

# Public Document Pack



County Hall  
Rhadyr  
Usk  
NP15 1GA

Wednesday, 8 January 2020

## Notice of meeting

### County Council

Thursday, 16th January, 2020 at 2.00 pm,  
Council Chamber, County Hall, The Rhadyr, Usk, NP15 1GA

### AGENDA

*Prayers will be said prior to the Council meeting at 1.55pm. All members are welcome to join the Chairman for prayers should they wish to do.*

Item No	Item	Pages
1.	PRE AGENDA - SIGNING OF THE ARMED FORCES COVENANT	
2.	Apologies for absence	
3.	Declarations of interest	
4.	Public Questions	
5.	Chairman's announcement and receipt of petitions	1 - 2
6.	Report of the Chief Officer for Enterprise	
6.1.	Caldicot Leisure Centre Refurbishment and Chepstow Gym and Cafe upgrade	3 - 20
7.	Report of the Head of Policy and Governance	
7.1.	Diary of Meetings 2020 - 2021	21 - 32
8.	Report of the Chief Officer for Resources	
8.1.	Council Tax Reduction Scheme 2020/2021	33 - 36
9.	Notices of Motion:	

**9.1. Submitted by County Councillor Batrouni**

The Labour group believes inequality and poverty are major problems in Monmouthshire and the council should campaign for an Income Inequality grant. (Supplementary evidence attached)

**9.2. Submitted by County Councillor Batrouni**

That this Council is disappointed that the Tory administration decided to close Mouton House, especially without any future plan for the site as a whole or for the long-term provision of educational services for children with social, emotional and behavioural difficulties (SEBD).  
Moving forward, the Council will:

1. Place restrictions on the site of Mouton House that requires any future use or redevelopment to be allowed only for educational or local community purposes in order to ensure the site is not sold for housing by the current or any future administration;
2. Bring forward plans in this calendar year as to the long-term plans for SEBD children in the county.

**9.3. Submitted by County Councillor P. Fox**

This Council:

Notes with frustration that Monmouthshire County Council consistently receives the lowest per head funding of any local authority in Wales from the Welsh Government.

Recognises the significant financial pressures on local authority services, particularly in demand for social care and additional learning needs.

Expresses extreme disappointment that in 2020-21 Monmouthshire is set to receive the worst settlement of any council with a rise of just 3% compared to 5.4% in neighbouring authorities.

Calls on the Leader and Cabinet to continue to make robust representations to the Welsh Government for a funding floor to reduce inequality and commission a review of the local government funding formula, which fails to recognise the challenges of delivering services in a rural county like Monmouthshire.

**10. Members Questions:****10.1. From County Councillor M. Groucutt to County Councillor R. John, Cabinet Member for Children and Young People and MonLife**

<p><b>10.2.</b></p>	<p>In light of the budget consultation item that schools budgets be reduced by 2.5%, what would be the direct financial impact of such a cut on the budgets of our four comprehensive schools? Has any consideration been given to the impact that this would have on standards and outcomes in these schools and the provision that they are able to offer, particularly for our most vulnerable and needy pupils?</p> <p><b>From County Councillor M. Groucutt to County Councillor R. Greenland, Cabinet Member for Innovation, Enterprise and Leisure</b></p> <p>Is the cabinet member concerned at the apparent lack of consultation between officers of this council and the BBNP over the proposals submitted by the Monmouthshire Housing Authority to build on land adjacent to the Lansdown ward lying within the National Park? This proposal includes 70% affordable housing and would be adjacent to wards which already have areas of considerable social isolation and poverty. Would such a development, in an area where current roads would make the development inaccessible by public transport and commercial traffic, create an 'out of sight, out of mind' community that would only make worse the social problems faced by large areas in north Abergavenny? Will he confirm that the council will oppose such development should the National Park Authority proceed beyond Stage 2 with the proposal still in its developing LDP?</p>	
<p><b>11.</b></p>	<p><b>To confirm the minutes of the meeting of County Council held on 24th October 2019</b></p>	<p>59 - 68</p>

**Paul Matthews**

**Chief Executive / Prif Weithredwr**

MONMOUTHSHIRE COUNTY COUNCIL  
CYNGOR SIR FYNWY

THE CONSTITUTION OF THE COMMITTEE IS AS FOLLOWS:

County Councillors:

P. Clarke  
D. Batrouni  
J.Becker  
D. Blakebrough  
L.Brown  
A.Davies  
D. Dovey  
L.Dymock  
A. Easson  
R. Edwards  
D. Evans  
M.Feakins  
P.A. Fox  
R.J.W. Greenland  
M.Groucutt  
L. Guppy  
R. Harris  
J. Higginson  
G. Howard  
S. Howarth  
R.John  
D. Jones  
L.Jones  
P. Jones  
S. Jones  
S.B. Jones  
P. Jordan  
M.Lane  
P. Murphy  
P.Pavia  
M. Powell  
J.Pratt  
R.Roden  
V. Smith  
B. Strong  
F. Taylor  
T.Thomas  
J.Treharne  
J.Watkins  
A. Watts  
A. Webb  
K. Williams  
S. Woodhouse

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**Welsh Language**

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# 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.



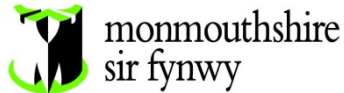
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## Chairman's Report 29<sup>th</sup> October – 19<sup>th</sup> December

