as a result of Welsh Government regeneration investment.
TRI 4	Total number of traineeships on the project.
TRI 5	Number of traineeship leavers progressing to further learning (at a higher level) or employment (incl. employment with the contractor)
TRI 6	Investment induced (£)
TRI 7	Enterprises accommodated
TRI 8	Hectares of Land developed
TRI 9	Non-residential Premises created or refurbished (sqm)
TRI 10	Non-residential Premises created or refurbished (number)
TRI 11	Number of additional market housing units (Built or ready for Occupation - as a direct result of regeneration support)
TRI 12	Number of Additional Social housing units delivered (Built or ready for Occupation - as a direct result of regeneration support)
TRI 13	Number of Additional Intermediate housing units delivered (Built or ready for Occupation - as a direct result of regeneration support)
TRI 14	Number of households helped towards securing improvement in the energy performance of their homes
TRI 15	Number of empty homes brought back into use
TRI 16	Number of non-residential units brought back into use
TRI 17	Estimated Reduction in CO2 Equivalent Emissions
TRI 18	Number completing employment related courses or gaining employment related qualification
TRI 19	Number of SMEs based in Wales successful in securing contracts/sub contracts
TRI 20	Value of contracts/sub contracts awarded to SMEs based in Wales

Each criterion will be scored out of 5 (half marks allowed)	
0	The proposal fails to address the criterion under examination or cannot be judged due to missing or incomplete information.
1	Very poor. The criterion is addressed in an unsatisfactory manner.
2	Poor. There are serious inherent weaknesses in relation to the criterion.
3	Fair. While the proposal broadly addresses the criterion, there are significant weaknesses that would need correcting.
4	Good. The proposal addresses the criterion well, although some improvements are possible.
5	Excellent. The proposal successfully addresses all relevant aspects of the criterion and any shortcomings are minor

<b>Criteria</b>	<b>Key considerations</b>	<b>Score</b>	<b>Weight</b>
Contextual analysis and strategic fit	Alignment with <i>Prosperity for All</i> and wider Welsh Government objectives Alignment within wider regional context Demonstrates clear strategy for area Awareness of local challenges & opportunities Response to regeneration aims & objectives	/5	X3
Well-being of Future Generations Assessment	Evidence of five ways of working Evidence of contributing to well-being goals Evidence of alignment with Local Well-being Plans	/5	X3
Project Rationale & Approach	Contributes clearly to area strategy Evidence of need for project Reasons for undertaking the activity Clear case for change General quality & clarity of proposal	/5	X2
Benefit and impact	Contribution to economic regeneration Contribution to spreading prosperity and tackling deprivation Does the project deliver measurable benefits? Clear proposal for outputs and outcomes Detailed proposal for how these will be measured	/5	X4
Project costs and Value for Money	Clear financial proposal with cost breakdown Costs are realistic and represent best value? Overall proposal represents VfM in consideration of benefits and impact	/5	X4
Deliverability	Robust Governance & Partnership approach Project Management - Team and Experience Clear project plan Evaluation proposal Viability, Sustainability and Achievability Exit strategy	/5	X4
		30	100

Appendix B: Cardiff Capital Region TRI prioritised projects with outcomes (CONFIDENTIAL INFORMATION. NOT TO BE CIRCULATED)

A more detailed spreadsheet will also be sent as a separate attachment

**Development projects**

LA	Project	Regionally endorsed	Match funding	TRI Funding £				Total inc Match Funding	TRI/ CCR Eligible Yes/ No
				2018/19	2019/20	2020/21	3 year total		
Blaenau Gwent	Brynmawr/ Nantyglo Masterplan - To devise a strategy to consider options that encompass proposed housing / leisure opportunities at the 10acre former Nantyglo School site that also intrinsically link to current retail / employment / housing opportunities being considered for Brynmawr town centre. The strategy will inform and influence future applications for TRI funding in years 3-6 of the Programme, whilst also considering future options for the following projects: 1. Nantyglo School site 2. Brynmawr Bus Depot 3. Brynmawr Boilerhouse	y	BGCBC	15,000			15,000	Unknown	y
Blaenau Gwent	Pit Head Baths Outdoor Activity Centre - To consider future options for the former pit head baths building as an outdoor activities centre which can be utilised as a base to engage in such activities as mountain biking in conjunction with Bike Park Wales, hiking/treking,caving and zip-wire activities. Funding in year 1 will be to engage consultants to undertake a consultant's study to inform future activity. The funding request in Year 2 is for the buildings acquisition and demolition and to run a necessary CPO to clear land titles to the periphery of the site. Recommendations outlined within the consultant's study will inform costs in years 3-5 for building refurbishment.	y		15,000			15,000	Unknown	y
Blaenau Gwent	CoCommunity Sports Hub, Ebbw Vale - The objective is to redevelop Eugene Cross Park and associated Clubhouse, which is a rugby, bowls and cricket ground into a state-of-the-art leisure and community facility. The proposed redevelopment includes the following proposals that will enable Ebbw Vale Rugby Club offer sports, community, educational and social related activities for the wider community:	y	WRU/Private	15,000			15,000	Unknown	y

LA	Project	Regionally endorsed	Match funding	TRI Funding £				Total inc Match Funding	TRI/ CCR Eligible
Page 116	1. Redevelop the existing clubhouse to provide classroom facilities for educational sports development in conjunction with Coleg Gwent. The redeveloped clubhouse will also be able to accommodate and cater for community events such as weddings, concerts, public gatherings and sports related functions. 2. Acquire land in front of the clubhouse to upgrade the existing infrastructure to upgrade the southern approaches, and create a northern link to enable a community focus at the northern-end of the site. 4. Upgrade the existing Cricket School which is owned by the Ebbw Vale Cricket Limited after a Community Asset Transfer from Blaenau Gwent County Borough Council. 5. To provide 3 state of the art 4G pitches to the northern-end of the site, which will also cater for the wider Ebbw Vale area and create a form of revenue to sustain the business. Costs for the redevelopment of the grounds are currently undetermined and will be informed by the initial request for development funding in year 2. Years 3-4 will see the redevelopment of the main clubhouse and front concourse area. Year 4 will see redevelopment of the main grounds.								
	Bridgend Town Centre		BCBC secured	70,000	0	0	70,000	70,000	y
	Bridgend Strategic Station Hub and Transport Interchange								
	The proposal is to produce a masterplan and development/delivery strategy based around the Bridgend Station area, recognising that it has a significant role to play in the context of the town and region as the 5th busiest station in Wales (with growth projected) and identification as a key metro station.	y							
Merthyr Tydfil	Town Centre Masterplan: This project will entail the commissioning of a Masterplan for the future development of the Town Centre. The original Town Centre Masterplan, which was created in 2009 by Capita, and all associated projects and outputs have now been delivered. The project would be ready for delivery from April 2018.	y	MTCBC		12,500			25,000	y
Newport	Heritage Discovery Centre	y	15,000	15,000			15,000	30,000	y

LA	Project	Regionally endorsed	Match funding	TRI Funding £			Total inc Match Funding	TRI/ CCR Eligible	
Newport	Newport Knowledge Quarter	y	15,000		15,000		15,000	30,000	y
Newport	Northern Gateway Masterplan		15,000	15,000			15,000	30,000	y
Newport	Sport and Active Recreation Facilities	y	15,000		15,000		15,000	30,000	y
Rhondda Cynon Taf	RCT Town Centre Property Investment Programme (Upper Taff Street Properties) - The Council is currently working with a Registered Social Landlord on investment opportunities directly in parallel with the Taff Vale Redevelopment. Targeted properties may be disused, part used or in need of significant renovation. The focused improvement of these properties will have the potential to create jobs, attract businesses and further the residential offer in the own. This will be of essential complement to the significant regeneration activity already taking place in in the upper Taff Street area, in particular the YMCA building and Taff Vale.	y	50,000	10,000	40,000		50,000	100,000	y

## Strategic Projects

LA	Project	Regionally endorsed	Match funding	TRI Funding £				Total inc Match Funding	Projected outputs	TRI/ CCR Eligible Yes/ No
				2018/19	2019/20	2020/21	Total			
Blairgowrie Bridgend 18	<p><b>Boxworks, Ebbw Vale</b> - The units are part of the strategic vision for the regeneration of Enterprise in Ebbw Vale, creating employment space for businesses that will benefit the wider Blaenau Gwent region with good transport links to Newport and Cardiff A465. The units are intended to be utilised for 15-25 years in accordance with local need and demand. These will be an integral focus of local enterprise facilitation where new start-ups will be supported to expand business opportunities to larger scale business accommodation. The project will also be seeking revenue funding from other sources to deliver the intense business support that is needed to enable them to grow and expand into bigger premises located in the area.</p>	yes	BGCBC	200,000	290,000		490,000	700,000	Job accommodated Enterprise accommodated Non-residential premises created or refurbished (sqm)	Y
Bridgend	<p><b>Bridgend Town Centre</b></p> <p><b>Unlocking the Town Centre; Bridgend Town Centre Access and Elder Year phase 2 Redevelopment:</b> The project will comprise two elements, a partial relaxation of the pedestrian area to allow for vehicular access into the town centre, and a project which reacts directly to calls from traders, public and investors. Vehicular access will be a direct enabler for the redevelopment of Elder Yard phase 2 - a 24,500 sq.ft mixed use redevelopment, and targeted investment grants in property and assets. The scheme has been identified as the single highest priority for traders/businesses in the town and forms a critical part of the Business Improvement District business plan. As a result of the feasibility of options undertaken by consultants an extensive county wide consultation exercise was</p>	yes	Match will come from a combination of BCBC and the private landowner/ developer	200,000	700,000	900,000	1,800,000	5,600,000	Direct outputs and outcomes resulting from the scheme include: <ul style="list-style-type: none"> <li>• 21 new parking bays in the town centre core</li> <li>• 10,000 sq ft. office development</li> <li>• 2,000 sq ft. commercial Retail.</li> <li>• 2 new retail/commercial units,</li> <li>• 185 Jobs Created</li> <li>• 4,000 sq.ft public open Space,</li> <li>• 6,500 sq.ft Community and Leisure units.</li> <li>• 1 apprentice will be employed</li> <li>• 3 construction jobs</li> </ul>	Y

LA	Project	Regionally endorsed	Match funding	TRI Funding £			Total inc Match	Projected outputs	TRI/ CCR Eligible
Page 119	<p>undertaken. In November BCBC Cabinet gave approval to proceed with the detailed design of the scheme and subject to approval and funding, its implementation.</p> <p>In a report set out by Watts and Morgan, the inability to access the town centre by vehicle was the single critical issue affecting the letting of commercial space within the town and stifling both commercial and residential investment. The Elder Yard development is in private ownership and has plans drawn up by the owner to redesign a xxx sqm site, to include a 12,000 sq ft. office development, 2 commercial units, public open Space, 2 Community arts/leisure units.</p> <p>The developer and commercial agents have confirmed that the investment will not proceed without access project.</p> <p>In addition, the project will unlock the potential of 5 other town centre developments being brought forward, either independently or potentially through the property grant programme. These are projects which due to the town centre being inaccessible to vehicles have not been brought forward. Opening up the town centre could therefore unlock a further 42,500 sq ft. of commercial and residential development across 5 buildings, leveraging significant private sector investment.</p> <p>It will support the tackling poverty agenda by improving access to key town centre services and opportunities for individuals and groups with greater dependencies. Bridgend town centre is within the Communities First lower cluster and has a number of family and employment support programmes being delivered within the town centre where better access for users is crucial.</p>							<p>created</p> <ul style="list-style-type: none"> <li>• 1 SME will be successful in securing a contract</li> <li>• The accessibility for disabled users into the retail core of the town centre will be improved;</li> </ul> <p>It will also,</p> <ul style="list-style-type: none"> <li>• allow for easier access for residents of future residential developments within the town centre, such as 1st floor properties being brought back into residential use via the HIT's programme and also the potential mixed use development</li> <li>• add value to an existing WG supported project, namely the Rhiv Gateway;</li> <li>• Increased town centre trade – guaranteed economic benefits of c£1.5million direct extra spend in the town centre for the baseline scheme, increasing with additional parking provision on the circular</li> </ul>	

LA	Project	Regionally endorsed	Match funding	TRI Funding £				Total inc Match	Projected outputs	TRI/ CCR Eligible
	The projects will also reinforce the principle of encouraging more people to live in the town centre, following on from our previous successful VVP projects. Providing greater opportunity and investment in the evening economy and social and leisure provision.									
Page 120	<p><b>Bridgend Town Centre</b></p> <p><b>11 Nolton Street</b> - mixed use housing and commercial development TRI funding relates to commercial element only.</p> <p>Scheme is being led by Coastal Housing Group and has a number of key objectives:  - increase the level of affordable housing provision / encourage more people to live in the town centre  - increase access to opportunities (services, jobs, civic functions, transport services)  - support town centre trade and vibrancy</p>	yes	Match is being provided by Coastal Housing Group and SHG (for residential element)	240,000	80,000	£0	320,000	2,130,000	jobs accommodated - 5 traineeships - 3 gross jobs created - 3 4 commercial units 0.04 Hectares land developed (currently derelict) 11 residential units	y
Bridgend	<p><b>Bridgend Town Centre</b></p> <p><b>Bridgend Heat Network:</b> BCBC is a demonstrator authority within the UK Government Smart System and Heat (SSH) Programme. The SSH Programme is designed to be a pathfinder project to create the tools to help the UK achieve a 95% decarbonisation within the domestic heat market. As part of the programme a Local Area Energy Strategy has been created for Bridgend County Borough that shows how the decarbonisation of heat can be achieved by 2050. The strategy shows that for Bridgend the most economically viable solution to decarbonise heat is for the town to be served by a heat network. AECOM were appointed to carry out detailed feasibility study of Bridgend Town to identify the optimum place to develop a Phase 1 of a heat network scheme. The</p>	yes	1,750,000 secured	100,000	150,000	0	250,000	2,000,000	carbon savings - 602 tonnes fuel bill savings - 5% supply chain opportunities (TBD) creation of a fibre network as part of a smart digital masterplan developed with Hitachi	y



LA	Project	Regionally endorsed	Match funding	TRI Funding £				Total inc Match	Projected outputs	TRI/ CCR Eligible
Page 121	feasibility study was completed in January 2017 and identified an area close to Bridgend Town centre as the being the optimum location for A Phase 1 of a heat network. Scheme Overview: The project aims to connect the Bridgend Life Centre, Civic Offices, Bridgend Bowls Hall and the Wellbeing Village (comprised of housing and a wellbeing centre managed by the local health board). The scheme will provide heat for all buildings connected to the scheme via a Combined Heat and Power unit installed within the Bridgend Life Centre. Project Finances: The project has a £2M design and build cost, with a funding package built around: BCBC Contribution £1,050,000 HNIP Grant £700,000 Gap £250,000 There is currently a funding gap of £250,000 and without this gap being met the project cannot proceed to construction.									
	<b>Bridgend Town Centre Wellbeing Project</b>  This project will transform a former bowls hall in to a hub for health and wellbeing provision, and provide an arena space that can be adapted for events. The project is connected to a much larger wellbeing village on adjacent land being taken forward by Linc Cymru (lead party of a multi organisation partnership) and will provide synergy through cross referral services and programming.	yes	385,000 match has been secured	120,000	0	0	120,000	505,000	900m2 new space created for health, wellbeing and events 4 jobs created 40,000 visitors per annum projected	y
	<b>CAERPHELLY / YSTRAD MYNACH CORRIDOR:</b> Year 1 TRI Project activity will be targeted within the identified strategic hub of the Caerphilly/Ystrad Mynach Corridor as set out in the TRI	yes	Various Sources - Caerphilly CBC; Transport for	1,230,000	£2,376,000	2,126,000	5,732,000	15,405,000	<b>Outputs Per Scheme: Park Lane</b> Gross Jobs Created (40) / No of Jobs Accommodated (20) /	<b>Yes ü</b>

LA	Project	Regionally endorsed	Match funding	TRI Funding £			Total inc Match	Projected outputs	TRI/ CCR Eligible
<p style="text-align: center; transform: rotate(-90deg);">Page 122</p>	<p>Regional Regeneration Plan, specifically the "Southern Caerphilly Investment" area within Caerphilly Basin. TRI investment will focus initially within the retail core of Caerphilly Town Centre, with project activity branching out in a phased manner to surrounding areas. Priority Project for Year 1 are (a) <u>Park Lane Hotel Development</u> – Purchase of 25 Caerphilly Rd (former Specsavers Building) for the redevelopment of this prime site for leisure/recreational use in close proximity of the historic Caerphilly Castle and within the main retail core of the town. The project is a key element of the wider tourism regeneration strategy for Caerphilly which has the Castle as its focus. The project will bolster the tourism offer by creating a more diverse town centre that includes quality accommodation, increases dwell time and produces a strong day and night time economy. (b) <u>Caerphilly Transport and Investment Hub</u> - redevelopment of the existing station and surrounds to create a Metro "Hub" supported by mixed use development of adjacent sites and premises within Southern Caerphilly, improving connectivity to the Station and revitalising this area of the Town Centre (c) <u>Caerphilly Ness Tar Site</u> - redevelopment of a brownfield site in a prime location at the edge of the Town Centre for mixed use development, residential and B1 Class Use (d) <u>Lansbury Park Estate Regeneration Stage 1</u>: an ambitious regeneration enhancement plan for the reconfiguration of the Estate, the most deprived LSOA in Wales, including a comprehensive series of environmental and landscaping schemes, public realm improvements and improved connectivity to the Town Centre, with the aim of helping the economically and socially marginalised community reconnect with employment opportunities.</p>		<p>Wales; Valleys Metro; Private Sector Contributions; TRI</p>					<p>No of Jobs Construction Sector (30)/ Total Traineeships (10) / Traineeship Leavers progressing (4) / Investment Induced (£8M+)/ Enterprises Accommodated (1) / Land Developed (0.2) / Non-residential Premises created (3000 M2)/ Non-residential Premises Created (1 no.) / Number of SMEs securing contracts (10) / Value of contracts awarded to SMEs (£10M) <b>Caerphilly Transport and Investment Hub</b> Gross Jobs Created (70+)/ No of Jobs Accommodated (20+)/ No Jobs Construction Sector (60+)/Total no. Traineeships on Project (18) / Enterprises Accommodated (15); Land developed (1.3)/ Non-residential premises created or refurbished (7500 SQM); Non-residential premises created refurbished (3 no.) / No additional housing units (10)/ No of additional social housing (4)/ No. of non-residential units back into use (10); Estimated reduction in CO2 (20%); No of</p>	

LA	Project	Regionally endorsed	Match funding	TRI Funding £			Total inc Match	Projected outputs	TRI/ CCR Eligible
	Delivered in parallel to the above projects will be the <u>TRI Thematic of the Urban Centre Property Enhancement Fund Stage 1</u> which will target underutilised or redundant buildings within Caerphilly Town Centre in close vicinity to the Caerphilly Caste to re-invigorate the Commercial Core and maximise the potential of key buildings creating an attractive and vibrant envelope for the Castle, specifically the proposed Pentrebane Street development.							SMEs securing contracts (10)/ Value of contracts awarded to SME (£10M+) <b>Ness Tar</b> Gross Jobs Created (20)/ No of Jobs Accommodated (240); No jobs created in construction sector (220) / Enterprises accommodated (120); land developed (10); Non-residential Premises created (3000 SQM); Non-residential premises created (124 no); No additional housing units (150); No additional social housing units (50); <b>Lansbury Park</b> Gross Jobs Created (10) / No Of Jobs Construction Sector (10)/ Total Traineeships (4) / Traineeship leavers progressing (25)/ Enterprises Accommodated (4)/ Land Developed (2) / Non Residential Premises created/Refurbished (1) / Additional Social Housing Units (30+) / No of households energy performance improvement (750); No Completing employment related courses -25/ No of SMEs securing contracts (4)	
	<b>CARDIFF SOUTHERN ARC: City Centre</b>	yes	Cardiff	50,000	1,065,000	1,115,000	1,700,000	TRI2 – 8	Y

LA	Project	Regionally endorsed	Match funding	TRI Funding £				Total inc Match	Projected outputs	TRI/ CCR Eligible
	<b>Youth Hub</b> - Refurbishment to extend advice & support services for young people, including into-work, training and job preparation.		Council						TRI9 - 500m2 TRI10 – 1	
Cardiff	<b>CARDIFF SOUTHERN ARC: Butetown Pavilion Hub</b> - Building adaptations and re-modelling to incorporate advice, training and employability services for young people.	yes	Cardiff Council	50,000	597,000		647,000	995,000	TRI2 – 8 TRI9 – 800m2 TRI10 - 1	Y
Merthyr Tydfil	<b>MERTHYR TYDFIL TOWN CENTRE: Bus Station:</b> The project will support the creation of a new Bus Station as part of the integrated transport network for the region. Planning permission has been secured for the new Bus Station and all tender documentation is prepared, resulting in MTCBC being ready to proceed with tender from 1st April 2018.	Yes	WG / MTCBC	500,000	6,500,000		7,000,000	10,000,000	TRI 1: 3 TRI 2: 3 TRI 3: 30 TRI 4: 2 TRI 5: 2 TRI 7: 5 TRI 8: 00.97HA TRI 10: 9700sqm	Y
Monmouthshire	<b>PRIORITY 1/6 - Caldicot - Newport Road</b> - In response this proposal is centred on the refurbishment of the block that brings shop frontages further into the main street, introducing a co-ordinated approach to signs and fascia's, treatment of upper storey elevations and enhanced social space in front of respective premises. The reconfiguration of ground floor units would take place with an enhanced pedestrian access to and from Jubilee Way car park.	yes	1,652,500	171,000	1,313,850	723,650	2,208,500	3,861,000	TRI02 37no TRI06 8no TRI8 888sqm TRI9 15no TRI15 4no.	Y
Monmouthshire	<b>PRIORITY 4/6 - Caldicot - The Cross</b> - The need to bring together the commercial and heritage/tourism assets of the town is key to an integrated experience for users and visitors, in addition to importantly creating a space that enhances accessibility for local residents and knits into other community spaces and routes. The need to therefore announce this part of the town centre a destination space that directly creates stronger linkage to Caldicot Castle through the introduction of shared space and greater priority to pedestrians.		150,000	105,000	245,000		350,000	500,000	TRI07 1700sqm	Y
E o u t	<b>PRIORITY 5/6 - Caldicot Hub</b> - Creation of a second entrance into the Community		45,000	70,000	60,000	0	130,000	175,000	TRI 8 53sqm	Y

LA	Project	Regionally endorsed	Match funding	TRI Funding £				Total inc Match	Projected outputs	TRI/ CCR Eligible
	from the town centre side that announces the Hub through a new doorway, external signage, lighting and treatment of the side elevation that animates this link into the town centre, thereby providing more direct access; The repurposing of internal bays within the Community Hub through internal division by glazing, doors, services, furnishings and digital equipment to facilitate a diverse range of uses that are outlined above; Improve accessibility to the building, daytime and evening through the use of access control systems for registered users that opens up the Hub to users across the whole day.									
Monmouthshire	<b>PRIORITY 6/6 - MUCH - Magor and Undy Community Hub</b> - It is our vision to create a Community Hub that the residents of Magor and Undy can be proud of. A place where the local communities can come together to socialise, take part in leisure, sporting and cultural activities and to be a place for meetings, events and support networks. The Hub will provide a range of indoor facilities and will complement both existing and new outdoor facilities in the immediate vicinity. The Hub will also support the delivery and establishment of the Magor and Undy walkway train station proposed to be located adjacent to the site as part of the CCR City Deal Metro developments.		750,000	150,000	600,000		750,000	1,500,000	TRI09 500sqm TRI18 3no TRI19 1.5m (£)	Y
Newport	<b>CITY CENTRE PRIORITY AREA Key Building.</b> Phase 1 - Chartist Tower - Redevelopment of the vacant 16-storey Chartist Tower, the tallest building in the city, as a 160-bed 4* hotel under the Mercure branding. This long-vacant property is the most visible empty premises in the city and no longer fit for use as office accommodation. NCC has undertaken significant pre-emptive work to facilitate acquisition of the building by	yes	9,500,000 secured for Phase 1	611,217	1,000,000	2,000,000	3,611,217	14,000,000	Gross Jobs Created - 210; Jobs Accommodated - 205; Construction Jobs - TBC (between 50-70); Traineeships - 7 (2 progressing to further learning/employment and 6 gaining qualifications); Enterprises	Yes

LA	Project	Regionally endorsed	Match funding	TRI Funding £				Total inc Match	Projected outputs	TRI/ CCR Eligible
	the developer. Phase 2: redevelopment of further significant strategic properties which afford the opportunity to provide regionally significant additional grade A office, hotel, or residential space within the city centre.								Accommodated - 12; Commercial premises Brought Back into Use/Created - 11,000 m2 (9 units plus 14 office floors currently vacant); SMEs Securing Contracts - 20; Value of Contracts to Welsh SMEs - £10m	
Page 126 Newport	<b>CITY CENTRE PRIORITY AREA Digital Ecosystem - Market Arcade</b> - refurbishment of Newport's grade II Listed Market Arcade, the 2nd oldest in Wales. HLF funding secured for Stage II 'Delivery'. Intention to expand project further by carrying out internal improvements to provide additional start-up and incubation space within the 'pods' formed by each unit.	yes	1,214,658	250,000	250,000	500,000	1,000,000	2,214,658	Jobs accommodated - 30; Construction jobs - 10; Traineeships - 2 (1 progressing further); Enterprises accommodated - 12; Commercial premises refurbished - 330 m2 (17 arcade units); Resi units brought back to use - 2; Number completing courses/gaining qualification - 20; Welsh SMEs securing contracts - minimum of 2; Value of contracts - minimum of £50k	Yes
Newport	<b>NEIGHBOURHOOD REGENERATION PROGRAMME PRIORITY Neighbourhood Hub - Ringland Pilot</b> - Creation of bespoke Neighbourhood Hub based in Ringland servicing one of the most deprived wards in the city. Provision to include suites for health/wellbeing, training, events and library space.	yes	1,200,000	600,000			600,000	1,800,000	Jobs accommodated - 100; Construction jobs - 30; Number completing courses/qualifications - 500; Number progressing to further employment/education - 200; Premises created - 960 m2; Welsh SMEs securing contracts - 15; Value of contracts to Welsh SMEs - £900k	Yes
e w p or	<b>CITY CENTRE PRIORITY AREA Grade A Office</b> - maximising potential for	yes	6,000,000		4,000,000	4,000,000		0	Potential job creation: 200 jobs; Construction	Yes

LA	Project	Regionally endorsed	Match funding	TRI Funding £				Total inc Match	Projected outputs	TRI/ CCR Eligible
	development of Grade A office accommodation. Loan facility.								jobs (between 70-100); Traineeships 5; SMEs securing contracts 25; potential value of contracts to Welsh SMEs - £9m;	
Rhonda Cymru Tafel Page 127	<b>Growing Connections in Pontypridd - This project will physically link the Taff Vale development to the unique green environment of Ynysangharad War Memorial Park.</b> The redevelopment of the Taff Vale site will present a new and exciting opportunity for a pedestrian link bridge from the new development over the River Taf and new access into Ynysangharad War Memorial Park linking with a newly developed Taf Riverside Walk. It will provide a new and visible landmark for the town centre between the modern flagship Taff Vale redevelopment and the attractions of the Park and National Lido of Wales, resulting in a transformational vibrant new quarter at the northern gateway to the town. This will also include enhancements within the park to increase its attraction further. This will include a horticultural training centre, the restoration of the bandstand area and sunken gardens. This will fully realise the impact of the Taff Vale redevelopment and associated town centre and park redevelopments.	yes	2,656,059	232,844	1,550,134	325,282	2,108,260	4,764,319		yes
Torfaen	South Torfaen Settlement Area: <b>Springboard Business Hub and Grow on Facility:</b> As part of the Valleys Taskforce Strategic hub, this project will redevelop a vacant site in Cwmbran Town Centre as a business hub and grow on facility for graduates from the Springboard Innovation Centre in Llantarnam. The facility will provide space for new high quality businesses creating easily-accessible employment opportunities for people in the local area (the site is adjacent to Cwmbran Railway Station which forms part of the South Wales	yes	3,650,000	150,000	850,000	7,670,000	8,670,000	12,320,000	Gross Jobs created-To be determined, jobs accommodated 50, Number of construction jobs 10, Traineeships on project 4, Number of traineeships progressing to further learning/employment 2, Investment induced £7m, Enterprises accommodated 15, hectares developed 1,	Y

LA	Project	Regionally endorsed	Match funding	TRI Funding £				Total inc Match	Projected outputs	TRI/ CCR Eligible
	Metro system). The project will also create strong links with the FE sector (being located next to Torfaen's new 6th Form College) to stimulate an interest in enterprise and entrepreneurship amongst young people.								non-res premises created 1500 sqm., CO2 reduction - tbd, no. completing employment courses/employment quals - 20, Welsh SME's securing contracts - 1, Value of contracts awarded to Welsh SME's - tbd.	
Page 128	South Torfaen Settlement Area - <b>Commercial Street:</b> As part of the Valleys Taskforce Strategic hub, this project will involve the acquisition and conversion of a landmark town centre property as a shared space community hub for Pontypool. The proposal will bring together community and training spaces to improve access to advice, employability support, business support and community services for some of Wales' most deprived communities, helping people into training, job-readiness and employment. In addition, the project will result in some additional, attractive sites being made available for potential housing development	yes	930,000	130,000	1,650,000	387,000	2,167,000	3,097,000	Gross Jobs - 20, Jobs accommodated 3, Construction jobs - 10, Traineeships 3, Trainee leavers progressing to further learning / employment 2, Investment induced - tbd, enterprises accommodated 1, Non-res premises created or refurb 2414 sqm, reduction in CO2 - tbc, number completing employment courses/gaining employment qual 20, Welsh SME's gaining contracts - 1, value contracts awarded to welsh SME's - tbc.	Y
Vale of Glamorgan	<b>BARRY: Stage 1 - Barry Town Centre Gateway Regeneration Project:</b> To facilitate the comprehensive regeneration of the west end of Barry town centre in the vicinity of the Gladstone Road Roundabout Junction (referred to as the Gladstone Road Regeneration Area of GRRR) with a focus on delivering with key stakeholders a sustainable high quality gateway development.	yes	1,099,500	385,000	836,500	1,344,000	2,565,500	3,665,000	TRI01: tbc; TRI02: tbc; TRI03: tbc; TRI04: tbc; TRI05: tbc; TRI06: tbc; TRI07: tbc; TRI08: tbc; TRI09: tbc; TRI10: tbc; TRI11: tbc; TRI12: tbc; TRI17: tbc; TRI18: tbc; TRI19: tbc	Yes



## Thematic Projects

LA	Project	Regionally endorsed	Match funding	TRI Funding £	Total inc Match Funding	Projected outputs	TRI/ CCR Eligible Yes/ No	LA	Project	TRI/ CCR Eligible Y/N
Regional	Urban Centre Property Enhancement Fund (UCPEF): This proposal offers potential applicants the opportunity to apply for a grant for new shop/commercial property frontage and associated external and internal works, the intention being to enhance building frontages and bring vacant commercial floorspace back into beneficial business use. The grant would be available at an intervention rate of up to a maximum of 70% of eligible costs. To support this, an opportunity for further grant funding could be provided to create new commercial floor space in those areas where demand has been demonstrated.	yes	Private	52,480	2,046,260	2,176,260	4,275,000	7,625,000	TRI11(tbc); TRI12(tbc); TRI16(tbc); TRI17(tbc); TRI19(tbc); TRI10(tbc); TRI116(tbc)	Yes
Regional	Urban Centre Living Grant (UCLG): Supporting the Commercial Improvement Grant, the Town Centre Living Grant will offer potential applicants the opportunity to apply for grant to undertake external and internal works to improve access to vacant or under-utilised space above shop/commercial frontages, with the intention of assisting owners to bring that space into use for residential purposes. The grant would be available at an intervention rate of up to a maximum of 70% of eligible costs, and will work alongside the CIG and other schemes, to enable the conversion of vacant commercial floor space into new homes, maximising opportunities in the target areas to revitalise empty properties, and provide mixed use opportunities for owners. In doing so, properties are being brought back into economic use through encouraging city centre living, which in turn supports the local economy, reduces antisocial behaviour and creates a more sustainable offer.	yes	Private	47,520	2,143,740	1,679,740	3,871,000	6,578,436	TRI16(tbc); TRI11(tbc); TRI12(tbc); TRI13(tbc)	Yes

## Appendix C: Governance Terms of Reference (Draft)

### Governance

- 1.1 Regional Regeneration Forum meetings will be held on a monthly or bi-monthly basis and will be opened at the end of every Cardiff Capital Region PB meeting subject to there being items for discussion. SEWDER or Regional Regeneration Forum will be made up of the Directors (or any nominated officer) with responsibility for economic growth and regeneration nominated from each the 10 Local Authorities which make up the SE Wales region.

Each representative will be required to have delegated authority from each Council to speak and endorse matters related by TRI as set out in the Governance arrangement, and endorsement will be reached by consensus. Any decisions required would be a matter for each authority, however, where practical this would be sought through appropriate delegations to Forum members.

Each Council may have wider partnership representations from the public, private and voluntary sectors as part of a local project board. If these partnerships exist they will also be used to provide a focal point for effective engagement with stakeholders in the wider communities and to help endorse priorities and Regional Regeneration Forum projects and progress.

- 1.2 The Regional Regeneration Forum will consider the following matters, and as such representing officers should be delegated by their authority to deliver the following:
- a) To agree and implement a non-discriminatory and transparent selection procedure and objective criteria for the endorsement of projects (operations), avoiding conflicts of interest.
  - b) To continually develop and review the TRI Regional Regeneration Plan and to target available TRI resources to local areas of need and opportunity by prioritising projects according to their ability to meet the objectives and targets of the TRI Strategy.
  - c) To prepare an ongoing project submission procedure.
  - d) To receive, assess and endorse applications for support in line with the agreed Strategy objectives.
  - e) To endorse major projects, considering the amount of support to be awarded, and where relevant support the presentation of the proposals to the WG body responsible for final verification of eligibility before approval.
  - f) Monitor delivery and progress in the development and delivery of thematic projects for the region which at the outset include:
    - a. Urban Centre Property Enhancement Fund (UCPEF) – offering potential applicants the opportunity to apply for a grant for a new shop/commercial property front for and associated external works (need to consider if this will be extended to internal works). Available at an intervention rate of up to a maximum of 70% of eligible costs.
    - b. Urban Centre Living Grant (YCLG) offering potential applicants the opportunity to apply for a grant to undertake external (and internal) works to improve access to vacant or underutilised space above shop/commercial frontages to assist owners to bring that space into use for residential purposes. Up to a maximum of 70% of eligible costs and could form part of a package of incentives available from the Council by combining with the Houses into Homes Loan Scheme for internal works.

- g) To undertake detailed monitoring of implementation of the TRI Strategy which will include the following actions:
- a. Monitor and approve reports on progress in implementing the Strategy and identify gaps in provision;
  - b. Monitor the activities taking place as part of the Strategy;
  - c. Ensure that robust, good value for money and well developed projects are put forward and selected for appraisal and funded;
  - d. Promote the programme as appropriate.

#### Conditions of Governance

#### 1.3 The Regional Regeneration Forum will:

- Appoint a Chair and Administrative Body (with regard to implementation of Thematic projects).
- Establish effective systems for assessing projects and secure the Welsh Government endorsement of them.
- Assess projects submitted and ensure those selected fulfil the aims and objectives of the Strategy.

#### 1.4 The Local Authorities will:

- Follow existing arrangements and operating procedures.
- Establish effective systems for assessing projects and secure the Regional Project Board endorsement of them.
- Assess projects and ensure they fulfil the aims and objectives of the Strategy.
- Submit selected Regional Regeneration Plan projects to the Regional Regeneration Forum for endorsement.

#### Membership

- 1.5 The membership of the Regional Regeneration Forum will be the South East Regeneration Director, Heads or any other nominated representative of the 10 local authorities.

Welsh Government will also sit on the Forum, to advise and agree on decisions regarding allocations, and the reallocation of funding allocations.

Where required other Welsh Government and supporting officers will be invited to attend.

A declaration of interest form will be circulated at every meeting and used to inform the composition of meetings for discussions of particular issues or operations.

Local regeneration team contact lists will be used as one of the means to ensure the wider group of stakeholders and interested parties are kept regularly informed of development.

#### Considerations

- 1.6 Any endorsement will be made by consensus by the representatives of the ten local authorities.

## Declarations of interest

1.7 Declarations of interest are handled as follows:

- A declaration of interest form will be circulated at every meeting and used to inform the composition of meetings for discussions of particular issues or operations.
- In cases of a specific declaration of interest relating to discussion of an item on the agenda or specific operation, a member with a financial interest will be required to leave the room for that agenda item.
- Conflicts of interest will be addressed by a vote following discussion with the Chair having the casting vote.

## Overall delivery and management

1.8 The Local Authorities will:

- Be clearly representative of the main partners having an interest in the TRI Strategy.
- Take overall responsibility for the robustness of the project appraisal, selection and monitoring process.
- Provide quarterly reports on progress against the aims and objectives of the TRI Strategy.
- Take overall responsibility for the delivery and management of the programme locally.
- Oversee the delivery of projects

## Regularity and Propriety

1.9 The Regional Regeneration Forum:

- Draw up and follow rules on regularity and propriety, including rules for avoiding conflicts of interest in relation to the selection of projects for financial assistance and all other Partnership activities.
- Ensure its general policies reflect these rules and basic principles of propriety.
- Receive an annual report on the application of the rules and good practice relating to the public procurement of works, goods and services.

Meetings

### Frequency of meetings:

1.10 The Regional Regeneration Forum will meet on at least a bi-monthly basis. Further meetings to be arranged at the request of the Board should extraordinary items need to be considered. Meeting times and venues will be notified to Board members by the Administrative Body.

### Recording of meetings:

1.11 The minutes of the meetings shall be circulated to the following Regional Regeneration Forum and copied to the Welsh Government Regeneration Team.

The order of business at each meeting shall be to:

- Receive any apologies for absence.

- Receive disclosures of interest.
- Confirm and sign the Minutes of the last Meeting.
- Dispose of business (if any) remaining from the previous meeting.
- Discuss projects for endorsement.
- Report on progress on agreed projects.

If members of the Regional Regeneration Forum have any direct and significant involvement with a proposed project being considered, then they should declare this at the appropriate point on the agenda.

## Appendix D: Grant Application Process: Cardiff Capital Region

The following summarises the grant application process for thematic projects across the South East Wales Cardiff Capital Region:

<p><b>Stage 1: Allocation of funding</b></p> <p>Local Authorities should consider the nominal amount of grant funding which it will apply for (preferably based on previous experience of take-up of similar grant products/VVP) with evidence to back up if possible.</p>
<p><b>Stage 2: Regional Endorsement</b></p> <p>Proposed allocations of grant funding will be presented to the Regional Regeneration Forum for endorsement.</p>
<p><b>Stage 3: Initial Enquiry stage</b></p> <p>An initial meeting should be set up between the prospective applicant and local grant officer to discuss potential project idea, determine what works are eligible, and outline the grant application process.</p> <p>After the initial meeting, the following should be submitted:</p> <ul style="list-style-type: none"> <li>• Outline designs should be provided to the grant officer for consultation with local planning officers.</li> <li>• A form will be completed providing the outline concept and basic details to enable scheme prioritisation.</li> </ul>
<p><b>Stage 4: Prioritisation by Local Authority</b></p> <p>Submitted schemes will be summarised and prioritised. A reserve list will be established (where possible) for 'pipeline' schemes.</p>
<p><b>Stage 5: Project development</b></p> <p>Following regional endorsement, the applicant should further develop the scheme in readiness for the full application, taking into account:</p> <ul style="list-style-type: none"> <li>• Appropriate design drawings</li> <li>• Confirmation of any statutory consents</li> </ul> <p>Applicants are advised to employ a professional architect or similar agent to assist in the design and project management of the project (or for those Authorities that operate a project management approach, the Councils appointed experts). The appointed expert will assist in producing quality designs and liaise with the Planning and Building Control sections to achieve the necessary statutory consents, if these are needed. These are vital to a successful project and only when planning approval is gained will a grant be approved. Grant support may be available towards the cost of professional fees associated with the architect/design team.</p>
<p><b>Stage 6: Submission of full application</b></p> <p>A grant application should not be submitted until it has been agreed with the local grant officer. The application form must be accompanied by each of the following:</p> <ol style="list-style-type: none"> <li>1. Notification of Planning approval and approved plans/drawings;</li> <li>2. Relevant statutory consents i.e. Building Control</li> </ol>

3. Drawings and schedules of internal and external work
4. Recent photographs of the property
5. Where applicable, consent from landlord and mortgagee
6. Estimates or quotations in line with each local authority's procurement guidelines, and based on approved drawings and a works schedule. This needs to clearly identify individual work items, rates and final cost, with and without VAT. Where items are included within the estimates or quotations which will not attract grant, these should be highlighted. This information is required to enable a comparison of prices;
7. A statement showing the professional fees or other fees which are to be incurred and for which a grant contribution is sought (except in cases where the Local Authority is project managing the grant process itself);
8. Confirmation that the match-funding (or in cases of grant awards exceeding £75K, the full cost of the works) can be paid prior to submitting the grant claim. This might be in the form of a letter from the bank;
9. Financial information is required to be submitted to ensure that public money is being invested properly in private sector concerns. The following (which will be treated in strict confidence) is required depending upon the type of applicant:
  - *Limited company - 3 years audited accounts;*
  - *Sole trader/partnership - last 3 years self-assessment tax returns;*
  - *New Businesses – evidence of sufficient funds for the total project cost e.g. bank statement/letter from bank.<sup>37</sup>*

Requirement for an overall commitment to generating social benefits, initially by meeting officers in the local authority responsible for the scheme.

#### **Stage 7: Assessment of Grant Applications**

The grant application is assessed taking into account:

- Benefit to local area
- Environmental impact
- State Aid restrictions (which may determine level of grant)
- Under European Legislation, there are specific grant limits that apply to larger applicants and where appropriate this will be discussed with individual applicants

#### **Stage 8: Grant Offer and Acceptance**

Following approval, an offer letter is sent to applicant (in duplicate), along with conditions of grant. The applicant should ensure they have read the full conditions of grant. They are important because the Council is responsible for public money and is required to maintain safeguards accordingly.

Offer letter to be signed and returned BY THE APPLICANT, accepting grant offer and conditions of grant<sup>38</sup>. The applicant should ensure the following conditions:

- The offer letter should be returned within 14 days.
- That no work should commence prior to returning the signed offer letter

<sup>37</sup> Text in italics taken from SW version

Should either of these conditions not be met it will be deemed that the offer of grant is no longer required, and will be withdrawn.

The Council may agree to pay the grant by instalments during the course of the works – this should normally be agreed at the outset and can be incorporated in the grant offer letter.

### **Stage 9: Implementation**

As part of implementation, the following will take place:

1. A pre start meeting with applicant and grant officer to discuss project implementation. This will provide an opportunity to discuss and issues or concerns, and to reinforce the conditions of grant.
2. The applicant will be provided two key dates (i) by which work must start on site, and (ii) by which works must be completed. The grant officer will work with the grant recipient to make sure adequate time is given for completion and that the programme is realistic.
3. A sign should be erected that promotes the support of the relevant funding bodies, and the availability of grant. The erection of this sign will be the responsibility of the grant recipient or contractor, and should be located in a prominent position.
4. It is the responsibility of the grant recipient to ensure that all work is undertaken with the relevant statutory obligations in place, such as such as Planning, Building Control and the requirements of The Health and Safety Executive. Where the applicant is in breach of this, the grant offer may be revoked.

### **Stage 10: Monitoring**

Monitoring will form a fundamental part of the implementation process. The grant officer will meet with the applicant on a regular basis to ensure delivery is on schedule, and should be made aware of any issues that may affect changes to the agreed delivery plan.

It is the responsibility of the applicant to monitor work, and to inform the grants officer of any deviation to the agreed plan:

1. To the specification of materials, building details and/ or design
  - a. Where relevant these should also be reported to the planning officer to ensure compliance with planning requirements
2. To the cost of the project
3. To the programme delivery schedule

### **Stage 11: Grant claim and payment**

Upon completion, the following should take place:

1. A site visit to inspect the work, and to ensure any work is in line with the approved application and grant offer
2. Final report detailing all work undertaken to be produced and by the contractor, agent or architect.
3. All invoices including professional fees (where approved), and bank statements showing payment of the submitted invoices to be submitted to the grants officer.
4. The final submission to be assessed and verified by an independent quantity surveyor.
5. A Final report will be written and approved by relevant officers, and submitted for payment of grant.
6. Grant payments can only be made via BACS to the named applicant. Please note that all invoices must be paid from the named bank account of the applicant.



## Appendix E: Red line maps with TRI boundaries

1. Barry, Vale of Glamorgan x 2
2. Bridgend
3. Caerphilly
4. Cardiff
5. Caldicot, Monmouthshire
6. South Torfaen Settlement
7. Ebbw Vale, Blaenau Gwent – to follow
8. Merthyr Tydfil
9. Newport – to follow
10. Pontypridd, Rhondda Cynon Taf x 2

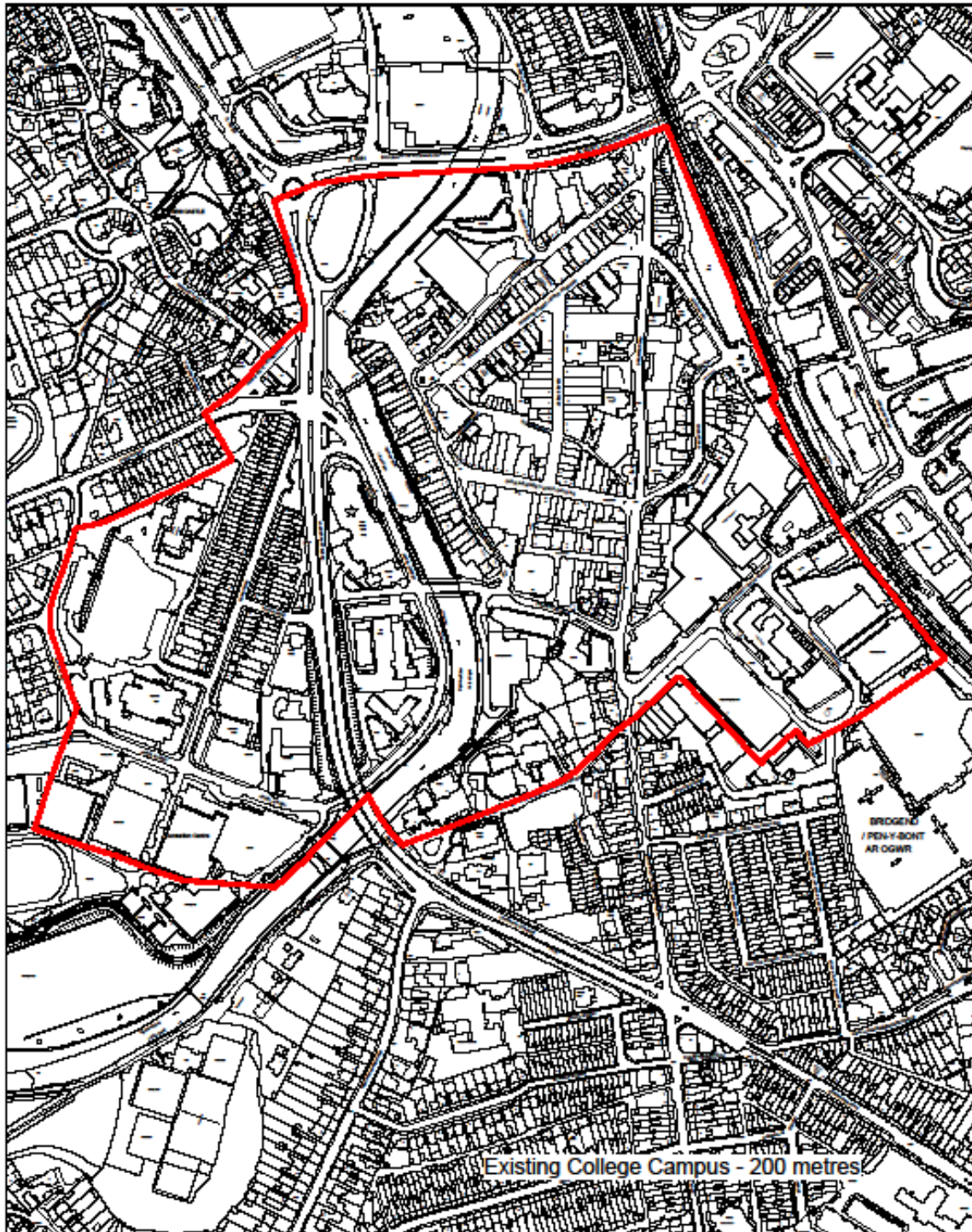
Barry Town Centre (High Street / Broad Street): Property Enhancement Fund Indicative Boundary and Frontage Designations



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Barry Town Centre (Holton Road): Property Enhancement Fund Indicative Boundary and Frontage Designations





Existing College Campus - 200 metres



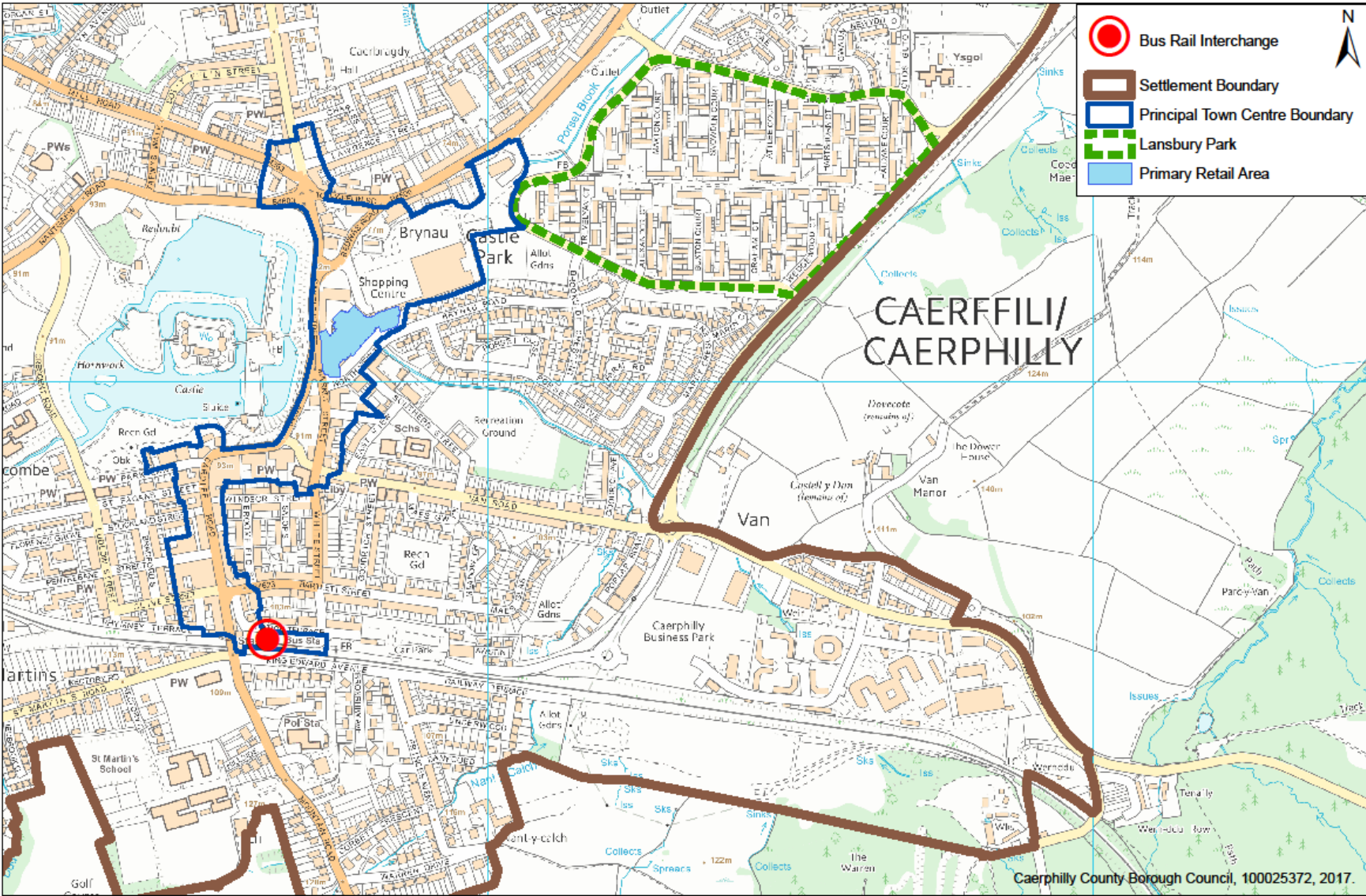
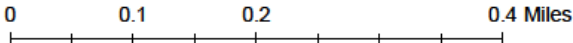
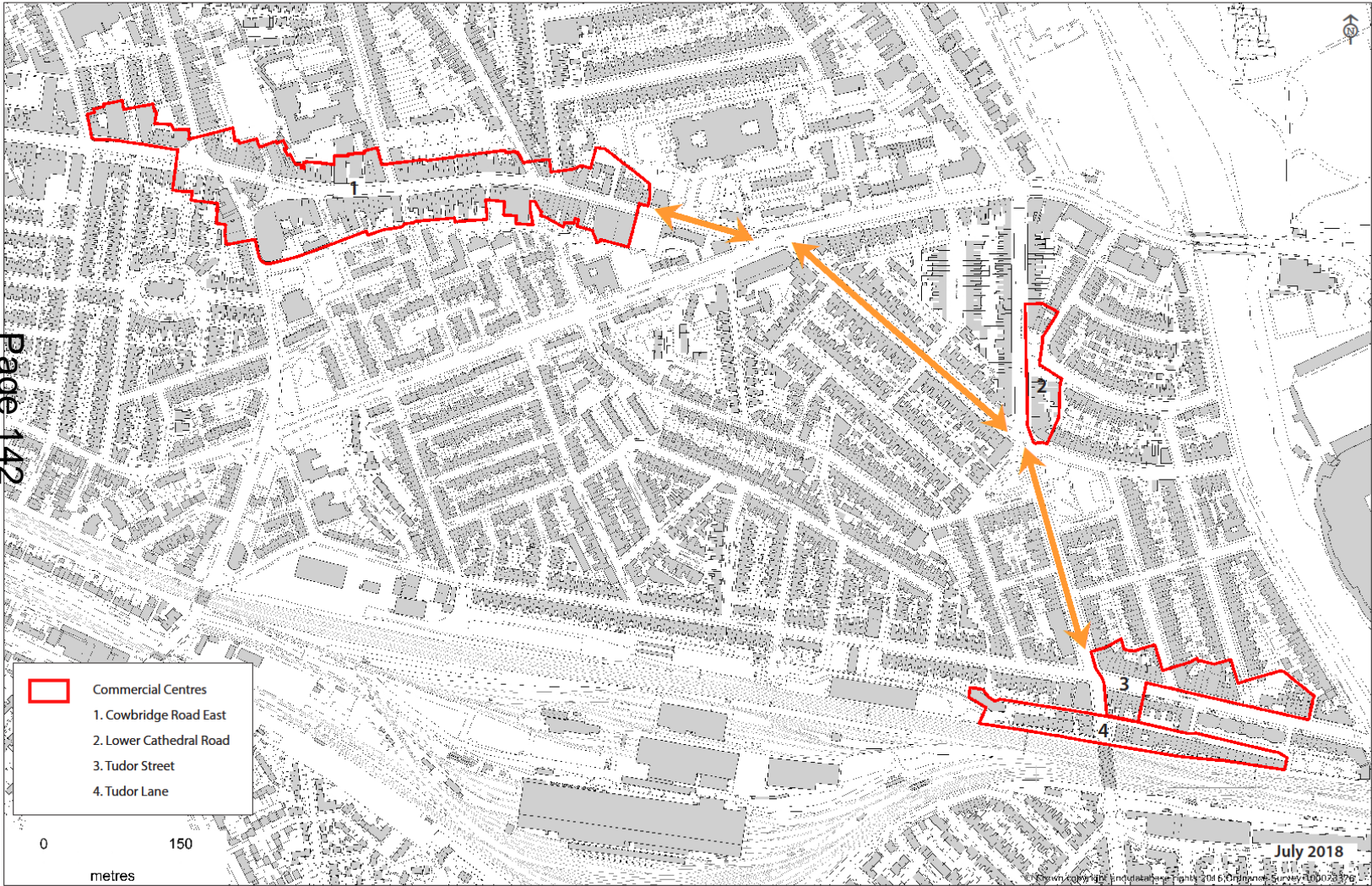
 <p><b>BRIDGEND COUNTY BOROUGH COUNCIL</b></p>	<p><b>COMMUNITIES DIRECTORATE</b>                  Mark Shephard                  Corporate Director - Communities</p> <p>Civic Offices                  Angel Street                  Bridgend CF31 4WB                  Telephone (01656) 643101</p>	<p align="center"><b>Bridgend                  TRI Programme Boundary</b></p>	 <p>Scale 1 : 4,500                  Date 10/07/2018</p>	<p><small>©Crown Copyright and database right 2018, Ordnance Survey 100025402.                  Aerial Imagery: Cities Revealed aerial photography copyright The GeoInformation Group 2011. Copyright Getmapping plc                  Countryside Council for Wales, ©Crown Copyright and database right 2011, Ordnance Survey 100018013.                  Forestry Commission, ©Crown Copyright and database right 2011, Ordnance Survey 100025402.</small></p>
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Figure 2 - Caerphilly Town Centre



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Targeted Regeneration Investment Programme : South Riverside Business Corridor



TOWN CENTRE: EXTENT OF PROPERTY DEVELOPMENT GRANT SCHEME



DTL/RTY ACTION PLAN FRAMEWORK |





**Cyngor Bwrdeisdref Sirol . Blaenau Gwent . County Borough Council**

Richard Crook BSc, DipTP, MBA, MRTPI  
Corporate Director Environment and Regeneration / Cyfarwyddwr Corfforaethol yr Amgylchedd ac Adfywio

PROJECT:	Year 1 TRI Programme Defined Boundary Area
TITLE:	Blaenau Gwent County Courough Council



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Map Reference : SO1609  
Date : 11/07/2018  
Scale : 1:7500



PROJECT: Blaenau Gwent  
TRI Programme

TITLE: Boundary Areas



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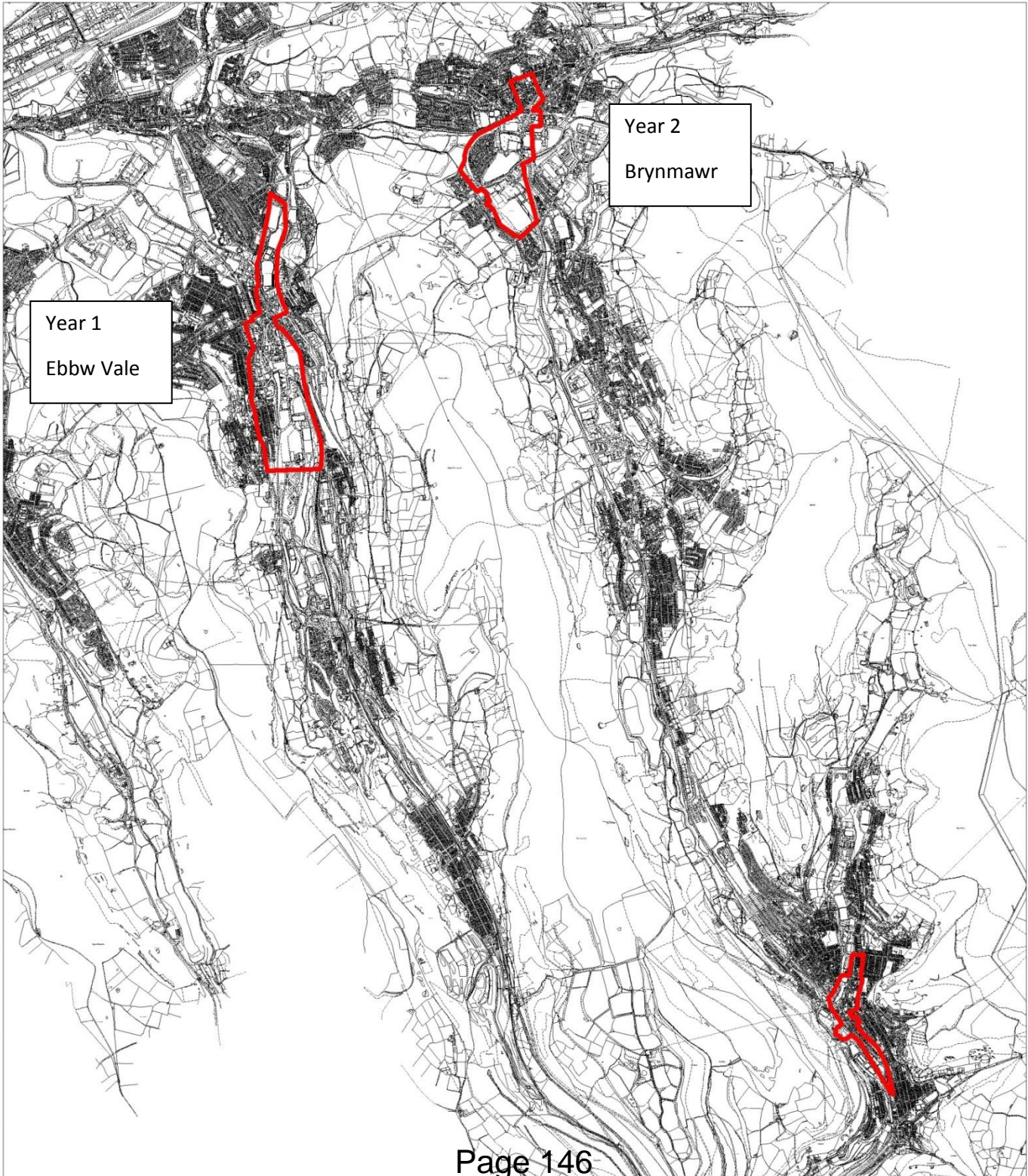
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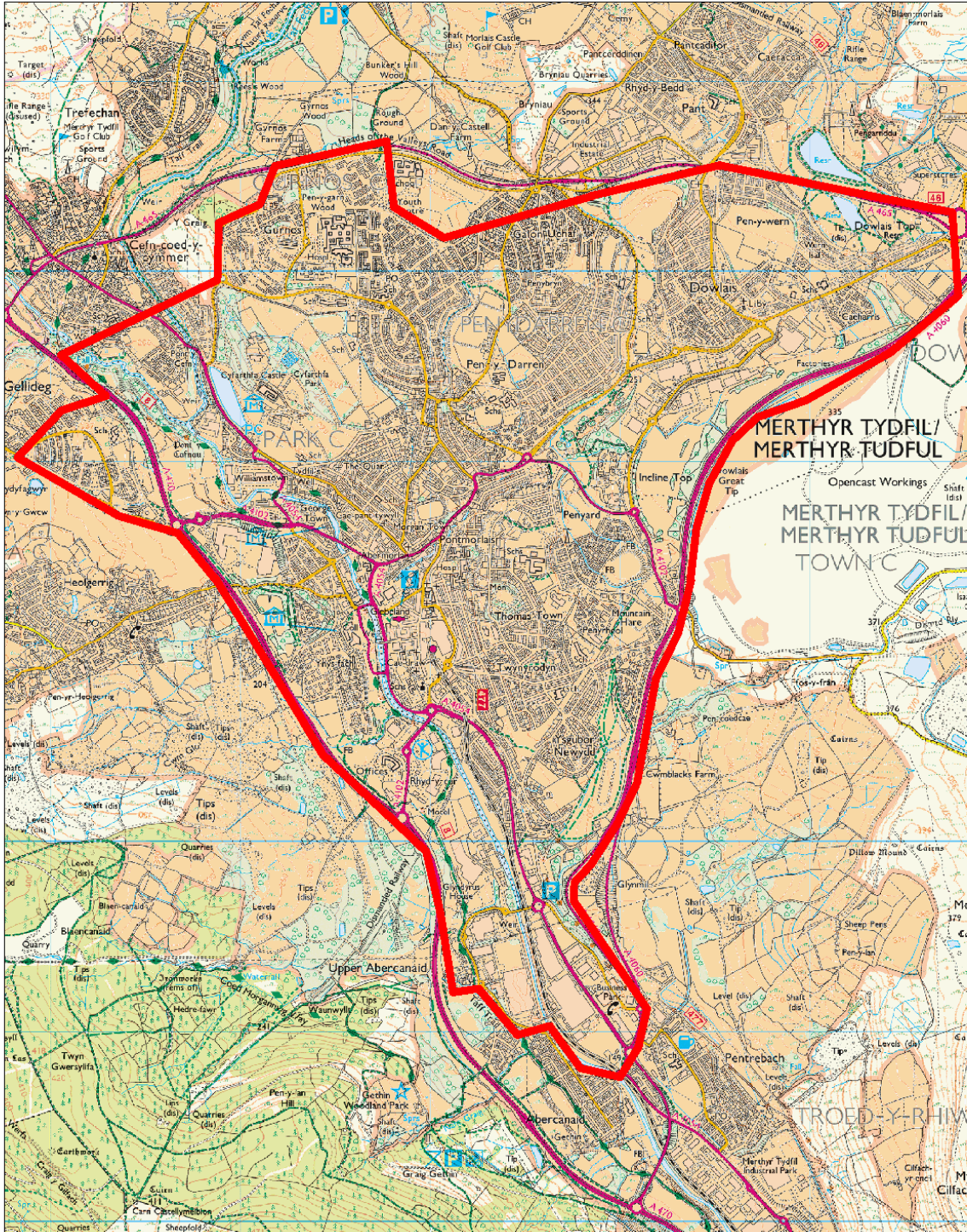
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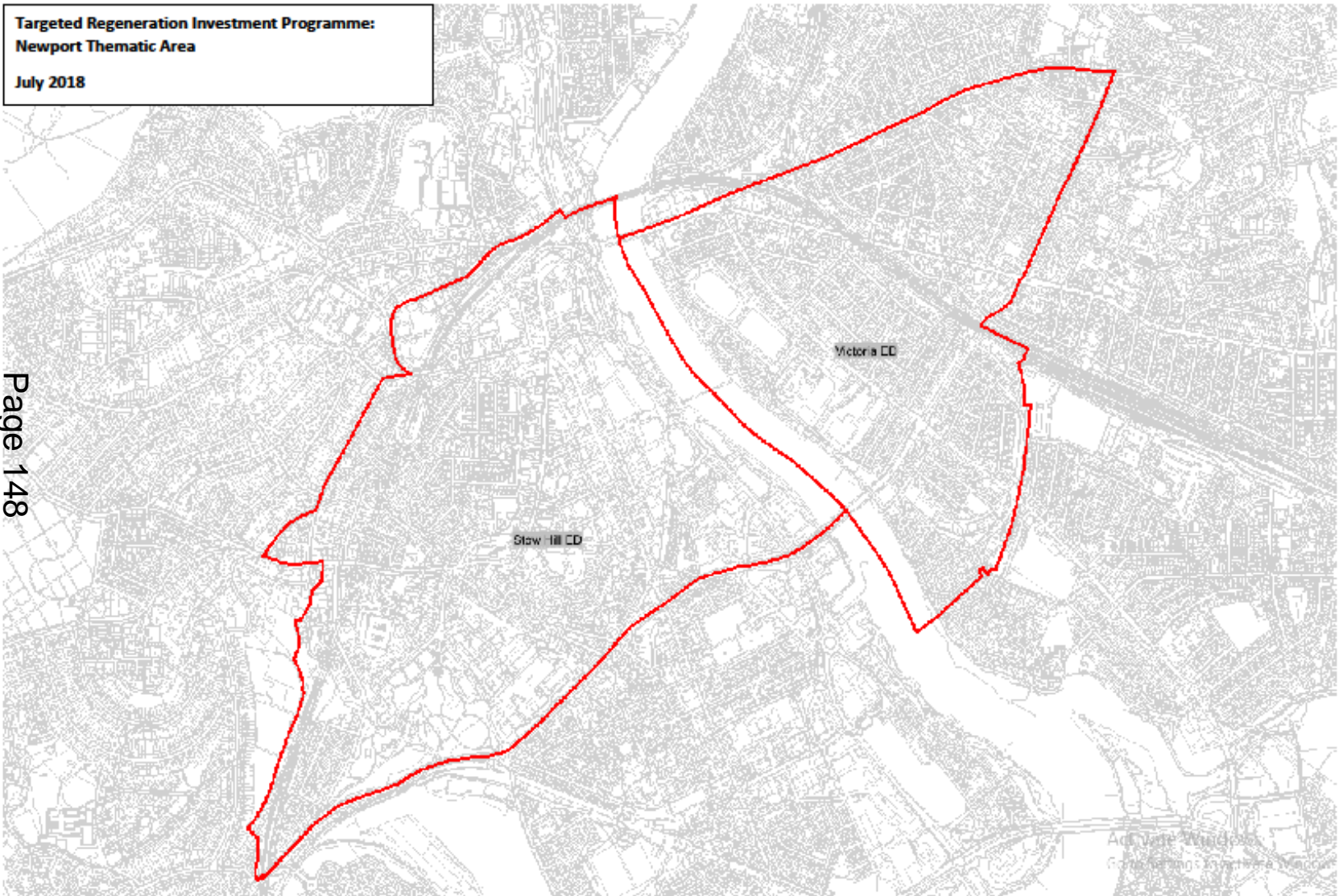


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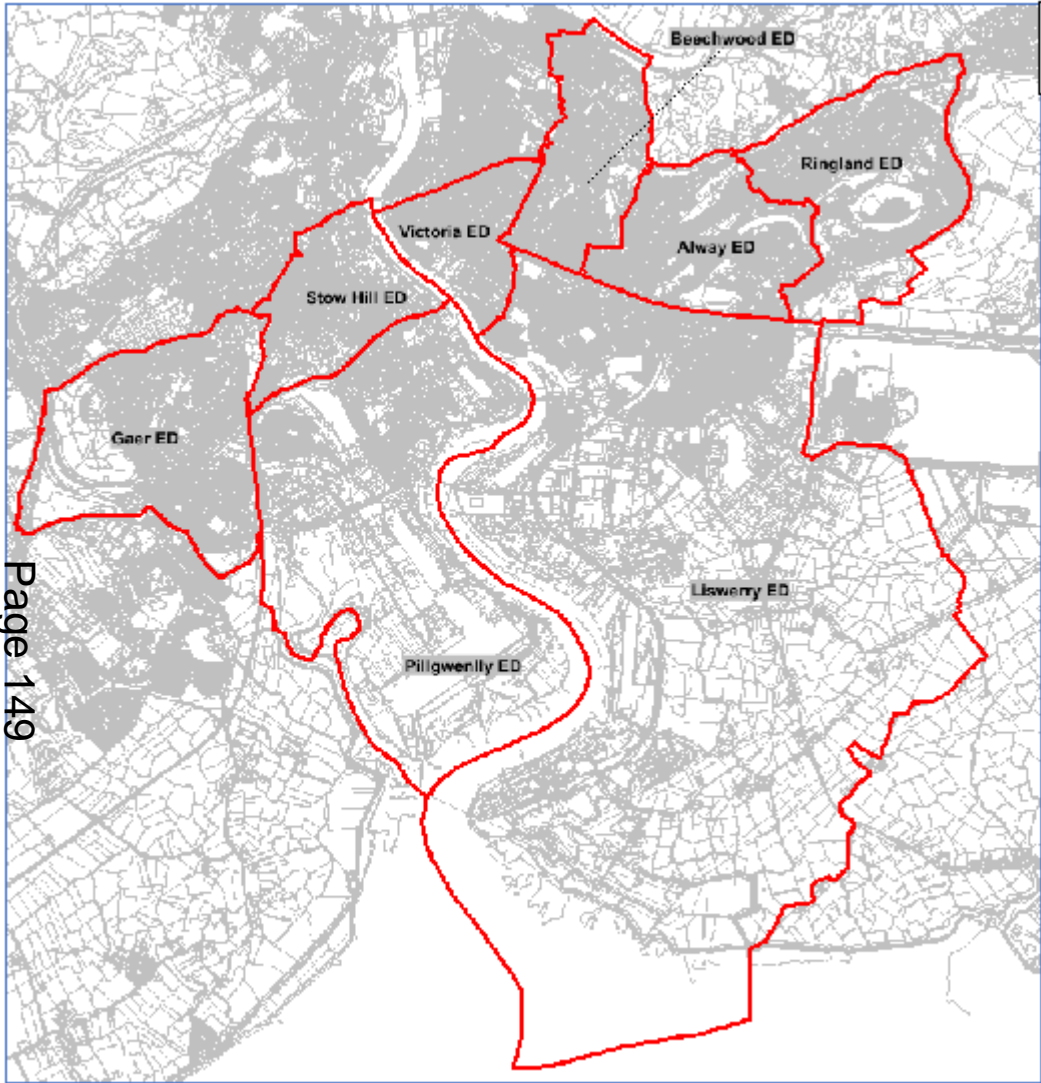


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Vibrant & Viable Places Boundary					

**Targeted Regeneration Investment Programme:  
Newport Thematic Area**  
July 2018



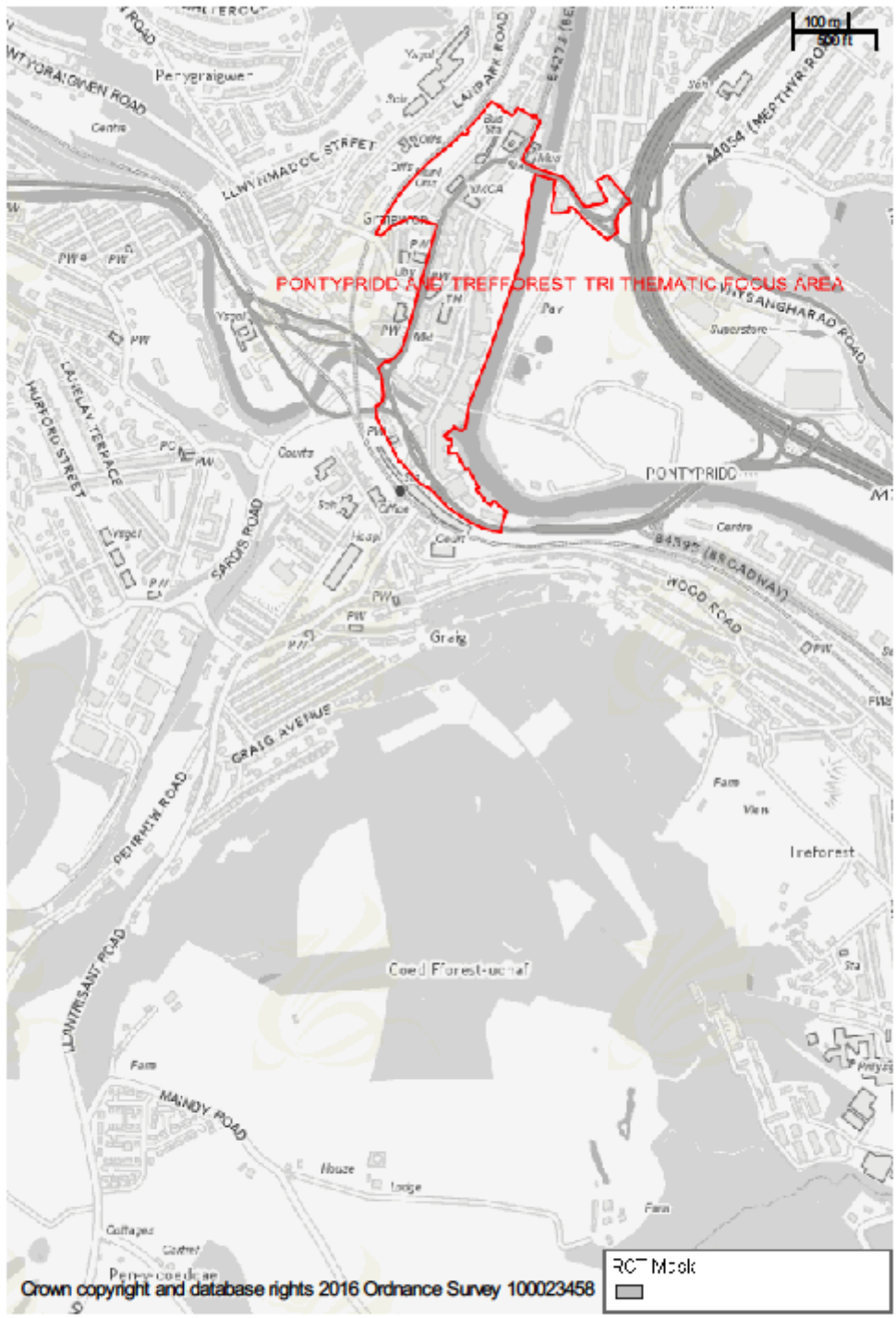
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**Targeted Regeneration Investment Programme: Newport  
July 2018**

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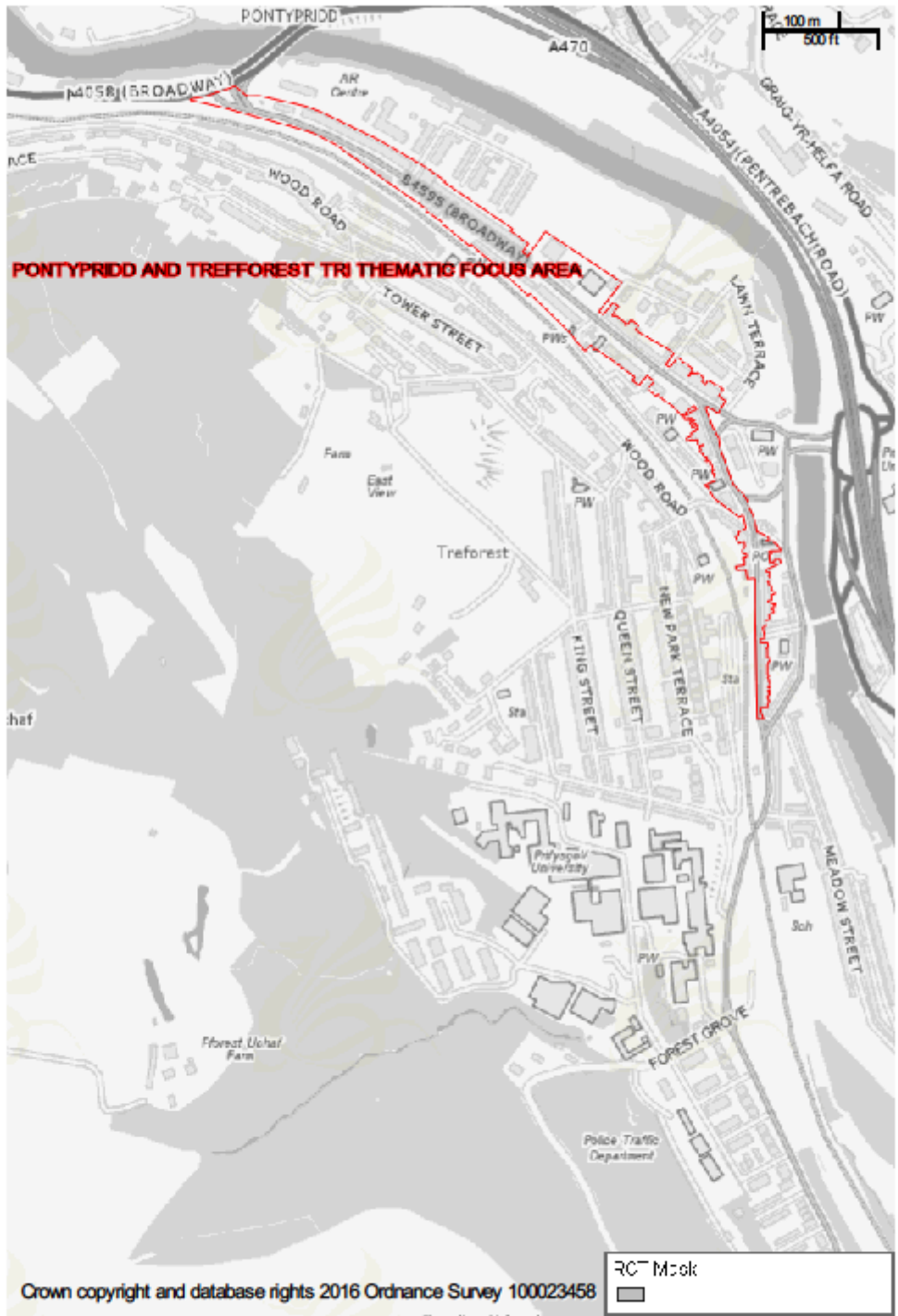
# Pontypridd, Rhondda Cynon Taf



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Project	2018-2019			2019-2020			2020-2021			2022 onwards			Totals
	TRI	MCC	Other	TRI	MCC	Other	TRI	MCC	Other	TRI	MCC	Other	
<b>Retail Parade Refurbishment (nos 7-43 Newport Rd)</b>													
<i>Development Activity</i>													
Demand analysis	£ 3,750.00	£ 3,750.00											£ 7,500.00
Property investment-valuation advice	£ 5,000.00	£ 5,000.00											£ 10,000.00
Design and planning input	£ 5,000.00	£ 5,000.00		tbc	tbc	tbc							£ 10,000.00
Planning application fee	£ -	£ -		tbc	tbc	tbc							£ -
Legal advice	£ 10,000.00	£ 10,000.00		tbc	tbc	tbc							£ 20,000.00
<i>Implementation</i>													
							£ 826,250.00	£ -	£ 826,250.00	£ 826,250.00	£ -	£ 826,250.00	£ 3,305,000.00
<b>Jubilee Way Scheme</b>													
<i>Development Activity</i>													
linked to Retail Parade													£ -
<i>Implementation</i>													
							£ 250,000.00		£ 1,750,000.00	£ 250,000.00		£ 1,750,000.00	£ 4,000,000.00
<b>The Cross Destination Space</b>													
<i>Development Activity</i>													
Design Development - Stages A-E	£ 5,637.50	£ 5,637.50											£ -
Surveys	£ 2,500.00	£ 2,500.00											£ 11,275.00
<i>Implementation</i>													
	£ 175,000.00	£ 75,000.00	£ -	£ 175,000.00	£ 75,000.00	£ -							£ 5,000.00
<b>Church Road Scheme</b>													
<i>Development Activity</i>													
Design Development - Stages A-E	£ 5,203.50	£ 5,203.50											£ -
Surveys	£ 2,500.00	£ 2,500.00											£ 10,407.00
<i>Implementation</i>													
				£ 175,000.00	£ 75,000.00	£ -							£ 5,000.00
<b>Newport Road Public Realm</b>													
<i>Development Activity</i>													
Design Development - Stages A-E	£ 13,078.50	£ 13,078.50											£ -
Surveys	£ 2,500.00	£ 2,500.00											£ 26,157.00
<i>Implementation</i>													
										£ 375,000.00	£ 375,000.00	£ -	£ 5,000.00
<b>Property Enhancement Grant Scheme</b>													
<i>Development Activity</i>													
Design Manual inc cost consultancy	£ 7,500.00	£ 7,500.00											£ -
<i>Implementation</i>													
				tbc	tbc	tbc	tbc		tbc	tbc			£ 15,000.00
<b>Caldicot Community Hub</b>													
<i>Development Activity</i>													
Design development* (subject to design scope)	£ 6,000.00	£ 6,000.00											£ -
<i>Implementation</i>													
							£ 122,500.00	£ 52,500.00	£ -				£ 12,000.00
<b>Miscellaneous</b>													
Parking Strategy* (subject to cost estimate)	£ 5,000.00	£ 5,000.00											£ 10,000.00
<b>DEVELOPMENT ACTIVITY TOTAL</b>	£ 73,669.50	£ 73,669.50											£ 147,339.00
<b>IMPLEMENTATION ACTIVITY TOTAL</b>	£ 175,000.00	£ 75,000.00											£ 8,980,000.00
<b>TOTALS</b>	£ 248,669.50	£ 148,669.50	£ -	£ 350,000.00	£ 150,000.00	£ -	£ 1,198,750.00	£ 52,500.00	£ 2,576,250.00	£ 1,451,250.00	£ 375,000.00	£ 2,576,250.00	£ 9,274,678.00

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<b>SUBJECT:</b>	<b>Delivering Excellence in Children's Services: Family Support within 'Statutory' Children's Services/Contact</b>
<b>DIRECTORATE:</b>	<b>Social Care &amp; Health</b>
<b>MEETING:</b>	<b>Cabinet</b>
<b>DATE:</b>	<b>September 2018</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>All</b>

**1. PURPOSE:**

- To set out a model for delivery of a Contact Service that enables Looked After Children (LAC) to access their right to spend time with their parents and other family members in a safe and appropriate environment.
- To present the evidence base and business cases to support the proposals.

**2. RECOMMENDATIONS:**

Cabinet agrees to:

1. Restructure the existing contact team so that the existing 4.1 Band E Contact Support Worker posts are replaced by Band D Contact Worker posts and amend the job descriptions to include regular weekend working.
2. Increase the establishment of contact workers from the current 5.6 by 2.4 including making permanent the additional post that was the subject of an SBAR on 24<sup>th</sup> August 2017.

### **3. KEY ISSUES**

#### **3.1 Background**

In July 2016 the Council approved Monmouthshire Children's Services Strategy, 'Where I am Safe' as one of the key documents directing the work of the overarching improvement programme 'Delivering Excellence in Children's Services'. This report is part of the implementation of the second phase of delivering against the strategy 'Where I am Safe' and the overarching improvement programme.

#### **3.2 The strategy supported the primary aims of Children's Service to:**

- Work together with others to ensure that Monmouthshire's children and young people reach their full potential and live free from the harmful effects of abuse and neglect.
- Provide responsive, family orientated services which ensure that our most vulnerable children are effectively safeguarded, and to keep children and young people safe by preventing need from escalating.
- Work successfully with children and young people, their parents and families, and partner agencies to help children and young people achieve the best outcomes.
- Safely support children to achieve the best possible outcomes for them within their families, recognising this is the best environment for the majority of children and young people to develop and achieve their outcomes.

#### **3.3 Two previous papers have set out the development of family support services.**

The first dealt with pre-statutory threshold family support services including the development of the Building Strong Families Team and alignment of a suite of pre-statutory threshold services including schools-based counselling, therapeutic support and family therapy. The second addressed post-statutory threshold family support services including Family Group Conferencing, BASE and the development of an 'Edge of Care' service. One of the crucial benefits of this structure is the alignment of pre and post statutory family support services and

the creation of coherent referral and intervention pathways for families. The implementation of an 'Early Help Panel' for pre-statutory family support has already reduced duplication and improved management of referrals. The development of a post-statutory family support services model alongside this allows families to seamlessly 'step down' into services in a managed way reducing the risk of them suddenly finding themselves without support once they no longer meet the threshold for statutory intervention and consequently failing and coming back into statutory services.

- 3.4 The most recent paper made reference to the need to undertake a comprehensive review of the contact service which has been running at a significant overspend in recent years. This paper presents the data in relation to contact in order to understand what a sustainable and cost-efficient model of service delivery might look like. The key priorities driving this service development have been to develop a suitable model of service delivery that we can be sure delivers high quality contact in a sustainable and cost efficient manner.

### **3.5 Demand Data**

Social care services in Wales are changing in line with the Social Services and Well-being Wales Act (SSW-bWA) and Wellbeing of Future Generations Act. This requires public bodies to think about the long term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems, such as poverty and health inequalities. Part 4 of the SSW-bWA sets out the local authority's duty to maintain family contact for children who are looked after. The Act places a duty on the local authority to promote contact where reasonably practical and consistent with the child's wellbeing between a child and their parents, anyone with parental responsibility and any relative, friend or connected person.

- 3.6 Although Monmouthshire Local Authority compares favourably across Wales for the LAC rate per 10,000 population aged under 18 (see table 1 below), whilst rates have remained relatively steady across Wales, Monmouthshire has

experienced a significant increase, from 55 per 10,000 population aged under 18 in 2013 up to 79 in 2018.

3.7 Since March 2010 there has been an increase of over 75% in the LAC population in Monmouthshire (see table 2 and figure 3). The staffing establishment for the contact team was based on the 2014 LAC population which stood at 103 children. Since this time there has been a steady increase year on year with the current LAC figure standing at 146, a rise of over 40%.

Table 1. LAC Rate per 10,000

	Wales	Monmouthshire
2013	91	55
2014	91	56
2015	89	60
2016	90	73
2017	95	75
2018		79

Table 2. LAC numbers March 2010 – March 2018

Gender	Mar 10	Mar 11	Mar 12	Mar 13	Mar 14	Mar 15	Mar 16	Mar 17	Mar 18
Male	54	52	55	49	50	53	69	67	69
Female	29	26	51	52	53	55	61	66	70
Total	83	78	106	101	103	108	130	133	139

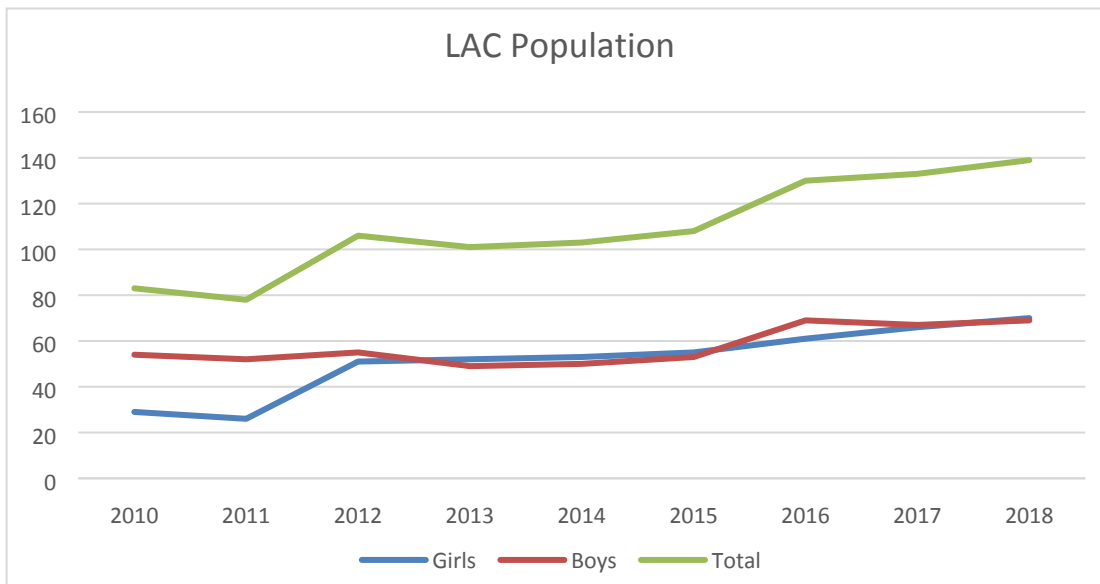


Figure 1

3.8 In addition to an increase of over 40% in the numbers of LAC, the length of time children are remaining looked after is also increasing. Whilst the numbers of children remaining in care for a year or less has remained relatively static, the numbers of children remaining in care for longer periods is increasing (see table 3 and figures 4 and 5). Children who return home within six months to a year are more likely to be those where risk is lower and where supervision of contact can be facilitated by family members or be unsupervised. For children remaining in the care system for longer periods contact is more likely to be supervised and for it to remain supervised for the long term, although the frequency of contact may reduce.