Tuesday 29 <sup>th</sup> October 7 p.m.	Gwent Music - Gwent Youth Wind Orchestra's Annual Concert The Riverfront, Newport
Wednesday 30 <sup>th</sup> October 6 p.m.	GAVO Volunteer Achievement Awards Ceremony Cwrt Bleddyn Hotel, Usk
Thursday 31 <sup>st</sup> October 7 p.m.	AAODS – Junior Production of 'The Addams Family' Borough Theatre, Abergavenny
Saturday 2 <sup>nd</sup> November 11 a.m.	Unveiling Ceremony Castle Meadows Copse, Abergavenny
Wednesday 6 <sup>th</sup> November 3 p.m.	GAVO – Be Proud of Your Community Gwent Awards Llanhilleth Miners Institute, Abertillery
Thursday 7 <sup>th</sup> November 11 a.m.	Citizenship Ceremony Registrars' Office, Usk
Friday 8 <sup>th</sup> November 3 p.m.	Remembrance Day Service Llanelly Hill Welfare Hall
Saturday 9 <sup>th</sup> November 7 p.m.	Gwent Bach Choir's Autumn Concert St Mary's Priory Church, Abergavenny
Sunday 10 <sup>th</sup> November 11 a.m.	Royal British Legion Armistice Parade Abergavenny
Sunday 10 <sup>th</sup> November 2.30 p.m.	Royal British Legion Armistice Day Parade and Church Service Usk
Monday 11 <sup>th</sup> November 11 a.m.	Armistice Day Service County Hall, Cwmbran
Wednesday 13 <sup>th</sup> November	Gwent Music - Music for Youth Proms Royal Albert Hall, London
Monday 25 <sup>th</sup> November	Official Opening of Mountain Warehouse and Neon Sheep Stores Abergavenny
Wednesday 27 <sup>th</sup> November 3 p.m.	Funeral of Alun Thompson Langstone Crematorium
Sunday 1 <sup>st</sup> December 5.30 p.m.	Gwent Music - Newport Music Centres' Christmas Extravaganza Newport Centre
Monday 2 <sup>nd</sup> December 7 p.m.	Annual St John Gwent Carol Service St Mary's Priory Church, Abergavenny
Wednesday 4 <sup>th</sup> December 9.30 a.m.	Year 1 Christmas Nativity Magor CiW VA Primary School, Magor
Thursday 5 <sup>th</sup> December 11 a.m.	Citizenship Ceremony Registrars' Office, Usk
Friday 6 <sup>th</sup> December 4.45 p.m.	Re-signing of the Armed Forces Covenant The Redhouse, Merthyr Tydfil
Wednesday 11 <sup>th</sup> December 2 p.m.	Christmas Nativity 'Christmas around the World' Kymin View Primary School, Monmouth
Thursday 12 <sup>th</sup> December 1.45 p.m.	Foundation Phase – Nativity Play Cross Ash Primary School, Nr Abergavenny
Thursday 12 <sup>th</sup> December 6 p.m.	Christingle Concert Deri View Primary School, Abergavenny

Tuesday 17 <sup>th</sup> December	Infant Nativity (Nursery and Reception Classes) Cantref Primary School, Abergavenny
Wednesday 18 <sup>th</sup> December 6 p.m.	Forest of Dean – Chairman’s Carol Concert St Mary’s Church, Lydney
Thursday 19 <sup>th</sup> December 6.15 for 7 p.m.	The Emergency Service of South Wales – Christmas Carol Service Llandaff Cathedral, Cardiff



<b>SUBJECT:</b>	<b>CALDICOT LEISURE CENTRE REFURBISHMENT AND CHEPSTOW GYM AND CAFÉ UPGRADE</b>
<b>MEETING:</b>	<b>COUNCIL</b>
<b>DATE:</b>	<b>16<sup>th</sup> January 2020</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>SEVERNSIDE</b>

## **1. PURPOSE:**

- 1.1 To inform Members of the results of the Caldicot Leisure Centre Refurbishment Feasibility Study RIBA stage 2 and to update on options.
- 1.2 To inform Members of the need to improve the offer at Chepstow Leisure Centre to ensure it remains fit for purpose and attractive to customers.

## **2. RECOMMENDATIONS**

- 2.1 To proceed to the next stage of cost certainty RIBA 4 on the proposed model of “Remodel the Existing Centre” as outlined in the report at an additional cost of £244,569.
- 2.2 To approve preliminary investigative and design work of £30,000 and proceed with a feasibility study for upgrades to the fitness facilities at Chepstow Leisure Centre and to remodel the café and reception areas depending upon cost.

## **3. KEY ISSUES:**

- 3.1 Cabinet on the 31st July 2019 approved the sum of £127,598 to instigate a major piece of work that would lead to a fundamental renewal programme for Caldicot Leisure Centre which was estimated to be in the region of £5.5 million - £6 million. This facilitated a feasibility study to enable cost certainty and business planning to be developed. It was agreed that Cabinet would receive a further report at the conclusion of the study when it will be asked to consider whether the programme proceeds or not. The anticipated cost of the refurbishment is now estimated at £8.3m which is significantly above the original estimate for reasons identified below.
- 3.2 Caldicot Leisure Centre (CLC) was built in the early 1970's and over the past 50 years it has seen significant change of use and additions to the site and converted many areas to try to keep up with modern day leisure provision. A small part of the centre was refurbished in 2005, from the original build, which incorporated an investment in the first-floor health and fitness offer, as well as ground floor changing rooms for fitness and a dedicated children's fitness studio. In 2013 the Council invested in a new outdoor artificial pitch.

- 3.3 A condition survey in 2017 highlighted the need to spend £350k over the coming years. This was not a detailed structural survey, but rather to give an indication of the general condition of the fabric of the building based on a visual inspection. Parts of the structure which were covered, un-exposed or inaccessible were not inspected and the inspection of the exterior was a visual one and comments made regarding the electrical and mechanical installation were based only upon a superficial, visual examination of the apparatus and their general condition.
- 3.4 The Leisure Centre looks tired and dated and is in stark relief to the new Caldicot School with which it shares a campus. With a population of circa 11k, Caldicot is set for growth and with the Severn Bridge tolls no longer in place and a brand-new 21st Century School complete, the demand for affordable housing has risen considerably within the area. A £10M revamp of the town centre has been approved which would see an apartment complex, a vibrant shopping centre and new road infrastructure, all as part of a South East Wales Regeneration plans. The economic potential of 'Severnside' is seen as essential to meet the demands of the growing population.
- 3.5 In 2018/19, a £7.4M refurb of Monmouth Leisure Centre was completed including a 25m, 5 lane swimming pool, extensive gym, two studios, soft play and toning. With the success of Monmouth Leisure Centre and the potential changes to the town of Caldicot, Monmouthshire County Council wants to consider an upgrade for CLC.

### **ALS Proposal for Caldicot Leisure Centre (6<sup>th</sup> November 2019)**

- 3.6 Alliance Leisure (ALS) were commissioned to undertake to undertake a RIBA Stage 2 feasibility for the refurbishment of CLC. The following table demonstrates what the design would deliver.