Table 3.

<b>Length of time in care</b>	Mar 13	Mar 14	Mar 15	Mar 16	Mar 17	Mar 18
Under 6 Months	12	12	25	22	25	13
6 Months – 1 Year	16	22	2	24	13	19
1-2 Years	35	16	27	39	42	52
3-4 Years	22	29	34	23	26	24
5+ Years	16	24	20	22	27	31
<b>Total</b>	<b>101</b>	<b>103</b>	<b>108</b>	<b>130</b>	<b>133</b>	<b>139</b>

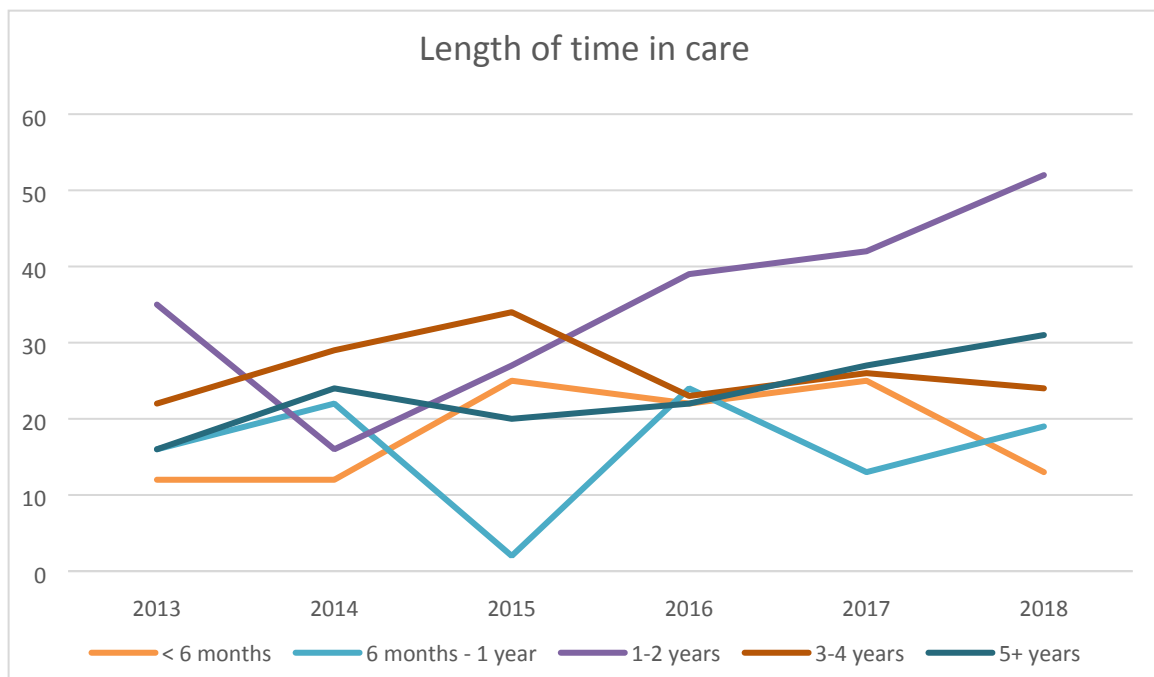


Figure 2.

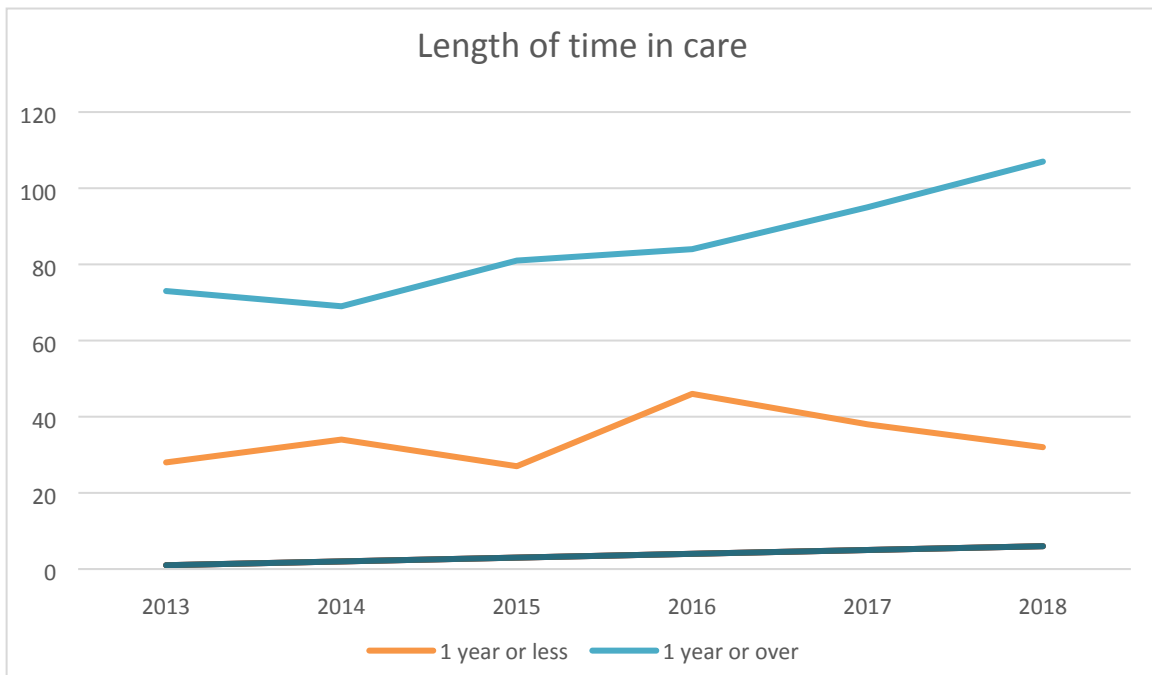


Figure 3.

### 3.9 Current Contact Demand

Table 4 below sets out the total amount of supervised contact that Monmouthshire County Council is currently required to deliver. As Table 4 shows, agency contact accounts for over one third of weekly contact, almost half of fortnightly contact and all contact that takes place at the weekend.

Table 4. Current contact demand

	Total Contact Hours					Annual Total hours
	Holidays contact hours	Weekly contact hours	Fortnightly contact hours	Monthly contact hours	Saturday contact hours	
Agency	0.00	3,042.00	247.00	0.00	709.00	3,998.00
In house	336.40	8,439.60	585.00	865.80	0.00	10,230.80
Total	336.40	11,481.60	832.00	865.80	709.00	14,228.80

3.10 Table 5 sets out the working hours available for each WTE member of staff. This is worked out by calculating the total working days per year (365 minus 104 weekends) = 261, minus basic holiday entitlement of 25 days, 8 bank holidays and 2 statutory days = 226 giving working hours per person of 1,672.4



- 3.11 Using these calculations, the staffing complement needed to deliver the current required amount of contact would be 8.51, the current complement of contact workers is 5.6.

Table 5. Working hours

<b>Available Working Hours Per Person</b>	
Working days per year	261
Holiday entitlement	25
Public holidays	10
Available working days per person	226
Available working hours per person	1,672.4
Current total contact hours	14,224.8
Required number of posts to deliver current contact	8.51

- 3.12 This rise in numbers together with increased demand from courts to provide contact on specific times and days, often weekends which the contact team was not set up to deliver, has resulted in the team being unable to meet demand. Initially independent providers were used to cover weekend and evening contacts. Increasingly however, private providers are being used to cover contact that takes place in normal working hours (see table 4) indicating that even if the contact team was restructured to cover out-of-hours contact, there would be insufficient staff to cover required contact for the current LAC population. The increasing reliance on private providers has driven up the cost of providing contact to an unsustainable level and this shows no sign of abating as the LAC population continues to grow. The cost of commissioning external providers for contact services on average per month during 2016-17 was £3,773, this rose to £10,499 on average per month for 2017/18. The total expenditure on externally commissioned contact for 2017/18 was £125,992. The authority is on track to incur similar expenditure for 2018/19 unless urgent steps are taken to bring it in check.

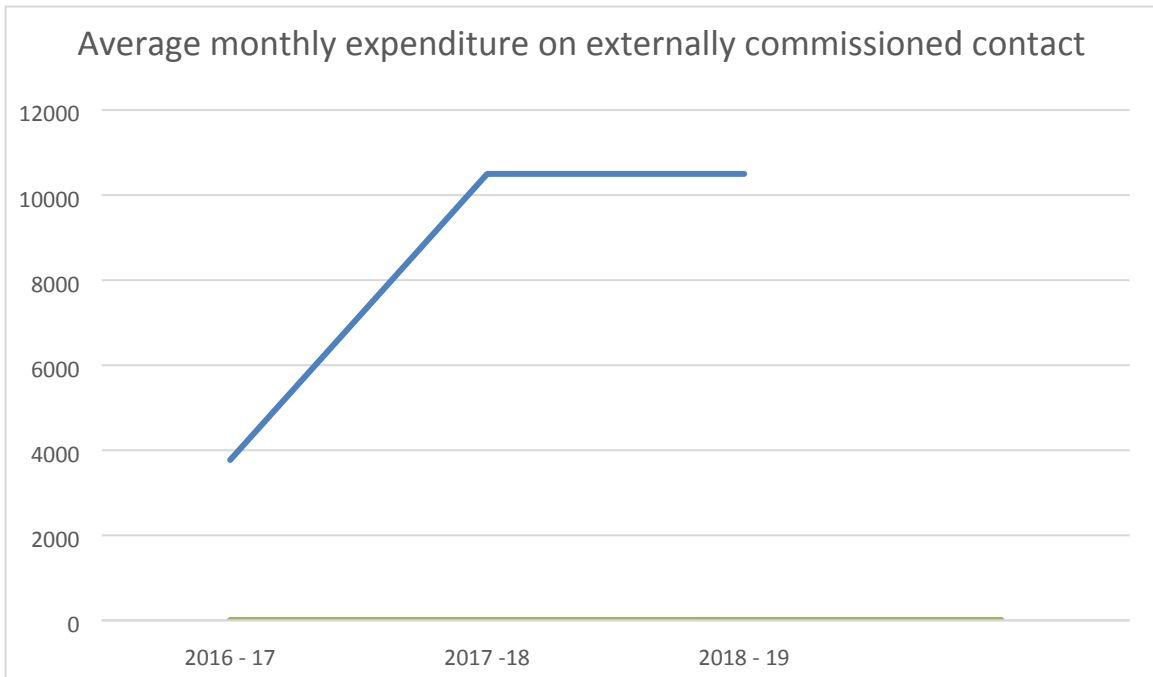


Figure 4.

3.13 In order to meet its corporate parenting responsibilities the local authority needs to deliver a contact service that enables children to spend quality time safely with family members in suitable venues and at appropriate times. The service must be cost efficient, sustainable and flexible to allow for changes in the LAC population to eliminate the need to buy in expensive private provision if LAC numbers rise but conversely resources are not wasted by creating overcapacity if LAC numbers fall. In order to achieve this a flexible workforce needs to be created that can operate after school hours and at weekends to accommodate the needs of children, their families and foster families.

### 3.14 Capacity data

The current contact team structure is set out in figure 1. The team employs 5.6 WTE members of staff (across seven posts) to supervise contact. Of these, 4.1 WTE (across five posts) are employed as Contact Support Workers on Band E. This means they can deliver programmes of family support as well as supervising contact. The remaining two (1.5 WTE) are employed as Contact Workers on Band D.

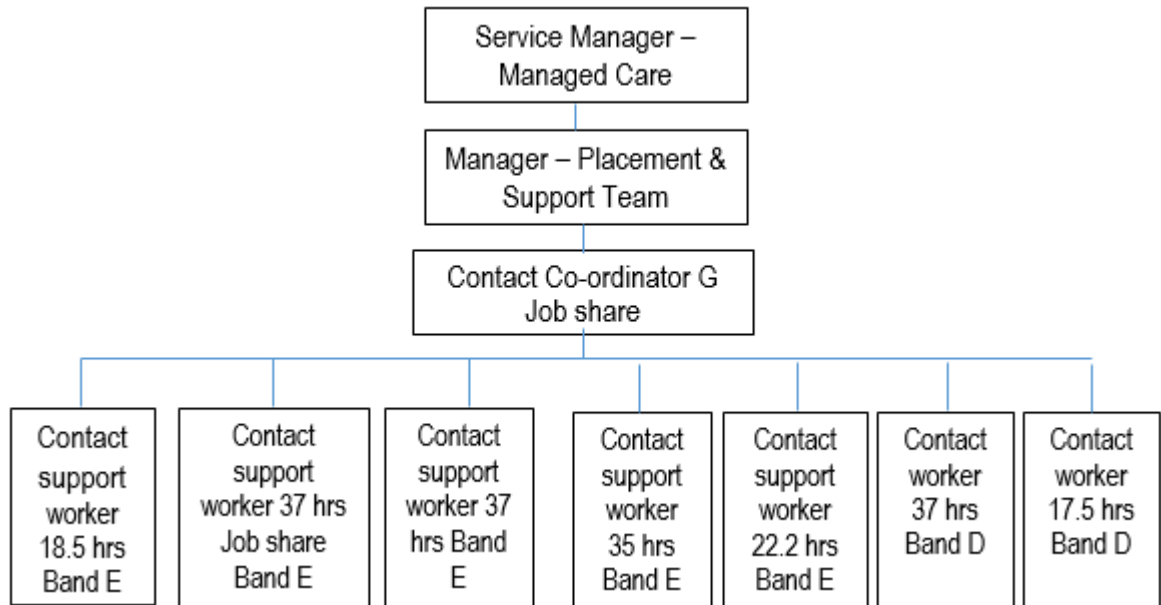


Figure 5. Current Structure of the Contact Team

3.15 The pressure on the team to provide contact is such that there is rarely capacity to deliver family support. In reality therefore, there is no significant difference between the two roles. In other words there are two pay grades for workers undertaking effectively the same role, and most of the workers are paid at the higher Band whilst spend most of their time engaged in lower Band activity.

3.16 All posts within the team, with the exception of the Contact Co-ordinator post, have had job descriptions reviewed and job evaluated and so all will be Band D. This achieves a saving of £3,494 per WTE (£14,325 across the team). These savings will be achieved by 1<sup>st</sup> October 2018 because of changes in other parts of the service.

3.17 There are two members of staff (1 WTE) who act as Contact Co-ordinators paid on Band G. The team has no dedicated business support. This means the Contact Co-ordinators, as well as managing the contact staff, also process referral, organise rotas, book venues and make arrangements for contact. The existing Contact Co-ordinators have expressed concerns that the current job share arrangement does not allow them sufficient time to develop and mentor staff as

required. With the significant exception of managing the Contact Workers, most of the other activity falls within a Business Support Assistant role.

3.18 It is proposed to reduce the hours of the Contact Co-ordinator role to 22.2 and to increase capacity by creating a 30 hour Contact Logistics Worker to undertake the administrative duties. This will allow the Contact Co-ordinator to focus solely on the higher level activity and ensure that the business support activity is still undertaken efficiently. This is cost neutral and the proposal was agreed by ICMD 27.06.2018.

3.19 The contact service was not set up with a view to providing contact at weekends or evenings and therefore there are no systems in place to enable this to happen. Any contact that is required to take place outside of normal working hours currently has to be outsourced. Until now there has not been a system in place to allow existing members of staff to work outside of normal working hours.

3.20 Job Descriptions have been re-written to make explicit an expectation that workers will undertake routine weekend and evening work as required. Systems including an on-call management rota are being put in place to ensure staff have the appropriate support.

3.21 As set out in table 5 above, the available working hours per employee per year equal 1,672.4 and the current hours contact needed equal 14,224.8 (this calculation is based on current demand which includes travel time and time needed to write reports for Children's Services and update records) therefore the staffing level required to meet current demand equal 8.51 staff, an increase of 2.91 on current staffing levels. The proposed model, see figure 6, is based on increasing the staffing complement to 8 WTE, rather than 8.51. This is because it is anticipated that some limited capacity can be achieved by reorganising how contact is delivered, in some cases social workers will supervise certain contact sessions and there will always be occasions where contacts are cancelled. The proposal is therefore to create a flexible workforce slightly below what is actually required to avoid creating too much capacity that is then wasted.

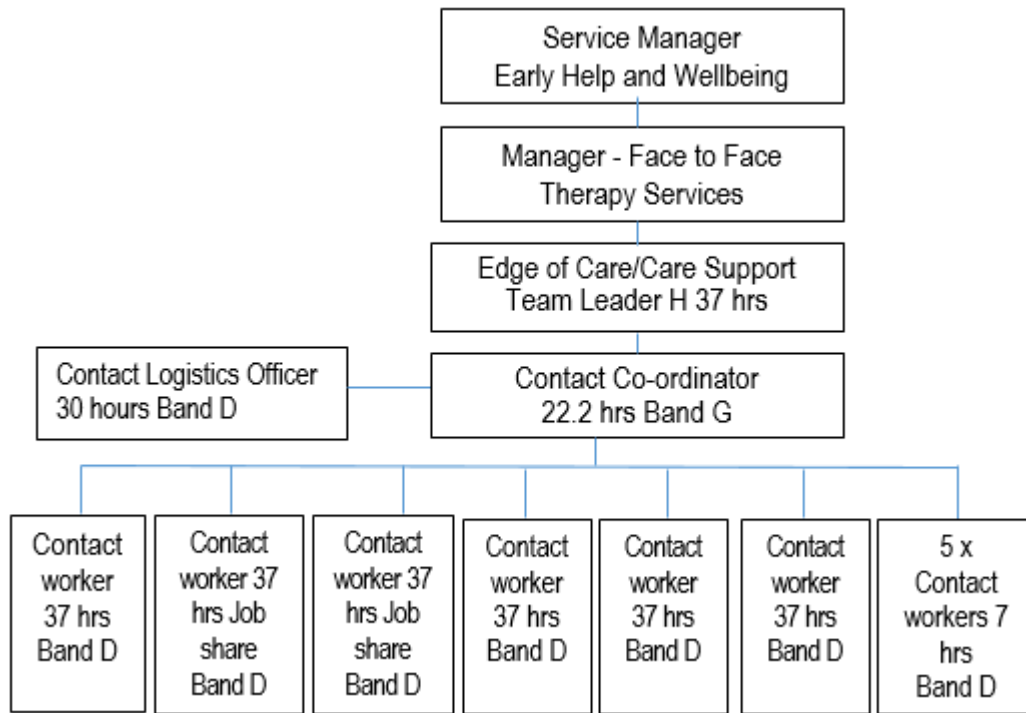


Figure 6. Proposed re-structure of the Contact Team

3.22 It is proposed to increase the current staffing budget to the equivalent of 8 WTE posts.

### 3.23 Financial data

A detailed breakdown of costs including individual salary costs as well as the additional incurred by the Contact Team, such as travel costs and Contact Centre running costs is contained in Appendix A. A summary of costs is given below.

The existing contact budget 18/19 is as follows:	Staffing	£166,184
	Contact centres	£45,000
	Private provision	£20,000
	<b>Total</b>	<b>£231,184</b>

The forecast spend for 18/19 is follows:	Staffing	£199,523
	Contact centres	£15,000
	Private provision	£100,000
	<b>Total</b>	<b>£314,523</b>

The proposed restructure will cost £277,291.	Staffing	£262,507
	Contact centres	£15,000
	<b>Total</b>	<b>£277,507</b>

### **3.24 Summary**

The local authority is duty bound to ensure that children in its care are able to access their right to good, safe contact with their families. As the numbers of LAC increase the demand for contact will consequently grow. The current structure of the Contact Team is not fit for purpose, as evidenced by the current overspend in the budget. A robust analysis of the data has been undertaken to develop a model that will deliver in-house the required amount of contact. Whilst it is recognised that this will require an increase in the allocated budget of £46,323 (£277,507 - £166,184) it will still reduce the actual spend (unbudgeted overspend) by £39,787 (£317,294 - £277,507) per annum. By creating a flexible workforce it is intended to ensure that if demand increases there is never a need to commission expensive private provision and if demand decreases then capacity can be similarly reduced and any savings passed back into the local authority.

#### 4. OPTIONS APPRAISAL

The options are set out in the table below:

	Description	Costs	Benefits	Disbenefits/risks	Recommended
Option 1	Do nothing	Cost neutral	Retains existing staff in current roles.	Staff are employed at a higher grade than necessary incurring additional unnecessary cost. The current staffing structure is inadequate to meet the demand for contact that the local authority is duty bound to provide meaning that significant expense is incurred commissioning private providers to provide contact than can more cost-effectively be delivered in-house.	No
Option 2	Regrade existing Band E staff to Band D. Reconfigure contact co-ordinator job share into single 22.2 hr post and employ a 30 hour contact logistics worker Band D.	Cost neutral	Achieve some limited savings by regrading E Band staff to D Band. Expand capacity of the contact co-ordinator by allowing greater focus on supporting the team and ensuring business support functions are delivered through a business support role.	The current staffing structure is inadequate to meet the demand for contact that the local authority is duty bound to provide meaning that significant expense is incurred commissioning private providers to provide contact than can more cost-effectively be delivered in-house.	No
Option 3	Regrade existing Band E staff to Band D. Reconfigure contact co-ordinator job share into single 22.2 hr post and employ a 30 hour contact logistics worker Band D. Make permanent the post subject of SBAR on 24 <sup>th</sup> August 2017.	Low cost	Achieve some limited savings by regrading E Band staff to D Band. Expand capacity of the contact co-ordinator by allowing greater focus on supporting the team and ensuring business support functions are delivered through a business support role.	This is the current staffing compliment which is identified as being inadequate to meet the demand for contact that the local authority is duty bound to provide meaning that significant expense is incurred commissioning private providers to provide contact than can more cost-effectively be delivered in-house.	No

Option 4	<p>Increase the staffing budget to 8 WTE Band D Contact Workers.  Regrade existing Band E staff to Band D.  Reconfigure contact co-ordinator job share into single 22.2 hr post and employ a 30 hour contact logistics worker Band D. Employ 6 WTE Contact Workers.  Employ a further 5 staff on 1-day contracts that can be increased as necessary utilising a budget created out of the final Band D post.</p>	Medium cost	This will require an increase in the allocated budget	<p>By creating a flexible workforce it is intended to ensure that if demand increases there is never a need to commission expensive private provision and if demand decreases then capacity can be similarly reduced and any savings passed back into the local authority.</p> <p>This represents a sizeable reduction in the actual spend (unbudgeted overspend).</p>	Yes
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## 5. EVALUATION CRITERIA

### Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

<b>Title of Report:</b>	<b>Delivering Excellence in Children’s Services: Family Support within ‘Statutory’ Children’s Services</b>
<b>Date decision was made:</b>	
<b>Report Author:</b>	<b>Charlotte Drury</b>

#### What will happen as a result of this decision being approved by Cabinet or Council?

The proposed model is intended to achieve the following outcomes:

- Building flexible capacity into the Contact Support Team will reduce our reliance on expensive spot purchasing of contact supervision from private providers whilst still ensuring children exercise their rights to spend quality time with their parents in a safe environment.

The decision will impact the public/officers in the following ways:

- The proposed model has implications for some members of staff. Unions, finance and staff members are included within the consultation process and protection of employment policies will apply.
- Increasing in-house capacity within the contact team will enable better quality assurance of contact

12 month appraisal

Was the desired outcome achieved? What has changed as a result of the decision? Have things improved overall as a result of the decision being taken?

#### What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?

The following outcome measures are proposed to evaluate whether the model is delivering effectively:

- Number of contacts delivered
- Number of contact sessions provided in house as a percentage of all contact

Supervision, monitoring of sickness and seeking feedback from the team in terms of implementation will be used to ensure that the well-being needs of the team are addressed and the team continues to be and feel supported through the change process.

12 month appraisal

*Paint a picture of what has happened since the decision was implemented. Give an overview of how you fared against the criteria. What worked well, what didn't work well. The reasons why you might not have achieved the desired level of outcome. Detail the positive outcomes as a direct result of the decision. If something didn't work, why didn't it work and how has that effected implementation.*

**What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?**

The existing contact budget 18/19 is as follows:	Staffing	£166,184
	Contact centres	£45,000
	Private provision	£20,000
	<b>Total</b>	<b>£231,184</b>
The forecast spend for 18/19 is follows:	Staffing	£199,523
	Contact centres	£15,000
	Private provision	£100,000
	<b>Total</b>	<b>£314,523</b>
(Slightly different from Table 6 - £317,294 - as posts in Table 6 are shown at top of bands)		
The proposed restructure will cost £277,291.	Staffing	£262,507
	Contact centres	£15,000
	<b>Total</b>	<b>£277,507</b>

The budget for the existing team is £231,184. The increase in budget required is £46,323 in addition to this.

This increase in budget still represents a reduction of £37,016 in the forecast spend for 2018/19 and has the potential to maximise possible future savings and limit any additional cost to the lowest possible unit cost.

**12 month appraisal**

*Give an overview of whether the decision was implemented within the budget set out in the report or whether the desired amount of savings was realised. If not, give a brief overview of the reasons why and what the actual costs/savings were.*

**Any other comments**

## **6. REASONS**

6.1 Two previous papers have set out the development of family support services both pre and post statutory threshold. The restructure is intended to align pre and post statutory family support services and create coherent referral and intervention pathways for families. The implementation of an 'Early Help Panel' for pre-statutory family support has already reduced duplication and improved management of referrals. The development of a post-statutory family support services model alongside this allows families to seamlessly 'step down' into services in a managed way to promote family stability and reduce the risk of crisis.

6.2 The most recent paper made reference to the need to undertake a comprehensive review of the contact service in order to address the significant overspend that has accrued in recent years. This paper has presented the data in relation to contact in order to understand what a sustainable and cost-efficient model of service delivery might look like. The key priorities driving this service development have been to develop a suitable model of service delivery that we can be sure delivers high quality contact in a sustainable and cost efficient manner.

6.3 The proposed model is intended to achieve the following outcomes:

- Ensure that Monmouthshire County Council is able to fulfil its statutory duty as Corporate Parent to provide contact for the children in its care
- As a responsible Corporate Parent, enable LAC to access their right to good quality, safe contact with family members in suitable venues, at appropriate times.
- Ensure the model of service delivery is fit for purpose, sustainable and cost effective.

### **6.4 Proposed outcome measures**

The following outcome measures are proposed to evaluate whether the model is delivering effectively:

- Number of contact sessions provided in house as a percentage of all contact
- Number of contact sessions provided in house as a percentage of all contact
- Feedback from parents and children in relation to quality of contact

## 7. RESOURCE IMPLICATIONS

Change	Posts	Financing
1. All posts within the team, with the exception of the contact co-ordinator post, have had job descriptions reviewed and job evaluated and so all will be Band D rather than Band E.	This achieves an annual saving of £3,494 per WTE (£14,325 across the team). These savings will be achieved by 1 <sup>st</sup> October 2018 because of changes in other parts of the service.	Cost neutral as money released will be reinvested in extending the capacity of the team to meet demand
2. Reduce the hours of the Contact Co-ordinator role to 22.2 and to increase capacity by creating a 30 hour Contact Logistics Worker to undertake the administrative duties.	Contact co-ordinator Band G 22.2 hrs - £23,258  Contact Logistics Worker Band D 30 hrs - £21,534  Total £44,792	The cost of the Contact Co-ordinator job share was £38,404. The cost of the revised roles is £44,792. The additional 6,388 cost will be covered by the cost savings achieved by re-grading the posts above from Band E to Band D)
3. Rewrite job descriptions to include routine weekend and evening work as required.	None	This will enable out of hours contact to be delivered in-house at a lower unit cost.
4. Create a staffing structure for the contact team as follows:  6 WTE Contact Workers (Band D)  5 one-day (7.4 hr) contract Contact Workers (Band D)  The creation of a budget the equivalent of 1 WTE Contact Worker (Band D) to be used to employ Contact Workers to work additional hours as necessary.	Contact Worker Band D 37 hrs - £26,805 x 6 = £160,830  Additional 1 day 'flexi' posts x 5 = £25,080  Budget to expand capacity as required Band D 37 hrs - £26,805  Total £212,715	Will require an additional resource to the existing budget of £46,323 but will enable an actual saving on forecast overspend of £37,016
<b>TOTAL COST</b>	<b>£257,507 p.a. (2. and 4. above)</b>	

**8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

- 8.1 In keeping with the principles of the UNCRC this model promotes the rights of children and young people to enjoy safe and enjoyable contact with their families.
- 8.2 There are robust child protection policies in place to ensure that safeguarding issues are appropriately addressed.
- 8.3 This model is designed to ensure that Monmouthshire County Council delivers to its corporate parenting responsibilities.

**9. Consultees**

- 9.1 The relevant team managers, leads and staff have been kept informed and have been consulted on the service realignment and are keen to move the service forward in a way that better meets the needs of the authority and children and young people of Monmouthshire.

Consultation responses and feedback are set out at Appendix B

- 9.2 In addition the following individuals and organisations have been included in the development of the model:
  - EHAT, FSPT, PST and LTT Team Managers
  - Contact Team Co-ordinators and staff
  - Manager of the Face-to-Face Team and Therapy Services
  - BASE
  - Head of Children's Services
  - Principal Inclusion Behaviour Improvement Officer
  - Director, Children and Young People
  - LSB Development Manager, Governance, Engagement & Improvement

- 9.3 The following have been included in consultation on the model:

- HR – Julie Anthony
- Social Care and Health - DMT
- Finance
- Unions
- Face to Face Therapeutic Services
- Governance, Engagement and Improvement – ASB
- Strategic Partnerships Team
- Children’s Services
- BASE
- YOS
- LSB Development Manager, Governance, Engagement & Improvement

**10. BACKGROUND PAPERS: n/a**

**11. AUTHOR: Charlotte Drury**

**11. CONTACT DETAILS**

**E-mail: [charlottedrury@monmouthshire.gov.uk](mailto:charlottedrury@monmouthshire.gov.uk)**

## Appendix A.

### Costings of Existing Structure vs Proposed Re-structure

Existing Structure (Posts at Top of Bands)		Proposed Re-structure (Posts at Top of Bands)	
Contact co-ordinator Job share Band G 18.5 hrs	£19,202	Contact co-ordinator Band G 22.2 hrs	£23,258
Contact co-ordinator Job share Band G 18.5 hrs	£19,202	Contact logistics worker Band D 30 hrs	£21,534
Contact Support Worker Band E 18.5 hrs	£14,617	Contact Worker Band D 37 hrs	£26,805
Contact Support Worker Band E 18.5 hrs	£14,617	Contact Worker Band D 37 hrs	£26,805
Contact Support Worker Band E 18.5 hrs	£14,617	Contact Worker Band D 37 hrs	£26,805
Contact Support Worker Band E 37 hrs	£30,299	Contact Worker Band D 37 hrs	£26,805
Contact Support Worker Band E 35 hrs	£28,595	Contact Worker Band D 37 hrs	£26,805
Contact Support Worker Band E 22.2 hrs	£17,735	Contact Worker Band D 37 hrs	£26,805
Contact Worker Band D 37 hrs	£26,805	Additional 1 day 'flexi' posts x 5 Band D	£25,080
Contact Worker Band D 17.5 hrs	£ 12,105	Budget to expand capacity as required Band D 37 hrs	£26,805
Travel expenses (Forecast 18/19)	£4,500	Travel expenses	£5,000
Contact centres x 3 (Forecast 18/19)	£15,000	Contact centres x 3	£15,000
In-house costs	£217,294	In-house costs	£277,507
CFCS costs for 18/19 (Forecast)	£100,000		
<b>Total Cost</b>	<b>£317,294</b>	<b>Total Cost</b>	<b>£277,507</b>



## Future Generations Evaluation (includes Equalities & Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Charlotte Drury</p> <p><b>Phone no:</b> 07811 234244 <b>E-mail:</b> chalottedrury@monmouthsire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To provide the detail of the proposals, evidence base and business case to restructure Monmouthshire's Contact Service in line with demand, the 'Delivering Excellence in Children's Services' programme, Monmouthshire's delivery of the Social Services and Well-being Wales Act (2014) (SSW-bWA) and its Corporate Parenting Responsibilities.</p>
<p><b>Name of Service</b> Children's Services – Family Support, Contact and Edge of Care</p>	<p><b>Date Future Generations Evaluation</b> <b>10<sup>th</sup> August 2018</b></p>

***NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc***

- 1. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.



<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates</p>	<p>Better deployment of resources to increase productivity and ultimately reduce reliance on private sector provision.</p>	<p>Better use of resources in order to achieve maximum effectiveness and job creation. Supports workforce succession planning.</p>






wealth, provides jobs		
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	The proposed change seeks to ensure children and young people are able to access their right to good quality, safe contact with their families and in this way, promotes their wellbeing. This promotes children's rights in line with the UNCRC and families/parents in line with the delivery of the SSW-bWA.	Better use of resources in order to achieve the contribution indicated.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The model seeks to promote relationships between children and their families and utilise where appropriate and safe, community resources which encourage children and families to feel part of, and connected to, their communities.	Better use of resources in order to achieve the contribution indicated.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	n/a	n/a
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	N/A The active offer in relation to Welsh language, culture and heritage applies to posts in this model and across the structure in children's services.	N/A
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or	Equal opportunities apply to posts in this model.	N/A

circumstances

**2. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p><b>Long Term</b> future</p> <p>Balancing short term need with long term and planning for the</p>	<p>The proposal has assessed the current position and considered what needs to be done going forward. This proposal delivers short/medium term needs and will provide an opportunity to develop future service needs underpinning a longer term approach in the most sustainable way. In particular, this proposal addresses an on-going issue in Children’s Services, which is the continued, and increasing overspend in provision of contact to children. A robust analysis of the data has been undertaken to develop a cost efficient and sustainable model which will enable contact to be provided consistently in the most cost efficient manner. This allows for fluctuations in LAC numbers without having to invest unnecessarily in over capacity if numbers drop, or conversely commission expensive private provision if LAC numbers increase.</p>	<p>N/A</p>
 <p><b>Collaboration</b> objectives</p> <p>Working together with other partners to deliver</p>	<p>The proposals seeks to deliver services in such a way to maximise the value of the available resources.</p>	<p>N/A</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Involvement</b> Involving those with an interest and seeking their views</p>	<p>All relevant stakeholders are being involved on an on-going basis with this development.</p>	<p>N/A</p>
<p>Putting</p>  <p><b>Prevention</b> resources into preventing problems occurring or getting worse</p>	<p>A robust analysis of the data has been undertaken to develop a cost efficient and sustainable model which will enable contact to be provided consistently in the most cost efficient manner. This allows for fluctuations in LAC numbers without having to invest unnecessarily in over capacity if numbers drop, or conversely commission expensive private provision if LAC numbers increase.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>The model is aligned with early help services, health/psychology services, Gwent Wide Attachment Service and understands service delivery from the perspective of the child's journey through Monmouthshire services.</p>	<p>N/A</p>

3. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or [alanburkitt@monmouthshire.gov.uk](mailto:alanburkitt@monmouthshire.gov.uk)

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	N/A	N/A	
Disability	N/A	N/A	
Gender reassignment	N/A	N/A	
Marriage or civil partnership	N/A	N/A	
Pregnancy or maternity	N/A	N/A	

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Race	N/A	N/A	
Religion or Belief	N/A	N/A	
Sex	N/A	N/A	
Sexual Orientation	N/A	N/A	
Welsh Language	Any documents, forms, guidance or information will be made available in Welsh.	N/A	

4. **Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities?** For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Providing safe, good quality contact between children and their families promotes both safeguarding and the corporate parenting agenda.	N/A	
Corporate Parenting	Establishing a robust sustainable contact support team ensures that Monmouthshire County Council is able to fulfil its corporate parenting responsibilities.	N/A	

**5. What evidence and data has informed the development of your proposal?**

1. Analysis of demand data
2. Analysis of workforce data
3. Budget
4. Job evaluation
5. CS structure and workforce planning information.

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

This proposal outlines the evidence base and business case for a comprehensive restructure of the Contact Team as part of the 'Delivering Excellence in Children's Services' programme. The proposed model is intended to achieve the following outcomes:

- Ensure that Monmouthshire County Council is able to fulfil its statutory duty to provide contact for the children in its care
- Enable children looked after in Monmouthshire to access their right to good quality, safe contact with family members in suitable venues and at an appropriate time.
- Ensure that the model of service delivery is fit for purpose, sustainable and cost effective.

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible	Progress
Monitor the implementation of the model ensuring that costs are monitored closely to ensure that the model delivers within budget, there is no future overspend and any savings achieved are redirected back into the authority.	Within 6 months	C Drury	

**8. MONITORING:** The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	Quarterly
--	-----------

**9. VERSION CONTROL:** The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
V1	DMT	15/08/2018	

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<b>SUBJECT:</b>	<b>REPONSES TO THE EXERCISE FOR THE ALN REVIEW AND NEXT STEPS.</b>
<b>MEETING:</b>	<b>CABINET</b>
<b>DATE:</b>	<b>5<sup>TH</sup> SEPTEMBER 2018</b>

## 1. PURPOSE:

This report seeks to provide Cabinet with an update on the statutory consultation exercise undertaken in relation to the proposed new delivery model of services for pupils with Additional Learning Needs and Inclusion services across Monmouthshire.

This report also seeks permission from Cabinet to progress to the next steps in the review as set out in the recommendations.

Details behind the recommendations are shown in the main body of the report.

## 2. RECOMMENDATIONS:

There were a number of areas for consultation provided within the consultation document, (attached in appendix 1), there were nine main areas and these are set out within the document.

- 2.1 The recommendation is to publish the proposal as consulted on and to agree to publish statutory notices as required:

*Proposal to change the designation of the Special Needs Resource Base at Deri View Primary School to accommodate children with Autistic Spectrum Disorder, Speech Language and Communication Difficulties to also include an assessment centre.*

*Increase the capacity of Overmonnow Special Needs Resource Base from 20 to 24 and change the type of provision offered in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.*

*Proposal to establish inclusion centres in our four secondary schools.*

- 2.2 The recommendation is to publish the proposals with the following modification:

*Proposal to change the type of provision offered at Monmouth and Caldicot Special Need Resource Base to cater for complex needs including Severe Learning Difficulties, Autistic Spectrum Disorder, Speech language and Communication disorder, Profound and Multiple Learning Difficulties and Physical and Medical Difficulties.*

*The modification is to recommend that Profound and Multiple Learning Difficulties be removed from the proposal.*

*Increase the capacity of Pembroke Special Need Resource Base from 20 to 24 and change the type of provision offered in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.*

*The modification is to recommend that the capacity will remain at 20 places.*

- 2.3 The recommendation is to significantly recast the proposal and re-consult.

*Proposal to establish a new special school that will deliver the full range of provision on the site of Mounton House.*

*Proposal to establish a Special Needs Resource Base in the south of the county to accommodate children with Autistic Spectrum Disorder, Speech Language and Communication difficulties to also include an assessment centre.*

*The proposal to establish two regional Primary Pupil Referral Units, one in the north and one in the south of the county.*

- 2.4 The recommendation is to abandon this proposal and maintain the status quo.

*Proposal for the new special school to manage the Special Needs Resource Bases based in our local schools.*

*The proposal to establish Secondary Pupil referral units, one in the north and one in the south of the county.*

- 2.5 To approve the use of £201,000 section 106 money to increase the capacity by 4 places of the Special Need Resource Base at Overmonnow Primary School. This is in line with the section 106 agreement.

### **3. KEY ISSUES:**

- 3.1 On 7<sup>th</sup> March 2018 Cabinet gave approval for the local authority to engage in the statutory consultation process which proposed a new model for the delivery of ALN and Inclusion services.

- 3.2 The proposed new delivery model outlined the following:

*Establishment of a new special school that will deliver the full range of provision required to meet the needs of children and young people aged 3-19 with ASD, SEBD, PMLD and severe learning difficulties within the County. The existing Mounton House Special School will close as a result of the proposal and form the site of the new special school.*

*The new special school will offer provision for a wide range of Additional Learning and behavioural needs delivered through multiple satellite settings placed across the County. The proposal will ensure provision is provided locally to children whose needs cannot be met within mainstream settings and require more specialist support. The existing Pupil Referral Service (PRS) will also be enhanced to provide a greater range of outreach support and provision for children and young people at risk of exclusion.*

- 3.3 The consultation period commenced on 16<sup>th</sup> April 2018 for a period of 6 weeks, concluding on 27<sup>th</sup> May 2018.

3.4 During the consultation period, officers engaged in an extensive consultation process with the community and key partners. Consultation sessions with children, staff, governors and parents were undertaken for the 8 schools identified as being directly affected by the proposed new delivery model. A consultation meeting with staff and management committee for the Pupil Referral Service was also undertaken.

3.5 The consultation process thus far has identified many positives and on balance shows support for the proposed new delivery model. The general themes around the positive feedback received were:

- The proposals will ensure equity across the county in terms of the provision offered for children with ALN and behavioural difficulties through the delivery of a single management structure
- The proposals provide greater opportunities for children and young people to be educated within their communities alongside their peers.
- The proposals enhance the support to schools through the delivery of onsite inclusion centres, which will provide opportunities to support children often at risk of exclusion.
- The clear approach of early intervention, development of skills and capacity within the school system is welcome and aligns to the National and Regional position.

3.6 However, the process has also identified some key themes / areas of concern which in summary include:

- The management arrangements for the proposed new delivery model, which would see the new special school taking responsible for the satellite Special Needs Resource Base (SNRB) centres as opposed to the schools on which they are currently hosted.
- A concern regarding the lack of equity associated with the proposals and as a result the distances that children and young people may still need to travel even with the provision located within Monmouthshire.
- The proposed designations for some of the satellite SNRB centres located on school sites and whether the current provision available can meet these needs
- How the needs of children with moderate learning difficulties would be met outside of an SNRB environment
- The proposal for a mixed gender, full age range provision for children with ASD and SEBD on the same site raised some concerns both in terms of safety of pupils and general management arrangements.

3.7 The recommendation is to publish the proposal as consulted on:

*Proposal to change the designation of the Special Needs Resource Base at Deri View Primary School to accommodate children with Autistic Spectrum Disorder, Speech Language and Communication difficulties to also include an assessment centre.*

*Change the designation of the primary Special Need Resource Base in Overmonnow to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple*

*Learning Difficulties, Physical and Medical Difficulties. To also increase the capacity of Overmonnow SNRB from 20 to 24.*

*Proposal to establish inclusion centres in our four secondary schools.*

All of the above received positive feedback as part of the consultation, the majority of consultees agreed with these and points and therefore the recommendation is to proceed with these and to publish statutory notices as required.

The cost of increasing the capacity at Overmonnow Primary school will be met from £201,000 section 106 money. The agreement is that this should be spent on Monmouth town schools.

3.8 The recommendation is to publish the proposals with the following modification:

*Proposal to change the type of provision offered at Monmouth and Caldicot Special Need Resource Base to cater for complex needs including Severe Learning Difficulties, Autistic Spectrum Disorder, Speech language and Communication disorder, Profound and Multiple Learning Difficulties and Physical and Medical Difficulties.*

The modification is to recommend that Profound and Multiple Learning Difficulties be removed from the proposal.

During the consultation process consultees raised concerns about the ability of children with Profound and Multiple Learning Difficulties to be supported in Monmouth and Caldicot Special Need Resource Bases. While the number of pupils is low, specialist resources will need to be purchased and specialist training required for staff. Currently pupils with these needs are supported in out of county provision and the proposal would be to maintain these placements.

*Increase the capacity of Pembroke Special Need Resource Base from 20 to 24 and change the type of provision offered in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.*

*The modification is to recommend that the capacity will remain at 20 places.*

During the consultation, consultees raised concerns that there would not be space at Pembroke to increase the capacity to 24. Therefore the capacity will remain at 20 however, the type of need would change and is detailed above.

3.9 The recommendation is to significantly recast the proposal and re-consult.

*Proposal to establish a new special school that will deliver the full range of provision on the site of Mounton House.*

Further costs have been obtained to refurbish Mounton House Special School these costs are estimated to be circa £6m. Clearly, these costs are prohibitive and therefore more time is required to establish a solution any proposals will be re-consulted on in the autumn term.

*Proposal to establish a Special Needs Resource Base in the south of the county to accommodate children with Autistic Spectrum Disorder, Speech Language and Communication difficulties to also include an assessment centre.*

While this proposal is agreed, the location of the service is to be determined. This will be subject to a further consultation in the autumn term.

*The proposal to establish two 'regional' Primary Pupil Referral Units, one in the north and one in the south of the county.*

While this proposal is agreed, the location of the service is to be determined. This will be subject to a further consultation in the autumn term.

- 3.10 The recommendation is to abandon this proposal and maintain the status quo.

*Proposal for the new special school to manage the Special Needs Resource Bases based in our local schools.*

The consultation process outlined a number of objections to this proposal, consultees would prefer that the management of the SNRB's remain with the local Headteacher. The recommendation is to abandon the proposal and leave the management with the local school. The Local Authority will develop a strong partnership arrangement to ensure that best practise is shared throughout.

*The proposal to establish Secondary Pupil referral units, one in the north and one in the south of the county.*

During the consultation period the responses received established that the current provision was sufficient to meet the need.

- 3.11 A copy of the consultation response report is attached in appendix 2.

#### **4. OPTIONS APPRAISAL**

There were four options considered, which were detailed in the consultation document considered and agreed by Cabinet on 7<sup>th</sup> March 2018.

#### **5. EVALUATION CRITERIA**

This is included in appendix 3.

#### **6. REASONS:**

The consultation process was designed to allow the authority to test some specific models of provision and to illicit key concerns from stakeholders. To that extent the process was very successful and given the richness of the feedback officers require more time to ensure that all of the potential options are tested and any new permutations developed.

## **7. RESOURCE IMPLICATIONS:**

Within the original preferred model, (once fully operational), a full year savings of £500,000 was identified. However, if agreed there will only be partial saving in 2019-20 of £200,000.

The increase in capacity at Overmonnow Primary School by 4 places will be funded via £201,000 section 106 money. This agreement states that this funding must be spent on Monmouth Town Schools.

Given the need to re consult on some of the areas, further resource implications will be outlined in those reports.

A further report to Cabinet in November will ask for further consultation to be agreed on the areas outlined above in 3.10.

The initial resource implications for Mounton House are remodelling costs of £6.1m the breakdown of the costs are shown in appendix 5. As per the recommendation further consideration is needed.

## **8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

This is included in appendix 4.

The summary from this is shown below:

*The positive impact is the proposal to identify needs at an earlier age and to educate pupils in their own communities, where possible. This will have a positive impact on the wellbeing of the pupils and their families. The main negative impact is the potential redundancies for staff where they cannot be redeployed,*

## **9. CONSULTEES:**

CYP DMT  
Cabinet Member for Education  
Appendix 1 lists a full list of consultees.

## **10. BACKGROUND PAPERS:**

Welsh Government School Organisation code

## **11. AUTHOR:**

Will McLean

## **12. CONTACT DETAILS:**

Tel: 01633 644582 E-mail: [willmclean@monmouthshire.gov.uk](mailto:willmclean@monmouthshire.gov.uk)

<b>Title of Report:</b>	<b>CONSULTATION PAPER FOR INCLUSION REVIEW</b>
<b>Date decision was made:</b>	<b>4<sup>th</sup> July 2018</b>
<b>Report Author:</b>	<b>Nikki Wellington</b>

<b>What will happen as a result of this decision being approved by Cabinet or Council?</b>
This will allow the Children and Young People Directorate to consult all partners on the proposed changes to the inclusion provision across Monmouthshire.
36 Month appraisal

<b>What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?</b>
Meeting more of the needs of our young people within Monmouthshire. Reduce the number of pupils that need to access education in other authorities.
36 month appraisal

<b>What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?</b>
Once the model is fully operational, the full year savings will be £500,000, however if agreed there will only be partial saving in 2019-20 of £200,000.
36 month appraisal

Any other comments
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monmouthshire  
sir fynwy

# CONSULTATION DOCUMENT

Reorganisation of ALN & Inclusion Services

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## 1. Glossary of terms used in this document

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Abbreviation	Description
ALN	Additional Learning Needs
SEBD	Social, Emotional and Behavioural Difficulties
ASD	Autistic Spectrum Disorder
SLD	Severe Learning Difficulties
SLCD	Speech, Language and Communication Disorder
PMLD	Profound and Multiple Learning Difficulties
SNRB	Special Needs Resource Base
LA	Local Authority
NOR	Numbers on Roll

## 2. Introduction

---

Monmouthshire County Council has a statutory duty to secure sufficient and suitable school places for children within its County, and in doing so ensure that resources and facilities are efficiently utilised to deliver the education opportunities that our children deserve.

This document represents the Council's responsibilities as part of the School Standards and Organisation (Wales) Act 2013 to consult with appropriate stakeholders when giving consideration to any significant school reorganisation proposals.

The purpose of the consultation is:

***To seek the views of our community and key stakeholders on proposals to implement a new delivery model to meet the needs of children and young people with additional learning needs (ALN) and those presenting with challenging behaviour.***

The consultation document clarifies our aims for the future, identifies the key principles behind our proposal, and provides an analysis of both current and projected need. It refers to the Welsh Government plans to transform expectations, experiences and outcomes for children and young people with additional learning needs (ALN) specifically through the introduction of new legislation under the Additional Learning Needs and Tribunal (Wales) Act planned for implementation from September 2020.

### 3. Background to the review of ALN and Inclusion Services

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Monmouthshire is committed to improving the educational achievement and attainment for all children and young people in in the county through the provision of an inclusive education system that places the child or young person at the centre.

Through our work with schools, parents and key partners, we seek to:

- Secure equality of access to education for all children and young people
- Deliver a high quality and inclusive curriculum for all learners
- Educate our children and young people in their local communities whenever possible
- Support children and young people and their families to enable them to live a happy and fulfilling life
- Provide meaningful opportunities for learners to access support when they need it and return to their community school as soon as they are able
- Meet the needs of children and young people now and be suitably adaptable to meet changing needs in the future

The aims above link directly to our Directorate core values, which aspire to ensure that all of our children and young people will:

- **Be ready for school** - through engagement with our Early Years and Flying Start programmes.
- **Be in school** - supported by our Access and Education Welfare teams.
- **Be well behaved** - through support from our Behaviour and Inclusion teams.
- **Be well taught** - by the teachers and teaching assistants in our schools.

Over the last five years, we have made progress towards fulfilling this commitment for the majority of our children and young people. However, there is still more to do to ensure that this is the case for children and young people and particularly for learners with ALN and social, emotional and behavioural difficulties (SEBD).

In November 2012, Estyn reported that the quality of Local Authority (LA) education for children and young people with ALN in Monmouthshire was unsatisfactory. In its follow-up visit in November 2016, Estyn reported that the authority had made good progress in addressing almost all areas. However, Estyn recognised the 'lack of specialist facilities for learners with autistic spectrum disorder (ASD), social emotional and behavioural difficulties and severe learning difficulties' which meant that "learners had to travel long distances to attend specialist out of county placements" and this remained an area to be addressed.

Since this time and through its 21<sup>st</sup> Century Schools programme, the Council has extended its secondary provision by including a Special Needs Resource Base (SNRB) in the new schools in Caldicot and Monmouth. Whilst this will increase the capacity of secondary SNRB ALN provision across the county, it does not address the needs of all learners with SEBD, especially girls and younger learners.

Consequently, in January 2017, the LA established an ALN Steering group with representation from LA Officers, Headteachers, ALN Coordinators, Governors, Children Services Officers and SNAP Cymru to review and improve the provision

and the capacity to meet a wider range of needs within the county for children and young people with ALN and SEBD.

The review included an analysis of current and projected pupil needs, an evaluation of the skills and capacity within schools, the impact of high cost out of county placements and our readiness to meet the expected requirements of the Additional Learning Needs (Wales) Bill at the point of implementation. Our analysis indicated that:

- Our local ALN and SEBD provision did not meet the needs of many of our children and young people and as a result, they were accessing education in an out of county placements. Further scrutiny identified a significant shortfall in provision for ASD, Speech Language and Communication Disorder (SLCD) and SEBD within the county and an excess of provision for Moderate Learning Difficulties (MLD).  
It also became clear that the proportion of primary fixed term exclusions shows an increasing trend over the past 5 years and mainstream secondary fixed term exclusions have increased and are now at a level in excess of 2012/13 levels eradicating all the falls in 2013/14.
- There is a need to develop skills and capacity within our school system to ensure that more pupils are educated in their local area and where possible in mainstream schools
- The increasing financial pressures associated with the significant numbers of children and young people being educated outside Monmouthshire were not only having a significant impact on the overall provision for children and young people in schools, but also on other service areas such as the Passenger Transport Unit
- Our current model would not enable us to meet fully the requirements of the new ALN Act when implemented because we cannot ensure equality of education opportunity and access.

The aim of this reform programme is to secure equality of access to education for children and young people, including those with ALN and SEBD, which meets needs and enables them to participate in, benefit from and enjoy learning by:

- **Securing excellent teaching and learning** to deliver a high quality and inclusive curriculum for all learners and in doing so this will underpin all our systems and processes
- **Building the capacity of schools** to educate their children and young people in their local community and within the Council wherever possible
- **Implementing systems and processes to facilitate early assessment, intervention and support** using a range of multi-agency providers including third sector organisations
- **Securing effective Cluster partnership arrangements** to become the key driver for the implementation of our strategy
- **Maintaining a consistent approach to nurture and well-being** to support learners and their families across the county
- **Securing effective and transparent multi-agency working** to ensure the best possible outcomes for learner's well-being and achievement

- **Maintaining home / host school registration and establishing revolving door arrangements** to provide opportunities for children and young people to access the support they need and return to their community school ensuring that resources follow the learner and appropriate provision is maintained to meet identified need
- **Securing good access to local, high quality, flexible provision** that is appropriate and is able to meet current and changing needs
- **Adopting an “invest to save”** approach in order to achieve best practice and build sustainability

The Steering Group considered four main options, and the LA seconded a Headteacher to develop and refine the final model for service delivery based on the work of the Steering Group. After further consultation and amendment, the final model has become our ‘Proposal’ to redesign our model of delivery around the needs of our children and young people, establish specialist provision for ASD and SEBD within Monmouthshire and in doing so, reduce the need for learners to travel long distances.

The Council’s ALN and Inclusion Strategy sets out the guiding principles applied to ensure our proposed model of delivery addresses the local needs of our children as follows:

- All of our children and young people are valued, whatever their needs, so that they can experience success in their learning, reach their potential, enjoy high levels of well-being and maximise their life chances
- Meeting the needs of children and young people with ALN and SEBD is a priority and is everyone’s responsibility
- The overwhelming majority of children and young people are educated with their peers and in their local community
- Appropriate, specialist provision to meet the needs of our children and young people is available within the local authority
- All parties, including schools, parents and wider agencies work together and in the best interests of the child.

In considering our options and developing our proposals we have paid due regard to the requirements of the Future Generations Act (Wales) 2015, the United Nations Convention on the Rights of the Child (UNCRC) and the Additional Learning Needs and Education Tribunal (Wales) Act 2018.



## 4. Current provision across Monmouthshire

Monmouthshire County Council currently supports pupils with ALN and SEBD by utilising a combination of provision. This could be in a mainstream class, specialist provision in a Special Needs Resource Base (SNRB) within mainstream school, support and intervention from our Pupil Referral Service (PRS), our Special School in Monmouthshire or a Special School in another LA, and in some cases, in an Independent Special School outside of the county.

Our current provision within Monmouthshire supports the following needs and is located at a number of sites as indicated below:

Support base	Provision offered	Capacity
Overmonnow SNRB, Monmouth	Moderate to severe learning difficulties, profound and complex needs, ASD and other pervasive developmental disorders	20
Pembroke SNRB, Chepstow	Moderate to severe learning difficulties, profound and complex needs, ASD and other pervasive developmental disorders	20
Deri View SNRB, Abergavenny	Moderate learning difficulties and another additional identified need including language, social, emotional and behavioral difficulties (SEBD)	20
Caldicot School SNRB	Moderate to severe learning difficulties	55
Monmouth School SNRB (from September 2018)	Moderate to severe learning difficulties	55
Mounton House Special School, Chepstow	Day and residential provision for boys aged 11-16 with social, emotional and behavioral difficulties (SEBD)	58
Pupil Referral Service	ASD outreach provision for primary and secondary age pupils	As required

Whilst on the surface it appears that there is a wide range of ALN and SEBD provision available across the county, the high number of children and young people accessing specialist provision outside of the county indicates that the provision we have currently, does not align with the provision we need. Our analysis shows that at present, our in County provision is unable to support many children and young people with the following needs:

- High functioning ASD anxiety and behavioural difficulties
- Young people at the point of transition into secondary school with Profound and Multiple Learning Difficulties (PMLD),
- Young people at the point of transition into secondary school with severe learning difficulties
- Younger learners and girls presenting with SEBD
- Severe hearing or visual impairment

Our challenge as a Council is to ensure that our ALN and Inclusion model of delivery is 'fit for purpose' for all learners. In addition, the new model must be appropriate to meet the needs of the groups of children and young people above so that they can also access services as required, as locally as possible and at the very least within Monmouthshire.

## 5. What options did we consider?

The ALN and Inclusion review identified that there is an excess of provision for moderate learning difficulties that could be met within mainstream schools for the majority of learners. Conversely, there is insufficient provision for children and young people with ASD, anxiety and behavioural difficulties in both the primary and secondary phase; younger pupils and girls with SEBD; secondary provision for learners with PMLD and severe learning difficulties and children with severe hearing or visual impairment.

The ALN Steering Group considered a number of options and made a recommendation on the proposed model to move forward. The main options for the new model considered by the group are outlined below. The table for each option illustrates how they would address the requirements and any specific advantages and disadvantages.

### 5.1 Options Appraisal

**Option 1** – Do nothing and maintain the status quo. This would mean there would be no change to provision.

Option 1	
Status Quo	
Advantages	Disadvantages
Minimal risk / disruption to destabilising existing service delivery	We will not fully meet the needs of children and young people in Monmouthshire as indicated by our review of provision
	There will continue to be a large number of children and young people placed in provision outside of their local community
	The number of out of county placements would continue to be high
	The currently very high costs associated with out of county placements would continue to rise

**Option 2** – Establish a new ALN provision and a new SEBD/behaviour provision within Monmouthshire to meet our local needs.

This would mean creating a new Special School for ALN to include our current provision in our SNRBs and extending our current SEBD provision to include girls and pupils from 5 to 19 years of age.

<b>Option 2</b>	
<b><i>Develop separate behaviour and ALN provisions to meet local need</i></b>	
<b>Advantages</b>	<b>Disadvantages</b>
Will meet a greater range of children and young people's needs within their local community	May develop a silo approach to meeting and addressing behaviour and Additional Learning Needs.
Provide an opportunity to enhance the capacity of schools to enable them to provide for a wider range of ALN and behaviour issues	This will result in difficulties in developing a holistic approach to meeting the needs of children and young people and delivery suitable support to their families
	The costs associated with this option will be higher than other options due to the additional management costs associated with running two separate provisions
	Cost of change / risk of disruption to service delivery

**Option 3** – Develop a commissioned agreement with an independent provider to deliver ALN and Inclusion provision on behalf of the Local Authority. This would mean that our Special School and SNRBs could be closed when delivery transfers to the commissioned provider.

<b>Option 3</b>	
<b><i>Develop a commissioned agreement with an independent provider for them to deliver ALN provision on behalf of the Local Authority</i></b>	
<b>Advantages</b>	<b>Disadvantages</b>
Suitable provision could be provided locally	A suitable provider would need to be available to accept the commission
Provide an opportunity to enhance the capacity of schools to enable them to provide for a wider range of ALN and behaviour issues	The costs associated with this option would be very high, and are likely to increase significantly in future
	The Local Authority would lose its specialist provision, current outreach support and school to school work would be chargeable as all independent providers are trading businesses
	The provision may develop to meet needs that do not align to those within our county
	Cost of change / risk of disruption to service delivery

**Option 4** – Establish a new special school that will deliver the full range of provision required to meet the needs of children and young people with ASD, SEBD, PMLD and severe learning difficulties within the Local Authority.

This would mean that existing provision for ALN would be re-designated to accommodate a wider range of need and transferred to the new Special School under the management of the Headteacher. The provision for SEBD/Inclusion would also be re-designated, extended and transferred to the new Special School under the management of the Headteacher. The Pupil Referral Service would be satellite provision closely linked to, but independent from the school.

<b>Option 4</b>	
<b><i>Establish a new special school that will deliver the full range of provision required to meet the needs of children and young people within the Local Authority</i></b>	
<b>Advantages</b>	<b>Disadvantages</b>
Will meet the needs of the majority of children and young people within the County	A very small number of children and young people with very specialized needs will still need to access education in out of county placements
Provide an opportunity for Children and Young people to be educated within their local community where appropriate by enhancing the capacity of schools enabling them to provide for a wider range of ALN and behaviour needs	
Provide a cohesive and holistic approach to meeting the needs of the majority of learners irrespective of need, age or gender	
Satellite nature of the provision will enable almost all children and young people to be educated locally, significantly reducing travelling times	
New provision would ensure continuity of provision for almost all children and young people from 3 to 19 years within the county.	
Maximise the use of the resources at our disposal, including sharing staff expertise and developing strong school-to-school working.	
The number of children and young people required to attend out of county placements would reduce	
The financial impact on pupils and other service areas would reduce significantly	
	Cost of change / risk of disruption to service delivery

## 5.2 The Preferred Option

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Our preferred option is option 4. This proposal contains two distinct, but intrinsically linked elements. The first element focuses on the provision for children and young people with ALN and the second element on the inclusion of and provision for children and young people with challenging behaviour. The key reasons for this are that it:

- meets our requirements in full
- provides a continuum of provision for our children and young people
- can respond to the changing needs of our children and young people
- can be delivered locally to reduce the need for significant travel
- reduces the inequality in accessing suitable provision within Monmouthshire

We have developed our proposal for a new model of delivery for ALN and Inclusion to address our identified needs. The Council now wishes to gather the views of stakeholders for consideration when determining a way forward.

## 6. Consultation Arrangements

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The Council proposes ***to implement a new delivery model to meet the needs of children and young people with additional learning needs (ALN) and those presenting with challenging behaviour.***

The council is now engaging in statutory consultation processes with all interested parties to ensure that any decision taken by the Council is one that is informed.

The timescales for the formal consultation aspects of these statutory proposals are:

Statutory Consultation Period commences	Statutory Consultation Period concludes	Period of consultation
16 <sup>th</sup> April 2018	27 <sup>th</sup> May 2018	6 weeks (including 20 school days)

### 6.1 Formal consultation process

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The formal consultation process represents an opportunity for people to learn about the proposal, ask questions and make comments that will be recorded and considered when the Council determines whether or not proposals are to be implemented.

The Council seeks to engage with a wide range of stakeholders on the proposals outlined in this consultation document. A full list of the consultees can be found under Appendix 2.

As part of the consultation process, the Council also intends to hold consultation sessions with staff, governors, parents and members of the community to ensure engagement with all interested parties who may wish to learn about the proposal:

Council Officers will be in attendance to explain the proposals in detail and answer any questions and ensure all comments/views made are recorded.

In addition to the above, any views, comments, or questions on the proposals can be submitted to the Council by:

- Writing to School and Student Access Unit, Monmouthshire County Council, PO Box 106, Caldicot, NP26 9AN.
- Emailing [strategicreview@monmouthshire.gov.uk](mailto:strategicreview@monmouthshire.gov.uk).
- Completing the response pro-forma which can be found under appendix 1 and returning it to School and Student Access Unit, Monmouthshire County Council, PO Box 106, Caldicot, NP26 9AN.

Comments must be submitted to the Authority by midnight on the **27<sup>th</sup> May 2018**.

It is important to note that any unfavourable comments made during the consultation period will not be treated as objections to the proposals, but will be accepted as adverse comments. Objections to the proposals can only be accepted after the consultation period has concluded and should the Council determine to proceed with the proposals by way of publishing statutory notices. If you wish to object, you will need to do so in writing should the Council enter into a statutory objection period. If consultees submit a request during the objection period, asking for a response submitted at the consultation stage to be treated as an objection this will be accepted.

## **6.2 Consultation with Children and Young People**

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The views of children and young people are extremely important to the Council and therefore children and young people will be provided with opportunities to contribute to this consultation process. The Council has produced a summary version of this consultation document which will be made accessible for all children and young people affected by this proposal.

The Council also intends to hold sessions with the relevant School Councils and individual learners where this is felt to be appropriate and practicable. Our consultation with children and young people will be delivered through the support of our schools and key partners and their views captured and considered in any reports that determine our way forward.

## **6.3 Conclusion of the Formal Consultation process**

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The opportunity to respond to the proposals outlined within this consultation document will conclude **midnight on 27<sup>th</sup> May 2018**. The Council's Cabinet will then be provided with a consultation report analysing the views shared by consultees

during the formal consultation process and determine whether or not they wish to proceed with the proposal. A copy of the consultation report will also be made available to consultees within 13 weeks of the closure of the formal consultation period.

If the decision is taken by the Council's Cabinet to proceed with the proposals, a statutory notice will be published. The Council will allow for a statutory notice period lasting 28 days from the date of publication to enable consultees to express their views in the form of supporting or objecting to the proposals.

The Council's Cabinet will then consider the responses received during the statutory notice period in the form of an objection report, and make the final decision as to whether to proceed with the proposal.

The proposed timetable for decision making following the formal consultation process is:

Stage of process	Key date
Cabinet consider the results of the consultation and determines whether to proceed with proposals	4 <sup>th</sup> July 2018
Council publish statutory notice and enter into objection period	3 <sup>rd</sup> September 2018
Cabinet consider the objection report and determine whether or not to implement the proposals	7 <sup>th</sup> November 2018

#### 6.4 Implementation of the Proposals

Should the outcome of the statutory consultation processes determine that the Council are to proceed with the proposals outlined in this consultation document, the implementation of such proposals will be staggered commencing on 1<sup>st</sup> April 2019 and concluding on 1<sup>st</sup> September 2019. Details of the regulated alterations associated with this proposal together with the proposed implementation timeline can be found under appendix 4.

#### 6.5 Consultation process timeline

Process	Key dates
<b>Publication of formal consultation document</b>	16 <sup>th</sup> April 2018
<b>Deadline for responses to consultation proposals</b>	27 <sup>th</sup> May 2018
<b>Consultation report to be presented to Cabinet</b> <b>Publication of consultation report</b>  <i>Cabinet consider consultation report and determine whether to proceed with proposals</i>	4 <sup>th</sup> July 2018

If agreed - Proceed to next stage If not agreed - proposals will end	
<b>Publication of Statutory Notices and enter into objection period</b> <i>If approved, the Statutory Notice will be published on the County Council's and any other proposer's websites and posted in the named schools and other conspicuous places within the community. Copies of the notice will be made available to the relevant schools to distribute to pupils, parents/carers and members of staff.</i>  <i>Opportunity to formally object to the proposals.</i>	3 <sup>rd</sup> September 2018
<b>Deadline for submitting objections to proposals</b> <i>28 days from date of publishing statutory notices</i>	10 <sup>th</sup> October 2018
<b>Objection report presented to Cabinet</b> <i>Cabinet Consider objection report and determine whether to implement proposals in light of any objections received</i>	7 <sup>th</sup> November 2018
<b>Council publish Cabinet decision</b>	December 2018
<b>Implementation of proposals</b> <i>Staggered implementation – please see appendix 4</i>	April 2019 – September 2019

## 7. The Proposal

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The Local Authority wishes to consult on the establishment of a new special school that will deliver the full range of provision required to meet the needs of children and young people aged 3-19 with ASD, SEBD, PMLD and severe learning difficulties within the County. The existing Mounton House Special School will close as a result of the proposal and form the site of the new special school.

The new special school will offer provision for a wide range of Additional Learning and behavioural needs delivered through multiple satellite settings placed across the County. The proposal will ensure provision is provided locally to children whose needs cannot be met within mainstream settings and require more specialist support. The existing Pupil Referral Service (PRS) will also be enhanced to provide a greater range of outreach support and provision for children and young people at risk of exclusion.

### 7.1 Reasons for the proposal

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The key reasons why the Council proposes to introduce a new model for the delivery of ALN and Inclusion in the county are:

- The number of pupils attending Mounton House Special School have declined significantly over recent years and there is significant spare capacity at the school.
- The forecasted number of pupils expected to require placement at Mounton House Special School continues to decline in line with the current provision on offer.
- Mounton House designation is for pupils diagnosed with SEBD and if pupils have a diagnosis of ASD and specialist placement is required then they have to be placed in external specialist provision.
- Mounton House provides provision for boys with SEBD at key stage 3 and 4 only.
- The Council currently has no specialist behaviour support for secondary aged girls with SEBD or ASD.
- The Council currently has no specialist behaviour support for Primary aged pupils (boys and girls) with SEBD.
- The Council currently has no specialist behaviour support for Primary aged pupils (boys and girls) with ASD.
- The limitations of current ALN provision due to the designation of our existing SNRBs throughout the County means that a large number of our children and young people are placed in out of county educational placements.
- The Council is committed to reducing the number of exclusions currently taking place across schools in the County.
- The PRS operates on an outreach basis at primary phase and primary exclusions are too high.
- The PRS operates on an outreach basis at KS3 and some young people experience repeated episodes of fixed term exclusion.
- There is a need for greater PRS capacity at KS4.
- There is a need to provide earlier assessment for pupils so that needs can be assessed and intervention can be put in place earlier.
- There is a significant need to provide support for pupils with SLCD and ASD.

## **7.2 Expected outcome of the proposed delivery model**

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The delivery of the new model will:

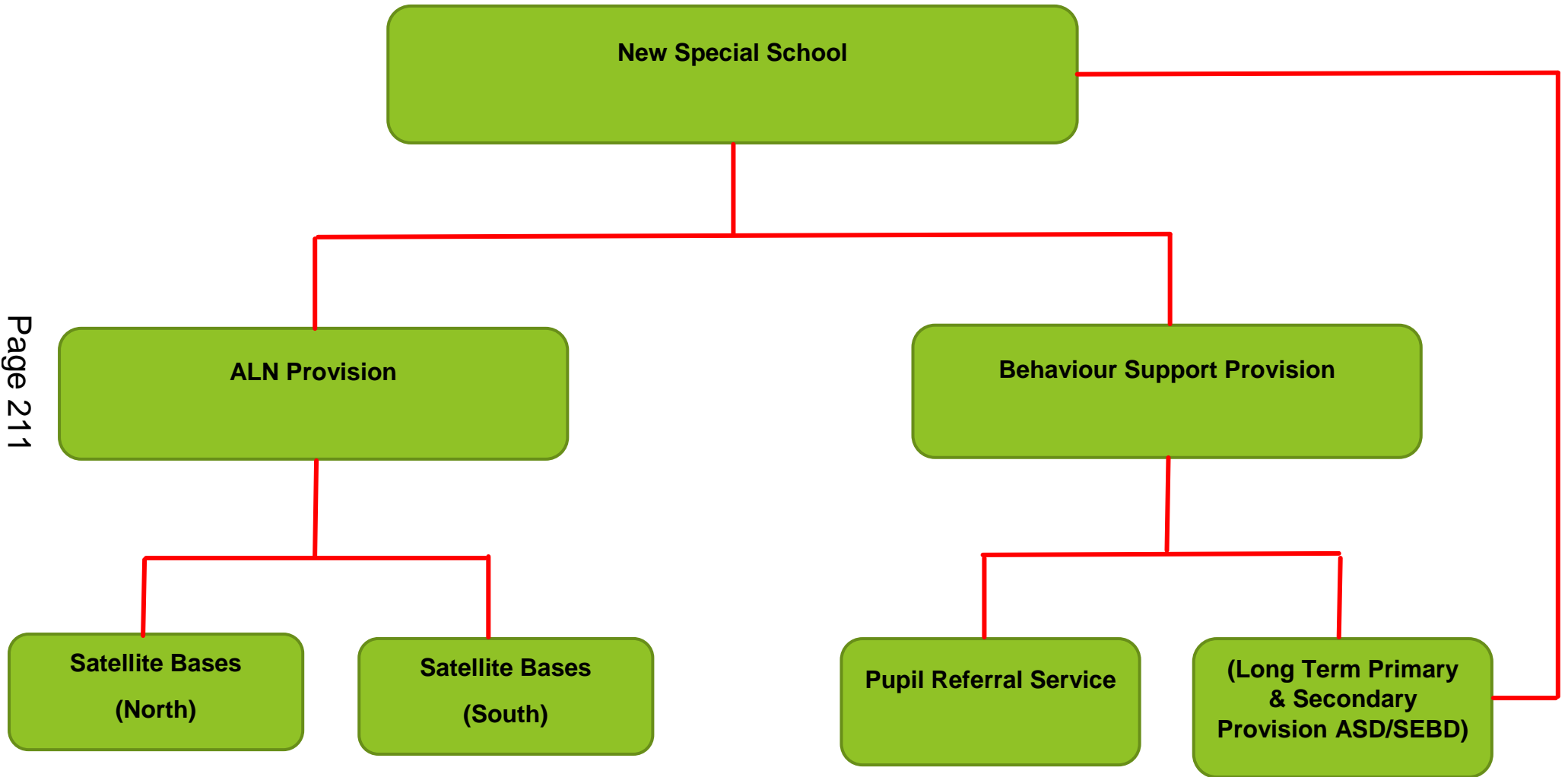
- Support the delivery of the key principles in the Future Generations Act.
- Place the child's needs at heart of the provision in alignment with the UN Convention on the Rights of the Child.
- Address the ten aims of the new Additional Learning Needs Bill and Statutory Code of Practice.
- Provide more children and young people with suitable provision to meet their needs locally.
- Reduced Management Costs.
- Enhance the existing provision for ALN.

- Rationalise the provision for behaviour and inclusion to provide local provision for increased number of children and young people.

7.3 Overarching Delivery Model

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### Proposed delivery of Additional Learning Needs

The Council will continue to work closely with our schools to ensure that, where appropriate, children with additional learning needs are suitably supported in inclusive, mainstream settings based on the assumption that mainstream education is the most suitable setting for all learners. However, for those children and young people for whom a mainstream setting cannot be met, the Council proposes the following offer:

#### Primary Provision

The provision that will be on offer for primary aged children will be managed through the proposed new special school and delivered through multiple satellite settings located throughout the County. The provision on offer will be mirrored in both the North and South of the County to ensure that needs can be met locally and equitably.

The proposed provision will feature the following:

- Two specialist Special Needs Resource Base (SNRB) centres which will provide provision for Autistic Spectrum Disorder, Speech Language and Communication Difficulties and include an Assessment Centre. One will be located in the North and one will be located in the South of the County.
- Two specialist SNRB centres one located in the North and one located in the South of the County offering provision for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.

#### Secondary Provision

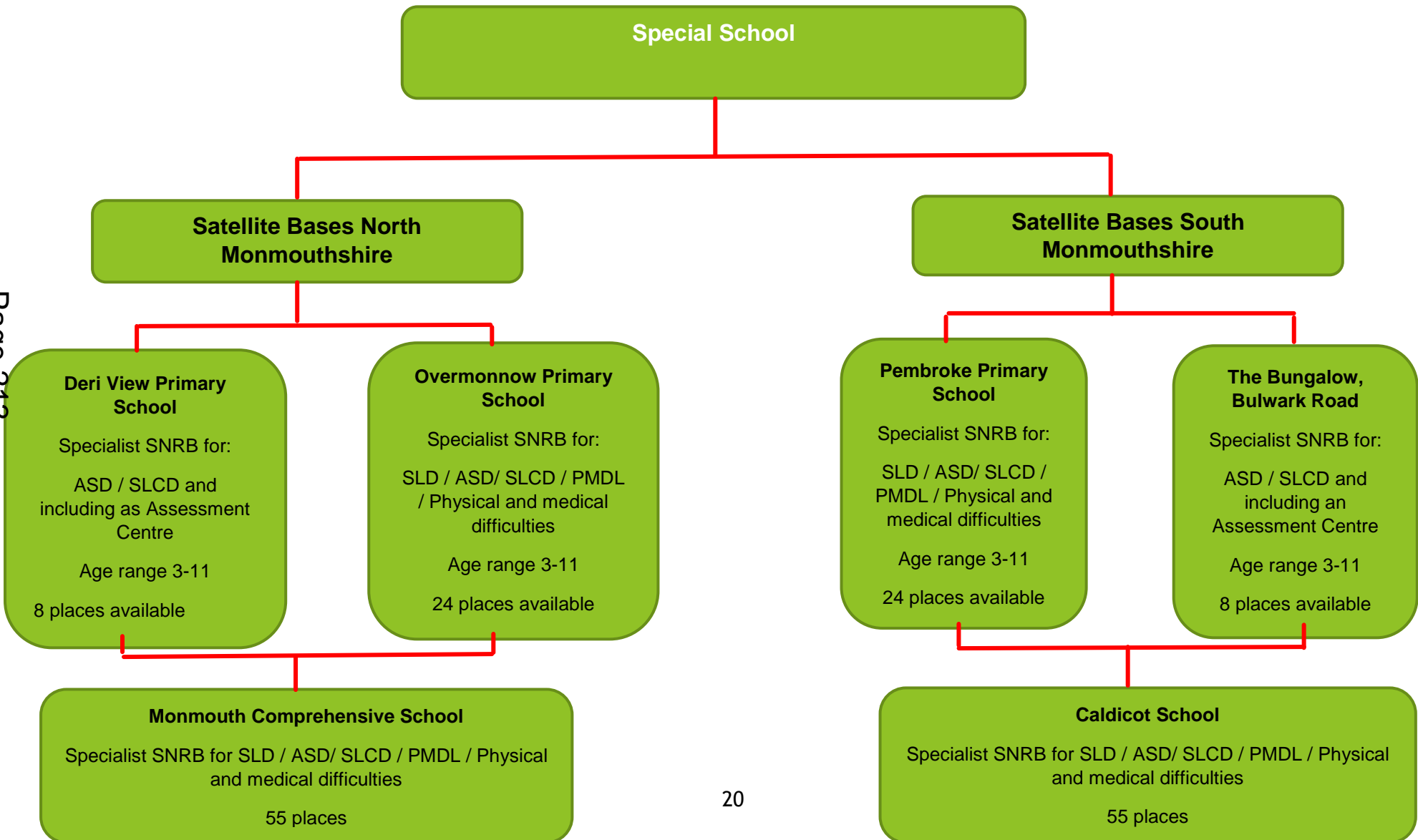
The provision that will be on offer for secondary aged children will also be managed through the proposed new special school. The delivery of this provision will be through multiple satellite settings located throughout the County. The provision on offer will be mirrored in both the North and South of the County to ensure that needs can be met locally and offer a mirrored provision to that in place at the primary settings to ensure that the majority of children's needs can be met within the county, with only minimal specialist out of county placements required.

The proposed provision will feature the following:

Two specialist SNRB centres one located in the North and one located in the South of the County offering provision for Complex Needs including Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties. In time, the provision on offer in the North of the county could be delivered across two sites to ensure provision is available as locally as possible.

The model overleaf provides a visual to our proposal to meet the needs of children and young people with Additional Learning Needs requiring specialist support. The proposed model will increase the number of places available for ALN within the county from 115 currently to 174 at the point of full implementation.

## 7.4 Proposed model for delivery of Additional Learning Needs



## Proposed delivery of specialist support for Children with challenging behaviour

The council will continue to work closely with our schools to ensure that, where appropriate, children can be appropriately supported in mainstream settings along with their peers. However, for those children whose needs require more specialist support, the Council proposes the following offer:

### Primary Provision

The Pupil Referral Service continuum of intervention will consist of outreach provision upon receipt of a completed referral from each school.

The proposals in this model will involve the establishment of two regional Pupil Referral Unit (PRU) basis, one located in the north and one located in the south which will provide short term provision away from their school site for young people at risk of exclusion, or for those who have been permanently excluded. This will provide provision for up to 16 pupils.

For those requiring more long term support, the proposals would form a specialist provision for those with a diagnosis of SEBD/ASD. This provision will provide support for up to 16 pupils.

### Secondary

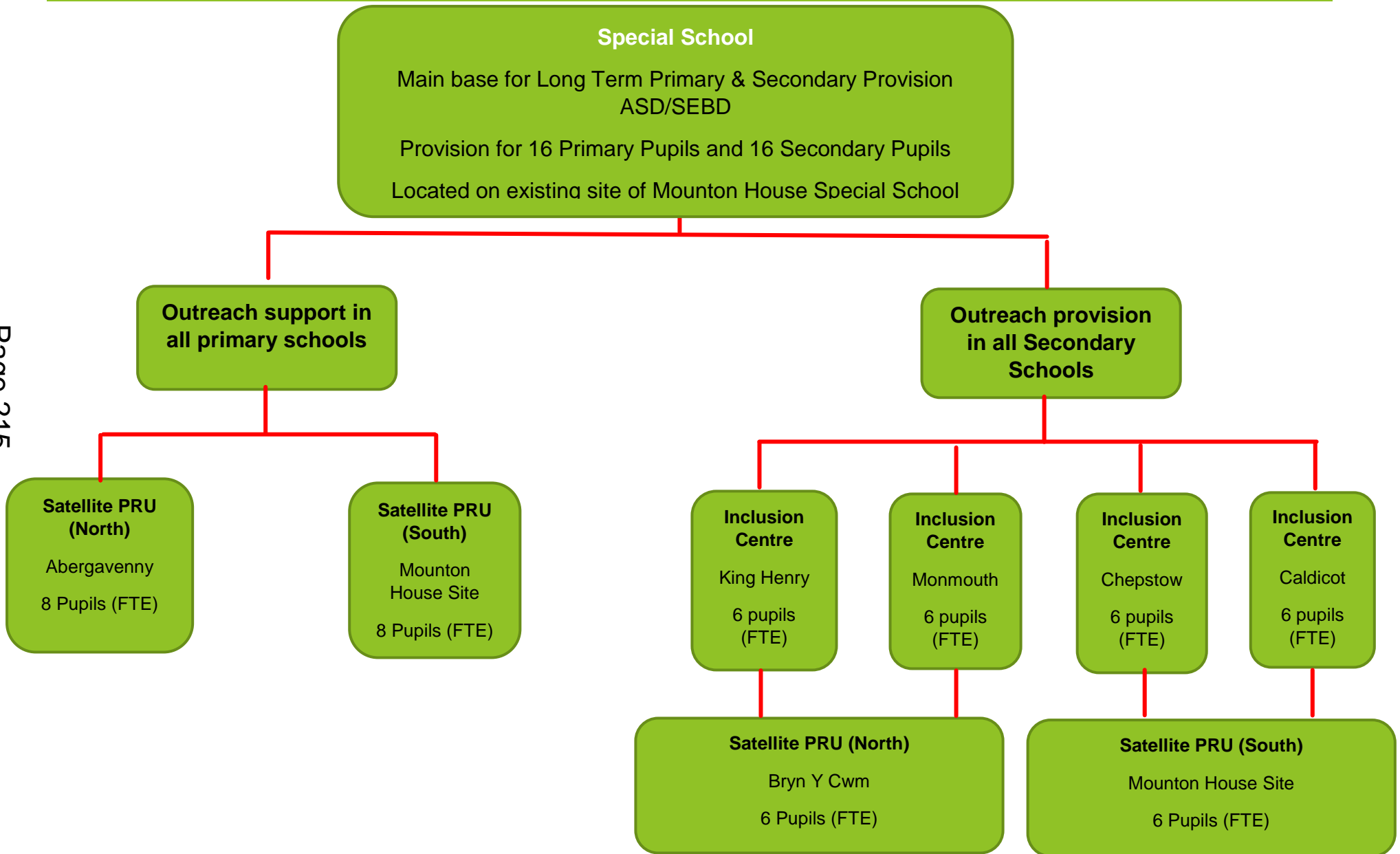
The Pupil Referral Service continuum of intervention will consist of outreach provision delivered through the formation of 4 inclusion centres based in each secondary school. This will allow for the provision of intervention for 6 FTE pupils in each school.

There will be 2 regional basis, one north and one south which will provide provision for young people at risk of exclusion or who have been permanently excluded. This will provide provision for up to 12 pupils.

For those requiring more long term support, the proposals would form a specialist provision for those with a diagnosis of SEBD/ASD. This provision will provide support for up to 16 pupils.

The model overleaf provides a visual to our proposals to meet the needs of children with Behavioural needs that require specialist support.

## 7.5 Proposed model for delivery of support for challenging behaviour



## 7.6 Regulated alterations required to implement proposal

In order to implement the above proposal the following regulated alterations are necessary:

- Close Mounon House Special School.
- Establish a new 3-19 Special school on the Mounon House site to cater for pupils (boys and girls) with Social Emotional Behaviour Difficulties, Attention Deficit Hyperactivity Disorder and Autistic Spectrum Disorder (ASD). This will be for 16 primary aged pupils and 16 secondary aged pupils. The new special School will manage the provision of multiple satellite services for additional learning and behavioural needs located across the county.
- Enhance the services currently offered by the Pupil Referral Service to deliver a wider range of services to pupils in foundation phase to key stage 4.
  - Outreach support through Inclusion centres at each Secondary school offering support for 6 FTE pupil place per centre.
  - Develop Satellite Primary PRU bases in the North and South of the County offering support for 8 FTE pupils per site.
  - Develop long term PRU centre located on the existing Mounon House site which will provide provision for children and young people at risk of exclusion or who have been permanently excluded. This will provide provision for up to 8 primary pupils and 6 secondary pupils.

As a result of the above, the following regulated alternations are also required:

### Provision in the North of the County

- Re-designate Overmonnow Primary School and Special Needs Resource Base (SNRB) to Overmonnow Primary School and Nursery unit. This will mean the SNRB will be a satellite centre under the control of the New Special School and not Overmonnow Primary School.
- Increase the capacity of Overmonnow SNRB from 20 to 24 and change the type of provision offered in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.
- Re-designate Deri View Primary School with SNRB to Deri View Primary School and Nursery unit. This will mean the SNRB will be a satellite centre under the control of the New Special School and not Deri View Primary School.
- Change the type of provision offered at Deri View SNRB in order to cater for Autistic Spectrum Disorder, Speech Language and Communication Disorder, including an Assessment Centre.
- Re-designate Monmouth Comprehensive School with SNRB to Monmouth Comprehensive School. This will mean the SNRB will be a satellite centre under the control of the New Special School and not Monmouth Comprehensive School.



- Change the type of provision offered at Monmouth Comprehensive School SNRB in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.

Provision in the South of the County

- Re-designate Pembroke Primary School with SNRB to Pembroke Primary School and Nursery unit. This will mean the SNRB will be a satellite centre under the control of the new Special School and not Pembroke Primary School.
- Increase the capacity of Pembroke SNRB from 20 to 24 and change the type of provision offered in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.
- Establish a new primary Satellite SNRB at The Bungalow on Bulwark Road, Chepstow under the control of the new Special School to cater for Autistic Spectrum Disorder and Speech Language and Communication Disorder and including an Assessment Centre.
- Re-designate Caldicot School with SNRB to Caldicot School. This will mean the SNRB will be a satellite centre under the control of the new Special School and not Caldicot School.
- Change the type of provision offered at Caldicot School SNRB in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.

## 8. Schools affected by the Proposals

The following table shows general information on the schools likely to be affected by the proposals.

School Name	Language Category	School Type	Capacity & Admission Number	Age Range	Pupil Numbers PLASC 2018
Overmonnow Primary School & SNRB	EM	Community	390/55	3-11	347
Deri View Primary School & SNRB	EM	Community	330/47	3-11	262
Monmouth Comprehensive School & SNRB	EM	Community	1600/253	11-18	1582
King Henry VIII Secondary School	EM	Community	1308/219	11-18	973
Pembroke Primary School & SNRB	EM	Community	210/30	3-11	222
Caldicot School & SNRB	EM	Community	1502/253	11-18	1312
Chepstow School	EM	Community	1282/193	11-18	928
Mounton House Special School	EM	Community	58	11-16	32

### 8.1 Analysis of NOR at schools affected by the proposals

The following table shows the number of reception to year 6 pupils that have been attending schools affected by the proposals since January 2013, based on PLASC data and includes pupils on roll at resource bases.

School Name	January 2017	January 2016	January 2015	January 2014	January 2013
Overmonnow Primary School & SNRB	344	355	352	365	347
Deri View Primary School & SNRB	253	262	264	260	278

<b>Monmouth Comprehensive School (including an SNRB September 2018)</b>	1582	1626	1638	1635	1633
<b>King Henry VIII Secondary School</b>	956	960	971	1002	1068
<b>Pembroke Primary School &amp; SNRB</b>	222	228	224	217	217
<b>Caldicot School &amp; SNRB</b>	1282	1240	1350	1285	1381
<b>Chepstow School</b>	977	978	928	910	938
<b>Mounton House Special School</b>	33	40	42	43	45

### 8.3 NOR at specialist in County provision

The following table shows the number of pupils attending specialist provision within Monmouthshire (January 2018):

<b>School Name</b>	<b>Number of Pupils attending Specialist provision</b>
Overmonnow SNRB	18
Pembroke SNRB	20
Deri View SNRB	0
Caldicot School SNRB	55
Monmouth School SNRB	4
Mounton House Special School	33
Pupil Referral Service	TBC

### 8.4 NOR at specialist out of County provision

The following table shows the number of pupils attending specialist provision outside of Monmouthshire (January 2018).

<b>Independent Specialist Provision</b>	<b>Number of Pupils attending Specialist provision</b>
Specialist ASD Provision (Low average to high ability ASD pupils with significant levels of anxiety/behaviour) Examples	12

include North Hill House, Grateley, Hedgeway and Headlands	
SEBD (Low average to average ability pupils) Male and Female. Examples include Talocher and Headlands	6
Autism, severe learning difficulties, anxiety and behaviour. Examples include TyCoryton, TyBronllys and Summer Gil House	NA
Specialist School for pupils with Visual Impairment or Hearing Impairment. Examples include RNIB Exeter, New College Worcester and Mary Hare	3
Specialist physical, medical placement. Example includes Craig Y Parc	NA
Moderate Learning, Specific Learning difficulties – Example includes Bredon, Shapwich School	2

We will consult with all of the above schools on the proposals.

<b>Out of County Local Authority Specialist Provision</b>	<b>Number of Pupils attending Specialist provision (January 2018)</b>
Special School for pupils with PMLD, SLD, AUT, Medical, Complex Difficulties.	46
Specialist provision for pupils with ASD/AUT.	2
Specialist provision for pupils with speech and language difficulties.	4
Specialist provision for pupils with SEBD.	2

The above figures do not include those pupils with SEN attending other LA mainstream provision/schools with SEN due to Welsh Language, catchment or parental preference for example Ysgol Gyfun Gwynllyw. Mounon House has a capacity of 58 pupils. The school provides provision for male students only. Currently there are only 33 places being utilised of which 8 are Monmouthshire students.

### **8.5 Projected Need**

Our initial projections for ALN over the next five years indicates that whilst the overall proportion of pupils with additional learning needs remains consistent, the nature of the presenting and identified needs suggest that there will be a growing demand for specialist provision for children and young people with ASD, Speech, Language and Communication Difficulties (SLCD). The recent and rising trend in the number of

children and young people presenting with SEBD, strongly suggests that we will continue to see numbers increase over the next three to five years.

The following table show the projected numbers on roll at Mounton House Special School.