<b>Ground Floor</b>	
Reception and Café	Reconfiguration of entrance, reception, dry changing to form new entrance area and café to service both play, reception and viewing
Soft Play	Extend sports hall by 1 badminton courts and convert 1 badminton court adjacent to squash courts for soft play
Dry Changing	Extend sports hall by 1 badminton court to house changing room for school children and sports hall/ 3G users
Village Changing	Reconfigure offices and male and female wet change to create a village style swimming pool changing village
Sauna / Steam	Create small sauna / steam offer off poolside within the changing village
Community Room	Create a moveable wall in the squash courts to create a further flexible space
<b>First Floor</b>	
Wellness Suite	Convert studio space to large 60 station gym. Conversion of studio space to a community room.
Spin Studio	Convert small studio into a spin studio

Studio	Convert current gym to a studio
Wellness Changing	Convert studio / corridor space / toilets to dedicated changing

- 3.7 The proposal at RIBA Stage 2 is costed at £8.3m, with a number of optional extras to be considered. The feasibility undertaken forecasts that the new facility could contribute between £163,000 of new revenue in a mature year (year 4), which could contribute £2.3m to the capital cost of a new facility, leaving a gap funding requirement of £6.0m.
- 3.8 In summary, the proposed option of £8.3m also includes estimates for pool refurbishment, car parking and façade improvements but does not include any alterations to the skatepark and outside areas all of which need improvement.
- 3.9 Given the significant increased cost of the refurbishment at £8.3m, alternative options have been explored which looks to remodel the existing centre at lower cost or to demolish and rebuild on the same site.

### Remodel Existing Centre

- 3.10 Discussions have been held with ALS to determine if an alternative option could be considered with a reduced cost. This model would be based on the existing footprint of the building and would reduce the overall building cost. The existing sports hall would remain and could continue to be used for most of the refurbishment. The skatepark which is in need of an upgrade would also be included. The business plan indicates that the play and café area contribute significantly to the extra income required and so it is imperative to continue with this as a key income driver. The following table demonstrates what this design would deliver.

<b>Ground Floor</b>	
Reception and Café	Reconfiguration of entrance, reception, dry changing to form new entrance area and café to service both play, reception and viewing
Soft Play	Convert 2 squash courts for soft play
Village Changing	Reconfigure offices and male and female wet change to create a village style swimming pool changing village
Sauna / Steam	Create small sauna / steam offer off poolside within the changing village
Pool Hall	Redecoration
<b>First Floor</b>	
Wellness Suite	Convert studio space to a large 60 station gym and creation of 9 station toning suite
Spin Studio	Convert small studio into a spin studio
Studio	Convert current gym to a studio
Wellness Changing	Convert studio / corridor space / toilets to dedicated changing
<b>Outside Space</b>	
Skatepark	Refurbishment of skate park
Car Park	Improvements to car park areas

Façade	Improvements to external cladding and glazing
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- 3.11 The play area would need to be housed in the area currently occupied by the squash courts. This would mean removing the squash provision on the site. The reception area would be remodelled to an open plan facility and café with viewing gallery onto the pool.
- 3.12 The scheme is looking to provide some additional changing rooms to serve the school and outside facilities users and this might not be provided within the building and may have to be outside changing rooms (in a demountable form) if needed. Significant changing would still be available in the centre but would be upstairs. There would be improvements with a new changing village similar to the Monmouth provision. The improved spa and sauna offer would still be provided poolside.
- 3.13 The upstairs would be transformed into a state of the art fitness and well-being facility with an improved 60 station gym, a 9 station toning facility with extra studios for spinning and classes. This proposal anticipates making improvements to the façade, car parking and the skatepark.
- 3.14 Officers will be continuing to explore the option of accessing funding from the Welsh Government REFIT scheme to undertake energy efficiency measures as part of the CLC refurbishment.
- 3.15 ALS have indicated that this option is likely to cost £6.3m (see table below) which includes provisional estimates for car parking, demountable changing, pool refurbishment, skatepark replacement and façade improvements. It also includes the cost of a full time project support officer. The scheme is likely to achieve an additional net revenue of £200k by year 4 which could contribute circa £3m towards the capital cost of the development.

Description	Indicative Cost £
Build Cost	5,216,896
Extra Surveys – Fabric / Car Parking / Pool	37,500
Car Parking	150,000
Pool Refurbishment	175,000
Façade improvement	300,000
Project Support Officer	42,113
Demountable Changing	175,000
Skatepark	200,000
<b>TOTAL</b>	<b>6,296,509</b>

### **Demolish and Rebuild on the Same Site**

- 3.16 This would provide a similar model to the other option and would provide additional enhancements, reducing the carbon front print of the building and ensuring that all of the plant and equipment is replaced and reducing the amount of maintenance costs incurred in maintaining the existing equipment.
- 3.17 The current building would have to be demolished. The site would be closed and alternative provision could be made, through the temporary provision of a gym (either at a town centre location such as a shop or the rental of an industrial unit). This would ensure that clients can continue to have access to some facilities and could assist with some generation of income. The closure of the existing site will mean that staff would need to be relocated and utilised across MonLife Services but there is likely to be a cost implication.
- 3.18 Based upon similar projects, ALS have estimated that a new build would cost £12m - £15m and take 15 months to complete from initial planning.

### **Chepstow Leisure Centre Gym and Cafe Refurbishment**

- 3.19 Chepstow Leisure Centre was last refreshed in 2005 with a large ground floor extension which provided a 50 station gym, community facilities, dance studio, sauna and steam room and additional changing facilities. It is essential to continue to provide facilities that supports the growing health and well-being needs of Chepstow but also needs to continue to compete with other local providers and remain fit for purpose and therefore a refurbishment needs to be undertaken.
- 3.20 There is a need to invest in fitness facilities which requires an upgrade to fitness equipment and an upgrade to fitness classes giving them a modern digital feel (as in Monmouth LC). The scheme will look to improve the food and beverage offer to improve dwell time and secondary spend. Where possible the scheme will also improve the reception areas to give a more open and customer friendly experience.
- 3.21 Design and concept reports, architects drawings and a feasibility study is likely to cost circa £30,000.

## **4 EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):**

- 4.1 The decision to proceed with getting cost certainty for refurbishment cost of Caldicot Leisure Centre will allow the council to minimise risk in project delivery cost. The potential refurbishment will ensure there are more opportunities for all the community to keep physically active and well. New building regulations will ensure that historic

problems on the site are rectified and can also assist in making sure the building maximises opportunities to be more energy efficient.