Year Group	2017-18	2018-19	2019-20
7	1	3 Max at present	2 Max at present
8	4	1	3 Max at present
9	6	4	1
10	10	6	4
11	12	10	6
<b>Total</b>	<b>33</b>	<b>24</b>	<b>16</b>

The following tables shows the number of primary age pupils currently on roll who have Additional Learning Needs and are at school action plus, SAPRA, statemented, SNRB and small class and specialist provision. This also includes the number of young people we have in out county provision at present.

	SLCD					PMLD					PMED				
	SA+	SAPRA	Statement	SNRB/small class	Specialist	SA+	SAPRA	Statement	SNRB/small class	Specialist	SA+	SAPRA	Statement	SNRB/small class	Specialist
<b>Year Group</b>															
<b>Nursery</b>	2	1	0	0	0	0	0	0	0	0	0	1	0	1	0
<b>Reception</b>	1	4	1	1	0	0	0	1	0	0	0	2	0	0	0
<b>Year 1</b>	0	1	1	0	0	0	0	0	0	0	0	0	2	0	0
<b>Year 2</b>	0	2	3	1	0	0	0	0	0	0	0	2	0	0	0
<b>Year 3</b>	0	2	2	2	0	0	0	1	1	0	0	1	1	0	0
<b>Year 4</b>	0	3	2	0	0	0	0	0	0	0	2	1	1	0	0
<b>Year 5</b>	0	0	6	4	0	0	0	0	0	0	0	0	0	0	0
<b>Year 6</b>															
<b>Total</b>	<b>3</b>	<b>13</b>	<b>15</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>4</b>	<b>1</b>	<b>0</b>

	MED					MLD					ASD					SEBD				
	SA+	SAPRA	Statement	SNRB/sma II class	Specialist	SA+	SAPRA	Statement	SNRB/sma II class	Specialist	SA+	SAPRA	Statement	SNRB/sma II class	Specialist	SA+	SAPRA	Statement	SNRB/sma II class	Specialist
<b>Year Group</b>																				
Nursery	2	1	0	3	0	0	1	0	1	0	2	5	1	5	0	0	0	0	0	0
Reception	0	2	1	2	1	0	2	0	1	0	0	4	3	3	1	0	0	0	0	0
Year 1	0	4	0	1	1	0	0	0	0	0	0	1	4	0	2	0	1	0	0	0
Year 2	0	1	3	4	0	1	1	0	2	0	0	0	6	3	2	0	4	2	2	0
Year 3	0	1	1	1	0	0	3	2	4	0	0	3	1	1	0	0	3	3	1	0
Year 4	0	1	0	0	0	1	0	1	0	0	0	9	5	2	0	1	1	0	0	0
Year 5	0	0	3	2	0	0	0	1	1	0	0	0	7	4	0	0	1	1	1	0
Year 6																				
<b>Total</b>	<b>2</b>	<b>10</b>	<b>8</b>	<b>13</b>	<b>2</b>	<b>2</b>	<b>7</b>	<b>4</b>	<b>9</b>	<b>0</b>	<b>2</b>	<b>22</b>	<b>27</b>	<b>18</b>	<b>5</b>	<b>1</b>	<b>10</b>	<b>6</b>	<b>4</b>	<b>0</b>

## 9. Impact of proposals

The following section provides data on the quality and standards of education in the schools affected and the likely impact the proposals will have on the quality of Education and support for children with ALN.

### 9.1 Quality and standards of education

The outcomes of the most recent Estyn inspections and the latest national categorisation for the six schools affected by the proposals are as follows:

School	Inspection date	Outcomes	Provision	Leadership and management	Overall Performance	
					Performance	Prospects for improvement
Overmonnow Primary School and SNRB	June 2011	Good	Good	Good	Good	Good

In the latest national categorisation for schools across Wales, the EAS has placed Overmonnow Primary School and SNRB in 'yellow' support category indicating the school requires a limited amount of support to improve standards. The school was in the 'amber' support category for the previous two years and therefore it needs less support now and it is an improving school.

School	Inspection date	Outcomes	Provision	Leadership and management	Overall Performance	
					Performance	Prospects for improvement
Deri View Primary School and SNRB	January 2013	Adequate	Adequate	Adequate	Adequate	Adequate

In the latest national categorisation for schools across Wales, the EAS has placed Deri View Primary School and SNRB in 'yellow' support category indicating that the school requires a limited amount of support to improve standards. The school was in

'green' support category in the previous year and therefore needs more support than it did previously, this is because of new leadership arrangements.

School	Inspection date	Outcomes	Provision	Leadership and management	Overall Performance	
					Performance	Prospects for improvement
<b>Pembroke Primary School and SNRB</b>	June 2015	Adequate	Adequate	Unsatisfactory	Adequate	Unsatisfactory

In the latest national categorisation for schools across Wales, the EAS has placed Pembroke Primary School and SNRB in 'yellow' support category indicating the school requires a limited amount of support to improve standards. The school was in the 'red' support category two years ago and therefore it needs significantly less support now and it is an improving school.

School	Inspection date	Outcomes	Provision	Leadership and management	Overall Performance	
					Performance	Prospects for improvement
<b>Monmouth Comprehensive School and SNRB</b>	November 2015	Adequate	Good	Good	Adequate	Good

In the latest national categorisation for schools across Wales, the EAS has placed Monmouth Comprehensive School in 'yellow' support category indicating the school requires a limited amount of support to improve standards. The school was in 'amber' support category in the previous year and therefore needs less support than it previously required.

School	Inspection date	Outcomes	Provision	Leadership and management	Overall Performance	
					Performance	Prospects for improvement
<b>King Henry VIII Secondary School</b>	December 2014	Adequate	Adequate	Adequate	Adequate	Adequate

In the latest national categorisation for schools across Wales, the EAS has placed King Henry VIII Secondary School in the 'yellow' support category indicating that the school requires a limited amount of support to improve standards further. The school was in 'amber' support category in the previous year and therefore needs less support than it previously required.

School	Inspection date	Outcomes	Provision	Leadership and management	Overall Performance	
					Performance	Prospects for improvement
<b>Caldicot Secondary School and SNRB</b>	November 2013	Good	Good	Good	Good	Good

In the latest national categorisation for schools across Wales, the EAS has placed Caldicot School in the 'yellow' support category indicating that the school requires a limited amount of support to improve standards further. The school has been in 'yellow' support category for the last three years.

School	Inspection date	Outcomes	Provision	Leadership and management	Overall Performance	
					Performance	Prospects for improvement
<b>Mounton House Special School</b>	May 2015	Adequate	Adequate	Adequate	Adequate	Adequate

In the latest national categorisation for schools across Wales, the EAS has placed Mounton House Special School in 'amber' support category indicating that the school requires a sustained amount of support to improve standards. The school was in 'red' support category two years ago and therefore it needs less support than it did previously.

#### New Inspection Framework

School	Inspection Date	Standards	Wellbeing and attitudes to learning	Teaching and Learning Experiences	Care, support and guidance	Leadership and Management
<b>Chepstow School</b>	September 2017	Good	Adequate and needs improvement	Adequate and needs improvement	Adequate and needs improvement	Adequate and needs improvement

In the latest National categorisation for schools across Wales, The EAS has placed Chepstow School in 'amber' support category indicating that the school requires a sustained amount of support to improve standards. The school was in a 'yellow' support category in the previous year and therefore it now requires more support.

Estyn the Office of Her Majesty's Chief Inspector of Education and Training in Wales independently inspects quality and standards in education and training providers in Wales including the schools and settings within Monmouthshire.

Since September 2012, the LA has commissioned the Education Achievement Service (EAS) to provide our school improvement service to support and lead school improvement in all of our schools. As part of this proposal, the Council will work in partnership with the EAS to secure a greater level of support for schools named within our proposal to ensure that the current level for standards, wellbeing and leadership are enhanced following the implementation of the proposal.

Academic outcomes for the last three years for the end of phase core indicator for the four primary schools and three secondary schools likely to be affected by the proposal are outlined below.

#### Primary School Performance



Whilst there has been a degree of fluctuation over this period, a high proportion, especially in primary schools is influenced by the level of identified need within the relevant cohort, particularly where the school has an SNRB. Should the proposal be agreed and implemented, we would expect to see an improvement in outcomes for all of our primary schools, including those potentially affected by the proposal.

#### Foundation Phase Indicator

Primary School	Foundation Phase Indicator								
	2015			2016			2017		
	School	LA Average	All Wales Average	School	LA Average	All Wales Average	School	LA Average	All Wales Average
<b>Overmonnow Primary</b>	90.7%	91.8%	86.9%	86.8%	91.7%	87.0%	78.0%	93.7%	87.3%
<b>Deri View Primary</b>	85.7%	91.8%	86.9%	83.8%	91.7%	87.0%	88.1%	93.7%	87.3%
<b>Pembroke Primary</b>	93.1%	91.8%	86.9%	90.9%	91.7%	87.0%	93.1%	93.7%	87.3%

#### Key Stage 2 Core Subject Indicator

Primary School	Key Stage 2 Core Subject Indicator								
	2015			2016			2017		
	School	LA Average	All Wales Average	School	LA Average	All Wales Average	School	LA Average	All Wales Average
<b>Overmonnow Primary</b>	86.0%	91.7%	87.7%	94.2%	94.1%	88.6%	86.4%	93.2%	89.2%
<b>Deri View Primary</b>	85.1%	91.7%	87.7%	90.9%	94.1%	88.6%	88.2%	93.2%	89.2%
<b>Pembroke Primary</b>	91.4%	91.7%	87.7%	84.4%	94.1%	88.6%	87.1%	93.2%	89.2%

#### Secondary School Performance

There has been an improvement in outcomes at the end of key stage 3 in two of the secondary schools potentially affected by the proposal and a decline in the third.

Secondary School	Key Stage 3 Core Subject Indicator								
	2015			2016			2017		
	School	LA Average	All Wales Average	School	LA Average	All Wales Average	School	LA Average	All Wales Average

<b>Monmouth Comprehensive</b>	93.4%	90.8%	83.9%		93.6%	91.9%	85.9%		91.9%	92.7%	87.4%
<b>King Henry VIII School</b>	89.8%	90.8%	83.9%		92.5%	91.9%	85.9%		94.1%	92.7%	87.4%
<b>Caldicot School</b>	91.5%	90.8%	83.9%		93.3%	91.9%	85.9%		94.1%	92.7%	87.4%
<b>Chepstow School</b>	93.2%	90.8%	83.9%		93.8%	91.9%	85.9%		94.6%	92.7%	87.4%

Key Stage 4 Level 2 Threshold including English and mathematics

There has been an improvement in outcomes in the key stage 4 Level 2 Threshold including English and mathematics at the end of key stage 4 in two of the secondary schools potentially affected by the proposal and a decline in the third.

Secondary School	Key Stage 4 Core Subject Indicator Level 2 Threshold including English and mathematics								
	2015			2016			2017		
	School	LA Average	All Wales Average	School	LA Average	All Wales Average	School	LA Average	All Wales Average
<b>Monmouth Comprehensive</b>	68.4%	66.9%	57.9%	69.7%	67.0%	60.3%	74.0%	67.0%	54.6%
<b>King Henry VIII School</b>	63.5%	66.9%	57.9%	71.2%	67.0%	60.3%	63.3%	67.0%	54.6%
<b>Caldicot School</b>	68.7%	66.9%	57.9%	69.7%	67.0%	60.3%	61.3%	67.0%	54.6%
<b>Chepstow School</b>	70.7%	66.9%	57.9%	62.5%	67.0%	60.3%	69.8%	67.0%	54.6%

The proposal would create more specialist ALN and Inclusion provision in all four clusters across the county. This would mean that more pupils could access specialist support, delivered by suitably trained practitioners locally. This would increase levels of pupil participation and engagement in education and reduce travel times for children and young people.

The location of specialist SNRBs on the site of these schools would provide enhanced access to bespoke outreach support. In doing so, schools would be able to build the skills and expertise necessary to enable staff in mainstream settings to meet a wider range of pupil need.

As a result, if the proposal is agreed and implemented, we would expect to see an increase in outcomes across all of our schools because more schools would be confident and be better supported to meet a wider range of pupil need, particularly those schools with a SNRB on site. In addition, pupils with severe and complex needs would have access to a wider range of specialist, local provision.

## 9.2 Wellbeing

### Secondary School Fixed-term Exclusions (FTE)

The following table shows the number of days lost to FTE in each of our secondary schools over the last 5 years. Whilst numbers are comparatively low, there is a rising trend of FTE in three of our secondary schools. Conversely, there is a reduction in our fourth secondary school and in our Special School over the same period.

<b>Secondary School</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>
<b>Caldicot School</b>	278	174	175	216.5	129.5
<b>Chepstow School</b>	80	35	65	134	143.5
<b>King Henry VIII</b>	105	55	108.5	95.5	185.5
<b>Monmouth</b>	18	14.5	23	29.5	62
<b>Mounton House</b>	298	167.5	166	118	113

### Primary School FTE

The following table shows the number of days lost to FTE in our primary schools over the last 5 years indicating a rapidly increasing number of FTE in our primary schools.

<b>Primary School</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>
<b>All Primary Schools</b>	50.5	60	41	111	185

The enhancement and extension of inclusion provision across the county is expected to have a significant and positive impact on the number of FTEs in both our primary and secondary schools should the proposal be accepted and implemented.

## 10. Risks and counter measures

	Risk Description	Counter Measures
1	Parental preference – parents may still wish to send their child to out of county special schools	<ul style="list-style-type: none"> <li>- Production of a Monmouthshire “Provision Guide for Parents”</li> <li>- Parent engagement events to explain ‘new’ provision</li> <li>- Marketing of new provision with prospective parents</li> <li>- Rebranding where appropriate</li> </ul>
2	Failure to provide the appropriate number of pupil places	<ul style="list-style-type: none"> <li>- Early involvement with the Special Education Needs Team to identify pupil numbers</li> <li>- Flexibility within the new model to allow for any changes</li> </ul>
3	Cost of implementing new provision	<ul style="list-style-type: none"> <li>- Finance Manager involved at all stages to ensure that new model is within the allocated budget</li> <li>- Invest to save principles applied as current costs are extremely high due to out of county placement fees</li> </ul>
4	Staffing	<ul style="list-style-type: none"> <li>- Apply MCC policy to ensure that staff ‘at risk’ have prior consideration for posts within the new provision</li> <li>- Provide appropriate training for staff to undertake new more specialist roles</li> <li>- Appoint staff with relevant expertise to deliver the proposed model</li> </ul>
5	Key partners or stakeholders are not involved in the early planning process of the project.	<ul style="list-style-type: none"> <li>- Early involvement of a multi-agency Steering group</li> <li>- Engage and consult with stakeholders.</li> <li>- Ensure all stakeholders are aware and have agreed delivery timescales.</li> </ul>
6	Key deadlines to be identified at an early stage to avoid delays	<ul style="list-style-type: none"> <li>- Project Board is established and key milestone dates are identified and agreed.</li> <li>- Resources allocation/ responsibility identified.</li> <li>- Reviewed on a regular basis and updated and communicated to all stakeholders.</li> </ul>

## 11. Finance

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The ALN budgets are split between central resources and schools, the school budgets are delegated out to the schools based on a number of factors including staffing and non-pay factors.

The current costs are excluding pre 16 transport.

The total ALN Budget is currently £7.4m the majority of which goes out to schools.

The new special school will be managed by a governing body and all budgets will be delegated via the Fair Funding regulations for the governing body to manage. The PRU will be managed by the Local Authority via a management committee structure.

We will require capital investment in some of the schools to make them fit for purpose, the cost of this investment is yet to be identified and will be dependent on the outcome of the consultation. Any investment will require a decision by Council and in the first instance we would look to offset the costs against any revenue savings identified.

The revenue savings are anticipated to be £200,000 in the first year and in a full year it is anticipated to rise to £500,000.

There are a number of staff that will have the right skills and qualifications to be able to transfer over to the new model, however where it is not possible the Protection of Employment Policy will be followed for staff that may need to be made redundant and we will work in full consultation with the unions.

## 12. Staffing

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With this proposal, there will be new opportunities for jobs. Some staff that have the correct skills to be able to support pupils under the proposed model, however there will be vacancies where there is a skills gap. There will also be some staff losses, where staff do not have the required skills or where the service is being redesigned and there is not a requirement for that post.

Where there are staff losses, the Protection of Employment Policy will be followed and all staff will be consulted with. Staff will be redeployed where possible, therefore minimising that risk.

## 13. Land and Buildings

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The proposal does not involve a new build programme so there is no transfer or disposal of land necessary, therefore there will be no capital receipts as a result of this project. However, under the proposal the new Special School (existing Mounton House site) will need some capital works to bring the school up to standard and make

it suitable for children and young people aged 3-19 and of both genders. At this stage we anticipate this to be minimal.

## **14. Admission Arrangements**

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The Council will remain as the admissions authority for the new special school and its satellite centres.

The process for admission into the new provision will be managed through a panel consisting of key partners and agencies who will determine whether placement is appropriate. Placement at the provision will be coordinated by the Authority, Educational Psychology Service in collaboration with centre staff and parents.

## **15. Home to school transport**

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Home to school transport will be provided in line with the current policy which states pupils will receive free home to school transport to their catchment or nearest suitable school residing 1.5 miles (primary) and 2 miles (Secondary).

Further details of the policy can be found on the following link.

<http://www.monmouthshire.gov.uk/school-transport-home-to-school>

The transport policy has been written in conjunction with the Learner Travel (Wales) Measure 2008.

## **16. Other Information**

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Further Information and regular up-dates on this proposal can be found on [www.monmouthshire.gov.uk/schoolreorganisation](http://www.monmouthshire.gov.uk/schoolreorganisation).

Frequently asked questions will be up-loaded weekly and put onto the Monmouthshire County Council Website.

## Appendix 1 - Response Pro-forma

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### PROPOSAL – Reorganisation of ALN and Inclusion Services

#### YOUR VIEWS

We would like your views on the above proposal. Please complete this pro-forma and return it to the address at the bottom, alternatively it can be handed in at the consultation event.

School & Student Access Unit, Monmouthshire County Council, PO Box 106,  
Caldicot, NP26 9AN or email [strategicreview@monmouthshire.gov.uk](mailto:strategicreview@monmouthshire.gov.uk)

Please tick the box if you wish to be notified of the publication of the consultation report

## Appendix 2 - List of Consultees

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- Parents, Guardians and carers of all pupils of schools directly affected by the proposal
- Parents of children who are in receipt of a statement of ALN
- Parents of children who are in receipt of a School action plus resource assist (SAPRA)
- Headteacher, staff and governors of schools directly affected by the proposal.
- Out of county Schools affected by the proposal.
- Pupils/Pupil Councils of schools directly affected by the proposal
- Headteachers of all schools in MCC area
- All MCC Members
- Welsh Ministers
- All MCC Town and Community Councils
- All MCC Assembly Members representing the area served by the school
- All Members of Parliament representing MCC area
- All MCC Libraries
- Directors of Education of all bordering LAs – Blaenau Gwent, Newport, Powys, Torfaen, Herefordshire, Gloucestershire
- Directors of Education of affected LA's – Caerphilly, South Gloucestershire, Merthyr, Bristol, Rhodda Cynon Taff, North Somerset, Somerset, Swindon, Vale of Glamorgan, Cardiff
- Principals of Coleg Gwent
- MCC Youth Service
- GAVO
- Monmouthshire Governors Association
- Teaching Associations
- Support Staff Associations
- Policy Officer (Equalities & Welsh Language)
- Welsh Government
- ESTYN
- Church in Wales Diocesan Trust, Director of Education
- Roman Catholic Diocesan Trust, Director of Education
- South East Wales Education Achievement Service
- Gwent Police and Crime Commissioner
- SNAP Cymru Parent Partnership Service
- Local Health Board





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## Future Generations Evaluation (Includes Equalities and Sustainability Impact Assessments)

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<p><b>Name of the Officer</b> Nikki Wellington</p> <p><b>Phone no:</b> 01633 644549 <b>E-mail:</b> nicolawellington@monmouthshire.gov.uk</p> <p><b>Name of Service</b> CYP Finance</p>	<p><b>Please give a brief description of the aims of the proposal</b> To remodel the inclusion model for Monmouthshire to ensure that provision is developed in county to ensure that pupils are able to remain within Monmouthshire.</p> <p><b>Date Future Generations Evaluation</b> 9<sup>th</sup> February 2018</p>
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***NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc***


- 1. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<b>A prosperous Wales</b>	With this proposal, there will be new opportunities for jobs. Some staff that have the	Where there are staff losses, the protection of employment policy will be followed and all


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Efficient use of resources, skilled, educated people, generates wealth, provides jobs	correct skills to be able to support pupils under the proposed model, however there will be vacancies where there is a skills gap. There will also be some staff losses, where staff do not have the required skills or where the service is being redesigned and there is not a requirement for that post.	staff will be consulted with. Staff will be redeployed where possible, therefore minimising that risk.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	No impact
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Where possible the needs of the pupils will be met in county, near to their homes and local communities. This will have a positive effect on wellbeing for families. There may be a few pupils, who's needs are best met outside of the county. This will be done in full consultation with all parties concerned.	All needs will be considered and there will be full consultation with families to ensure that the education placement is the best for the pupil.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Pupils will be supported by their local community, they will remain with their peer group where possible.	No impact
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impact	No impact

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>By remaining in their local communities where possible, pupils will be able to embrace the Welsh culture and heritage.</p>	<p>No impact</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>No impact</p>	<p>No impact</p>

## 2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>With the provision being within Monmouthshire, the needs of the child will be known and where possible it will be easier to plan for the long term needs of that pupil.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Partners such as Social Services and Health will be consulted at all stages, their views will be discussed when deciding how to meet the needs of the pupil.</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>All partners will be consulted, this will include any parent advocacy groups such as SNAP. The views of the young person will also be listened to and will form an important part of the decision.</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The needs of the pupil will be identified at an early age and therefore it should be possible to put strategies in at an early age. Pupils will also be offered short term provision if required, this is not currently possible. This will allow pupils to have the support required, before returning to their local school. Staff will also be provided with training and support to be able to support the pupil.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>All partners will work together and therefore the partners will have a clear understanding of the needs of that pupil and the decision for placement. This will allow them to better support the pupil not only in education but also in the wider community.</p>	

**3. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or [alanburkitt@monmouthshire.gov.uk](mailto:alanburkitt@monmouthshire.gov.uk)

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<i>Equity of provision from 3 to 19 years</i>		
Disability	<i>Pupils needs will be identified earlier and support provided at an earlier age. The model will look to support pupils in their local communities where possible.</i>	<i>No impact</i>	<i>No impact</i>

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
Sex	<i>Equity of provision for males and females</i>		
Sexual Orientation			
Welsh Language			

4. **Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities?** For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	<i>Given that the pupils will be educated within Monmouthshire where possible, Monmouthshire's safeguarding policies will apply and we will be able to monitor better.</i>		
Corporate Parenting	<i>Given that the pupils will be educated within Monmouthshire where possible, Monmouthshire's policies will apply and we will be able to monitor better.</i>		

**5. What evidence and data has informed the development of your proposal?**

Page 239	<p>Pupil data.  Review of current and future needs.  Current provision within our schools.  Current and future budgets.  Working groups with Heads, parent advocacy.</p>
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**6. SUMMARY:** As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

Page 2 of 40  
The positive impact is the proposal to identify needs at an earlier age and to educate pupils in their own communities, where possible. This will have a positive impact on the wellbeing of the pupils and their families. The main negative impact is the potential redundancies for staff where they cannot be redeployed,

**7. ACTIONS:** As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress

**8. MONITORING:** The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.



The impacts of this proposal will be evaluated on:

August 2020.

**9. VERSION CONTROL:** The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1.0	Cabinet.	7 <sup>th</sup> March 2018.	

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## Appendix 4 - Implementation timeline

In order to implement the above proposal the following regulated alterations are necessary:

Regulated Alteration	Implementation date
<ul style="list-style-type: none"> <li>• Enhance the services currently offered by the Pupil Referral Service to deliver:               <ul style="list-style-type: none"> <li>- Outreach support through Inclusion Centre's at each Secondary School offering support for 6 FTE pupil place per Centre.</li> <li>- Develop Satellite Primary PRU bases in the North and South of the County offering support for 8 FTE pupils per site.</li> <li>- Develop long term PRU Centre located on the existing Mounton House site which will provide provision for young people at risk of exclusion or who have been permanently excluded. This will provide provision for up to 8 primary pupils and 6 secondary pupils.</li> </ul> </li> </ul>	September 2019
<ul style="list-style-type: none"> <li>• Establish a new 3-19 special school on the Mounton House site to cater for pupils (boys and girls) with Social Emotional Behavioural Difficulties, Attention Deficit Hyperactivity Disorder and Autistic Spectrum Disorder (ASD). This will be for 16 primary aged pupils and 16 secondary aged pupils. The new special school will manage the provision of multiple satellite services for additional learning and behavioural needs located across the county</li> </ul>	April 2019
<ul style="list-style-type: none"> <li>• Close Mounton House Special School.</li> </ul>	August 2019
<ul style="list-style-type: none"> <li>• Re-designate Overmonnow Primary School and Special Needs Resource Base (SNRB) to Overmonnow Primary School and Nursery unit. This will mean the SNRB will be under the control of the new Special School and not Overmonnow Primary School.</li> </ul>	April 2019

<ul style="list-style-type: none"> <li>• Increase the capacity of Overmonnow SNRB from 20 to 24.</li> <li>• Change the type of provision currently offered at the current Overmonnow Primary School SNRB in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties</li> </ul>	
<ul style="list-style-type: none"> <li>• Re-designate Deri View Primary School with SNRB to Deri View Primary School and Nursery unit. This will mean the SNRB will be a satellite Centre under the control of the new Special School and not Deri View Primary School.</li> <li>• Change the type of provision offered at Deri View SNRB in order to cater for Autistic Spectrum Disorder, Speech Language and Communication Disorder, including an Assessment Centre.</li> </ul>	April 2019
<ul style="list-style-type: none"> <li>• Re-designate Monmouth Comprehensive school with SNRB to Monmouth Comprehensive School. This will mean the SNRB will be a satellite Centre under the control of the new special school and not Monmouth Comprehensive School</li> <li>• Change the type of provision offered at the SNRB at Monmouth Comprehensive School to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties</li> </ul>	April 2019
<ul style="list-style-type: none"> <li>• Re-designate Pembroke Primary School with SNRB to Pembroke Primary School and Nursery unit. This will mean the SNRB will be a satellite Centre under the control of the new Special School and not Pembroke Primary School.</li> <li>• Increase the capacity of Pembroke SNRB from 20 to 24.</li> <li>• Change the type of provision offered at Pembroke Primary SNRB in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties</li> </ul>	April 2019
<ul style="list-style-type: none"> <li>• Re-designate Caldicot school with an SNRB to Caldicot School. This will mean the SNRB will be a satellite Centre</li> </ul>	April 2019

<p>under the control of the new Special School and not Caldicot School.</p> <ul style="list-style-type: none"> <li>• Change the type of provision offered at the SNRB at Caldicot School in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties</li> </ul>	
<ul style="list-style-type: none"> <li>• Establish a new Primary Satellite SNRB at the bungalow off Bulwark Road, to cater for Autistic Spectrum Disorder, Speech Language and Communication Disorder and including an Assessment Centre.</li> </ul>	<p>April 2019</p>



monmouthshire  
sir fynwy

# CONSULTATION REPORT

Reorganisation of ALN & Inclusion Services

## Contents

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## 1. Introduction

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Monmouthshire County Council has a statutory duty to secure sufficient and suitable school places for children within its County, and in doing so ensure that resources and facilities are efficiently utilised to deliver the education opportunities that our children deserve.

The Council has a responsibility under the School Standards and Organisation (Wales) Act 2013 to consult with appropriate stakeholders when giving consideration to any significant school reorganisation proposals.

The Council recently engaged in a statutory consultation process relating to the delivery of Additional Learning Needs (ALN) and Inclusion Services across the County.

The purpose of the consultation was:

***To seek the views of our community and key stakeholders on proposals to implement a new delivery model to meet the needs of children and young people with additional learning needs (ALN) and those presenting with challenging behaviour.***

This consultation report now represents the council's responsibilities in line with the School Standards and Organisation (Wales) Act 2013 to produce a report seeking to inform interested parties of the outcome to the consultation by means of:

- Summarising each of the issues raised by consultees
- Responding to these by means of clarification, amendment to the proposal, or rejection to the concerns with supporting reasons
- Setting out Estyn's view (as provided in its consultation response) of the overall merits of the proposal

## 2. Distribution of the Consultation Report

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This consultation report has been published on the Monmouthshire County Council Website [www.monmouthshire.gov.uk/schoolreorganisation](http://www.monmouthshire.gov.uk/schoolreorganisation). The following consultees and interested parties will be contacted directly to inform them of the publication of this document.

- Parents, Guardians and carers of all pupils of schools directly affected by the proposal
- Parents of children who are in receipt of a statement of ALN
- Parents of children who are in receipt of a School action plus resource assist (SAPRA)
- Consultees who have formally responded to the consultation and requested notification
- Headteacher, staff and governors of schools directly affected by the proposal.
- Out of county Schools affected by the proposal.
- Pupils/Pupil Councils of schools directly affected by the proposal
- Headteachers of all schools in MCC area
- All MCC Members
- Welsh Ministers
- All MCC Town and Community Councils
- All MCC Assembly Members representing the area served by the school
- All Members of Parliament representing MCC area
- All MCC Libraries
- Directors of Education of all bordering LAs – Blaenau Gwent, Newport, Powys, Torfaen, Herefordshire, Gloucestershire
- Directors of Education of affected LA's – Caerphilly, South Gloucestershire, Merthyr, Bristol, Rhodda Cynon Taff, North Somerset, Somerset, Swindon, Vale of Glamorgan, Cardiff
- Principals of Coleg Gwent
- MCC Youth Service
- GAVO
- Monmouthshire Governors Association
- Teaching Associations
- Support Staff Associations
- Policy Officer (Equalities & Welsh Language)
- Welsh Government
- ESTYN
- Church in Wales Diocesan Trust, Director of Education
- Roman Catholic Diocesan Trust, Director of Education
- South East Wales Education Achievement Service
- Gwent Police and Crime Commissioner
- SNAP Cymru Parent Partnership Service
- Local Health Board



### 3. Background to our review of ALN and Inclusion Services

Monmouthshire is committed to improving the educational achievement and attainment for all children and young people in in the county through the provision of an inclusive education system that places the child or young person at the centre.

Through our work with schools, parents and key partners, we seek to:

- Secure equality of access to education for all children and young people
- Deliver a high quality and inclusive curriculum for all learners
- Educate our children and young people in their local communities whenever possible
- Support children and young people and their families to enable them to live a happy and fulfilling life
- Provide meaningful opportunities for learners to access support when they need it and return to their community school as soon as they are able
- Meet the needs of children and young people now and be suitably adaptable to meet changing needs in the future

The aims above link directly to our Directorate core values, which aspire to ensure that all of our children and young people will:

- **Be ready for school** - through engagement with our Early Years and Flying Start programmes.
- **Be in school** - supported by our Access and Education Welfare teams.
- **Be well behaved** - through support from our Behaviour and Inclusion teams.
- **Be well taught** - by the teachers and teaching assistants in our schools.

Over the last five years, we have made progress towards fulfilling this commitment for the majority of our children and young people. However, there is still more to do to ensure that this is the case for children and young people and particularly for learners with ALN and social, emotional and behavioural difficulties (SEBD).

In November 2012, Estyn reported that the quality of Local Authority (LA) education for children and young people with ALN in Monmouthshire was unsatisfactory. In its follow-up visit in November 2016, Estyn reported that the authority had made good progress in addressing almost all areas. However, Estyn recognised the ‘lack of specialist facilities for learners with autistic spectrum disorder (ASD), social emotional and behavioural difficulties and severe learning difficulties’ which meant that “learners had to travel long distances to attend specialist out of county placements” and this remained an area to be addressed.

Since this time and through its 21<sup>st</sup> Century Schools programme, the Council has extended its secondary provision by including a Special Needs Resource Base (SNRB) in the new schools in Caldicot and Monmouth. Whilst this will increase the capacity of secondary SNRB ALN provision across the county, it does not address the needs of all learners with SEBD, especially girls and younger learners.

Consequently, in January 2017, the LA established an ALN Steering group with representation from LA Officers, Headteachers, ALN Coordinators, Governors, Children Services Officers and SNAP Cymru to review and improve the provision

and the capacity to meet a wider range of needs within the county for children and young people with ALN and SEBD.

The review included an analysis of current and projected pupil needs, an evaluation of the skills and capacity within schools, the impact of high cost out of county placements and our readiness to meet the expected requirements of the Additional Learning Needs (Wales) Bill at the point of implementation. Our analysis indicated that:

- Our local ALN and SEBD provision did not meet the needs of many of our children and young people and as a result, they were accessing education in an out of county placements. Further scrutiny identified a significant shortfall in provision for ASD, Speech Language and Communication Disorder (SLCD) and SEBD within the county and an excess of provision for Moderate Learning Difficulties (MLD).

It also became clear that the proportion of primary fixed term exclusions shows an increasing trend over the past 5 years and mainstream secondary fixed term exclusions have increased and are now at a level in excess of 2012/13 levels eradicating all the falls in 2013/14.

- There is a need to develop skills and capacity within our school system to ensure that more pupils are educated in their local area and where possible in mainstream schools
- The increasing financial pressures associated with the significant numbers of children and young people being educated outside Monmouthshire were not only having a significant impact on the overall provision for children and young people in schools, but also on other service areas such as the Passenger Transport Unit
- Our current model would not enable us to meet fully the requirements of the new ALN Act when implemented because we cannot ensure equality of education opportunity and access.

The aim of our ALN reform programme is to secure equality of access to education for children and young people, including those with ALN and SEBD, which meets needs and enables them to participate in, benefit from and enjoy learning by:

- **Securing excellent teaching and learning** to deliver a high quality and inclusive curriculum for all learners and in doing so this will underpin all our systems and processes
- **Building the capacity of schools** to educate their children and young people in their local community and within the Council wherever possible
- **Implementing systems and processes to facilitate early assessment, intervention and support** using a range of multi-agency providers including third sector organisations
- **Securing effective Cluster partnership arrangements** to become the key driver for the implementation of our strategy
- **Maintaining a consistent approach to nurture and well-being** to support learners and their families across the county
- **Securing effective and transparent multi-agency working** to ensure the best possible outcomes for learner's well-being and achievement

- **Maintaining home / host school registration and establishing revolving door arrangements** to provide opportunities for children and young people to access the support they need and return to their community school ensuring that resources follow the learner and appropriate provision is maintained to meet identified need
- **Securing good access to local, high quality, flexible provision** that is appropriate and is able to meet current and changing needs
- **Adopting an “invest to save”** approach in order to achieve best practice and build sustainability

The Council’s ALN and Inclusion Strategy sets out the guiding principles applied to ensure our delivery model addresses the local needs of our children as follows:

- All of our children and young people are valued, whatever their needs, so that they can experience success in their learning, reach their potential, enjoy high levels of well-being and maximise their life chances
- Meeting the needs of children and young people with ALN and SEBD is a priority and is everyone’s responsibility
- The overwhelming majority of children and young people are educated with their peers and in their local community
- Appropriate, specialist provision to meet the needs of our children and young people is available within the local authority
- All parties, including schools, parents and wider agencies work together and in the best interests of the child.

## 4. A reminder of our proposal

The Local Authority consulted on proposals to establish a new special school that would deliver the full range of provision required to meet the needs of children and young people aged 3-19 with ASD, SEBD, PMLD and severe learning difficulties within the County. The consultation proposed that the existing Mounton House Special School would close as a result of the proposal and form the site of the new special school.

It was proposed that the new special school would offer provision for a wide range of Additional Learning and behavioural needs delivered through multiple satellite settings placed across the County. The proposal would ensure provision is provided locally to children whose needs cannot be met within mainstream settings and require more specialist support. The existing Pupil Referral Service (PRS) would also be enhanced to provide a greater range of outreach support and provision for children and young people at risk of exclusion.

## 5. Consultation Arrangements

### Methodology

On 7<sup>th</sup> March 2018, the Councils' Cabinet approved the proposals to commence statutory consultation allowing the Council to engage with key stakeholders on a new model for the delivery of Additional Learning Needs and Inclusion services.

In line with the School Standards and Organisation (Wales) Act 2013, the Council produced a consultation document, published on 16<sup>th</sup> April 2018, which also represented the commencement of the statutory consultation period. The formal consultation period lasted for a period of 6 weeks (including 20 school days) concluding on 27<sup>th</sup> May 2018.

The consultation document was distributed / links sent to all statutory consultees as listed under appendix 1 of this document. The consultation document also published on the Council's website at [www.monmouthshire.gov.uk/schoolreorganisation](http://www.monmouthshire.gov.uk/schoolreorganisation).

The Council raised awareness of the consultation through a marketing campaign, which included publications via the Councils' social media networks.

Consultees were advised of the following opportunities to respond to the consultation proposals:

- Writing to School and Student Access Unit, Monmouthshire County Council, PO Box 106, Caldicot, NP26 9AN.
- Emailing [strategicreview@monmouthshire.gov.uk](mailto:strategicreview@monmouthshire.gov.uk).

- Completing the response pro-forma which can be found under appendix 1 and returning it to School and Student Access Unit, Monmouthshire County Council, PO Box 106, Caldicot, NP26 9AN.

### Consultation Meetings

As part of the consultation process, the Council held consultation sessions with staff, governors / management committee, parents and members of the community to ensure engagement with all interested parties who may wish to learn about the proposal. These sessions were hosted at the following schools identified as being directly affected by the proposals:

School	Date of consultation meeting
Mounton House Special School	30 <sup>th</sup> April 2018
Caldicot School	1 <sup>st</sup> May 2018
Pupil Referral Service	2 <sup>nd</sup> May 2018
Deri View Primary	10 <sup>th</sup> May 2018
Pembroke Primary	14 <sup>th</sup> May 2018
Monmouth Comprehensive School	16 <sup>th</sup> May 2018
Overmonnow Primary School	17 <sup>th</sup> May 2018
King Henry VIII Comprehensive	22 <sup>nd</sup> May 2018
Chepstow School	24 <sup>th</sup> May 2018

All of the consultation meetings were attended by senior officers of the councils' directorate for children and young people, and provided interested parties with an opportunity to learn more about the proposals and ask any questions / raise any concerns.

Officers in attendance at the consultation meetings provided reassurance that any comments / concerns raised would be recorded and feed into the consultation outcomes. However, consultees were also encouraged to submit their formal responses through one of the preferred available methods.

Copies of the full consultation document and feedback proformas were made available at each of the consultation sessions.

The comments raised and key themes of concerns raised during the consultation meetings have been summarised and included as part of the overall responses received on page 10 of this document.

### Consultation with children and young people

The Council developed a "child friendly" version of the consultation document to ensure that children and young people could be fully engaged in the consultation process.

A series of consultation events were held with students from the affected schools, Deri View Primary, Overmonnow Primary, Pembroke Primary, Caldicot School, King Henry VIII School, Monmouth Comprehensive School and Mounton House Special School.

The events took place at the schools and involved 102 pupils in total, ranging from year 1 to year 13. Of those pupils involved, 54 have additional learning needs, some of whom are attending mainstream education, attending a SNRB, receiving support from a SNRB in mainstream or are attending Mounton House Special School.

A summary of the feedback received from children and young people can be found under appendix 2 of this document. A “child friendly” version of this document has also been produced to provide appropriate feedback to children and young people.

## 6. Results and Comments

The Council has received a number of responses to the consultation exercise. A broad profile of the respondents can be found in the table below

	<b>Total</b>
<b>Parents</b>	13
<b>Staff</b>	7
<b>Governors / Governing body</b>	6
<b>Other organisations</b>	12
<b>Not declared</b>	2
<b>Total</b>	40

The below table shows a summary of the comments / concerns raised during the consultation period together with the Council’s responses. The comments / concerns have been drawn and summarised from the written responses received together with the feedback given during the consultation meetings.