## 5. OPTIONS APPRAISAL

Option	Benefits	Risks	Comments
Do Nothing	Continue to maintain a building which has limited appeal to new customers although valued as a service for existing loyal users. Continue a service.	The site is tired and the layout design is in need of change as a more modern facility and a new offer is necessary. The building in its current state has maintenance requirements and many issues that need resolving. If certain investments are not made income targets will not be reached, staff and customer morale will be lower and the service will more regularly be shutting down facilities on the site due to maintenance and H&S reasons.	To do nothing would mean this important part of Caldicot regeneration and health & wellbeing objectives will be left behind in terms of other assets that are being uplifted.
ALS Proposal 6.11.19	This provides an extension to existing facilities and increases the footprint to allow for community and a range of facilities. It focuses on fitness, play, café, wetside and dryside change and ensuring continued use of squash courts. The development addresses many areas of the site. Additional money would be required to tackle other aspects of site delivery however the scheme does invest in key areas.	The scheme costed at 7.1 mil does not address additional areas of the site that are in need of an upgrade and whilst the offer is high quality and delivers fitness and play the service would need to find more money to address the outside cladding, pool refurbishment, skatepark and car park. The cost of the scheme as a refurbishment starts to become less attractive under this scheme due to the additional investment required in extending facilities. The site is refurbished and there is an unknown problem with the pool that develops.	The scheme would be close to 9 million to deliver the extension and deliver other site aspects and that is very different to the original financial scope of the scheme
Remodel Existing Centre at Lower Cost	This scheme provides a refurbishment to the top floor of the leisure centre providing a new fitness offer, toning, fitness class and spinning studios. Due to not extending the	The site does lose the squash courts and some ability to deliver historic community groups – although alternative provision can be found	The risk of refurbishment can always uncover additional problems however the



Option	Benefits	Risks	Comments
	building the play, café and kitchen area would be created where existing squash courts and changing rooms are whilst redeveloping the reception to give an open plan feel. The wetside changing rooms would be revamped to provide a changing village with some small changing rooms for groups and accessibility. This scheme also provides a new skate park design and a refresh to the pool hall and external façade.	this is not on this site for squash. The scheme would look to provide some small demountable changing facilities these would be external to the fabric of the building. The site is refurbished and there is an unknown problem with the swimming pool that develops.	lower cost of overall scheme gives some ceiling and contingency to do more.

**6. RESOURCE IMPLICATIONS:**

6.1 To proceed to the next stage of cost certainty RIBA 4 for Caldicot on the proposed at a cost of £244,569 which includes a number of surveys and the employment of a project support officer. To proceed with design and feasibility options for Chepstow Leisure Centre at a cost of £30,000. This will be funded from capital receipts but should the project not proceed the costs would fall back to revenue budgets.

**7. CONSULTEES:**

Departmental Management Team  
Senior Leadership Team  
Cabinet  
HR  
Finance

**8. BACKGROUND PAPERS:**

Report to Cabinet 13<sup>th</sup> July 2019  
Appendix 1 - Alliance Leisure Presentation

**9. AUTHORS:**

Ian Saunders, MonLife Chief Operating Officer  
Marie Bartlett, MonLife Finance and Resources Manager  
Richard Simpkins, MonLife Business & Commercial Development Manager

**10. CONTACT DETAILS:**

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# Equality and Future Generations Evaluation

<b>Name of the Officer</b> Ian Saunders  <b>Phone no:</b> 07876 545793 <b>E-mail:</b> iansaunders@monmouthshire.gov.uk		<b>Please give a brief description of the aims of the proposal</b>  To gain approval for further funding to progress to RIBA stage 4 for Caldicot Leisure Centre	
<b>Name of Service area</b> MonLife		<b>Date</b> 18 <sup>th</sup> December 2019	
Page 11	<b>Are your proposals going to affect any people or groups of people with protected characteristics?</b> 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>		

<p>Age</p>	<p>The closure of aspects of facilities during design and implementation of the project will negatively impact on all protected characteristics during that time. However the service will look to re-provide where possible with options of part closure to facilities with a phased approach or the possibility of re-housing elsewhere or even a temporary structure on site as we did as part of the Monmouth Leisure Centre project. More detailed analysis of the impact to the whole Leisure facility will come forward when the options appraisal and cost certainty for the project is known.</p> <p>Pending the options appraisal decisions there may be certain areas that will be lost to house new facilities i.e. squash courts for the inclusion of a new play area and café.</p> <p><b>This will apply to all of the below protected characteristics.</b></p>	<p>The facility will have disruption to normal service provision for the period of the build but this will be kept to a minimum where possible.</p>	<p>During the closure period the service will work hard to ensure where possible as many services and facilities can remain open however during certain stages closure of services is inevitable for a period of time. Prior to and during the closure the service will do what it can to ensure all user groups are kept up to date and informed of any developments.</p> <p>Engagement with Town and Community Councils and clubs, societies and all users will be undertaken once we have confirmed plans and timescales in place.</p> <p>As facility plans are completed then more opportunities to develop bespoke packages for younger people will be developed.</p> <p>The new facility will enhance the overall offer, be fit for future generations and provide new opportunities for user groups that we are currently unable to cater for including a new state of the art play centre.</p> <p>There are also plans to improve the current health and wellbeing facilities that will assist in improving health, physical activity and social integration.</p>
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Disability			<p>We are one of only a small number of Local Authorities recognised for insport Bronze and Silver accreditation and have recently been identified by Disability Sport Wales as part of a National programme of insport facility.</p> <p>New facilities would create an inclusive environment, reduce the potential of any barriers to access and provide an improved offer and opportunity for all.</p> <p>Work is ongoing to promote our swimming inclusive offer through MonLife service plan, individual delivery plans and community club engagement plans.</p>
Gender Reassignment			
Marriage or civil partnership			
Pregnancy or maternity			<p>Opportunities to develop our Pathway to Pregnancy programmes are in place.</p>
Race			<p>Overall the proposals will have a positive impact by providing facilities that are DDA and BS8300, improve access to education and training for pupils and community. The facility will have village changing rooms that are of modern design which will meet all cultural, ethical and personal requirements.</p>
Religion or Belief			<p>As above</p>

Sex	The inclusion of village changing areas is a real positive as it offers no segregation or barriers and provides more of a family feel.		We will continue to ensure our Sports Development and Youth Service teams who are continuously working across all age groups make everyone aware of the project and look to maximize opportunities that the new build will bring.
Sexual Orientation			
Welsh Language	This will provide opportunities to ensure all signage and plans comply with the Welsh Language Act.		This is an area where ongoing work is being undertaken to ensure all facilities are fit for purpose with site presentation and literature being bilingual as part of the Welsh Language Act and guidelines.
Poverty			A fair pricing policy with discounts for specific sections of the community on a needs assessed basis will ensure fairness through our Passport to Leisure Schemes (i.e. families on low incomes).

**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. There's no need to put something in every box if it is not relevant!




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	To ensure the facility at Caldicot continues to thrive and creates employment, wellbeing and learning opportunities for all.	Consideration is being given to ensuring the building reduces energy use, uses renewable energy and is of a sustainable construction maximising solar PV and solar thermal technology where possible.  We will work closely with contractors to maximise community benefits delivered through the project, such as links with schools and communities, apprenticeships, using local labour etc.

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 project will comply with all planning regulations. There will be limited opportunities to contribute to biodiversity, due to the restrictions of the site, but opportunities to promote use of nearby green infrastructure will be taken by increasing the amount of cycle parking.</p>	<p>To ensure this happens there are close working relationships and regular meetings with the project Team, Property Services and Asset Management as those service areas need to assist with the planning regulations for the building.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Centre will provide modern facilities where people can enjoy physical activity which will improve people's physical and mental health.</p>	<p>Ensure regular updates are given especially as the project nears completion to ensure communities are aware of the improved offer and opportunities.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The Centre will become more of a wellbeing hub with a variety of activities, families focused with a combination of sporting and play opportunities available.</p>	
<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 Centre will provide part of Monmouthshire's contribution to ensuring the Nation puts health and wellbeing at the centre of its forward planning. The aim of the facility for the majority of users will reduce the need to travel elsewhere, reducing pollution. Energy saving measures and renewable energy are being considered where practical, to reduce the carbon footprint of the build.</p>	<p>We will work with the contractor to ensure that, where possible, local materials and local labour are used, reducing the carbon footprint of the build.</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>As per the Welsh Language Measure, signage will be bilingual and reception staff will have some Welsh language training. The new facilities will provide an alternative venue for cultural events and activities.</p>	<p>Staff are currently undertaking ongoing bespoke Welsh Language training as part of an authority wide approach to ensure the expectations of the Welsh Language Measure are being met.</p>



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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 more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	All communities will benefit from a variety of sporting and educational programmes.	Clubs and societies will be more aware of facilities and hard to reach groups will be targeted through various programmes via Sports Development and Youth Services.

## 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 design for the new facilities will ensure the centre is updated, facilities are relevant for today's needs but also consider the longer term needs and ensure features can be well maintained.</p>	<p>The project will need to work closely with site co-ordination to ensure disruption is kept at a minimum and that health and safety is at the forefront of any decisions made regarding the ongoing works. Consideration is also being given to ensuring the building uses renewable energy and is of a sustainable construction maximising solar PV and solar thermal technology where possible.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Working closely with community groups, Sport Wales, future schools and the Alliance Leisure team to ensure all stakeholders are aware of the need for partnership working and collaboration. There are regular scheduled meetings with the project team and relevant MCC departments to ensure lines of communication are maintained and everybody is up to date on plans.</p>	<p>Ensure the necessary project team are set up who met regularly and keep communication and consultation open. The project team are also working very closely with our Property Services and Asset Management team to ensure consideration has been given to sustainability and energy efficiency for the building.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The manager at the site will ensure there is consultation and dialogue with community groups and citizens as the project progresses.</p>	<p>We will work closely with groups that may be impacted directly by facility change and we will meet with other providers to explore opportunities.</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>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Investing in new and improved leisure facilities now will provide more and better opportunities for people of all ages to exercise. Encouraging exercise and healthy lifestyles now will prevent and reduce the number of health issues people face in the future, in particular conditions such as obesity and Type 2 diabetes.</p>	
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This options appraisal will allow the Council to move forward with cost certainty in the project ensuring the subsequent remodelling provides the best opportunities for future generations to enjoy health and wellbeing opportunities.</p>	<p>During the period of closure the service will work hard to ensure where possible service can continue with a phased modelling of re-design and building works.</p>

**3. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Social Justice	Inclusion is absolutely key for MonLife throughout all service areas and especially in Leisure where there are so many opportunities to tackle inequalities through programmes and initiatives. A new build will only enhance this with new facilities and opportunities for inclusion within activities.		Improve our positive future offer by engaging young people currently involved in or contributing to anti social behavior by supporting them and offering them opportunity.
Safeguarding	All plans on site and ways of working will ensure safeguarding is considered and systems and procedures are in line with authorities safeguarding procedures.		MonLife have thorough procedures in place around all aspects of safeguarding including training for all staff and we pride ourselves on this area so there are no concerns and practices or procedures either during or following the build.
Corporate Parenting	A re-design of Caldicot Leisure Centre will ensure an increased offer to support children, parents and families.		

#### 4. What evidence and data has informed the development of your proposal?

A complete business feasibility exercise was undertaken to identify the following aspects:

- An options appraisal with costs
- A full competitor analysis in the surrounding areas
- An analysis of local demographics
- A complete latent demand study identifying potential usage and growth within certain areas
- A 5 year profit and loss exercise
- Current performance and future opportunities analysis
- Capital cost projections

All of the above has assisted greatly in determining the proposed design and mixture of facilities required to ensure they provide opportunity for all and are built on a sound business case providing a resilient and sustainable model for future generations.

#### 5. 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 cost certainty to re-design the existing building will enable the site to deliver enhanced opportunities for health and wellbeing now and in the future and ensure the centre continues to deliver high quality leisure facilities for the local communities. Where possible, the new facilities will minimise energy use, maximise energy generation and use sustainable construction, as well as maximise opportunities for community benefits. The service will work hard to minimize disruption to all service users. We will work closely with user groups and customers to ensure they are kept up to date with any developments as they happen.

#### 6. 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
Seek approval to secure funding to move to RIBA Stage 4 surveys	Meeting taking place on 8 <sup>th</sup> January 2020	Ian Saunders Marie Bartlett Richard Simpkins
Allow members the opportunity to view an options appraisal to move to cost certainty	Meeting taking place on 8 <sup>th</sup> January 2020	Ian Saunders Marie Bartlett Richard Simpkins

**7. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations 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	Report and options appraisal presented to members	8 <sup>th</sup> January 2020	

**SUBJECT: DIARY OF MEETINGS FOR 2020/21**

**MEETING: County Council**

**DATE: 16<sup>th</sup> January 2020**

**DIVISION/WARDS AFFECTED: N/A**

**1. PURPOSE:**

To approve the draft diary of meetings for 2020/2021.