<b>Question/Comment</b>	<b>LA Response</b>
<b>The Proposal</b>	
<ul style="list-style-type: none"> <li>The document states that children should be educated in their local community; however, children in catchment for King Henry will have to go to Monmouth. There is</li> </ul>	<ul style="list-style-type: none"> <li>The proposal seeks to establish a north south model of delivery. Children and young people from the King Henry VIII catchment area will need to travel to Monmouth if they</li> </ul>

<p>therefore no equality or consistency in approach across the county.</p> <ul style="list-style-type: none"> <li>• There is a distinct lack of equity across the county with this proposal. The establishment of SNRB's at specific schools means that certain schools will have little investment or provision.</li> <li>• Why will there be no residential facilities in the new school at Mounton House?</li> <li>• Could the residential unit at Mounton House be used for something else?</li> <li>• The out of county provision is better than what is on offer in Monmouthshire. There will have to be a continued commitment to investing a significant resource to equip the SNRBs in Monmouthshire to meet individual needs.</li> </ul>	<p>need to access SNRB provision. All of our schools receive delegated funding which they can use to support ALN pupils. The LA provide King Henry VIII with interim additional funding to enable the school to provide additional provision to meet the needs of more complex young people. The LA accept the comment and plan to consider the development of more specialist provision in this area as part of the Band B proposal for the new school.</p> <ul style="list-style-type: none"> <li>• The only current residential provision that we have is for children attending our special school who present with social emotional and behavioural difficulties. Currently we have no Monmouthshire children and young people accessing this provision. There are some young people accessing residential provision outside the Local Authority as this provision meets their complexity of level of identified need.</li> <li>• The numbers of pupils currently attending on a residential basis are extremely low with only one young person attending the school on a residential basis. The Local Authority will explore all options to maximise the use of its estate.</li> <li>• The proposal recognises the need to invest in Monmouthshire schools to develop good quality provision. The proposal does not expect to be able to meet the needs of all children and young people and where this is the case, appropriate provision would be identified in special schools who have the facilities, skills and experiences to meet this level of identified need.</li> <li>• During the ALN and Inclusion review, the multi-agency steering</li> </ul>
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<ul style="list-style-type: none"> <li>• I feel the mix of PMLD and behavioural problems are not a natural mix and you will have some very vulnerable PMLD pupils attending a school with pupils known to have volatile behaviour</li>   <li>• Generally I feel this proposal has been produced to cut exclusion rates in Monmouthshire along with cost savings and I do not believe the wider ALN community has been considered enough , in fact I feel it was an afterthought once SEBD has been dealt with.</li>   <li>• I am keen to understand where you are proposing to educate children with hearing and visual impairment, and the plans for ensuring that staff are trained appropriately in order to ensure equity of access.</li>   <li>• We need to incorporate health professionals into the school setting.</li> </ul>	<p>group considered a multi-purpose special school but felt that it would be inappropriate to have a school for the full range of ALN as this would mean placing some vulnerable pupils in the same setting as those who display challenging behaviour. Our proposal has been amended to ensure that pupils with PMLD continue to attend appropriate specialist provision.</p> <ul style="list-style-type: none"> <li>• The ALN and Inclusion issues were considered alongside each other and proposals were developed and the model written to address both areas. Whilst we expect exclusion rates to reduce via the implementation of these proposals a key factor in our decision making process was for more pupils to be educated locally.</li>   <li>• There are no plans to change our provision for pupils with VI/HI. We will still maintain our existing offer, which is based upon a continuum of provision, maintaining young people in local provision with support from the regional Sensory Support Service and where appropriate securing specialist placements for a very small number of children. Staff from Sensory Support Service undertake and will continue to undertake a vital role in ensuring that staff have access to appropriate training.</li>   <li>• The proposal identifies two new assessment centres, one in the north and one in the south. It is envisaged that health professionals will be able to work with both staff and children and young people in the assessment centres to provide support to children and young people and also support and advice to schools.</li> </ul>
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<ul style="list-style-type: none"> <li>• A reduction in travel times is important.</li> <li>• Pen-Maes in Brecon has a respite facility attached to the school which I imagine would work very well for children with autism especially, having that continuum and familiarity of environment and staff.</li> <li>• The consultation document states that MCC is currently unable to support pupils with a hearing impairment locally. The following page explicitly states that the reorganisation seeks to ensure these learners can “access services as required, as locally as possible and at the very least within Monmouthshire.” We are concerned that the proposals outlined within the consultation document do not deliver in this regard.</li> <li>• It must be acknowledged that deaf pupils require support from deaf specialists. While some may be appropriately supported peripatetically, others will need to attend a school with onsite provision to reach their potential.</li> <li>• What provision of assistance will there be for children who are highly intelligent, have autism but who do not disrupt classes?</li> </ul>	<ul style="list-style-type: none"> <li>• The proposal aims to reduce the travel time for the majority of pupils.</li> <li>• We acknowledge this point but unfortunately, our proposals do not include any respite facilities.</li> <li>• Whilst we aim to meet the needs of as many pupils as possible, we accept that there will be pupils because of the specialist support they require that will need to access specialist provision outside of the county. We work closely with deaf specialists from the Sensory and Communication Support Service to ensure we appropriately support hearing impaired pupils within our mainstream schools and this would continue. However, we fully accept that for a small number of pupils with significant VI and HI needs will need to access provision in specialist schools/colleges</li> <li>• We acknowledge that communication difficulties covers a broad spectrum and that peripatetic support will not be appropriate for all pupils. Where this is the case, we will work with key partners to secure provision in a suitable school, which may be specialist, and out of the county as in above response. In summation, our continuum of intervention for pupils who are identified as being hearing impaired will not change because of these proposals.</li> <li>• We recognise the need to build the skills and experience of our education workforce to meet a wider range of additional learning needs. This will include ensuring that there is appropriate advice and guidance given to schools for pupils with autism who are educated in mainstream schools.</li> </ul>
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<ul style="list-style-type: none"> <li>• Will children who attend the new special school need to have a statement?</li> <li>• What hours would be offered through the PRS provision i.e. will there be an opportunity for full time provision?</li> </ul>	<ul style="list-style-type: none"> <li>• Yes or an IDP written and maintained by the LA.</li> <li>• The review aims to provide a greater range of inclusion provision across the LA.</li> </ul>
<b>Management of the sites/SNRB's</b>	
<p>There were a number of concerns raised with regards to the management arrangements between the new special school, the mainstream schools and the SNRB's a summary of which is provided below:</p> <ul style="list-style-type: none"> <li>• Accessibility within schools and keeping pupils safe within the environments and managing pupils when they try to leave school.</li> <li>• The responsibility for overseeing maintenance of equipment and shared areas? Whose budget do repairs to equipment come from?</li> <li>• How will split governance work on a day-to-day basis? There will be Health &amp; Safety concerns and staff management issues.</li> <li>• The relationship between the management board of the PRS and the governing body of the new school. In addition, how will conflicts of interest be resolved?</li> </ul>	<ul style="list-style-type: none"> <li>• We are fortunate that our all of our schools with SNRBs in the primary and secondary sector are DDA compliant to ensure that all pupils can access the facilities and to keep pupils safe. All staff working with pupils in our SNRBs would be aware of police, procedure if young people attempted to leave premises. If this with the case individual children and young people would have individual risk assessments, and risk reduction plans. Staff would also have had access to appropriate training. This is common in all schools/provision across the county.</li> <li>• The responsibility for maintaining equipment is the responsibility of the school.</li> <li>• The LA have reflected on responses from the consultation and we have decided to reconsider the management aspect of this proposal.</li> </ul>

<ul style="list-style-type: none"> <li>• Staff, pupils and parents will find it confusing. How will the new HT ensure there is high quality provision across the many satellite sites?</li> <li>• Will pupils being taught in the SNRB's have access to the facilities in the school?</li> <li>• Concerns were raised over mixing pupils with ASD and SEBD as they are two very different groups</li> <li>• Concerns were raised over mixing pupils with ASD and SEBD as they are two very different groups</li> <li>• Concerns were raised over mixing pupils with ASD and SEBD as they are two very different groups</li> <li>• When will the Governing Body for the new school be established? If left too late autumn 2018, it will be difficult to complete all the practical tasks to enable the school to open successfully in September 2019.</li> </ul>	<ul style="list-style-type: none"> <li>• Currently all pupils taught in SNRBs have access to mainstream facilities if it is appropriate and of benefit to the pupil. This will not change.</li> <li>• We take on board concerns about mixing ASD and SEBD pupils. We are not proposing that all pupils with ASD attend specialist behaviour provision. Where appropriate we seek to maintain pupils with ASD in their local school.</li> <li>• There are many examples of successful 3 to 19 'through' schools in Wales and England. Staff in these schools have expertise across the age ranges. These schools have identified areas where children and young people of different key stages can be taught.</li> <li>• A Governing Body cannot be formed until a local authority has decided if it is going to open a new school. If a decision is taken to open a new school, a Governing Body will be formed as soon as practicable after this date.</li> </ul>
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**Inclusion**

<p>Concerns were raised with regards to the LA moving away from inclusion within mainstream schools a summary of which is provided below:</p> <ul style="list-style-type: none"> <li>• Pupils already being taught in mainstream classes will be segregated by being moved into SNRB's.</li> </ul>	<ul style="list-style-type: none"> <li>• Pupils with ALN who currently attend mainstream classes will continue to do so. Where appropriate children and young people who attend SNRB provision can continue to access mainstream</li> </ul>
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<ul style="list-style-type: none"> <li>• Pupils will no longer be integrated into mainstream and be taught with their peers.</li> <li>• Pupils educated in units will not be equipped with the skills to live an independent life.</li> <li>• There is no definition of inclusion across the Authority and different schools have very different approaches to it.</li> <li>• Caldicot SNRB will be for children with profound needs and children with moderate needs will be in mainstream? Will the children with statements in mainstream still be in small classes?</li> </ul>	<p>provision as part of their curriculum offer.</p> <ul style="list-style-type: none"> <li>• Specialist SNRB provision on the school site provides children and young people with the opportunity to access an individual and bespoke package of support alongside the opportunity to access to the school community as and when appropriate. In doing so, supporting the development of independence in young people with ALN.</li> <li>• The proposal, through the special school, initially aims to align the best practice in of all SNRBs, and to share and develop collective expertise so that more children and young people can access appropriate provision within their local community. Once this has been established, the Special School would coordinate a comprehensive package of outreach support to all schools to build expertise across mainstream schools and settings.</li> <li>• We will build a capacity to work with these children. They would still have TA support and funding will continue to exist.</li> </ul>
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**Projected Figures**

<ul style="list-style-type: none"> <li>• The figures provided do not appear to include all pupils requiring support in Monmouthshire's schools.</li> <li>• I am worried that there will not be enough capacity in the new SNRB's.</li> </ul>	<ul style="list-style-type: none"> <li>• The local authority has included all current pupils who have a SAPRA or a Statement of Special Educational Needs. We have also projected our needs going forward using a range of data from other sources such as Health.</li> <li>• The local authority are proposing to increase the number of SNRB places in secondary schools through the two new schools in Caldicot and Monmouth. This will mean that</li> </ul>
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	learners needing to access a place in this provision will be able to do so.
<b>Finance</b>	
<ul style="list-style-type: none"> <li>With an ALN budget of £7.4M there did not seem to be any indication as to where the proposed revenue savings would be made other than staff redundancies? There is no reference to the capital costs required in upgrading the Mounton House site?</li> <li>If pupils will still be required to attend out of county schools, I cannot see where the savings will come.</li> </ul>	<ul style="list-style-type: none"> <li>The proposed savings were to come from children that would no longer be placed in OOC provision as their needs could be met in Monmouthshire. We anticipate that further savings could be made by maintaining pupils in Monmouthshire to afford the proposals.</li> <li>It is true that some pupils with very specialist need would still need to travel to out of county but many others would be able to access provision within the county if the proposal is implemented. The savings identified would be found through maintaining young people within the Local Authority as opposed to them accessing specialist provision outside of the Local Authority. The savings would increase as those pupils who are currently in out county complete their educational careers. We accept that for a small number of pupils, out of county provision will still be required and this has been included in our projected savings. Ultimately, our priority is driven by meeting pupil need and not cost.</li> </ul>
<b>Land and Buildings</b>	
<ul style="list-style-type: none"> <li>The new schools at both Caldicot and Monmouth do not have the equipment or space necessary to cater for pupils with profound needs. Why was this not thought of when the schools were built?</li> </ul>	<ul style="list-style-type: none"> <li>The SNRB's have been planned in both of the new secondary school builds from the outset. Specialist equipment will be provided to support these children in line with their identified needs. We accept that the range of specialist equipment currently available would not meet the needs of the full range of pupils with PMLD. Consequently, we have amended the proposal for secondary pupils to reflect this. Consequently, we have amended the proposal for secondary pupils to reflect this.</li> </ul>

<ul style="list-style-type: none"> <li>• There is not enough time to carry out the building work required to bring the Mounton House site up to standard and make it fit for purpose?</li> <li>• Overmonnow SNRB has very limited space at present and cannot accommodate an additional four pupils and four members of staff.</li> <li>• I believe the preferred option 4, is the right direction to go in. The only concern I have is whether key facilities such as a Sensory Room and a Hydro Pool which are specialist resources for pupils with ASD and PMLD, which pupils currently get schooling out of county will be provided?</li> </ul>	<ul style="list-style-type: none"> <li>• We accept that the timescales in the documentation are ambitious. They are intended to indicate the start date for the opening of the ALN and Inclusion provision although it will take a period of up to three years to complete the roll out across the authority. Following a review of the site we accept that this timescale will need to be reviewed.</li> <li>• We have identified the need for significant investment to ensure that our provision is suitable to meet the needs and numbers of pupils. Any adaptations to buildings would be part of a wider programme of works. Not all of this work would be completed by April 2019.</li> <li>• Where children and young people require a facility such as a hydro pool then it is likely that these children and young people will attend a Special School such as Crownbridge or Pen-y-Cwm.</li> </ul>
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**Staffing**

<ul style="list-style-type: none"> <li>• What will happen to staff currently employed by the Schools, will they have to re-apply for jobs or be made redundant?</li> <li>• What if staff do not want a job that is offered, will there be opportunities for voluntary redundancy?</li> <li>• What will the staffing structure look like for the new school? What if the headteacher is not contactable and there is an issue in school.</li> </ul>	<ul style="list-style-type: none"> <li>• The proposals are about re-purposing our provision to meet a wider range of need within Monmouthshire. Therefore, we plan to implement a process whereby staff are slotted into the jobs that are available based on their skills.</li> <li>• If staff do not feel suited to any of the roles then HR officers will work with them to establish the best way forward.</li> <li>• The staffing structure will be determined should the proposal be accepted. However we have reviewed the proposals in the light of</li> </ul>
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<ul style="list-style-type: none"> <li>• If the staff working within the SNRB are to become part of the new special school, will they be required to work across different sites as and when required.</li> <li>• What is the impact for staff that are currently employed on annual rolling contracts?</li> <li>• Will staffing levels be reduced?</li> </ul>	<p>consultation responses and determined that we will not proceed with a new special school based on a hub and spoke mode</p> <ul style="list-style-type: none"> <li>• The staffing levels in the SNRB's will be the same. There may be opportunities for new roles in new school based provision. Should there be any identified reduction in staffing levels then the Local Authority will follow the appropriate protection of employment policy.</li> </ul>
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**Other issues/questions raised**

<ul style="list-style-type: none"> <li>• Will there be any considerations given to the transport arrangements associated with children attending Overmonnow SNRB, as the external facilities are already pressured at school start and finish times without increasing capacity?</li> <li>• Are we going to look at how children are supported within their mainstream environment as currently feel some children are let down through lack of support?</li> <li>• Will all children from Overmonnow with SLCD be required to attend Deri View SNRB?</li> <li>• Will the parents lose parental choice?</li> <li>• The full range of learning needs does not seem to be covered in the proposal?</li> <li>• Mental health is on the increase, it is about the environment the child is in and nurturing them. Will it be looked at as cannot see where it fits in?</li> </ul>	<ul style="list-style-type: none"> <li>• Children and young people will need to be transported to school at the appropriate time and due consideration will be given to the logistics of this from the learners point of view</li> <li>• Schools have delegated and Band funding to support learners. The LA will review the funding model to support the implementation of the final model</li> <li>• We do not envisage any pupils in current provision will be required to move as a result of the proposal.</li> <li>• Parents and children/young people have the right to identify a school of choice and this will continue to be considered</li> <li>• The collection of sites would mean that we meet almost all learning needs.</li> <li>• Additional resources will be going into schools to support children and young people who may have difficulty engaging in education. We recognise that further training is</li> </ul>
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<ul style="list-style-type: none"> <li>• The proposals to increase our county inclusion provision is welcome, however, should we not be allocating resources on a need basis rather than mirroring the provision in each of the secondary schools</li> <li>• Where would the low functioning children go?</li> <li>• Will there be provision for MLD in mainstream to access SNRB when required?</li> <li>• Would TA support currently supporting MLD in SNRB setting transfer to mainstream with the child?</li> <li>• Disruption in the school is the issue, what will happen with disruptive children and how will that impact others?</li> <li>• Will the Local Authority be bringing children currently placed at out of county settings back into Monmouthshire?</li> <li>• Will we continue to offer SNRB placements to children resident outside of Monmouthshire?</li> </ul>	<p>needed to meet a wider range of need.</p> <ul style="list-style-type: none"> <li>• We have allocated a nominal resource to each secondary school, which will be managed by the PRU. If a resource is under pressure in a school then consideration will be given to prioritise resources if there is spare capacity in other schools.</li> <li>• Children and young people are placed according to need and the designation of the setting based on their admission guidance.</li> <li>• Where appropriate children and young people who attend SNRB provision can continue to access mainstream provision as part of their curriculum offer</li> <li>• Not necessarily however, the school in conjunction with the LA would ensure that support would be available for pupils where appropriate.</li> <li>• The number of fixed exclusions have increased due to a variety of factors of children with complex needs, children moving into the area etc. if a child displays challenging behaviour there is limited access to outreach. The idea is for more support to be placed into outreach and for there to be access with the North and the South. Specialist provision would be provided if needed. At secondary level, additional resource would be provided to each school for earlier intervention.</li> <li>• No we have no intention of doing this unless it is by parental preference</li> <li>• Yes, we would have to consider any request from another LA for a pupil</li> </ul>
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	with identified needs that matches the designation of the SNRB.
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## 7. ESTYN Response

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### **Estyn response to Monmouthshire County Council's proposal to review and re-organise the provision for children and young people with ALN and SEBD.**

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales. Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

#### **Introduction**

The proposal is by Monmouthshire County Council.

The proposal is to close Mounton House Special Residential School for boys and establish a new 3-19 special school for boys and girls on the Mounton House site that will deliver the full range of provision required to meet the needs of children and young people within the authority. The new school will also manage the provision of multiple satellite services for additional learning and behavioural needs located across the county.

#### **Summary/ Conclusion**

The proposal has been developed in line with the council's 21st Century Schools programme. The council is also committed to improving the educational achievement and attainment for all children and young people in the county through the provision of an inclusive education system that places the child or young person at the centre. Individual schools' performance data has been provided and accurately analysed within the consultation document. When considering this data and the outcome of the most recent Estyn inspection reports for these schools, it would appear to indicate that standards would at least be maintained should the proposal go ahead.

#### **Description and benefits**

The proposer has given a clear rationale for the proposal. The proposer states clearly that it believes that the proposal is the most cost effective option in order to meet the needs of the majority of children and young people in the authority. It also states reasonably that the proposal would benefit pupils by providing a cohesive a holistic approach to meeting the needs of the majority of learners irrespective to age,

need and gender. The proposer clearly defines the expected benefits of the proposal with regard to ensuring continuity of provision for almost all children and young people from 3 to 19 years within the county.

The proposer clearly sets out the expected advantages of the proposal. These include: the certainty of providing a continuum of education for children and young people; being able to respond to changing needs swiftly; enabling suitable provision locally thus reducing the need for significant travel; and reducing the inequality in accessing specialist provision in Monmouthshire, especially with regard to gender inequality.

The proposer has considered suitably a range of risks associated with the proposal. The proposer has suitably included details of counter measures for these risks. The proposer has provided clear evidence to show that it has considered other alternatives to this current proposal, such as maintaining the status quo. The proposal includes three alternatives which were considered and explains clearly why the current proposal was considered to be the best option.

The proposer has suitably considered the impact of the proposal on learner travel arrangements. It recognises appropriately that the proposal will lead to pupils travelling much lesser distances to their schools.

The proposer has provided information about the various current providers' capacities and tables of current and anticipated pupil numbers. It states that the proposal would eventually lead to a reduction in surplus places but with a sufficient capacity for growth. However, the proposer does not indicate clearly what will happen to the residential provision which is currently in place at Mounton House. As well as pupils from Monmouthshire, pupils from other authorities within the region access the residential provision. It is not evident that the proposer has consulted with other local authorities regarding this proposal.

The proposal is that all satellite services across the county will come under the management of the ALN service at Mounton House. The proposer clearly indicates the benefits of centralising the management of ALN and SEBD services. The proposer clearly explains that there may be a need for the employment of specialist staff and that there may be some currently employed staff who would not be re-employed if they are not suitably skilled. It is implied that the council would establish a Protection of Employment Policy and all staff would be consulted. There may be redeployment where possible to minimise the risk.

The proposer has not undertaken a Welsh language impact assessment. The proposer states clearly what the cost of the investment would be. The proposal includes suitable arrangements for consultation

## 8. General overview and consensus

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The consultation process undertaken proved to be without doubt a useful exercise, and provided a full and open opportunity to test and critic the proposed new delivery model for ALN and Inclusion Services.

Through analysis of the feedback received during the consultation period, the Council is able to draw clear support for some aspects of the delivery model, whilst also identifying a need to reflect and review other aspects.

The consultation document proposed changes to various aspects of the current ALN and Inclusion service, which combined would form a new overarching delivery model for children and young people with Additional Learning Needs as well as those with challenging behaviour. These aspects can be summarised as:

- 1. The establishment of a new special school, which would replace the existing Mounton House Special School, but would be located predominately on the same site. The site itself would offer provision for boys and girls, full age range, with a diagnosis of ASD / SEBD.**

The consultation process highlighted a great deal of support behind the principles of the above proposal. It generally supported the Council's view that the provision currently offered at Mounton House Special School is not meeting the requirements of our in County demands.

Some consultees (including some children and young people) have shared concerns towards the appropriateness of having the full age range of pupils with ASD / SEBD on the same site. Some consultees also felt that the mixture of ASD/SEBD on the same site was inappropriate. Whilst acknowledging these concerns, the Council continues to feel that this proposal would be appropriate with robust management arrangements and appropriate provision on site.

However, during this consultation process the Council has identified the need for significant capital investment to ensure the site currently occupied by Mounton House Special School is fit to deliver the requirements of this proposal. This has highlighted a need to reflect on the viability of this proposal in moving forward.

The recommendation is to significantly recast the proposal and re-consult, this is due to the prohibitive capital costs.

- 2. The new Special School would also be responsible for the management of the existing Special Needs Resource Bases (SNRB) located at Pembroke Primary School, Overmonnow Primary School, Deri View Primary School, Caldicot School, Monmouth Comprehensive School, as well as a new Primary SNRB in the South of the County.**

The consultation process highlighted a significant level of concern from some consultees towards the proposals to place the management of the SNRB centres with the new special school. The concerns focussed around governance

arrangements, responsibilities and a risk of causing segregation of our children and young people on these sites.

Whilst the Council maintains that this proposal mirrors successful delivery models in neighbouring local authorities, we also acknowledge the need to reflect upon the concerns raised by consultees. In light of the area of concern surrounding the viability of a new special, the Council has been required to consider whether robust management and partnership arrangements with our schools can help achieve the required outcomes behind this proposal.

The recommendation is to abandon this proposal and maintain the status quo with the management of the SNRBs to be left with our local schools. The Local Authority will develop strong partnership arrangements with our schools to achieve the desired outcomes.

**3. *The type of provision offered at Monmouth Comprehensive and Caldicot Schools would change to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.***

This proposal prompted some mixed views amongst consultees, however, in the main it recognised that the type of provision on offer at the SNRBs (located at Caldicot and Monmouth Comprehensive Schools) requires review in order to meet the in county needs moving forward.

A selection of consultees shared concerns towards the proposals for children and young people with moderate learning difficulties to be educated in mainstream. The Council recognises the need to comply with the requirements of the new ALN bill whilst supporting our schools to ensure that children and young people with these needs are appropriately supported.

The Council recognised concerns shared regarding the suitability of the SNRB settings in Monmouth and Caldicot Comprehensive Schools to meet the full range of need identified within our proposal. The particular concerns focussed on the schools abilities to meet the needs of children and young people with profound and multiple learning difficulties. This is an area on which the council has reflected.

The recommendation is to publish the proposals with a modification to remove Profound and Multiple Learning Difficulties from the type of provision offered.

**4. *The type of provision offered at the SNRB located Overmonnow Primary School would change to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties. The capacity of these SNRBs would also increase from 20 to 24.***

The feedback received behind this proposal was overall positive and supportive. However, it recognised a need to invest in the SNRB to provide the necessary space and resources associated with an increase in capacity from 20 to 24.

The recommendation is to publish the proposal as consulted on.

- 5. The type of provision offered at the SNRB located at Pembroke Primary Schools would change to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties. The capacity of these SNRBs would also increase from 20 to 24.**

The feedback received behind this proposal was overall positive and supportive. However, it recognised a need to invest in the SNRB to provide the necessary space and resources associated with an increase in capacity from 20 to 24.

The recommendation is to publish the proposal with a modification - not to increase the capacity from 20 to 24.

- 6. The type of provision offered at the SNRB located at Deri View Primary would change to cater for Autistic Spectrum Disorder, Speech Language and Communication Disorder, including an Assessment Centre.**

This proposal received a great deal of support throughout the consultation, recognising that the provision currently offered in the SNRB at Deri View Primary School is not meeting our in county needs.

The recommendation is to publish the proposal as consulted on.

- 7. A new Primary SNRB would be established at the Bungalow, Bulwalk Road, Chepstow to cater for Autistic Spectrum Disorder, Speech Language and Communication Disorder, including an Assessment Centre.**

This proposal received a great deal of support throughout the consultation, recognising that the provision is required to support children and young people in the south of the county.

However, the Council needs to reflect on the location of this provision as the Bungalow located at Bulwalk Road, Chepstow, would require significant capital investment. This is therefore a proposal that would require further consultation prior to implementation.

The recommendation is to significantly recast the proposal and re-consult

**8. Inclusion centres offering support for children at risk of exclusion to be established in the four secondary schools supported by the Pupil Referral Service offering provision for 8 pupils FTE**

The consultation evidenced a great deal of support behind the requirements for this provision and is one that should proceed in light of the required need.

The recommendation is to publish the proposal as consulted on.

**9. Expansion of the Pupil Referral Service to offer increased support for the full age range of children and young people in Monmouthshire.**

The consultation evidenced a great deal of support behind the requirements for this provision and is one that should proceed in light of the required need.

The recommendation is to publish the proposal as consulted on, with a need to review and consult on the locations of this provision in light of some of the recommendations above.

## Appendix 1 - List of Consultees with whom we consulted

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- Parents, Guardians and carers of all pupils of schools directly affected by the proposal
- Parents of children who are in receipt of a statement of ALN
- Parents of children who are in receipt of a School action plus resource assist (SAPRA)
- Headteacher, staff and governors of schools directly affected by the proposal.
- Out of county Schools affected by the proposal.
- Pupils/Pupil Councils of schools directly affected by the proposal
- Headteachers of all schools in MCC area
- All MCC Members
- Welsh Ministers
- All MCC Town and Community Councils
- All MCC Assembly Members representing the area served by the school
- All Members of Parliament representing MCC area
- All MCC Libraries
- Directors of Education of all bordering LAs – Blaenau Gwent, Newport, Powys, Torfaen, Herefordshire, Gloucestershire
- Directors of Education of affected LA's – Caerphilly, South Gloucestershire, Merthyr, Bristol, Rhodda Cynon Taff, North Somerset, Somerset, Swindon, Vale of Glamorgan, Cardiff
- Principals of Coleg Gwent
- MCC Youth Service
- GAVO
- Monmouthshire Governors Association
- Teaching Associations
- Support Staff Associations
- Policy Officer (Equalities & Welsh Language)
- Welsh Government
- ESTYN
- Church in Wales Diocesan Trust, Director of Education
- Roman Catholic Diocesan Trust, Director of Education
- South East Wales Education Achievement Service
- Gwent Police and Crime Commissioner
- SNAP Cymru Parent Partnership Service
- Local Health Board

**DIRECTORATE FOR CHILDREN & YOUNG PEOPLE**

**MONMOUTHSHIRE COUNTY COUNCIL**

**Formal Consultation Meetings with Children and Young People  
for the Review of ALN and Inclusion Services**

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## **Foreword**

The formal consultation process to implement a new delivery model to meet the needs of children and young people with additional learning needs (ALN) and those presenting with challenging behaviour closed on the 27<sup>th</sup> May, 2018. During the consultation period officers met with pupils from all of the affected schools and I would like to take this opportunity to thank all of the pupils that took part. Your passionate and thoughtful views and questions will support our Cabinet Members in the next stage of the decision process, which will take place on 4<sup>th</sup> July 2018.

I would like to invite you to take part in future engagement activities to help us reach a final decision in November 2018. After this date, your views will continue to help us to shape education services for pupils with Additional Learning Needs.

Will McLean

Chief Officer Children and Young People

## Summary

A series of consultation events were held with students from the affected schools, Deri View Primary, Overmonnow Primary, Pembroke Primary, Caldicot School, King Henry VIII School, Monmouth Comprehensive School and Mounton House Special School. The events took place at the schools and involved 102 pupils in total, ranging from year 1 to year 13. Of those pupils involved, 54 have additional learning needs, some of whom are attending mainstream education, attending a SNRB, receiving support from a SNRB in mainstream or are attending Mounton House Special School.

The events lasted between 30 – 60 minutes depending on the groups. The facilitator briefly explained the current provision in Monmouthshire and all pupils had the opportunity to talk about their own schools and the support they or their peers currently receive. A brief overview of the proposals were provided and pupils were asked:

### **Do you support the proposal to open a new Special School for girls and boys aged 3 – 19 years?**

Pupils were then asked for their views on the proposals to place the management responsibility of the SNRBs to the new Special School, in the form of satellite provision. Pupils from the secondary schools were asked about the proposal to remove residential at Mounton House and the introduction of Inclusion Centres.

Nearly all of the events had a facilitator and a scribe. Some of the pupils from the secondary school groups also provided their own comments on post it notes and completed the formal consultation form. A summary from each school is included in this report. Below is an overall summary of the main themes.

- *Concerns were expressed over how the proposals will affect individual children with ALN, the support they receive and which secondary schools they will transition to.*
- *Most children were concerned that the proposals would have a negative impact on the current ethos of integration in their school for pupils with ALN, almost half were quite anxious about this highlighting concerns around friendship groups, access to mainstream lessons, break times, school trips etc.*
- *One group had strong views on maintaining a separate provision for pupils with ALN.*
- *Many of the children raised concerns about the lack of space in their school if more children were to attend with higher levels of need.*
- *With exception of pupils from Mounton House, nearly all pupils thought that one Head in overall charge of the new special school and satellite provision was not a good idea, it would be 'confusing' and 'too big a job'.*
- *A group from each of the secondary schools discussed the proposal to introduce an inclusion centre in their school. Two groups felt that this was not necessary, that their current provision worked well and should be better resourced. One group thought that pupils should stay in their school and a*

*separate area could seem like a punishment. The remaining group thought that this would be a positive addition to their school.*

- *Nearly all of the pupils from Mounton House who participated in the consultation events were **very anxious** about all aspects of change.*
- *Most pupils agreed with the proposal to open a Special School for girls and boys and this should include both primary and secondary children.*
- *All pupils highlighted the positive relationships between staff and pupils and that this is important in supporting pupils.*

Upon reflection, it would have been beneficial if children and young people had also been involved in the original development of the four options.

Nearly all pupils felt that it was important that children and young people were involved in every stage of the implementation, if it goes ahead, including the appointment of the Head of the new special school. Many of the pupils also requested further information to be shared with them when it becomes available. In particular:

- *Will current year 10 pupils at Mounton House have the choice to stay on to KS5?*
- *Will pupils with ALN continue to receive support in mainstream?*
- *What physical changes to the buildings will take place at the secondary schools and Mounton House (e.g. use of rooms and resources)?*
- *How will the new delivery model be funded?*

**Deri View Primary School**

**10<sup>th</sup> May 2018**

Officers met with a group of 12 pupils from years 1 to 6.

The children talked very positively about their school, their teachers and the resources available to them in the sensory room and 'Seren Fach'. Children also explained how sometimes their friends go to the 'take 5' room to have the time and space to calm down. The children talked a lot about how their teachers help them.

*"We have lots of teachers to support us...they try their best."*

The children talked enthusiastically about the trips and visits they attend, they explained that children with ALN also attend the school trips and felt strongly that this should continue:

*"Pupils with special needs come on trips with us and this is a good thing.  
They should be able to continue to do this."*

There was some discussion about the use of space in the school for an SNRB, the children felt that this area was very well resourced but they were undecided if there was enough space for 20 children due to recent changes in the room designs and allocation. Children were very positive about the idea that new children might come to their school. One child thought that a new Special Headteacher for those children in the SNRB would be a good idea.

*"We would make new friends if new children came to our school."*

When asked if they thought the opening of a new special school for girls and boys, aged 3 – 19 years old was a good idea they all agreed that it was. Many of the children commented that having a special school for boys only was not a good idea.

*"It's a good idea to have girls and boys together."*

*"It's good for primary children too...gives little kids the opportunities so they know what they are capable of."*

*"They should do some of the things we do in our school in the new school."*

A lot of the children emphasised the importance of treating children with special needs the same as everyone else "because they are the same".

**Overmonnow Primary School**

**10<sup>th</sup> May 2018**

Officers met with a group of 10 children, 3 of whom have ALN and attend mainstream school. The children were from years 3, 5 and 6.

The children talked about their school and what it is like for them, their friends and relatives to attend 'class 9' (the SNRB). The children were very positive about their experiences and how they are able to access some of the activities like soft play and 'rebound sessions' in the SNRB. Children felt very strongly about including the children from the SNRB and that there should be more inclusion. Their biggest concern is that if the proposals are agreed then the children from the SNRB might not be included in the school as much.

Some of their concerns about the integration of the unit and the main school included:

*"Will children from the unit be able to stay for after school clubs and trips?"*

*"Will children be able to come into our classes for example P.E.?"*

*"Will children in the unit follow the same topics as us?"*

*"Will they still have the same school rules?"*

*"Will children have the same uniform?"*

*"Will nursery children be able to go to class 9?"*

There were some other questions raised regarding how will the SNRB be established:

*"Will they employ more people if there are more children in the unit?"*

*"Will there be enough space?"*

There were a few children who were very concerned about how the proposal will affect them and if they would still be able to access the resources in the SNRB, "will I still be able to use the soft play and the rebound sessions?"

There were a lot of questions about school transport and how will children get to Overmonnow Primary or the new Special School. Some children were very concerned about how this would affect their relatives and if they would still be able to attend Overmonnow and which secondary school they would go to.

One child felt very strongly against the proposal of the SNRB being a satellite of the new Special School stating that:

*"I really think it's a bad idea, the Headteacher won't know what's happening."*

Another child then added, *"It's a big job for one Headteacher, they would need a lot of staff".*

When asked if they thought the opening of a new special school for girls and boys, aged 3 – 19 years old was a good idea, 8 out of the 10 children agreed that it was a good idea. One child thought that it would be better to have more space and resources in their school and not have a special school. Some children also felt that it would be good if children from class 9

would be able to go to Monmouth Comprehensive School. They all felt very strongly that friendships with children in the SNRB and the main school were very important and that this should continue.

### **Pembroke Primary School**

**11<sup>th</sup> May 2018**

Three children from the ALC from years 1, 2 and 3 met with officers.

The children talked very positively about their school, their teachers and the resources available to them in the ALC. They also talked very positively about being able to spend time in the ALC and in their mainstream year groups. The children talked about all of the trips that they go on and being able to play with their friends at playtime.

*“At play time we all play together.”*

*“I want more children to come to the ALC.”*

*“I like to be in the ALC and with the rest of my year.”*

Officers also met with 10 children from mainstream, from years 2 to 6, some of which have previously attended the ALC. Generally the children had more positive views on the proposal than negative. All of the children agreed with the proposal to reopen Mouton House as a special school for girls and boys from FP to KS5. Generally they felt that this was good because it would include girls and there would be more support because ‘there will be more teachers’.

*“A new special school would mean children don’t have to travel so far.”*

*“It is good that it is for children up until they are 19.”*

*“The new school will make sure that people with the same problems or disabilities will make friends.”*

*“The new Head could have really good expertise which is good.”*

Although the children all agreed that the new school was a good idea there were also some concerns:

*“It’s a good idea but they will have to think about the money, it will cost a lot.”*

*“Even if the new Head is good they will still have a lot of work to do.”*

The group discussed the proposal that the new Head of the special school could also be in charge of the ALC in Pembroke, although the children would still have the same uniform and school rules children still expressed some concerns.

*“We need to be clear about the new school; two Heads is confusing.”*

*“That’s a big no.”*

*“We like our Headteacher, the new one might not pay attention to all of the children in the ALC.”*

*“How will the Headteacher manage being in each school equally?”*

*“There’s lots of things to do, lots to manage, the Headteacher could get stressed.”*

*“What if the new head doesn’t include ALC children in trips and visits?”*

*“It could overwhelm and confuse pupils.”*

The children were very vocal about the positive practice in their school. They recognised that their Head was very busy and a new Head might be able to help and support but felt strongly that:

*“I don’t want anything to change. I like our school as it is.”*

*“Our school is doing well. I like our Head.”*

### **Caldicot School**

**11<sup>th</sup> May 2018**

Officers met with 8 pupils from the SNRB, from years 7 to 10 in the first session and 9 pupils with ALN who attend mainstream school from years 7, 9, 10 and 11 in the second session. All of the pupils disagreed with the proposals. One pupil from the second group commented, ‘there are lots of good ideas but I don’t see it working well unless it is implemented properly’. Other than this one comment, everything else was very negative towards the proposals.

#### Group 1

Pupils expressed concerns regarding the proposal to reopen Mounton House and extend the support to include pupils with ASD:

*“Mixing children with naughty children and those with ASD is not a good idea.”*

*“What will happen to the boys at Mounton House?”*

*“How will one Headteacher be in charge of all of those schools? How will it work?”*

Pupils then discussed how the proposals will affect Caldicot School and in particular the SNRB. This included the current design of the new building:

*“There’s not enough room in the SNRB now so if we have more children where will they fit?”*

As well as the use of the outside space for pupils who currently attend the SNRB:

*“There not enough room on the play yard.”*

*“We should keep the yards separate.”*

*“There no quiet space outside or space for children if they have a wheelchair.”*

*“We only have one lift. The corridors are not big enough for children in wheelchairs.”*

Pupils also wanted to know how the proposals might affect the support that they currently receive:

*“Will children still get support in mainstream?”*

*“What will happen to ‘A’ Class?”*

Nearly of the pupils felt that it was important that children could stay in the SNRB:

*“It’s important that everyone can reach their potential and not go into mainstream.”*

### Group 2

Some pupils in this group felt very strongly against having a special school.

*“If they go to the special school they could never come back to a secondary school.”*

*“Will this cause a melting pot at the new school?”*

*“It might be seen as a punishment to go to the special school.”*

A few pupils also said that including girls at the special school might not work, ‘It’s all about respect for girls. How will the boys in Mounon House cope with girls?’

These ideas came from a desire to integrate children into mainstream or to keep children at the SNRB in Caldicot. Pupils felt:

*“Kids here are included and have friends.”*

*“They can feel normal if they come here in the Learning Centre.”*

*“We should keep the SNRB the same.”*

One pupil also commented that ‘children should have the support they need in mainstream as well.’

Pupils also asked questions about the implementation of the proposals if they go ahead:

*“How will this be implemented properly?”*

*“It’s important to have the time to make it work properly.”*

*“It’s definitely going to need a new name because ‘special’ school has a stigma.”*

## **18<sup>th</sup> May 2018**

### Group 3

A consultation session was held with 11 Student Ambassadors from years 9 to 11.

All of the pupils agreed with the proposal to reopen Mounon House for girls and boys aged 3 – 19 years, although pupils did ask lots of questions and raise concerns regarding the use of the site in relation to the safety of younger children. One pupil also felt that older pupils attending the same school as primary children might have a negative impact on the self-esteem and confidence of the older pupils.



*“Older pupils might feel stupid or looked down upon.”*

Pupils discussed the positive elements of the proposal including less distance to travel, good to have the choice to stay on for KS5 to prepare pupils more and that it could raise the profile of Mounton House:

*“There’s nothing here for girls, they have to travel further which makes the situation worse.”*

*“Increasing to 19 is a good thing as it allows them to stay longer and build stronger foundations. Gives pupils a structure so they don’t go back to their old ways.”*

Pupils discussed the impact of introducing girls to the special school and extending the provision to include pupils with autism. Generally all pupils thought extending the provision to include girls was a good idea and would also help with interaction and developing social skills. Pupils did raise concerns about autistic children and SEBD children at the same school, pupils questioned how the different needs would be met and if this would cause problems:

*“Autistic children might get wound up by behaviour children.”*

*“Autistic children need quiet.”*

Nearly all pupils felt that many of their concerns could be mitigated through careful use of the site and separate areas for different ages. Pupils also felt strongly the most important factor would be meeting individual needs.

The group then discussed the idea of the satellite provision as part of the special school. There was a mixed response to this proposal, some pupils thought that a specialist head would be a good idea to support the needs of pupils whereas others felt that this would be too large a remit because of the age range but also because of the number of sites. All of the pupils said that communication between the schools and the special school was key to the success.

*“The age range could be a problem, too much of a stretch.”*

Pupils suggested that there should be different heads for the different age ranges.

*“Too much work across the 7 schools.”*

*“Good idea but individual needs of pupils might be lost.”*

Another pupil disagreed and said that the proposal would include smaller numbers of pupils compared to a large secondary school:

*“Our Headteacher doesn’t know everyone.....with smaller numbers this might be easier for a new specialist Headteacher to manage.”*

Pupils also emphasised the importance of staffing levels and how the relationships between students and staff are crucial:

*“Would staff change because this could be a problem for those who have built up relationships with their existing TAs?”*

One pupil queried ‘what will actually change other than the management?’

Pupils were asked their views on the proposal to establish an Inclusion Centre in their school. All of the pupils thought that an inclusion centre was a good idea, currently there isn’t similar

provision in the school. Pupils talked very positively about the pupil support currently available but felt strongly that more is required. Pupils explained that there is a need to support pupils with disruptive behaviour but the greater need is mental and emotional health.

*“Some people get so stressed about school and exams they can’t come to school. So it would be good to give them time out and then move back to mainstream instead of staying at home.”*

Pupils also said that it would be important to work closely with the current staff member that supports pupils but also some pupils might prefer to meet with a member of staff who is separate from the school.

There was some discussion around the language used to describe the support available, there was a debate around the use of the word special and pupils concluded that specialist’ might be more appropriate.

### **Chepstow School**

**22<sup>nd</sup> May 2018**

9 pupils with ALN met with the facilitators. At the start of the discussion the pupils talked about how their school currently supports pupils with ALN. This included extra time for tests, laptops to support learning, time out of class and extra support staff. The group discussed the proposed changes for Mounton House and nearly all of the pupils thought it was a good idea to extend the provision to include girls, primary children and KS5. They thought it would be good for pupils to have the choice to stay onto KS5. There was some concern about having primary and secondary pupils on the same site:

*“They might need to split the primary and secondary....the young children might pick up things off the older ones.”*

Pupils were asked their views on extending the provision to include Autism. One pupil commented:

*“Autistic children might get bullied by pupils with behaviour problems.”*

Pupils were asked what they thought about one Headteacher as having overall responsibility for the special school and satellite bases. Generally pupils thought that this would be ‘a lot to do’.

*“That’s a bad idea....they might care more about the children at the main school.”*

The group discussed the proposal to introduce an Inclusion centre in their school. Generally pupils felt that the staff in the Learning Centre currently supported pupils well and to introduce new staff to that school could be challenging for pupils. One pupil commented that rather than isolating pupils ‘they need to stay in school so they can learn how to behave’.

A pupil also commented that it is important that staff and pupils have mutual respect and that this would help to improve behaviour. There was a discussion around the current staff in school and their expertise in supporting pupils in particular ASD.

There was some concern regarding the proposal to close residential, ‘they will be tired and won’t be able to learn’. There was a discussion about the use of the word ‘special’ in the title of the school and how this might be seen as negative by some people.

### **King Henry VIII School**

**15th May 2018**

10 pupils took part on the consultation event, of which 4 pupils explained they had an additional learning need or required some additional help or support from their school. The facilitator explained the current provision and Mounton House and pupils were asked to describe how their school supports them and other pupils with ALN.

*“Schools helps you to learn about your issues.”*

*“There needs to be more emotional support....the school does well with behaviour.”*

*“They don’t really mix children with ALN in the rest of the school.”*

*“We are taught in small groups.”*

One pupil thought that it was good to be taught in small groups and another pupil disagreed, saying that:

*“It helps with dyslexia in small groups but it doesn’t help with socialising, I don’t get to see my friends.”*

Pupils were asked if they thought opening a new special school for girls and boys aged 3 – 19 years, including autism was a good idea. Opinion was split, only half thought that it was a good idea and even those half were not overly convinced that it was a good idea. All of the children felt strongly that the new school should not be called ‘special’:

*“I think it’s a mockery of what they have calling it a special school, it could make them feel bad.”*

*“If ASD and behaviour children go together then this could cause problems or negative impact on behaviour for people with autism.”*

There was a strong feeling among the group that it would be better if all pupils could stay in their mainstream school and not have the stigma of being sent to a special school. There was however, a lot of positive discussion around including girls and a few of the pupils couldn’t understand why there is currently a school just for boys.

*“Girls and boys together is a good thing, it’s preparing them for life.”*

A few pupils initially showed concern about having primary aged children on the same site as secondary children, expressing concern for their safety until it was explained that the site is quite large and will require some redevelopment to make it fit for purpose. Pupils then asked a number of questions relating to the cost of the proposal:

*“Where will the money come from?”*

*“How long will it take?”*

*“When will they do the building work?”*

The facilitator then explained that included in the proposal is the idea that the new Headteacher of the special school would be in charge of the SNRBs in the other schools as well. Pupils discussed this and one pupil suggested that there could be a Headteacher for the primary SNRBs and one for the secondary SNRBs. Pupils discussed this further and raised a few concerns, ‘when would they ever see the Headteacher?’ and one pupil suggested that a

change in the Head at Mounton House 'might not be a good thing for students.' All of the pupils felt very strongly that all of the staff would have an important role to play in the new school. One pupil suggested that it might be difficult to get experienced staff at the special school for the full age range:

*"I feel that teaching staff are in demand and there might be a lack of expertise."*

Another pupil highlighted communication over a large number of sites as a concern:

*"I am worried that communication will get muffled. Some students might get lost. Who will manage all of the data?"*

The proposal to introduce an Inclusion Centre was explained and discussed. Pupils talked about the positive benefits of the 'Hub' in their school. Nearly all pupils thought that the hub was working well to support pupils. One pupil said that 'having some new staff might help'. Nearly all pupils thought that their school did not need an Inclusion Centre and that it wouldn't work if it was managed by someone else:

*"It won't work, it needs to be the teachers from the hub. They know us really well."*

All of the pupils commented that the current hub is too small, they didn't know where an inclusion centre would go and they didn't see the need.

*"We just need a bigger hub."*

*"I feel part of the school. I have friends."*

*"We go the hall for PE. It works for us."*

There was a lot of discussion about improving the school's hub and many of the children felt that the school required more money in order to do this. One pupil said:

*"Instead of spending the money on an inclusion centre just give it to us for the hub."*

A pupil asked 'can more be done to help children when they are younger?' and related this question to a personal experience. The group then discussed the proposal to introduce an Assessment Centre at Deri View. One pupil responded very positively to this whilst another pupil thought that it would be too disruptive to move a child to another school for a short period of time.

Most of the pupils expressed very positive comments about the staff at their school and the important role those that work in the hub play in supporting pupils. One pupil said:

*"It's important that you ask staff what they think, especially those from the hub."*

**Monmouth Comprehensive School**

**30<sup>th</sup> April 2018**

During this consultation event we met with two groups of students. Group 1 included 10 students with ALN (2 from year 8 and 8 from year 10). Group 2 included 9 students from the School Council, from each of the following year groups: 7, 9, 10, 11, 12 and 13.

### **Group 1**

Students were asked to describe what it is like to attend their school with an additional learning need.

The students were very positive about their school, they felt that the school supported them well and prepared them for the future. The ethos of the school is very positive, “teachers are very respectful of students” and the school is “unique with our restorative system”. Nearly all of the students talked about ‘their responsibilities’ and that ‘Monmouth is a free school’. One student said:

*“I was scared people would make fun of the way I talk so when I first started I didn’t talk as much as I do now.”*

Another student then went on to say that...

*“It has changed most of us, we aren’t people who have to be looked after all of the time. I feel part of the school.”*

There was a very strong emphasis on the importance of students with ALN being integrated into mainstream and the benefits for all students:

*“Mainstream pupils can learn from pupils with additional needs. This helps them to know how to support their friends.”*

*“By (ALN) children being in a form class they learnt that it wasn’t right to behave in that way.”*

One student commented that because Monmouth is such a free school then being placed in a special school might ‘feel like a prison’. A few students also expressed concerns about children who are not used to the ethos of Monmouth Comprehensive School; ‘what will happen to children who don’t get the responsibility’.

Students also said that they liked being in a form class, going to sports clubs and being with their friends at break time. One student said that “Monmouth Comprehensive School is my family.”

Students were then asked if they agreed with the proposal to open a new special school for girls and boys aged 3 – 19 years. Generally students felt that this was a good idea:

*“It will be good to have mixed classes.”*

*“Good for those with severe difficulties to be able to socialise and have the support and the facilities that they need.”*

*“Less distance for those who live near the school to travel.”*

One student said they didn’t like the word ‘special’ on the name of the school because students might feel that they are not allowed to be in a normal school’ where as another student felt that the word special was important because everyone is special and ‘unique’. One student was also concerned about primary aged children mixing with secondary aged children.

Students also had lots of concerns about how the proposal would affect them in their school. They wanted to know:

*“What would happen to pupils who get support from the ALN Hub in Monmouth when the new special school opens?”*

*“Will pupils be able to meet their friends?”*

*“What will happen at break and lunch times?”*

*Will children in the ALN Hub still be able to go to mainstream classes, go on school trips and attend extra-curricular clubs?”*

*“Where will the playground be? Will it be fenced off?”*

*“Can we still go to college in year 10?”*

Students also discussed the affect that the proposal could have on other students such as having a negative impact on self-esteem if pupils in the SNRB are segregated from the school.

## **Group 2**

At the start of the discussion students confirmed that prior to the consultation many of them were not aware of Mounton House Special School in Chepstow. All students felt that closing and then reopening the school to accommodate girls and boys from the age of 3 to 19 with ALN was a very good idea.

Most of the discussions focussed on the ethos of Monmouth Comprehensive School and how students with ALN currently at the school access mainstream curriculum, attend form class, access out of school activities and trips. Pupils felt very strongly that the school was an inclusive environment and that this helped ALN children to achieve and develop social skills that will support them when they leave school.

*“I think that the school currently works well to support children with ALN...”*

*“It’s important to mix all children.”*

*“Inclusion is vital.”*

*“I think that at the moment the students that have some access to the normal curriculum tend to be the ones that build more relationships with other students that they can then learn from.”*

Students were very clear about their relationships with staff and their role in supporting students effectively.