**2. RECOMMENDATIONS:**

That the diary of meetings for 2020/2021, as attached, be approved.

**3. KEY ISSUES:**

3.1 Some Committees set their own dates during the year eg SACRE, Appointment of LEA Governors Committee, PSB selects, Corporate Parenting Panel and these will be added to the diary in due course.

3.2 The diary includes, for information only, dates of meetings for political groups and outside bodies that are not agreed by Council and are subject to change by the organising bodies.

3.3 As per previous years, as far as is practicable meetings have not been scheduled during school holidays as requested by Councillors. There is an inevitable need to hold some meetings during school holidays so that the diary does not become too congested and avoids clashes with meetings but these have been kept to a minimum.

3.4 County Council meetings have been scheduled to start at 14:00 in the diary.

3.5 Paper copies of diaries will be available to all members at the AGM in May 2020. Printing of the diaries will be held as late as possible to incorporate as many meetings of outside bodies as possible.

**4. REASONS:**

The Council calendar needs to be approved annually to ensure appropriate governance arrangements are in place for the year and enables Members and officers to forward plan effectively.

**5. RESOURCE IMPLICATIONS:**

None as a direct result of this report.

**6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:**

There are no sustainable development or equality impacts arising from this report.

**7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS**

There are no safeguarding or corporate parenting implications associated with this report.

**8. CONSULTEES:**

**Democratic Services Committee** – Request that meetings are held in accordance with the approved diary throughout the year so that ‘special’ meetings held at short notice are kept to a minimum.

**9. BACKGROUND PAPERS:**

None.

**10. AUTHOR:**

John Pearson, Local Democracy Manager

**CONTACT DETAILS:**

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

# CALENDAR OF MEETINGS

1 MAY 2020 - 7 MAY 2021

<b>MAY, 2020</b>				
<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
				1
4	5	6	7	8

	2.00 pm Planning Committee	2.00 pm Cabinet		
<b>11</b> 10.00 am Conservative Group Meeting	<b>12</b> 5.00 pm AGM, County Council	<b>13</b> 11.00 am Corporate Parenting Panel 2.00 pm Planning - Delegated Panel Meeting	<b>14</b> 12.30 pm Welsh Church Fund 2.00 pm County Council	<b>15</b>
<b>18</b>	<b>19</b> 10.00 am Licensing and Regulatory Committee	<b>20</b> 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>21</b> 10.00 am Economy and Development Select Committee	<b>22</b>
<b>25</b>	<b>26</b> 10.00 am NPA, Brecon Beacons National Park Authority	<b>27</b> 2.00 pm Planning - Delegated Panel Meeting	<b>28</b>	<b>29</b>

## JUNE, 2020

<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>1</b>	<b>2</b> 2.00 pm Planning Committee	<b>3</b> 2.00 pm Cabinet	<b>4</b> 10.00 am Strong Communities Select Committee	<b>5</b> 10.00 am Brecon Beacon NPA, Brecon Beacons National Park Authority
<b>8</b> 10.00 am Conservative Group Meeting 2.00 pm Democratic Services Committee	<b>9</b> 10.00 am Children and Young People Select Committee	<b>10</b> 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>11</b> 2.00 pm Audit Committee	<b>12</b>
<b>15</b>	<b>16</b> 10.00 am Adults Select Committee	<b>17</b> 2.00 pm Planning - Delegated Panel Meeting 2.00 pm North Monmouthshire Area Committee	<b>18</b> 2.00 pm County Council	<b>19</b>
<b>22</b> 10.00 am Standards Committee	<b>23</b>	<b>24</b> 11.00 am Corporate Parenting Panel 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet	<b>25</b>	<b>26</b> 10.00 am Brecon Beacon AGM, Brecon Beacons National Park Authority



		Member Decisions		
<b>29</b> 10.00 am Joint Advisory Group	<b>30</b>			
<b>JULY, 2020</b>				
<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
		<b>1</b> 2.00 pm Planning - Delegated Panel Meeting 2.00 pm Cabinet	<b>2</b> 10.00 am Economy and Development Select Committee	<b>3</b>
<b>6</b> 2.00 pm Wye Valley AONB Joint Advisory Committee	<b>7</b> 2.00 pm Planning Committee	<b>8</b> 10.00 am Severnside Area Committee 5.00 pm Individual Cabinet Member Decisions	<b>9</b> 10.00 am Strong Communities Select Committee	<b>10</b>
<b>13</b> 10.00 am Conservative Group Meeting 2.00 pm Democratic Services Committee	<b>14</b> 10.00 am Licensing and Regulatory Committee	<b>15</b> 10.00 am Lower Wye Area Committee 2.00 pm Planning - Delegated Panel Meeting	<b>16</b> 12.30 pm Welsh Church Fund 2.00 pm County Council	<b>17</b>
<b>20</b> 11.00 am Monmouthshire Farm School Endowment Trust	<b>21</b> 10.00 am Children and Young People Select Committee	<b>22</b> 10.00 am Strategic Transport Group 2.00 pm Central Mon Area Committee 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>23</b>	<b>24</b>
<b>27</b>	<b>28</b> 10.00 am Adults Select Committee 10.00 am Brecon Beacon NPA, Brecon Beacons National Park Authority	<b>29</b> 2.00 pm Planning - Delegated Panel Meeting 2.00 pm Cabinet	<b>30</b> 2.00 pm Audit Committee	<b>31</b>
<b>AUGUST, 2020</b>				
<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>

<b>3</b>	<b>4</b> 2.00 pm Planning Committee	<b>5</b> 5.00 pm Individual Cabinet Member Decisions	<b>6</b>	<b>7</b> 10.00 am Brecon Beacon NPA, Brecon Beacons National Park Authority
<b>10</b>	<b>11</b>	<b>12</b> 2.00 pm Planning - Delegated Panel Meeting	<b>13</b>	<b>14</b>
<b>17</b>	<b>18</b>	<b>19</b> 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>20</b>	<b>21</b>
<b>24</b>	<b>25</b>	<b>26</b> 2.00 pm Planning - Delegated Panel Meeting	<b>27</b>	<b>28</b>
<b>31</b>				

## SEPTEMBER, 2020

<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>1</b> 2.00 pm Democratic Services Committee	<b>1</b> 2.00 pm Planning Committee	<b>2</b> 2.00 pm Cabinet	<b>3</b> 2.00 pm Audit Committee	<b>4</b>
<b>8</b> 2.00 pm Democratic Services Committee	<b>8</b> 10.00 am Children and Young People Select Committee	<b>9</b> 10.00 am Strategic Transport Group 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>10</b> 12.30 pm Welsh Church Fund 2.00 pm County Council	<b>11</b>
<b>14</b> 10.00 am Conservative Group Meeting	<b>15</b> 10.00 am Adults Select Committee	<b>16</b> 11.00 am Corporate Parenting Panel 2.00 pm Planning - Delegated Panel Meeting	<b>17</b> 10.00 am Strong Communities Select Committee	<b>18</b>
<b>21</b> 10.00 am Standards Committee	<b>22</b> 10.00 am Licensing and Regulatory Committee 10.00 am Brecon Beacons	<b>23</b> 2.00 pm Planning - Delegated Panel Meeting 2.00 pm North Monmouthshire	<b>24</b> 10.00 am Economy and Development Select Committee	<b>25</b>

	NPA, Brecon Beacons National Park Authority	Area Committee 5.00 pm Individual Cabinet Member Decisions		
28	29	30 2.00 pm Planning - Delegated Panel Meeting 2.00 pm Central Mon Area Committee		

## OCTOBER, 2020

Monday	Tuesday	Wednesday	Thursday	Friday
			1	2 10.00 am Brecon Beacons NPA, Brecon Beacons National Park Authority
5 11.00 am Monmouthshire Farm School Endowment Trust	6 2.00 pm Planning Committee	7 2.00 pm Cabinet	8	9
12 10.00 am Conservative Group Meeting	13 10.00 am Children and Young People Select Committee	14 10.00 am Lower Wye Area Committee 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	15 2.00 pm Audit Committee	16
19 10.00 am Joint Advisory Group	20 10.00 am Adults Select Committee	21 10.00 am Severnside Area Committee 2.00 pm Planning - Delegated Panel Meeting	22 12.30 pm Welsh Church Fund 2.00 pm County Council	23
26	27	28 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	29	30

## NOVEMBER, 2020

Monday	Tuesday	Wednesday	Thursday	Friday
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<b>2</b> 2.00 pm Wye Valley AONB Joint Advisory Committee	<b>3</b> 2.00 pm Planning Committee	<b>4</b> 2.00 pm Cabinet	<b>5</b> 10.00 am Economy and Development Select Committee	<b>6</b>
<b>9</b> 10.00 am Conservative Group Meeting 2.00 pm Democratic Services Committee	<b>10</b> 10.00 am Licensing and Regulatory Committee	<b>11</b> 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>12</b> 10.00 am Strong Communities Select Committee	<b>13</b>
<b>16</b>	<b>17</b> 10.00 am Brecon Beacons NPA, Brecon Beacons National Park Authority	<b>18</b> 11.00 am Corporate Parenting Panel 2.00 pm Planning - Delegated Panel Meeting	<b>19</b>	<b>20</b>
<b>23</b>	<b>24</b>	<b>25</b> 10.00 am Strategic Transport Group 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>26</b> 2.00 pm Audit Committee	<b>27</b> 10.00 am Brecon Beacons NPA, Brecon Beacons National Park Authority
<b>28</b>				

## DECEMBER, 2020

<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
	<b>1</b> 2.00 pm Planning Committee	<b>2</b> 2.00 pm Cabinet	<b>3</b> 12.30 pm Welsh Church Fund 2.00 pm County Council	<b>4</b>
<b>7</b> 10.00 am Standards Committee	<b>8</b> 10.00 am Children and Young People Select Committee	<b>9</b> 2.00 pm Planning - Delegated Panel Meeting 2.00 pm North Monmouthshire Area Committee 5.00 pm Individual Cabinet Member Decisions	<b>10</b> 10.00 am Economy and Development Select Committee	<b>11</b>
<b>14</b> 10.00 am Conservative Group	<b>15</b> 10.00 am Adults Select	<b>16</b> 2.00 pm Planning - Delegated	<b>17</b> 10.00 am Strong Communities	<b>18</b>

Meeting	Committee	Panel Meeting 2.00 pm Cabinet	Select Committee	
<b>21</b>	<b>22</b>	<b>23</b> 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>24</b>	<b>25</b>
<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	

## JANUARY, 2021

Monday	Tuesday	Wednesday	Thursday	Friday
				<b>1</b>
<b>4</b>	<b>5</b> 2.00 pm Planning Committee	<b>6</b> 2.00 pm Cabinet	<b>7</b> 2.00 pm Audit Committee	<b>8</b>
<b>11</b> 10.00 am Conservative Group Meeting	<b>12</b> 10.00 am Licensing and Regulatory Committee	<b>13</b> 2.00 pm Planning - Delegated Panel Meeting 2.00 pm Central Mon Area Committee 5.00 pm Individual Cabinet Member Decisions	<b>14</b> 12.30 pm Welsh Church Fund 2.00 pm County Council	<b>15</b>
<b>18</b> 2.00 pm Democratic Services Committee	<b>19</b> 10.00 am Children and Young People Select Committee	<b>20</b> 10.00 am Lower Wye Area Committee 2.00 pm Planning - Delegated Panel Meeting	<b>21</b> 10.00 am Economy and Development Select Committee	<b>22</b>
<b>25</b> 10.00 am Joint Advisory Group 11.00 am Corporate Parenting Panel	<b>26</b> 10.00 am Adults Select Committee	<b>27</b> 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>28</b> 10.00 am Strong Communities Select Committee	<b>29</b>

## FEBRUARY, 2021

Monday	Tuesday	Wednesday	Thursday	Friday
<b>1</b> 11.00 am Monmouthshire Farm	<b>2</b> 2.00 pm Planning Committee	<b>3</b> 2.00 pm Cabinet	<b>4</b>	<b>5</b>