*“Teachers tailor their approach and support really well at the moment”.*

*“Amazing teachers in the Wellbeing Centre”.*

*“Restorative approach is great”.*

Some students expressed concerns that segregating students with ALN in a Special Needs Resource Base (SNRB) on the school site could have a negative impact in their self – esteem and social skills.

*“I think that isolation would reverse the work done over the last 8 years.”*

*“Will segregation lead to loss of independence and life skills in the future?”*

The students also talked about the school’s Wellbeing Centre and how well this is currently used to support students and also provide a quiet space when needed.

*“Anyone can access the Wellbeing Centre”.*

Students expressed some concern regarding the future of the Wellbeing Centre. They also talked about the new build and how students and staff have been involved in the design process. One student raised a concern regarding the new design.

*“The new build is not ready for the new proposals... we don’t think there will be enough space”.*

There were a number of questions about the process of implementing the proposals, if agreed, and what that would look like.

*“Who will appoint the new Headteacher?” “Could we have a Young Persons panel for the interviews?”*

*“Will there be an opportunity to feedback on the details in the future, as the plans develop?”*

*“Could we have a trial period so that the change is not so scary?”*

*“Will the new school teachers have the same relationships?”*

*“What will the curriculum look like?”*

At the ends of the discussion 8 students completed the formal consultation form, 3 agreed with the proposal, 4 disagreed and 1 did not decide. A summary of the contents is detailed below:

All 4 responses against argued that the proposal will isolate ALN students from the rest of their school community. There were some concerns that the values of the new Special School and Monmouth Comprehensive School ‘might clash’ and overall they felt that the current provision for students with ALN in their school was working well.

One student didn’t agree or disagree with the proposal. This student made the following comment:

*“As students, I also feel it is vital that students are involved in the plans / some decisions for the special school.”*

Three students agreed with the proposal, of which 1 suggested a Montessori approach whilst the other 2 focussed on the importance of inclusion and integration.

**Mounton House Special School**

**11<sup>th</sup> May 2018**

Officers met with 4 pupils from the School Council, from years 10 and 11. Although these pupils will not be directly affected by the proposals they had plenty of views on the proposals and the use of the building from their experiences of attending the school. There was a 50:50 split on the proposal to include girls in the new school, 'they should have done it years ago'. Pupils also thought it was a good idea to extend the new school for pupils up to the age of 19. Some of the pupils said they would stay on to 19 if they had the opportunity, 'it's good to have a choice'.

The pupils who attend the residential provision felt that this was important and that it should stay, 'we do lots of good things'.

There was a discussion about the proposal to extend the new special school to include children with ASD. One pupil felt very strongly against this idea, explaining that SEBD and ASD children do not mix well together and that the building is not designed to support children with ASD:

*"The corridors are very narrow."*

*"It's very noisy here. The walls and floors need sound proofing."*

*"People with ASD need quiet spaces. If we mix with behaviour issues this could cause an issue."*

*"People with ASD can go to the sensory room but this can be overstimulating."*

All of the pupils had ideas about how the building could be adapted if the proposal is agreed. Pupils agreed that there needs to be a lot of work on the building:

*"Maybe outside cameras."*

*"Some areas that are not used need to be reinstated, like a bigger canteen, girls changing room in the sports hall."*

*"We need better play equipment for the younger children. Outside trampolines and a climbing wall."*

*"One pupil commented that a PRU onsite would be a good thing and there is space."*

Pupils also showed concern about how the different ages would mix and how the buildings would be used. One pupil commented that it was important that younger children were placed in another building to 'keep safe and make sure they don't pick up bad habits' from the older children.

### **16<sup>th</sup> May 2018**

We met with 7 pupils from years 7 to 10, over three sessions. Most of the pupils had very strong views on the proposal. One of the pupils thought that the consultation process was pointless because 'you've already decided' 'my voice doesn't count'. Another pupil thought that the proposal was all about making money:

*"We need more children to come here so we get more money."*

Some of the pupils thought that residential should remain because the pupils that stay in residential have too far to travel to come to school every day. About half of the pupils thought



it would be a good idea to extend the school to pupils aged 19 as this would give them the choice to stay on if they wanted to.

There was a mixed response to the proposal to extend the school to include girls. Some of the pupils thought that this would be ok and good for social skills.

*"I'm not bothered about girls. It's the learning that makes me angry."*

Those pupils who were against the ideas felt very strongly that girls would cause problems, 'they scream' or they were concerned for their safety, 'some of the boys might hurt them'.

Nearly all of the pupils were concerned about the safety of younger children attending the same site and this was their main reason for disagreeing with the proposal. When this was discussed further pupils then felt it would be ok if younger children were kept separate, including break times and lunch times. Although there was still a feeling amongst half of the pupils that it still wouldn't work, 'It's going to fail'. A few also suggested that extending the school to primary children would have a negative effect:

*"They could get worse. They could pick up bad habits from the older ones."*

There were views about extending the provision to include pupils with ASD. One pupil said:

*"It won't make any difference, most of us here already have autism."*

Although there was some concern that the school wouldn't be the right place for pupils with severe autism.

Pupils didn't have any strong views regarding a Pupil Referral Unit on site as they felt that this would be ok.

Most of the pupils thought that a new Head in charge of the new school and the satellite provision would be ok, that it wouldn't impact on them. They felt that this would work as long as the new Head 'stayed in the office'. The real concern that came through very strongly was their anxiety around change. They thought that they would need more staff but didn't want to have anyone new, who didn't know them. The thought of introducing new pupils to the school was also distressing for most.

Nearly all of the pupils thought that the school should have a new name and that the new name should not include the word 'special'.

*"We could have a poll of 5 names and then choose."*

There was some discussion about the possibility of a new school uniform; one pupil disagreed because 'we can't afford a new uniform'. Pupils felt it was important that they were involved in any decisions about school uniform as well as decisions on the name. Some pupils also thought that it was important that they were involved in the decision making process and others wanted officers to return to school to provide further information when it is available.

Pupils also had the opportunity to discuss their school as it is currently. Nearly all felt that their school needed more money. They all felt that any changes to the school would require a lot of money and as long as this didn't impact on their current resources e.g. schools trips then this would be ok.

*"There might be less money for trips if girls come here."*

Pupils also made really positive comments about staff at their school and emphasised the importance of relationships, 'we have good relationship' and 'they know us really well'.

All of the pupils were very vocal about the school meals and said that the food needed to be improved. Some of the pupils also thought that it would be beneficial to introduce a breakfast club, some of the pupils explained that they don't have breakfast before they come to school. The internet access at the school was also brought up as a concern.

The overall feeling from all of the consultation sessions at the school was one of real concern and anxiety around change.



monmouthshire  
sir fynwy

## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Nikki Wellington</p> <p><b>Phone no:</b> 01633 644549 <b>E-mail:</b> nicolawellington@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To remodel the inclusion model for Monmouthshire to ensure that provision is developed in county to ensure that pupils are able to remain within Monmouthshire.</p>
<p><b>Name of Service</b> CYP Finance</p>	<p><b>Date Future Generations Evaluation</b> 9<sup>th</sup> February 2018 and updated in August 2018 following the consultation response.</p>

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***NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc***



1. **Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>With this proposal, there will be new opportunities for jobs. Staff will be offered training for the skills required in this new model to support the pupils.</p>	

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	No impact
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Where possible the needs of the pupils will be met in county, near to their homes and local communities. This will have a positive effect on wellbeing for families.  There may be a few pupils, whose needs are best met outside of the county. This will be done in full consultation with all parties concerned.	All needs will be considered and the views of parents and children will be central to decision making process to ensure that the education placement is the most appropriate for the pupil and their identified needs.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Pupils will be supported by their local community, they will remain with their peer group where possible.	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	By remaining in their local communities wherever possible, pupils will be able to engage, participate and embrace the Welsh culture and heritage.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances		

**2. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Because the provision will be within Monmouthshire, the needs of the child will be known and where appropriate, it will be easier to plan for the longer-term needs of that pupil.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Partners such as Social Services and Health are key partners in securing success and they will be consulted at all stages and their views will discussed and considered when determining the most appropriate provision to meet the needs of the pupil.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All partners and key stakeholders will be consulted, along with parents and parent advocacy groups such as SNAP. The views of children and young people will be listened to and will form a central part of the decision making process.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="152 608 293 635">Prevention</p> <p data-bbox="342 368 501 667">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="544 256 1312 440">The needs of the pupil will be identified at the earliest point of need irrespective of where that occurs. This will enable interventions to be put in place so that pupils have the support they need at the earliest opportunity to ensure maximum benefit.</p> <p data-bbox="544 480 1323 778">The proposed range of provision across the county will mean that pupils can be offered short term provision if required. This means that pupils will have appropriate support within the provision and outreach support to make a successful transition back into school when appropriate. Outreach support will ensure that staff will be provided with training and guidance to effectively support the pupil back into school. This is not possible with our current model.</p>	
 <p data-bbox="152 1054 293 1082">Integration</p> <p data-bbox="342 818 517 1078">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 818 1323 967">All partners will work together and therefore the partners will have a clear understanding of the needs of that pupil so that they can collectively act in the best interests of the child or young person in determining the most suitable provision.</p> <p data-bbox="544 975 1272 1078">This will allow them to better meet the child or young person's educational needs as well as their wider social, emotional and community needs.</p>	

3. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or [alanburkitt@monmouthshire.gov.uk](mailto:alanburkitt@monmouthshire.gov.uk)

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<i>The proposed model will have a positive impact on our young people. The model will allow pupils be educated in their local community where possible and to remain with their peer groups.</i>	<i>It is not anticipated that pupils that are already settled in an out of county school will be moved back in county. However there may be circumstances where their needs can now be met in county, in these circumstances there may be an opportunity to move the pupil. This may cause concerns for the pupil.</i>	<i>The interests of the pupil will be heard and their opinion will be key to any decision so it is made in the best interest of that pupil.</i>
Disability	<i>Pupils needs will be identified earlier and support provided at an earlier age. The model will look to support pupils in their local communities where possible.</i>	<i>It is not anticipated that pupils that are already settled in an out of county school will be moved back in county. However there may be circumstances where their needs can now be met in county, in these circumstances there may be an opportunity to move the pupil. This may cause concerns for the pupil.</i>	<i>The interests of the pupil will be heard and their opinion will be key to any decision so it is made in the best interest of that pupil.</i>
Gender Reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			

1599  
1600  
1601  
1602

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Sexual Orientation			
Welsh Language	<i>Where pupils are able to be educated within Monmouthshire they will follow the Welsh curriculum. This will include learning the Welsh Language and Culture of Wales.</i>		

4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

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	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	<i>Given that the pupils will be educated within Monmouthshire where possible, Monmouthshire's safeguarding policies will apply and we will be able to monitor better.</i>		
Corporate Parenting	<i>Given that the pupils will be educated within Monmouthshire where possible, Monmouthshire's policies will apply and we will be able to monitor better.</i>		

5. What evidence and data has informed the development of your proposal?



Pupil data.  
 Review of current and future needs.  
 Current provision within our schools.  
 Current and and future budgets.  
 Working groups with Heads, parent advocacy  
 Exclusion data.

**SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The positive impact is the proposal to identify needs at an earlier age and to educate pupils in their own communities, where possible. This will have a positive impact on the wellbeing of the pupils and their families. The main negative impact is the potential redundancies for staff where they cannot be redeployed,

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible	Progress

--	--	--	--

**8. MONITORING:** The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	August 2020.
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**9. VERSION CONTROL:** The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.0	Cabinet.	7 <sup>th</sup> March 2018.	
2.0	Cabinet	5th September 2018	Following the consultation period a number of concerns were raised. As a result of evaluating these concerns recommendations will be made to cabinet to determine how to take the review forward. These are detailed in the cabinet report but a summary is shown below:

## Summary of amendments:

### 1.1 The recommendation is to publish the proposal as consulted on and to agree to publish statutory notices as required:

*Proposal to change the designation of the Special Needs Resource Base at Deri View Primary School to accommodate children with Autistic Spectrum Disorder, Speech Language and Communication Difficulties to also include an assessment centre.*

*Increase the capacity of Overmonnow Special Needs Resource Base from 20 to 24 and change the type of provision offered in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.*

*Proposal to establish inclusion centres in our four secondary schools.*

### 1.2 The recommendation is to publish the proposals with the following modification:

*Proposal to change the type of provision offered at Monmouth and Caldicot Special Need Resource Base to cater for complex needs including Severe Learning Difficulties, Autistic Spectrum Disorder, Speech language and Communication disorder, Profound and Multiple Learning Difficulties and Physical and Medical Difficulties.*

*The modification is to recommend that Profound and Multiple Learning Difficulties be removed from the proposal.*

*Increase the capacity of Pembroke Special Need Resource Base from 20 to 24 and change the type of provision offered in order to cater for Complex Needs including: Severe Learning Difficulties, Autistic Spectrum Disorder, Speech Language and Communication Disorder, Profound and Multiple Learning Difficulties, Physical and Medical Difficulties.*

*The modification is to recommend that the capacity will remain at 20 places.*

### 1.3 The recommendation is to significantly recast the proposal and re-consult.

*Proposal to establish a new special school that will deliver the full range of provision on the site of Mounton House.*

*Proposal to establish a Special Needs Resource Base in the south of the county to accommodate children with Autistic Spectrum Disorder, Speech Language and Communication difficulties to also include an assessment centre.*

*The proposal to establish two regional Primary Pupil Referral Units, one in the north and one in the south of the county.*

**1.4 The recommendation is to abandon this proposal and maintain the status quo.**

*Proposal for the new special school to manage the Special Needs Resource Bases based in our local schools.*

*The proposal to establish Secondary Pupil referral units, one in the north and one in the south of the county.*


<b>Project A</b>			
<b>Mounton House PRU</b>			
<b>Various works</b>			
<b>Budget Cost Estimate</b>			
<b>Budget Cost Estimate Summary</b>		<b>Date:</b>	
		<b>12/07/18</b>	
<b>Summary</b>		<b>Cost</b>	
Total cost of building works carried from schedule		4,565,897.00	
Sub Total A		4,565,897.00	
Preliminaries @ 15%		0.00	included in rates
Sub Total B		4,565,897.00	
Project Risk Allowance say 10%		456,589.70	
Inflation say 3%		150,674.60	
Sub Total C		5,022,486.70	
Contingency say 10%		502,248.67	
Consultant Fees say 15%		552,473.54	
Other Surveys/Reports		20,000.00	
Planning Fee (conversation with duty officer)		380.00	Based on MCC Rates per m <sup>2</sup>
Building Regulation Fee (conversation N. George)		4,000.00	Based on MCC Rates per construction value of project
<b>Total Budget Estimate of Works</b>		<b>6,101,588.91</b>	

**NOTES**

**Exclusions:-**

- 1 Value added tax
- 2 Extensions or alterations to external façade or roofline
- 3 Any alterations to garage blocks or external stores
- 4 Any alterations to gym block

**Assumptions:-**

<b>Project A</b>					
<b>Mounton House PRU</b>					
<b>Various Works</b>					
<b>Budget Cost Estimate</b>					
<b>Schedule of Works</b>					
<b>Item</b>	<b>Description</b>	<b>Quantity</b>	<b>Unit</b>	<b>Rate</b>	<b>Total</b>
<b>Classroom Extensions</b>					
<i>Based on proposed extension area of:- (Build up of area if required shown here)</i>					
<i>Rate based on BCIS rate (median) for Rehabilitation/Conversion of Special Schools, rebased to 3Q 2018 (313; forecast) and Gwent (85; sample 64)</i>					
i.	Building Estimate	3919	m <sup>2</sup>	1,063.00	4,165,897.00
ii.	External Works (including preliminaries @ 12%)	1	Item	300,000.00	300,000.00
	(Works to roads/paths/fencing)				
	(External insulation)				
	(External play areas)				
iii.	Adjustments and additions (as required including prelims)	1	Item	100,000.00	100,000.00
	(Asbestos removal)				
<b>Total of Works Carried to Summary Sheet</b>					<b>£4,565,897.00</b>

**SUBJECT: YOUTH ENTERPRISE – EUROPEAN SOCIAL FUND (ESF) PROGRAMMES – INSPIRE2ACHIEVE (I2A) AND INSPIRE2WORK (I2W) EXTENSION**

**MEETING: Cabinet**

**DATE: 5th September 2018**

**DIVISION/WARDS AFFECTED: ALL**

## 1. PURPOSE:

- 1.1** Further to Cabinet approval for the implementation of the Inspire2Achieve and Inspire2Work programme in [March 2016](#), and [July 2017](#) Youth Enterprise requests approval for additional match funding from Authority Invest to Redesign reserves for 2018-19 and Base Budget Consideration from 2019-20 to 2022-23. This funding will enable the extension the existing I2A programme to December 2021 which provides education and well-being support with the aim of reducing the risk of becoming NEET (Not Engaged in Education, Employment or Training) and the existing I2W programme to December 2022 which provides post 16 support, intervention and employment opportunities utilising European Social Fund (ESF) monies.

## 2. RECOMMENDATIONS:

That Cabinet considers and approves the request for additional match funding from the Invest to Redesign reserves for 2018-19 and Base Budget Consideration from 2019-20 to 2022-23 for the I2A and I2W extension.

## 3. KEY ISSUES:

- 3.1** I2A provides education and well-being support, and qualifications for young people aged 11-16 years most at risk of becoming NEET and I2W provides employability support, qualifications and work placements for unemployed young people aged 16 -24 years.
- 3.2** The current I2A programme for 11-16 year olds was approved by Cabinet in March 2016 for three years (March 2019) at total project cost of £792,900 split between 45% ESF of £356,805 and 55% MCC match funding of £436,095.
- 3.3** The current I2W programme for 16- 24 year olds was approved by Cabinet in July 2017 until February 2020. The total project cost was £401,609 split between 45% ESF of £180,724 and 55% MCC match funding of £220,885
- 3.4** Members have previously been made aware that Welsh Government has implemented the Youth Engagement and Progression Framework 2013, which provides a delivery model centred on the needs of young people identifying six key areas for achieving better outcomes for young people. The principles of the framework is embedded in the I2A and I2W programmes and is designed to secure added value whilst reflecting the needs and aspirations of Monmouthshire's young people and the Authority's Corporate Plan.

## 4. OPTIONS APPRAISAL

Option	Benefits	Risks	Comments
<ul style="list-style-type: none"> <li>Do nothing</li> </ul>	<ul style="list-style-type: none"> <li>None identified</li> </ul>	<ul style="list-style-type: none"> <li>Increased risk of more young people becoming NEET. Potential</li> </ul>	<ul style="list-style-type: none"> <li>I2A would finish 31<sup>st</sup> March 2019</li> </ul>

		<p>259 participants will be NEET.</p> <ul style="list-style-type: none"> <li>Increased number of unemployed young people. Potential 238 participants will be unemployed</li> <li>Loss of external funding for programmes that support NEET reduction</li> </ul>	<ul style="list-style-type: none"> <li>I2W would finish January 2020</li> </ul>
<ul style="list-style-type: none"> <li>Implement Extension Period</li> </ul>	<ul style="list-style-type: none"> <li>Reduced risk of young people becoming NEET</li> <li>Increased number of NEET young people entering employment/training</li> <li>Improve young people's skills and future employment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Limited match funding to support programme delivery</li> </ul>	<ul style="list-style-type: none"> <li>I2A would finish 31<sup>st</sup> December 2021</li> <li>I2W would finish 31<sup>st</sup> December 2022</li> </ul>

**5. EVALUATION CRITERIA**

- 5.1 An evaluation assessment has been included in Appendix 1 for future evaluation of whether the decision has been successfully implemented. The decision will be evaluated by Economy and Development Select Committee, which will make recommendations regarding any proposed changes to Cabinet.
- 5.2 An annual report will be presented to Economy and Development Select Committee to review progress to date

**6. REASONS:**

- 6.1 I2A enables young people aged 11 -16 years most at risk of becoming NEET ( not in education, employment or training) to gain a range of qualifications and skills enhancing curriculum delivery to support post 16 progression into education, employment or training. Outcomes include; young people gaining qualifications upon leaving; young people in education upon leaving and young people at reduced risk of NEET upon leaving.
- 6.2 I2W enables Not in Education, Employment or Training (NEET) 16 -24 year olds to gain a range of skills, qualifications and meaningful work placements to feel confident and motivated to enter into sustainable employment or further learning. Outcomes include; NEET young people gaining qualifications upon leaving; NEET young people in education or training upon leaving and NEET young people entering employment upon leaving.
- 6.3 A summary of the performance and outcomes to date for both programmes is detailed in Appendix 3.
- 6.4 The extension will help sustain the reduction in the number of school leavers that are NEET and continue low levels of unemployment amongst 16 – 24 years olds. Without additional match funding potentially 497 young people could be at risk of becoming NEET over the next four years.

**7 RESOURCE IMPLICATIONS:**

- 7.1 The extended delivery of the Inspire2Achieve and Inspire2Work programmes will run until 31<sup>st</sup> December 2021 and 31<sup>st</sup> December 2022 respectively. The extended programmes cost is



£2,023,230.15 over the lifetime of the project, made up of £1,073,343.67 match funding and £949,886.49 grant income.

- 7.2 Match funding for the programmes will be made up from core budget, recycled FR40 grant, external grant match funding, and funding from reserves. In real terms the additional match funding requirement from the Local Authority will be £118,920.66, broken down as follows: £23,645.07 in 2018-19 from Invest to Redesign Reserves, and £30,696.86 in 2019-20, £30,827.10 in 2020-21, £30,036.41 in 2021-22, and £3,715.22 in 2022-23 from base budget consideration ( appendix 4 and 5).

## 8 **WELLBEING OF FUTURE GENERATIONS IMPLICATIONS(INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

The significant equality impacts identified in the assessment (Appendix 2) are summarised below for members' consideration:

The Inspire programmes will improve provision, opportunities and outcomes for all young people who are at risk or who are NEET. It is anticipated that the programmes will have a positive impact on the young peoples' social, emotional, health and wellbeing, education and skills. This proposal does acknowledge that due to personal, social and educational barriers, not every young person will progress and sustain education, employment or training.

The actual impacts from this report's recommendations will be reviewed every year and criteria for monitoring and review will include:

- The number and percentage of Year 11, 12 and 13 school leavers not in education, employment and training.
- The number NEET and unemployed young people 16 -25 years.

## 9 **CONSULTEES:**

Senior Leadership Team  
Chief Officer for Children and Young People  
Head of Achievement and Attainment  
Secondary Schools Head Teachers  
Special School Head Teacher  
Pupil Referral Service Head Teacher  
Head of Enterprise and Community Development  
Economy & Development Select Committee: (Conclusions:)

*The Select Committee, as per the report recommendation, scrutinised the request for additional match funding from the Invest to Redesign reserves for 2018-19 and Based Budget Consideration from 2019-20 to 2022-23.*

*The Committee was in favour of the request and asked that consideration is given to risk in view of uncertainties about the continuation of European Funding.*

## 10. **BACKGROUND PAPERS:**

Evaluation Criteria	(Appendix 1)
Future Generations Evaluation	(Appendix 2)
I2A and I2W Performance Update	(Appendix 3)
I2A and I2W Programmes Target	(Appendix 4)
I2A and I2W Programmes costings	(Appendix 5)
Invest to Redesign Reserves –Business Case	(Appendix 6)

**11. AUTHOR:**

Hannah Jones, MCC Youth Enterprise Manager

**12. CONTACT DETAILS:**

**Tel: 07738 340418**

**E-mail: [hannahjones@monmouthshire.gov.uk](mailto:hannahjones@monmouthshire.gov.uk)**

## Appendix 1 - Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

<b>Title of Report:</b>	YOUTH ENTERPRISE – EUROPEAN SOCIAL FUND (ESF) PROGRAMMES – INSPIRE2ACHIEVE(I2A) AND INSPIRE2WORK (I2W) EXTENSION
<b>Date decision was made:</b>	4 <sup>th</sup> July 2018
<b>Report Author:</b>	Hannah Jones

<b>What will happen as a result of this decision being approved by Cabinet or Council?</b>	
<p>Once the Inspire programmes extension has been approved by cabinet, the programme performance outcomes will be scrutinised and monitored by the Departmental Management Team for Children and Young People, the Departmental Management Team for Enterprise and Community Development, CYP Strategic Partnership and the Post 16 Steering Group</p> <p>The public will have 2 programmes – I2A will support young people most at risk of becoming NEET and I2W will support young people that are NEET in gaining qualifications, sustaining education and enabling employment opportunities, creating improved outcomes for our young people. Officers can advocate on behalf of the work of the programmes and share opportunities in their wards.</p>	
12 month appraisal	

<b>What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?</b>	
<p>The following criteria will determine whether the decision has been successfully implemented:</p> <ul style="list-style-type: none"> <li>• Sustaining a continued reduction in the number and percentage of NEET Y11, Y12 and Y13 school leavers</li> <li>• Continued reduction in the number of NEET young people 16 -24 years</li> <li>• Improved future pathway opportunities in particular local employment</li> <li>• Improved co-ordination of support and interventions for young people most at risk or who are NEET</li> </ul>	
12 month appraisal	

<b>What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?</b>	
<p>In real terms the additional match funding requirement from the Local Authority will be £118,920.66, broken down as follows: £23,645.07 in 2018-19 from Invest to Redesign Reserves, and £30,696.86 in 2019-20, £30,827.10 in 2020-21, £30,036.41 in 2021-22, and £3,715.22 in 2022-23 from base budget consideration.</p>	
12 month appraisal	

**Any comments**



## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Hannah Jones</p> <p><b>Phone no:</b> 07738 340 418 <b>E-mail:</b> hannahjones@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <ul style="list-style-type: none"> <li>To implement the European Social Fund (ESF) Inspire2Achieve and Inspire2Work Programmes over an extended period in line with the regional partnership.</li> </ul>
<p><b>Name of Service:</b> Youth Enterprise</p>	<p><b>Date Future Generations Evaluation</b> 26th May 2018</p>

*NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.*

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**Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The aim of the Inspire programmes is to create the conditions for young people most at risk to thrive. It will enable young people to feel confident and capable in school with peers and others and enjoy the curriculum. The programmes will equip young people with the appropriate skills to manage and sustain further education, employment and training.</p>	<p>Developing bespoke interventions and support packages to support the learner's needs.</p>



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The programmes will work within the Environmental Sustainability Objectives set by WEFO (Welsh European Funding Office) and deliver to the indicators set for ESF( European Social Funding) Youth Employment and Attainment priority. The programmes will address issues such as waste, recycling, minimize energy usage and efficient use of such resources, whilst also raising awareness of environmental issues and healthy lifestyles.</p>	<p>Sharing expertise, networks and resources will ensure a good provision for our young people.</p>
<p><b>People's healthier Wales</b> People's physical and mental wellbeing maximized and health impacts are understood</p>	<p>The Inspire team will work with young people, supporting them to overcome health and wellbeing barriers by either delivering health or wellbeing workshops and/or support, linking learners with health care professionals, organisations and networks and other health and wellbeing services. The young people's health and wellbeing is a crucial element to reducing their overall risk of becoming NEET.</p>	<p>The one to one support from responsible partners will enable us to identify and address individual need. Setting agreed goals and reinforcing recognition and achievements. A reduction in the barriers to participation is a key element to enable young people to be engaged, supported and valued. The level of support offered will be high and consistent.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Programmes will encourage safe and appropriate use of IT and the internet, developing young peoples' ICT literacy skills, preparing them for further learning, education and training.</p> <p>The programmes will link to the wider community, helping young people be active citizens in their community and have a greater awareness of community safety.</p>	<p>Encourage safer use of the internet and raise awareness of the harmful effects and consequences of inappropriate use of social media</p>
<p><b>A globally responsible Wales</b></p>	<p>The programmes are funded by the ESF and the managing authority is WEFO. WEFO has undertaken a full Socio Economic Analysis to identify needs,</p>	<p>Working closely with our Local Authority partners and Careers Wales we will share resources and good practices to ensure young people have the best</p>

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	challenges and opportunities across Wales. It will incorporate ESDGC (Education, Sustainable Development and Global Citizenship) elements enable young people to become globally responsible citizens.	opportunities to engage in global well –being and how this impact’s on their community.
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The programmes will have marketing, publications and printed literature available bilingually where appropriate. The programmes will conform to the Welsh Language Legislation Welsh Language Wales Measure 2011 and accompanying welsh language standards.	Encouraging young people to embrace the vibrant welsh culture and language.
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 31</p> <p><b>more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	The programmes will develop effective ways to engage and provide support for those individuals regardless of ethnic origin, gender, disability sexual orientation or religion to ensure all young people actively participate in and benefit from the programme. The programme will follow WEFO’s and the LA Equal Opportunity’s Policy stipulates how staff can best promote equality of opportunity and outcomes for young people regardless of age, race, ethnicity and disability.	All of our policies and procedures are guided by the current local and national equal opportunities guidance and legislation.

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The long term future plan is that young people that have engaged with Inspire2Achieve and/or Inspire2Work will remain in education, employment or training and their risk of becoming NEET is reduced.</p> <p>This will reduce the likelihood of future or continuing poverty amongst young people. It will also deliver improved health and well-being for young people, whilst also instilling a work ethic for young people and seeing aspiration levels rise.</p>	<p>With the financial investment from the Local Authority to a further 3 years for Inspire2Achieve until December 2021 and a further 4 years for Inspire2Work until December 2022.</p> <p>The aim is to develop resilience in those young people 'most at risk' or who are NEET, to improve their confidence and skills. Thus enabling them to progress into education, employment or training...</p>
<p>Page 312</p>  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The Inspire2Achieve programme is a regional programme, Newport is the lead beneficiary, working with the following joint beneficiaries; City of Cardiff County Council, Monmouthshire County Council, The Vale of Glamorgan3 Council, Coleg Gwent, Cardiff and Vale College, Careers Wales.</p> <p>The Inspire2Work is a regional programme. Newport City Council is the lead beneficiary, working with the following joint beneficiaries; City of Cardiff County Council, Monmouthshire County Council, The Vale of Glamorgan Council and Llamau.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The programmes will involve learners in the design delivery, evaluation and redesign of the learning experiences. As part of the learning journey, the team understands the necessity for bespoke learning opportunities involving the learner and fostering shared responsibility and autonomy of the learner as well as constant progress.</p>	<p>The programmes will discuss at point of referral the learner's needs, vocational pathways and training route options. It will provide formative reviews of the learning experience, have informal discussions and evaluations during and at end of programmes.</p>



Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>The Inspire programmes are preventative initiatives to enable the reduction in the risk of young people becoming NEET and reduction in the number of young people who are NEET.</p> <p>It is anticipated that the long term impact of the programmes will challenge behaviors, actions and attitudes, subsequently establishing firm foundations on which to support in the future and provide generic skills.</p>	<p>The programmes will be monitored and reviewed as part of the action plan to ensure targets are on track and then young people feel the programmes are meeting their needs and expectations.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>The programmes will work with young people supporting them to overcome health and wellbeing barriers by either delivering health and wellbeing programmes and/or support, linking young people with health care professionals, organisations and networks and other health and wellbeing services. The young peoples' health and wellbeing is a crucial element to reducing their overall risk of becoming NEET.</p>	<p>The programmes will be monitored and reviewed through amount of referrals to specialist support for emotional wellbeing; progress of each young person during the programme and through termly discussions with other professionals within the school community.</p>

3. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or [alanburkitt@monmouthshire.gov.uk](mailto:alanburkitt@monmouthshire.gov.uk)

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	We aim to engage with young people 11-24years most at risk of becoming NEET (not in education, employment or training) or who are NEET.	None identified	N/A
Disability	We aim to engage and support young people to meet with individual needs without discrimination.	None identified	N/A
Gender reassignment	We aim to provide a provision which is inclusive for transgender people and groups We will address any issues in regards to work placements, employment and training opportunities.	None identified	N/A
Marriage or civil partnership	Not applicable	None identified	N/A
Pregnancy or maternity	Risk assessment will be in place for pregnant young people ensures all health and safety measures have been addressed and the well-being of the young person is paramount.	None identified	N/A
Race	Young people referred onto our programmes will be given the same opportunities regardless of race. The relevant support will be provided to meet individual needs	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	We aim to offer bespoke packages of support that will take into account young peoples' religion and religious beliefs.	None identified	N/A
Sex	We aim to offer opportunities that will take into account individual needs regardless of sex.	None identified	N/A
Sexual Orientation	We aim to offer opportunities that will take into account individual needs regardless of sexual orientation.	None identified	N/A
Welsh Language	We will adhere to the Welsh Government Welsh Language Policy. We will aim to provide bilingual learning opportunities if there is a need.	None identified	N/A

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4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?

Safeguarding	Safeguarding is a priority, young people on our programmes will have a multiple barriers and are vulnerable individuals. All youth enterprise staff and volunteers have completed the Safeguarding level 1. The programmes will link with Building Stronger Families, Multi-Agency Early Support and Prevention Referral and Intervention Pathway Panel and monthly multi-agency meetings in schools.	None identified	N/A
Corporate Parenting	The Inspire programmes target young people who are looked after children (LAC) and care leavers. We aim to provide a tailor package which is flexible to their needs and circumstances.	None identified	N/A

**5. What evidence and data has informed the development of your proposal?**

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The following data has identified and informed the need to develop the Inspire2Achieve programme;

- The Local Authority Early Identification process identifying young people most at risk in key stage 3 and 4.
- The Careers Wales 5 Tier model data, identifying young people 16 -18 years in tier 4 who are in education, employment or training yet are at risk due to circumstances.
- Young people 19 -24 years who are vulnerable and are still in education.

The following data has identified and informed the need to develop the Inspire2Work programme;

- The Careers Wales 5 Tier model data young people in tier 1 and 2 of the system who are NEET
- NOMIS figures identifying the number of 19 -24 year olds that claim job seeker allowance
- 16 -24 vulnerable groups identified through local partnership forums.

The work of the CYP Strategic Partnership, Post 16 Steering Group and the Keeping in Touch Group have identified the need for further intervention for those most vulnerable to participate and engage in the school curriculum and sustain future education, employment and training.

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

It is anticipated that the Inspire programmes will have a positive impact on the young peoples' social, emotional, health and wellbeing, education and skills. This will develop their resilience and improve their life chances. This proposal does acknowledge that due to personal, social and educational barriers, not every young person will progress into further education, training or employment.

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**7. ACTIONS:** As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
To implement the European Social Fund (ESF) Inspire2Achieve and Inspire2Work Programmes over an extended period in line with the regional partnership.	July 2018	Hannah Jones	To be reported on an annual basis

**8. MONITORING:** The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	July 2019
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**9. VERSION CONTROL:** The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Economy and Development Select Committee	19 <sup>th</sup> July 2018	
1	Cabinet	25 <sup>th</sup> July 2018	

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## Appendix 3 - Performance Update

Inspire2Achieve: 01/04/2016 - 30/06/2018 (Q1 - Q9)

	Target	Actual	Variance	% Variance	183 opened cases still active	
New Enrolments	298	244	-54	-18.12%		
Outcomes - Participants:	Target	Actual	Variance	% Variance	Outcome Target %*	Current Outcome %
Gaining qualifications	45	44	-1	-2.22%	22%	18.03%
Entering education/training	21	31	10	47.62%	10%	12.70%
At Reduced Risk of NEET	130	112	-18	-13.85%	50%	45.90%

\*Outcome Target % - The target percentage of the number of enrolled participants to achieve each outcome over the lifetime of the project  
All indicators and outcomes for the Inspire programmes are calculated with a 15% tolerance

Red Font = Outside of 15% tolerance

Purple Font = Below target, within 15% tolerance

Green Font = Above target

### Enrolments:

- Currently below target by 18% and just **outside 15% tolerance** set by WEFO/Newport City Council.
- Early Identification Tool (EIT) Data has been run (end of July) to identify new 'reds' for September across all year groups/schools.
- EIT data previously run twice per year (January/July) which made enrolments against profile challenging. Individual tool now developed to allow I2A workers and schools to be more responsive to young people's needs.

### Outcome: Qualifications

- Currently 1 qualification outcome behind target, **within 15% tolerance** set by WEFO/Newport City Council.
- I2A workers and school work to identify young people in need of an additional qualification by the time they leave Year 11. Currently this qualification is a Level 2 BTEC (Personal & Social Development or Workskills).
- Plans in place to offer a suite of accredited 'work ready' qualifications to all I2A participants before leaving programme (H&S, First Aid, Food Hygiene). This will increase qualifications outcome and benefit young people.

### Outcome: Entering Education or Training

- Currently **surpassing outcome target**.
- I2A workers provide extensive support to young people with regards to their next steps and progression into education, training (or employment).
- Close partnership with Work Based Learning providers, Careers Wales, Coleg Gwent and other partners to ensure relevant opportunities are available for young people.

### Outcome: Reduced Risk of NEET

- Currently 18 outcomes behind target, **within 15% tolerance** set by WEFO/Newport City Council.
- I2A workers have to evidence achievement of 2 out of 4 indicators (Attainment/Attendance /Behaviour/Wellbeing), however will aim to achieve improvement across all indicators.
- Cabinet Approval of the Extension will change RRN model. Progression into Employment will be evidence of RRN Outcome (**or** 2 out of 4 indicators as outlined above). Employment has not contributed to any outcomes previously so this change will positively impact shortfall in outcomes.
- High target that will remain challenging but not unachievable. This outcome is monitored quarterly whereas first two outcomes are monitored annually.
- To date of the 61 young people **closed** from the programme, 79% were at Reduced Risk of NEET (48 young people). The 21% of closed participants who did not achieve RRN equated to 13 young people, 7 of which were also early leavers (Monmouthshire County Council Quarter 9 Progress Report).

## Appendix 3 - Performance Update

Inspire2Work: 01/02/2017 - 31/07/2018 (Q1 - Q6)

	Target	Actual	Variance	% Variance	39 opened cases still active	
New Enrolments	92	89	-3	-3.26%		
Outcomes - Participants:	Target	Actual	Variance	% Variance	Outcome Target %*	Current Outcome %
Gaining qualifications	15	6	-9	-60.00%	26%	6.74%
Entering education/training	6	6	0	0.00%	10%	6.74%
Entering Employment	31	28	-3	-9.68%	25%	31.46%

\*Outcome Target % - The target percentage of the number of enrolled participants to achieve each outcome over the lifetime of the project

All indicators and outcomes for the Inspire programmes are calculated with a 15% tolerance

Red Font = Outside of 15% tolerance

Purple Font = Below target, within 15% tolerance

Green Font = Above target

### Enrolments:

- Currently 3 behind outcome target, **within 15% tolerance** set by WEFO/Newport City Council.
- Unlike I2A, I2W requires referrals from partner agencies. Networking and continued engagement with referral partners is critical to tackle small shortfall in enrolments.
- Weekly session at all Monmouthshire job centre's to support young people referred to the programme, in addition to 1:1 appointments and scheduled appointments with young people.
- Network of 'employability' programmes set up to link provision and resources and avoid duplication of support.

### Outcome: Qualifications

- Currently 9 behind target, which is **outside 15% tolerance** set by WEFO/Newport City Council.
- Additional outcomes profiled due to Melin withdrawing from programme.
- At the beginning of the programme large qualifications had been written and developed to deliver to young people similar to those available to I2A. Very quickly it became clear that a significant number of young people on I2W wanted 'quick' qualifications to fill their time before progressing onto education and training or employment.
- As a result we successfully achieved affiliation to Agored Cymru as a qualification centre. This included writing and gaining approval for a number of qualifications more appropriate to the needs of the young people on I2W. Agored L2 Work Related Education Units include Writing CV's, Developing Interview Skills and Applying for a Job.
- This process has taken time but along with the full range of qualifications now available across both awarding bodies, will very quickly tackle the outcome shortfall.
- Plans in place to offer a suite of accredited 'work ready' qualifications to interested I2W participants before leaving programme (H&S, First Aid, Food Hygiene). This will increase qualifications outcome and benefit young people on the programme.

### Outcome: Progression into Education or Training

- Currently **on target** for this outcome.
- Challenging outcome due to barriers young people face – transport, location and range of opportunities, cost, etc.
- Additional outcomes profiled due to Melin withdrawing from programme.

### Outcome: Progression into Employment

- Currently 3 behind outcome target, **within 15% tolerance** set by WEFO/Newport City Council
- Additional outcomes profiled due to Melin withdrawing from programme.
- Many young people on the programme motivated to move into employment quickly.
- I2W worker currently developing employer links in Monmouthshire to enhance both work experience and paid employment opportunities within Monmouthshire. Rurality/transport is a barrier for some young people, so developing opportunities within the county is vital.



## **Appendix 3 - Performance Update**

### **South East Wales Inspire Operation Context**

Lead Beneficiary: Newport City Council

#### **I2A Beneficiaries:**

- Newport City Council
- Cardiff City Council
- Monmouthshire County Council
- Coleg gwent
- Cardiff and the Vale College
- Careers Wales Gwent

#### **I2W Beneficiaries:**

- Newport City Council
- Cardiff City Council
- Monmouthshire County Council
- Llamau
- Vale of Glamorgan Council

Lead Beneficiary Manager Huw Wilkinson provided the following feedback for the purpose of the Cabinet Paper.

#### **Inspire 2 Achieve**

Monmouthshire have consistently achieved their profiled target for number of young people engaged who are at risk of becoming NEET over the first 9 quarters of the Inspire 2 Achieve operation. They are one of the top performing Joint Beneficiaries within the region for all outcomes, specifically qualifications as they have delivered more than any other Joint Beneficiary to date. Monmouthshire's performance management of the operation is robust and effective with NCC as the Lead Beneficiary viewing them at low risk in terms of not achieving the new extension targets for Inspire 2 Achieve.

#### **Inspire 2 Work**

Monmouthshire have consistently achieved their profiled target for number of NEET young people engaged over the first 5 quarters of the Inspire 2 Work operation. This is even more impressive given that due to the withdrawal of Melin Homes at the start of the operation, they have also taken on board their additional targets and outcomes. They are the top performing Joint Beneficiary within the region for engagements and two of the three outcomes, as they have engaged more participants and achieved more employment and further education/training outcomes than any other Joint Beneficiary to date. Monmouthshire's performance management of the operation is robust and effective with NCC as the Lead Beneficiary viewing them at low risk in terms of not achieving the new extension targets for Inspire 2 Work.

#### **Risk**

There is a significant risk to both the Inspire 2 Achieve and Inspire 2 Work operations if Monmouthshire's extension is not approved as this would leave a gap in delivery across the region and ultimately result in the operation not being able to achieve the targets agreed with WEFO in the approved Business Plans. More so Monmouthshire are a valued Joint Beneficiary within each operation supporting other Joint Beneficiaries by sharing good practice that has allowed them to better achieve against their targets.

## Appendix 4 - Programme Targets: (2018-2022)



Year:	2018-19 <sup>1</sup>	2019-20	2020-21	2021-22	Extension Total
<b>New enrolments</b>	134	150	148	57	489

Outcome/Year:	2018-19	2019-20	2020-21	2021-22	Extension Total
<b>Qualifications</b>	34	34	31	30	129
<b>Education/Training</b>	14	14	15	15	58
<b>Reduced Risk of NEET</b>	55	75	78	56	264



Year:	2018-19 <sup>2</sup>	2019-20	2020-21	2021-22	2022-23	Extension Total
<b>New enrolments</b>	45	91	91	90	91	408

Outcome/Year:	2018-19	2019-20	2020-21	2021-22	2022-23	Extension Total
<b>Qualifications</b>	15	28	28	24	20	115
<b>Education/Training</b>	9	9	9	9	8	44
<b>Employment</b>	10	26	25	20	13	94

<sup>1</sup> Inspire2Achieve forecast for 2018-19 excludes Q1

<sup>2</sup> Inspire2Work forecast for 2018-19 excludes Q1 and Q2

### Inspire2Achieve Programme Forecast

	Existing Delivery Period		Extended Delivery Period			Summary
Financial Year	2018-19 <sup>1</sup>		2019-20	2020-21	2021-22 <sup>2</sup>	2018-22
Profile	Original	Re-profile	Profile	Profile	Profile	Profile
Total Cost	£ 192,533.38	£ 228,512.93	£ 236,019.99	£ 245,523.42	£ 208,192.38	£ 918,248.73
Match Funding (MF)	£ 105,893.36	£ 124,118.42	£ 128,195.94	£ 133,357.79	£ 113,081.17	£ 498,753.32
Grant Funding (ESF)	£ 86,640.02	£ 104,394.51	£ 107,824.06	£ 112,165.63	£ 95,111.21	£ 419,495.40
Additional MF Required	-	£ 18,225.06				
Additional ESF Received	-	£ 17,754.49	Grant Rate: 45.68%			

<sup>1</sup>Original Profile Ends 31/12/2018, Plus Admin Closedown to 31/03/2019

<sup>2</sup>Reprofile Ends 31/12/2022

### Inspire2Work Programme Forecast

	Existing Delivery Period		Extended Delivery Period			Summary		
Financial Year	2018-19		2019-20 <sup>1</sup>		2020-21	2021-22	2022-23 <sup>2</sup>	2018-23
Profile	Original	Re-profile	Original	Re-profile	Profile	Profile	Profile	Profile
Total Cost	£ 216,846.10	£ 222,870.30	£ 182,606.54	£ 236,995.43	£ 245,661.36	£ 251,153.78	£ 148,300.56	£ 1,104,981.43
Match Funding (MF)	£ 119,265.30	£ 115,892.56	£ 100,433.60	£ 123,237.62	£ 127,743.91	£ 130,599.96	£ 77,116.29	£ 574,590.35
Grant Funding (ESF)	£ 97,580.80	£ 106,977.74	£ 82,172.94	£ 113,757.81	£ 117,917.45	£ 120,553.81	£ 71,184.27	£ 530,391.09
Additional MF Required	-	- £ 3,372.74	-	£ 22,804.03				
Additional ESF Received	-	£ 9,396.94	-	£ 31,584.86	Grant Rate: 48.00%			

<sup>1</sup>Original Profile Ends 31/12/2019

<sup>2</sup>Reprofile Ends 31/12/2022

## Combined Programme Summary

Financial Year	Total Cost	Staff Costs	Other Costs <sup>1</sup>	Match Funding	Grant Income
2018-19	£ 451,383.23	£ 322,416.59	£ 128,966.64	£ 240,010.98	£ 211,372.25
2019-20	£ 473,015.42	£ 337,868.16	£ 135,147.26	£ 251,433.56	£ 221,581.86
2020-20	£ 491,184.78	£ 350,846.27	£ 140,338.51	£ 261,101.70	£ 230,083.08
2021-22	£ 459,346.16	£ 328,104.40	£ 131,241.76	£ 243,681.14	£ 215,665.02
2022-23	£ 148,300.56	£ 105,928.97	£ 42,371.59	£ 77,116.29	£ 71,184.27
Total	£ 2,023,230.15	£ 1,445,164.40	£ 578,065.76	£ 1,073,343.67	£ 949,886.49

<sup>1</sup>Other Costs (FR40) are automatically calculated as 40% of staff costs

## Additional Funding Required Funding Summary

Financial Year	Additional Funding Required
2018-19	£ 23,645.07
2019-20	£ 30,696.86
2020-20	£ 30,827.10
2021-22	£ 30,036.41
2022-23	£ 3,715.22
Total	£ 118,920.66

Remaining match funding will be made up of existing core budget, recycled (unused) FR40 Grant, and external grants that are permissible for use as match funding.

## **Appendix 5 – Invest to Redesign earmarked reserves for Inspire programmes Extension**

The Inspire programmes contribute to the purpose of the council and is at the heart of what we do will:

'We want to help sustainable and resilient communities that support the well-being of current and future generations'

The Inspires programme fully aligns with two of the four Council's Well-Being Objectives:

- Provide children and young people with the best possible start in life, through the Inspire2Achieve programme supporting young people in Key Stage 3 and 4 most of risk of becoming NEET ( not in education, employment or training. Hence sustaining a reduction in the number of year 11 12 and 13 school leavers that are NEET.
- Develop opportunities for communities and businesses to be part of a thriving and well- connected county, through the Inspire2Work programme supporting young people into local employment and developing links with local employers and businesses to create future employment opportunities for our young people.

This additional match funding not only enables us to extend the lifetime of both programmes but will bring in additional ESF funding to the County and enhance the support through both programmes in sustaining education, employment and training. This will enable us to draw in and manage additional funds such as the Employability Grant from Welsh Government which will equate to circa £150k per year over 2 years and will not require additional match funding.

The use of reserve funding is consistent with the protocol. We have explored existing budgets, however this is not an option due to no surplus funds within Youth Enterprise. We have secured 45% of the project costs from the European Social Fund for Inspire2Achieve and 48% for Inspire2Work. This is not an on-going expenditure, it will be for the lifetime of the project. This has been secured by Newport City Council our Lead Beneficiary and approved by WEFO for the project duration. The grant offer letter for the existing scheme of work of the programmes has been signed off by the Head of Business and Economy.

Rationale for the reserve is to redesign our services for young people 11 -24 years, improve education support, improve access to employment, training and apprenticeships, linking with our existing and creating new local business network. Enabling young people to gain higher paid employment, offering employability courses and qualifications. Enabling the team to develop an Employability model/structure fit for the future in Monmouthshire, complimenting and enriching existing programmes within the local, private and third sector. Linking with the City Deal region opportunities and networks for future growth. Inspire2Achieve will support those young people at risk of disengaging from compulsory education to transition into further education, training and employment. Inspire2work will support young people who are furthest away from the labour market, to acquire the skills and experience to gain and maintain sustainable employment.

This will directly support an additional 159 young people on the Inspire2Achieve programme over its duration period and an additional 238 young people on the Inspire2Work programme over its duration period

### **Business Case Justification**

The programmes also align with the following strategies

- Corporate Plan 2017/2022
- People Place Prosperity A Strategy for Social Justice 2017/2022
- Corporate Parenting Plan 2018 -2021
- Monmouthshire Draft NEET Reduction Strategy 2018-2021

As stated any savings made as a result of this investment will be paid back to reserves. The programmes are not proposing to acquire reserve funds beyond that which is required, and as such is expecting to utilise all of the reserve funds granted. However, if alternative grants become available that are eligible to be used as match funding these will be used in place of reserve funds. Any reserve funds leftover as a consequence of this will be returned upon completion of the Inspire programmes, and any necessary compliance checks relating to the programmes.

**SUBJECT: MANAGING OBSTRUCTIONS IN THE HIGHWAY – REVIEW OF THE POLICY**

**MEETING: Cabinet**

**DATE: 5<sup>th</sup> September 2018**

**DIVISION/WARDS AFFECTED: All**

**NON-PUBLICATION: Not applicable**

## **1. PURPOSE:**

A policy to manage ‘obstructions in the highway’ (including A boards, displays, tables, chairs etc.) was approved by Cabinet in January 2018.

Following representation from businesses the introduction of the policy was suspended to further consultation (in particular public meetings in Monmouth and Abergavenny) and subsequently to allow the Strong Communities Select Committee the opportunity to receive the representations, review the policy and make any recommendations considered appropriate to Cabinet.

On the 30<sup>th</sup> July the Strong Communities Select Committee convened to consider if the policy should be revised. The Committee decided to recommend changes to the policy and these changes are reflected in the recommendations to Cabinet listed below.

## **2. RECOMMENDATIONS:**

- 2.1 That charges for permits for displays, tables, chairs be withdrawn but that charges arising from non –compliance with the permit scheme (as detailed within the existing policy) remain.
- 2.2 That additional criteria be added to the policy to allow businesses to occupy an area greater than 18 sq metres where this can be achieved without compromising safety or causing an unacceptable obstruction in the highway (and upon receipt of a risk assessment from the applicant).
- 2.3 That any request from a business to occupy an area greater than 18 sq metres be approved by the County Highways Manager or Head of Service in consultation with the local member and Cabinet Member for Operations.
- 2.4 That this committee recommends to Cabinet that the permit scheme for individual premises as described within the existing policy remain in place.

### **3. KEY ISSUES:**

- 3.1 The report submitted to Strong Communities Select Committee provides background information to this matter. It can be found by following this link:  
<https://democracy.monmouthshire.gov.uk/ieListDocuments.aspx?CId=139&MId=3819>
- 3.2 Prior to the meeting of the Strong Communities Select Committee on the 30<sup>th</sup> July members had already resolved to suspend the introduction of charges for displays, tables and chairs etc.
- 3.3 The policy adopted in January 2018 waived any charges in relation to A boards so representation was in relation to the charge imposed on businesses making use of the public highway to increase their sales area - £60 for upto 6 sq m, £120 for upto 12 sq m and £180 for upto 18 sq m.
- 3.4 Some businesses are also using areas of the public highway greater than 18 sq m so members were asked to consider relaxing this to allow for displays, tables and chairs, benches etc. occupying areas over and above 18 sq m.
- 3.5 Feedback from public meetings held in Monmouth and Abergavenny also suggested that the permit scheme also be removed. However this was not universally supported and some businesses welcomed the permit scheme to demonstrate that the highway authority was controlling the nature and extent of displays in the public highway. Following debate at the select committee members decided that permit scheme should be retained.

### **4. OPTIONS APPRAISAL**

- 4.1 The Cabinet has previously adopted a policy and the recommendations proposed in this report amend the policy in relation to charging and the extent of displays.
- 4.2 The recommendations are the extent of amendments proposed and no further options are submitted although obviously the option remains to retain the existing policy unchanged.

### **5. EVALUATION CRITERIA**

Evaluation will depend upon the policy adopted but the major test of compliance will be the number of businesses that either contravene the policy or number of complaints in the event of the policy and permit scheme being withdrawn.

Officers will monitor this on an ongoing basis bringing cases of enforcement to the attention of the County Highways Manager. Where agreement cannot be achieved the matter will be highlighted to the head of service, cabinet member and local member.



**6. REASONS:**

The report and recommendations reflect the findings of the Strong Communities Select Committee without losing the capacity for the Council to manage what is placed in the public highway.

**7. RESOURCE IMPLICATIONS:**

Withdrawal of charges for displays, coffee tables, chairs, benches etc. would reduce income by an estimated £2,600 per annum. This would be found from within the highways budget overall.

**WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

As provided to Cabinet in January 2018, link below:

<https://democracy.monmouthshire.gov.uk/ieListDocuments.aspx?CId=144&MId=2176&Ver=4>

**8. CONSULTEES:**

**SLT**

**Cabinet members**

**Strong Communities Select Committee**

**Businesses and wider public (as described in report to Strong Communities Select Committee – 30<sup>th</sup> July 2018**

**9. BACKGROUND PAPERS:**

Reports to Strong Communities Select Committee and Cabinet referenced in the report above.

**10. AUTHOR:**

**Roger Hoggins, Head of Operations**

**Steve Lane , Group Engineer, County Highways Operations**

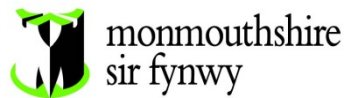
**11. CONTACT DETAILS:**

**Tel: Roger Hoggins – 01633 644133, Steve lane – 01633 644644**

**E-mail: [rogerhoggins@monmouthshire.gov.uk](mailto:rogerhoggins@monmouthshire.gov.uk)**

**[stevlane@monmouthshire.gov.uk](mailto:stevlane@monmouthshire.gov.uk)**

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<b>SUBJECT:</b>	<b>GREEN INFRASTRUCTURE PROPOSALS FOR CALDICOT</b>
<b>MEETING:</b>	<b>CABINET</b>
<b>DATE TO BE CONSIDERED:</b>	<b>5<sup>th</sup> SEPTEMBER 2018</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>ALL CALDICOT WARDS</b>

## 1. PURPOSE

To seek member approval to utilise Section 106 off-site balances from the Asda (Caldicot) development and to include this funding plus additional grant funding in the capital budget for 2018/19.

## 2. RECOMMENDATION that:

- 2.1 that a capital budget of £57,000 be created in 2018/19 under the existing Capital budget project code 97370 to fund the Caldicot Green Infrastructure Corridors Project and that this is funded in part by a contribution of £27,000 from the Section 106 balances held by the County Council in respect of the Asda supermarket development in Caldicot (Local Walking and Cycling element) and a further contribution of £30,000 from the Welsh Government's Green Infrastructure Capital Fund.

## 3. KEY ISSUES

- 3.1 This report relates to an important green infrastructure and environmental improvement project known as the Caldicot Green Infrastructure Corridors Project.
- 3.2 The green corridor improvements will be carried out along entrances/exits to Caldicot as part of a wider scheme of town centre improvements. This will focus specifically on two gateway improvements (of tree planting, wildflower planting and active travel improvements) that will improve first impressions and set a quality standard for green infrastructure that will form part of future continuity projects, supporting and helping to deliver the Council's green infrastructure (GI) plan for pollinators.
- 3.3 The aim of the project is to work with local groups and volunteers to engender ownership and sustainability for the areas enhanced.
- 3.4 It is intended that these GI improvements will lead to:
  - an enhanced perception of Caldicot town centre as a place to live, work and visit;
  - investment from the private sector in the town centre fabric and offer as a result of the environmental improvements;
  - a shift from local residents visiting the town centre by car to more access by walking and cycling;

- a greater sense of belonging and well-being through social interaction on streets and in public spaces;
- an improved sense of connection and flow between the town centre and the area's wider local environmental assets.

3.5 A plan of the proposals is attached to this report at **Appendix A**.

#### **4. OPTIONS APPRAISAL**

This project is proposed to take account of and benefit from the opportunity costs offered by the Welsh Government grant funding scheme.

#### **5. EVALUATION CRITERIA**

Please see evaluation criteria set out in **Appendix B**.

#### **6. REASONS**

- 6.1 To enable the green infrastructure improvements to be carried out in Caldicot and to make sure that the Welsh Government grant and the Section 106 balances available can be spent before the respective deadline dates.

#### **7. RESOURCE IMPLICATIONS**

- 7.1 The total cost of the Caldicot GI Corridors project is £57,000, of which £30,000 will be met by a grant from the Welsh Government's Green Infrastructure Capital Fund, with the remaining balance met from Section 106 balances received from the Asda development in Caldicot to improve walking and cycling routes in the local area. This funding has already been received and the "spend by" date for the use of these balances is 25<sup>th</sup> July 2019.

#### **8. WELL BEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING & CORPORATE PARENTING)**

See attached at **Appendix C**

#### **9. CONSULTEES**

Cabinet Members	Local Members
Caldicot Town Council	Senior Leadership Team
Assistant Head of Finance/Deputy S151 Officer	


#### **10. BACKGROUND PAPERS:**

Section 106 Agreement dated 20<sup>th</sup> February 2014 between Asda Stores Ltd, McLagan Investments Ltd and Monmouthshire County Council

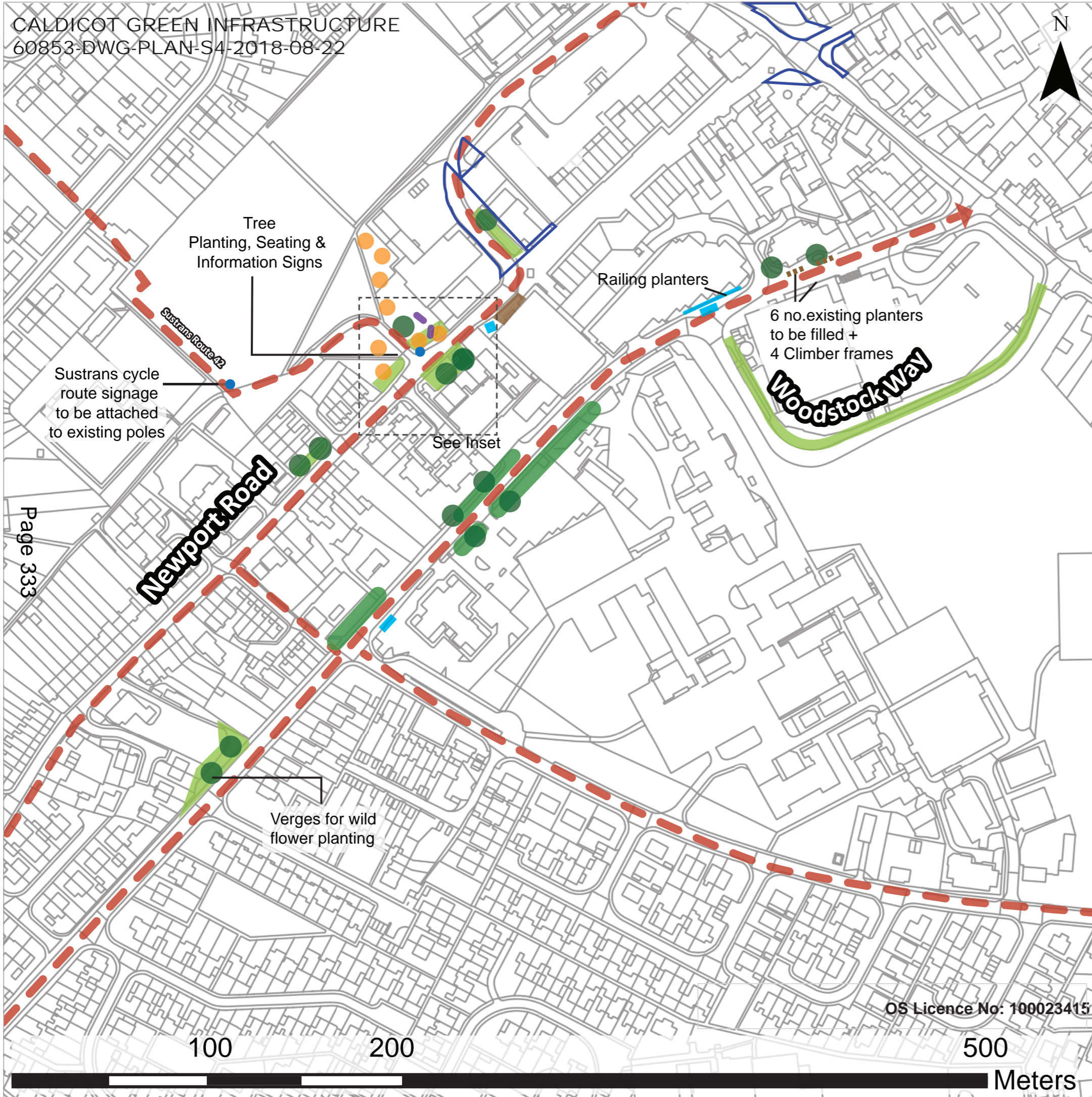
#### **11. AUTHOR**

Colette Bosley, Principle Officer - Landscape  
 Tel: 01633 644852 Email: colettebosley@monmouthshire.gov.uk

- Environmental Consultants
- Planners
- Landscape Architects
- Landscape Managers
- Urban Designers
- Ecologists

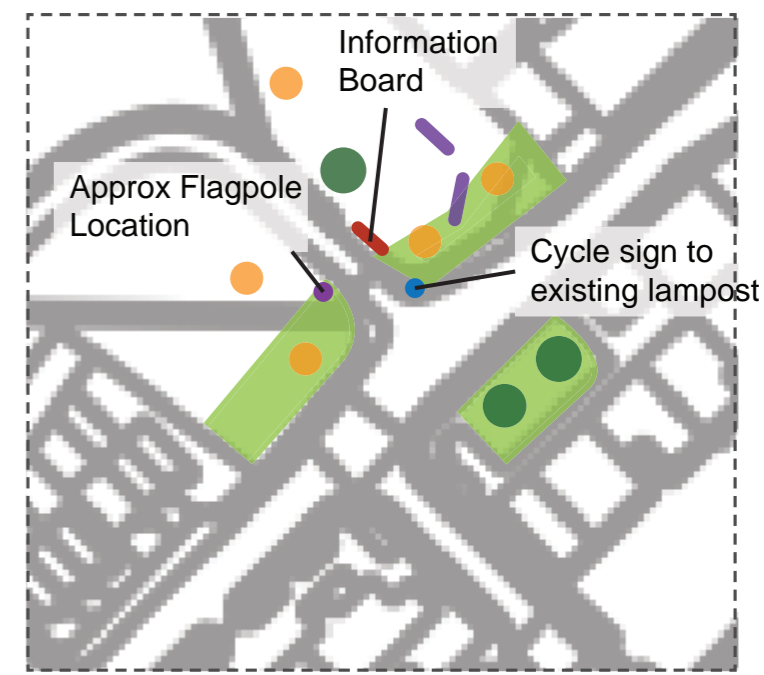


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- Planter Locations**
- Existing
  - Proposed
- Native Hedgerow**
- To include: Hawthorn, Field Maple, Dogwood, Guelder Rose, Holly
- Area for Wildflowers and or Trees**
- Proposed Tree Species: Almond, Wild Cherry, Rowan, Whitebeam
  - Orchard Trees
  - Benches
- Strategy**
- Walking/ Cycling routes
  - MCC Land Ownership

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Report to Cabinet on 5<sup>th</sup> September 2018 – Green Infrastructure Proposals for Caldicot

## Evaluation Criteria

<b>Title of Report:</b>	<b>Green Infrastructure Proposals for Caldicot</b>
<b>Date decision was made:</b>	<b>5<sup>th</sup> September 2018</b>
<b>Report Author:</b>	<b>Colette Bosley, Principal Officer - Landscape</b>

**What will happen as a result of this decision being approved by Cabinet or Council?**

What is the desired outcome of the decision?  
What effect will the decision have on the public/officers?

Improvements are made on key routes linking the town centre with the rich green infrastructure assets in its more immediate surroundings  
The works will create a more pleasant environment and important wildlife corridors, as well as better linkages for active travel  
The overall objective is to provide a more green and healthy place to live and to establish Caldicot as a thriving town with connections to the rich green infrastructure assets around the town centre.

**NOTE** – the longer term vision for Caldicot can only be appraised when other strategic improvements have been made, so this will need to be reviewed in 4-5 years' time.

**Two year appraisal - the green infrastructure improvements will be reviewed in April 2020 when the works have been completed and "bedded in"**

**What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?**

Think about what you will use to assess whether the decision has had a positive or negative effect:

Has there been an increase/decrease in the number of users

Has the level of service to the customer changed and how will you know

If decision is to restructure departments, has there been any effect on the team (e.g. increase in sick leave)

The effectiveness of the GI improvements will be measured by the respective partners in the project – MCC, Town Council and local transition town teams

Positive feedback is received from the general public

The condition and safety of the improvements carried out are sustained over a longer period of time

Direct feedback will be obtained from public engagement events held to monitor the effect of the improvements made and to suggest further measures

**2 year appraisal**

**What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?**

Give an overview of the planned costs associated with the project, which should already be included in the report, so that once the evaluation is completed there is a quick overview of whether it was delivered on budget or if the desired level of savings was achieved.

The total budget cost of this stage of the programme is £57,000 – further planned improvements will depend upon funding availability.

The initial amount of S106 funding is £27,000 – the remainder of the funding comes from the Welsh Government's Green Infrastructure Capital Fund







<b>Name of the Officer:</b> Mike Moran <b>Phone no:</b> 07894 573834 <b>E-mail:</b> mikemoran@monmouthshire.gov.uk	<b>Decision on inclusion of funding in 2018/19 capital budget</b>  <b>Decision on allocation of funding from S106 balances</b>
<b>Name of Service:</b> Enterprise – Tourism, Leisure and Culture	<b>Date completed:</b> 18 <sup>th</sup> July 2018





***NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc***


**4** **Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Positive - the project will be funded from a Welsh Government grant and from S106 balances provided though the Asda development, so there is no call on the Council's core capital budget. A skilled and experienced workforce will undertake the installation works	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Positive – the works are located at key strategic points in and around Caldicot and the project involves landscape improvements and making the most of the natural environment	The Council will seek to use natural materials in the design and layout of the scheme

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Positive - the proposal in this report involves improving peoples' physical and mental well being.	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The proposal will contribute to the safety and cohesiveness of the local community in which it is located.	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	There are no specific proposals in this report to promote and protect the Welsh language but the landscape improvements and the creation of green corridors will encourage more participation in outdoor recreational activities.	Encourage the use of the Welsh language in on-site signage – a bilingual noticeboard would promote the Welsh language.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The improvements will encourage improved access for and participation by disabled people and people with other support needs – also by all sections of the community regardless of background or ability	Consultation with the local members, town council and local residents will ensure that the new provision meets the needs of people living in the local area.

**2. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Funding is in place to ensure that the proposals can be achieved and will be well received by local residents. The sustainability of the project has been assessed and officers are confident that the works will be sustainable in the longer term and will help to deliver aspects of the Council's green infrastructure strategy.</p>	<p>Funding is proposed from existing S106 balances to contribute towards the cost of the works proposed.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The project involves working closely with other parties to deliver a range of landscape improvements and to ensure access for for all residents.</p>	<p>The scheme includes improvements to key "gateway" entrances to the town as part of a wider scheme of environmental improvements for Caldicot and its immediate environs.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The views of Cabinet members, the local county council members and members of the town council and the wider public have been sought.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The project involves the enhancement of facilities, as per the intention of the Section 106 Agreement from where the funding has arisen. Problem prevention is not the basis upon which the funding has been given but investing in the improvement of existing facilities will help to prevent problems occurring.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The project will have a positive impact on the health &amp; well being of people living in the area of benefit stipulated in the Section 106 Agreement.</p>	

3. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or [alanburkitt@monmouthshire.gov.uk](mailto:alanburkitt@monmouthshire.gov.uk)

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<p>No employment/training issues identified The proposals will will contribute to the sense of well-being for people and families living in the local community.</p>		<p>Continue to consider the needs of people with protected characteristics when formulating proposals.</p>
Disability	<p>The improvements proposed to the green infrastructure of the town are designed to be accessible to people with disabilities/mobility issues</p>		

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Gender reassignment	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy or maternity	The sites will be designed for ease of access for pushchairs and wheelchairs		
Race	Neutral		
Religion or Belief	Neutral		
Sex	The project that is the subject of this report is of equal benefit to both males and females		
Sexual Orientation	Neutral		
Welsh Language	Neutral	Although the recommendation is considered to be neutral it does nothing specifically to promote the use of the Welsh language	It may be possible in the future to encourage applications that actively promote the Welsh language

**4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities?**

	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Positive: it is proposed to improve landscape settings on the main approaches to the town.		

Corporate Parenting	Neutral		
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**5. What evidence and data has informed the development of your proposal?**

- Local population figures taken from the 2011 Census data, updated

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

**Positive Impacts**

- The proposal complies with the statutory tests relating to Section 106 funding
- The scheme will have a positive impact upon the health and well being of local residents
- Some people with protected characteristics will benefit from the landscape improvement projects

**Negative Impacts**

- It is difficult to demonstrate that the project will have a meaningful benefit for promoting the Welsh language

The above impacts have not materially changed the recommendations contained in the report.

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible	Progress
Continue to inplement the green infrastructure improvements already agreed.	Immediately	Colette Bosley, Principle Officer Landscape – Tourism, Leisure and Culture	To be reported

**8. MONITORING:** The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated in: April 2020	To the Section 106 Working Group
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**9. VERSION CONTROL:** The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Welsh Government Grant confirmed	February 2018	
2		5 <sup>th</sup> September 2018	Decision sought on allocation of S106 funding to the GI project and on the inclusion of funding in the 2018/19 capital budget

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<b>SUBJECT:</b>	<b>City Deal</b>
<b>MEETING:</b>	<b>Cabinet</b>
<b>DATE:</b>	<b>August 2018</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>All</b>

### 1. PURPOSE:

The purpose of this report is to seek approval for Monmouthshire County Council to host the employment of a temporary funded post as part of the City Deal partnership.

### RECOMMENDATIONS:

- a) To seek approval for Monmouthshire County Council to host the temporary/ fixed term contract of employment for a HE Lead for the City Deal Programme for a six-month period from 1 September 2018. The nature of the contract will be via a secondment basis.
- b) To report this role to Cabinet and seek approval for the employment of a post which is estimated (with 30% on-costs) as £29,172 per annum. Employment costs fully reimbursed by Cardiff City Council the accountable body for the City Deal Partnership.

### 3. KEY ISSUES:

Between 25<sup>th</sup> January 2017 and 9<sup>th</sup> February 2017, Council approval was received from the ten partnering Local Authorities within the Cardiff Capital Region for the establishment of the Cardiff Capital Region Joint Cabinet to deliver the commitments set out in the City Deal Heads of Terms document.

In order to progress the development of the City Deal, a Programme Management office was established which has been resourced through temporary arrangements. This includes the role of Programme Director in which the current incumbent is employed on a temporary contract up to 1 August 2021. The temporary contract of employment is currently hosted by Monmouthshire County Council, costs of which are met from the City Deal budget.

The City Deal Programme Director has sought support from the City Deal Programme Board to recruit a HE Lead Adviser into the City Deal programme management team. Due to the specific requirements including the required skill-set, this post will be a seconded position from within Cardiff University for two and a half days a week. The agreement is for six months initially. The specific requirements centre around the CSC programme and the need for research presence in low level TRLs.

The opportunity specifically for which City Deal office requires a HE Lead is the expansion of the CSC Cluster and the Strength in Places bid to UK Govt. Aligned to this is the business work on the regional growth/ industrial strategy with the Economic Growth Partnership.

#### **4. OPTIONS APPRAISAL**

This is not applicable to this report.

#### **5. EVALUATION CRITERIA**

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an evaluation assessment is provided at the end of this document.

#### **REASONS:**

As there has been significant progress with the City Deal process, this will provide sustainability for the programme going forward.

#### **7. RESOURCE IMPLICATIONS:**

Cardiff City Council oversee the budgetary aspects of City Deal. This temporary post and related employment costs are funded from within the City Deal budget.

**8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

The Equality Impact Assessment is attached.

**9. CONSULTEES:**

City Deal Programme Director - Kellie Beirne. Report attached for information.  
Cardiff City Region partners  
Senior leadership Team (SLT)

**10. BACKGROUND PAPERS:**

None

Page 3 of 4

**AUTHOR:**

Paul Matthews, Chief Executive

## Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

<b>Title of Report:</b>	<b>City Deal</b>
<b>Date decision was made:</b>	<b>03 August 2018</b>
<b>Report Author:</b>	<b>Paul Matthews</b>

### What will happen as a result of this decision being approved by Cabinet or Council?

The outcome will be that:

- 1) MCC approves to host the employment arrangement for a temporary post – which will be facilitated on a secondment basis from Cardiff University
- 2) MCC acknowledges ratification of the post due to salary.
- 3) MCC includes reference to the employment position/post, within its annual Pay Policy – where required

### What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?

Continued engagement within the Cardiff City Region as one of the 10 Local Authorities

### What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?

Cardiff City Council oversee the budgetary aspects of City Deal and this post and related employment costs are funded from within the City Deal budget.

Any other comments

None

## CCR City Deal Programme Board – Fixed-term HE secondment to PMO

### **1.0 Purpose**

- To set out the case for a six month fixed term secondment of a senior officer from Cardiff University to ensure that the next phase of City Deal evolution and our first foray into major UK Government-led investment programmes, ensures we can demonstrate the required research credentials. In particular, given the timetable of key dates for bids to the first round of the Strength in Places Fund – it is imperative that this post is in place for September 2018.

### **2.0 Background**

- One of the chief targets of the City Deal is to leverage at least £4bn of private sector investment in order to optimise the value, value added and ‘reach’ of the City Deal. Creating leverage potential is further critical to arresting the impact of a lagging economy, generating 25k high-order, high-skill jobs and contributing to GVA bounce. One of the chief sources of this potential is the newly formed UK Research and Innovation. Operating across the whole of the UK with a combined annual budget of £6.4bn – UKRI brings together the seven Research Councils, Innovate UK and a new organisation called Research England. The attached presentation sets out the proposed way of working for UKRI and the investment models and Grand Challenges that are shaping future strategy and direction.
- To date, the majority of the funding made available through the first two phases of Challenge Calls (Waves 1 & 2) has been research-led and this is set to continue, albeit a more even split across research-intensive and industry-intensive programmes is promised. This signifies the importance of a strong research base and credentials, but with the ability to take research closer to market and ensure it is applied and capable of conversion into the kind of new products, services and resources that contribute to productivity gains. It is important to note that UKRI has a target to increase Government-sponsored R&D investment from its current level of 1.7% to 2.4% - putting the UK on par with the OECD average.
- Currently many of the challenges calls underway present real opportunities for our region such as the Energy Revolution, Farraday Challenge, Next Generation Services Challenge and Insurance and Fintech. As these continue their rollout, it is clear that a strong research base, research partnerships and knowledge and experience of navigating the academic systems, QR funds and HEFCW processes, is critical. The announcement of the first wave of the new £115m ‘Strength in Places’ fund requires a strong research base and existing presence in TRLs 1-3 and research and industry partnerships. The fund is being overseen by Research England and supported by Innovate UK, which in Wales will translate as a HEFCW lead. Beyond this, the new Industrial Fellowships Programme calls for research and industry partnerships and the forthcoming Shared Prosperity Fund (estimated to be worth in excess of £850m) prescribes that industry and academia act as the anchor points for applications to the programme.

- The PMO has performed an important role to date in ensuring all governance accountability and project arrangements have been executed in line with the Joint Working Agreement. In order to optimise our visibility, influence and engagement in new UK-wide investment programmes, it is crucial that we now take the opportunity to build the kind of extended and agile teams that have the breadth, skills, networks and capabilities to evolve the Deal into the next phase of its growth. This will be less about a fixed and static team drawn mainly from councils and more about a whole array of industry, research and government secondments and inputs on data science and analysis from ONS, Companies House and IPO. It will focus on the input of expertise from other successful regions around the world on matters such as investor readiness, financing models, and marketing, branding, and behavioural psychology. These inputs can be stood up and down as needed and contribute the development of a dynamic and agile extended team that brings in new and additional resources, competencies in addition, expertise to ensure City Deal secures the right opportunities at the right time and with the right outcomes in sight.

### 3 Reasons

The reasons for seeking a fixed term University secondment are:

- UKRI investment funds require a research lead and demonstration of ‘Research Excellence’ – ‘evidence of how proposed research activities build on established research excellence’; ‘present a sound case to increase sustainable research activity to achieve economic impacts’ and ‘evidence to support Units of Assessment in 2014 Research Excellence Framework’. Cardiff is 2<sup>nd</sup> in whole of UK on the REF.
- The deadline for initial applications to the first wave of the Strength in Places fund is 25 July 2018. Beyond this, the process extends to EOI awards in October 2018 with full stage bids required for April 2019. The theme of the fund is accelerating research and industrial cluster growth – that can demonstrate existing research excellence and have high quality innovation capability focussed on wealth creating opportunities aligned to local industry and business supply chains. The challenge is being led by Research England (HEFCW) and supported by Innovate UK. This requires a knowledge of HEFCW and their working practices and protocols.
- The potential priority for the CCR City Deal bid (as endorsed by WG and Innovate UK) is growing the persistence and development of the CSC Cluster. Cardiff University is critical to this since they have already established the CSC Centre for Research Excellence (led by Professor Diana Huffaker), the CSC Institute (a JV with IQE) and are partners in the CSA Catapult. The University, working with CSC supply chain partners have also developed the UK’s first Masters in the field of CSCs.
- Beyond this specific opportunity, other challenge calls around Energy, Innovation, Shared Prosperity and others, align with the core direction of Cardiff University’s research base (Flexis, Specific and SPARK as some examples). Their presence will also be key to engaging the other Universities in the region and ensuring there is one joined-up and integrated HE ‘offer’ into the City Deal.
- The Reid Review was launched by WG last week by the Leader of the House at the QED Centre in London. Amongst other things, the Reid Review calls for enhanced QR funding to Universities that can evidence ‘close to market’ impact and application and the designation of 3 regional innovation-Enterprise hubs that will bring together Research, Industry and Government bodies.

- Wales and the CCR was significant undersubscribed in EOI submissions to Wave 3 of the Industrial Strategy Challenge Fund. In fact, only 6 out of 256 applications were from Research-Government-Industry partnerships within Wales. Our state of readiness needs to be substantially improved ahead of Wave 4. In addition, CCR needs a carefully thought-out strategy and approach to how it can best engage with the UKRI and investment opportunities through the Industrial Strategy.

## **4 Objectives**

4.1 Derived from the above, the objectives of the fixed-term secondment will be to:

- Leverage the relationships with Research Bodies and Industry partners to establish the effective collaborations required to access UKRI investment
- Co-ordinate and develop applications and bids from the CCR bringing together the required Research, Business/Industry and Government Partnerships
- Specifically, to lead on the application into the Strength in Places Fund on growing the CSC cluster and identifying the sites, assets and opportunities across the region that will allow this to flourish and succeed
- Co-ordinate further applications and bids to UK Government that align with our priorities, challenge calls and other investment opportunities
- Develop the CCR Strategy for engagement with UKRI, working with WG and partners in HE, industry, business and entrepreneurship across the region
- Grow the relationship with Innovate UK at Wales and UK level and develop connections through HEFCW with Research England
- Create a short-term opportunity pipeline to align with immediate UKRI challenge calls and opportunities
- Co-ordinate and align inputs around data, evidence, market intelligence and insights to support horizon scanning and activity
- Support the implementation of the Reid Review and ensure the CCR is at the table informing and shaping the way forward
- Co-ordinate significant CCR-level activity across HE, Industry and Government including a focus on R&D levels and take-up of related incentives

## **5 Resources**

- The contribution equates to (with on-costs) two and half days a week or 50% of a Chief Officer level post for a six-month period. With the annual pay award and 30% on-costs, this requires £29,172 of the available PMO staffing funds.

## **6 Recommendations**

- To endorse the proposal for a fixed term secondment from Cardiff University, in order for relevant onward approval by the CCR Cabinet Chair.

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<b>SUBJECT:</b>	<b>WELSH CHURCH FUND WORKING GROUP</b>
<b>MEETING:</b>	<b>Cabinet</b>
<b>DATE:</b>	<b>05<sup>th</sup> September 2018</b>
<b>DIVISIONS/WARD AFFECTED:</b>	<b>All</b>

## 1. PURPOSE:

1.1 The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications for the Welsh Church Fund Working Group meeting 3 of the 2018/19 financial year held on the 26<sup>th</sup> July 2018.

## 2. RECOMMENDATION:

2.1 We resolved that the following grants be awarded as per the schedule of applications.

### SCHEDULE OF APPLICATIONS CONSIDERED 2018/19 – MEETING 3.

1. **St Matthews Church, Monkwood** requested £5,000 for the repair and re-establishment of the west wall and repairs to the Church roof.

Recommendation: £2,500 was awarded towards the cost of repairing the west wall and the roof of the church to aid in the restoration and preservation of this community asset.

2. **D Gething** requested £500 to assist in funding a medical qualification as a mature student

Recommendations: £500 was awarded to assist in enabling the applicant to re-train and benefit the local community in the future.

3. **St Teilo's Church, Lantillio Crossenny**, requested £300 to assist in the rebuilding of unusable church yard steps that form part of a buttress to the churchyard wall.

Recommendation: £300 was awarded to contribute to rebuilding church infrastructure.

4. **St Mary's Church, Llanvair Discoed** requested £1,000 required to assist in the cost of repointing water channels on the Church Chancel and Nave.

Recommendation: £1,000 was awarded to fund essential works to prevent water ingress to the church.

## **OPTIONS APPRAISAL**

Options available to the Committee are driven by the information only supplied by the applicants

### **4. EVALUATION CRITERIA**

No evaluation criteria is applicable to the grant awarded by the trust

### **5. REASONS**

A meeting took place on Thursday 26<sup>th</sup> July 2018 of the Welsh Church Fund Cabinet Working Group to recommend the payment of grants as detailed in the attached schedule (Appendix 2).

County Councillors in attendance:

County Councillor A. Webb (Chair)  
County Councillor D. Evans (Vice Chair)  
County Councillor B. Strong  
County Councillor S. Woodhouse

OFFICERS IN ATTENDANCE:

W Barnard     Committee Administration

#### **5.1 DECLARATIONS OF INTEREST**

No declarations of interest were made

#### **5.2 APOLOGIES FOR ABSENCE**

D. Jarrett     Central Finance Officer

#### **5.3 CONFIRMATION OF REPORT OF PREVIOUS MEETING**

The minutes of the meetings of the Welsh Church Fund Working Group meeting 2 held on Thursday 21<sup>st</sup> June 2018 were confirmed as accurate.

## **.RESOURCE IMPLICATIONS**

A total of £4,300 was allocated at Meeting 3 of the Welsh Church Fund Committee. A remaining balance of £25,039 will be carried forward for distribution within the 2018-19 financial year.

**6. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS  
(INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND  
CORPORATE PARENTING):**

There are no Future Generations, equality, safeguarding, corporate parenting or sustainable development implications directly arising from this report. The assessment is contained in the attached appendix.

**7. CONSULTEES:**

Senior Leadership Team  
All Cabinet Members  
Head of Legal Services  
Assistant Head of Finance  
Central Finance Management Accountant

**8. BACKGROUND PAPERS:**

Welsh Church Fund Schedule of Applications 2018/19– Meetings 3 (Appendix 2)

**9. AUTHOR:**

David Jarrett – Senior Accountant – Central Finance Business Support

**10. CONTACT DETAILS**

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e-mail: [daveJarrett@monmouthshire.gov.uk](mailto:daveJarrett@monmouthshire.gov.uk)

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<p><b>Name of the Officer</b> D Jarrett <b>Phone no: 4657</b> <b>E-mail: davejarrett@monmouthshire.gov.uk</b></p>	<p><b>Please give a brief description of the aims of the proposal</b> To assess the Grant Allocation Processes of the Welsh Church Fund for the meeting of the Welsh Church Fund Working Group on the 26<sup>th</sup> July 2018</p>
<p><b>Name of Service</b> Finance</p>	<p><b>Date Future Generations Evaluation</b> 26th July 2018</p>


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**1 Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.

<b>Well Being Goal</b>	<b>How does the proposal contribute to this goal? (positive and negative)</b>	<b>What actions have been / will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive in relation to developing the skills and proficiencies of applicants</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive in the teaching of biodiversity and ecological issues through the provision of educational resources</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive in that people's mental health and physical health is enhanced by a collective activity / process.</p>	

Well Being Goal	How does the proposal contribute to this goal? (positive and negative)	What actions have been / will be taken to mitigate any negative impacts or better contribute to positive impacts?
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Positive in relation to connecting the community and its constituents	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Positive in relation to social well-being. Also, helping the environmental well-being of the community through preservation of history.	
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	Positive in relation to the promotion of culture in the community	
<b>A more equal Wales</b> People can fulfill their potential no matter what their background or circumstances	Positive in respect of helping people to achieve their potential irrespective of individual circumstances	

**2. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 Balancing short term need with long term and planning for the future	Not applicable to Welsh Church Fund Trust	

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p><b>Collaboration</b> Working together with other partners to deliver objectives</p>	Not applicable to Welsh Church Fund Trust	
 <p><b>Involvement</b> Involving those with an interest and seeking their views</p>	Not applicable to Welsh Church Fund Trust	
 <p><b>Prevention</b> Putting resources into preventing problems occurring or getting worse</p>	Not applicable to Welsh Church Fund Trust	
 <p><b>Integration</b> Positively impacting on people, economy and environment and trying to benefit all three</p>	Not applicable to Welsh Church Fund Trust	

**3. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Age	Encouraging the socializing of differing age groups through social provision	None	
Disability	No impact	None	
Gender reassignment	No impact	No impact	
Marriage or civil partnership	No impact	No Impact	
Race	No impact	No Impact	
Religion or Belief	Encouraging religion through education at the point of delivery through the provision of enhanced facilities	None	
Sex	No impact	No impact	
Sexual Orientation	No impact	No Impact	
Welsh Language	No impact on Welsh Language	No impact on Welsh Language	



4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance note <http://hub/corporatedocs/Democratic%20Services/Equality%20impact%20assessment%20and%20safeguarding.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Not applicable		
Corporate Parenting	Not applicable		

5. What evidence and data has informed the development of your proposal?

The evidence and data used for the assessment of each applicant to the Welsh Church Fund is supplied by the applicant upon submission of their application. The data and information supplied or subsequently requested is used to form the basis of the Committees' decision on whether to award a qualifying grant.

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The grant aid supports and highlights the positive effect that decisions the Welsh Church Fund Working Group have on the applicants funding requests from Voluntary Organisations, Local Community Groups, Individuals and Religious Establishments. All awards are made in the belief that the funding is utilised for sustainable projects and cultural activities that benefit individuals, organisations, communities and their associated assets. All grants are awarded within the Charitable Guidelines of the Trust

**7. Actions. As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

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What are you going to do	When are you going to do it?	Who is responsible	Progress
Award grants	September 2018	Welsh Church Fund	On target

**8. Monitoring: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.**

<b>The impacts of this proposal will be evaluated on:</b>	The Payment of grants awarded to the successful applicants
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**WELSH CHURCH FUND - APPLICATIONS 2018/19**  
**MEETING 3: 26th July 2018**

APPENDIX 2

	<u>ORGANISATION</u>	<u>ELECTORAL DIVISION</u>	<u>Signed by Councillor</u>	<u>REQUEST</u>	<u>DECISION</u>	<u>NATURE OF REQUEST</u>	<u>APPROX COST</u>	<u>DATE Received</u>	<u>D of I*</u>	<u>Comments</u>	
	<b>NEW APPLICATIONS AWAITING DECISION</b>			£	£		£				
1	St Matthew' Church, Monkswood	Llanbadoc	Val Smith	£5,000	£2,500	Funding required for repairs to the West wall and roof of the church to prevent water damage, including replacement and repointing of external stonework and plastering of internal surfaces.	£19,500	04/07/2018	No	The diocesan Architect has inspected the property and recommended the work. St Matthew's is the only community building in Monkswood and important as a focal point for the area.	
2	. D Gething	Mardy	M. Lane	£500	£500	Funding required to study Medicine at Swansea University for 4 years as a mature student	£23,600	04/07/2018	No	A career in medicine with a view to becoming a GP within Monmouthshire	
3	St Teilo's Church, Lantillio Crossenny	Llantilio Crossenny	R Edwards	£300	£300	Funding required to assist in the rebuilding of unusable church yard steps that form part of a buttress to the churchyard wall	£384	04/07/2018	No	The steps form part of the structure to this grade 1 listed building and therefore need to be repaired to the required standard using traditional methods.	
4	St Mary's Church Llanvair Discoed	Caerwent	P. Murphy	£1,000	£1,000	Funding required to assist in the cost of repointing water channels on the Church Chancel and Nave	£5,000	18/07/2018	No	There is a persistent problem with damp within the church that has been identified as water ingress due to the state of the current water channels	
	<b>Late Application</b>										
	<b>Deferred Applications</b>										
	<b>SUB TOTAL Meeting 3</b>			<b>£6,800</b>	<b>£4,300</b>	<b>OTHER INFORMATION :</b>					
	<b>Meeting 1 Award</b>				<b>6,058</b>						
	<b>Meeting 2 Award</b>				<b>7,400</b>						
	<b>Meeting 3 Award</b>				<b>4,300</b>						
	<b>Meeting 4 Award</b>				<b>0</b>						
	<b>Meeting 5 Award</b>				<b>0</b>						
	<b>Meeting 6 Award</b>				<b>0</b>						
	<b>Meeting 7 Award</b>				<b>0</b>						
	<b>TOTAL AWARDED FOR 2018/19 TO DATE</b>				<b>17,758</b>						
	<b>BUDGET 2018/19</b>				<b>31,400</b>						
	<b>BALANCE B/F TO 2018/19</b>				<b>£11,397</b>						
	<b>Monmouthshire's Allocation for 2018/19</b>				<b>£42,797</b>						
	<b>REMAINING BALANCE</b>				<b>£25,039</b>						

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