School Endowment Trust				
<b>8</b> 10.00 am Conservative Group Meeting	<b>9</b>	<b>10</b> 10.00 am Strategic Transport Group 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>11</b>	<b>12</b>
<b>15</b>	<b>16</b>	<b>17</b> 2.00 pm Special Cabinet, Cabinet 2.00 pm Planning - Delegated Panel Meeting	<b>18</b>	<b>19</b>
<b>22</b>	<b>23</b> 10.00 am Licensing and Regulatory Committee	<b>24</b> 10.00 am Severnside Area Committee 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>25</b> 10.00 am Economy and Development Select Committee	<b>26</b>

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## MARCH, 2021

<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>1</b> 2.00 pm Wye Valley AONB Joint Advisory Committee	<b>2</b> 2.00 pm Planning Committee	<b>3</b> 2.00 pm Cabinet	<b>4</b> 12.30 pm Welsh Church Fund 2.00 pm County Council	<b>5</b>
<b>8</b> 10.00 am Conservative Group Meeting	<b>9</b> 10.00 am Children and Young People Select Committee	<b>10</b> 11.00 am Corporate Parenting Panel 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>11</b> 10.00 am Strong Communities Select Committee	<b>12</b>
<b>15</b> 2.00 pm Democratic Services Committee	<b>16</b> 10.00 am Adults Select Committee	<b>17</b> 2.00 pm North Monmouthshire Area Committee 2.00 pm Planning - Delegated Panel Meeting	<b>18</b>	<b>19</b>

<b>22</b> 10.00 am Standards Committee	<b>23</b> 10.00 am Licensing and Regulatory Committee	<b>24</b> 2.00 pm Central Mon Area Committee 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>25</b> 2.00 pm Audit Committee	<b>26</b>
<b>29</b>	<b>30</b>	<b>31</b> 2.00 pm Planning - Delegated Panel Meeting		

## APRIL, 2021

Monday	Tuesday	Wednesday	Thursday	Friday
			<b>1</b>	<b>2</b>
<b>5</b>	<b>6</b>	<b>7</b> 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>8</b>	<b>9</b>
<b>12</b> 10.00 am Conservative Group Meeting	<b>13</b> 2.00 pm Planning Committee	<b>14</b> 2.00 pm Cabinet	<b>15</b> 12.30 pm Welsh Church Fund 2.00 pm County Council	<b>16</b>
<b>19</b> 10.00 am Joint Advisory Group	<b>20</b> 10.00 am Children and Young People Select Committee 10.00 am Severnside Area Committee	<b>21</b> 10.00 am Lower Wye Area Committee 2.00 pm Planning - Delegated Panel Meeting 5.00 pm Individual Cabinet Member Decisions	<b>22</b> 10.00 am Economy and Development Select Committee	<b>23</b>
<b>26</b>	<b>27</b> 10.00 am Adults Select Committee	<b>28</b> 2.00 pm Planning - Delegated Panel Meeting	<b>29</b> 10.00 am Strong Communities Select Committee	<b>30</b>

## MAY, 2021

Monday	Tuesday	Wednesday	Thursday	Friday
<b>3</b>	<b>4</b>	<b>5</b> 2.00 pm Cabinet	<b>6</b>	<b>7</b>







**Subject: COUNCIL TAX REDUCTION SCHEME 2020/21**

**Meeting: Council**

**Date: 16<sup>th</sup> January 2020**

**Divisions/Wards Affected: All**

## **1. PURPOSE:**

1.1 The purpose of this report is to:

- present arrangements for the implementation of the Council Tax Reduction Scheme and to approve it for 2020/21
- affirm that, in the absence of any revisions or amendments, annual uprating amendments will be carried out each year without a requirement to adopt the whole Council Tax Reduction Scheme

## **2. RECOMMENDATIONS:**

2.1 To note the making of the Council Tax Reduction Scheme and Prescribed Requirements (Wales) Regulations ("the Prescribed Requirements Regulations") 2013 by the Welsh Government on 26 November 2013.

2.2 To adopt the provisions within the Regulations above ("the Prescribed Requirements Regulations") and any 'annual uprating regulations' in respect of its Scheme for the financial year 2020/21 including the discretionary elements previously approved as the Council's local scheme from 1<sup>st</sup> April 2020.

## **3. KEY ISSUES:**

3.1 On 17<sup>th</sup> January 2019 Council adopted the Council Tax Reduction Scheme for 2019/20, in accordance with the Council Tax Reduction Schemes and Prescribed Requirements (Wales) Regulations 2013.

3.2 The Regulations approved by the Assembly are available as follows:

The Default Scheme

<http://www.legislation.gov.uk/wsi/2013/3035/contents/made>

The Prescribed Scheme

<http://www.legislation.gov.uk/wsi/2013/3029/contents/made>

The National Assembly approved the Amendment Regulations on 7<sup>th</sup> January 2020 incorporating the uprated benefits from April 2020.

<http://www.assembly.wales/laid%20documents/sub-ld11899/sub-ld11899-e.pdf>

- 3.3 A failure to adopt a 'local' scheme by 31 January 2020 will result in the Default Scheme being imposed on the Council.
- 3.4 The Welsh Government's regulations for 2020/21 do not contain any significant changes for recipients of Council Tax reduction. Claimants can receive a reduction up to 100% of their Council Tax bill dependent upon their income and household circumstances.
- 3.5 Annual Uprating regulations to increase benefits and personal allowances from April 2020 within the Council Tax Reduction Scheme has been considered by a plenary session of the Senedd of the National Assembly for Wales on 7<sup>th</sup> January 2020.

#### **4. Background**

- 4.1 It was reported to Council on 28<sup>th</sup> January 2013 that the Welfare Reform Act 2013 included provisions to abolish Council Tax Benefit on 31 March 2013. From 1 April 2013, the responsibility for arranging support towards paying Council Tax and the associated funding transferred from the Department for Work and Pensions (DWP) to local authorities in England, and to the Scottish and Welsh Governments. The UK Government's policy intention was to reduce expenditure on Council Tax and therefore to implement a 10 per cent funding cut.
- 4.2 The report to Council on 28<sup>th</sup> January 2013 referred to the Council Tax Reduction Scheme Regulations 2012 and the amending regulations 2013. Those regulations were for implementation during the 2013/14 financial year only and Council resolved to adopt a new scheme for subsequent years in accordance with new regulations approved by the Welsh Government.
- 4.3 The regulations for Council Tax Reduction include provision for support up to 100% of council tax. As noted when presenting this issue in January, the regulations control the implementation of reduction schemes across the whole of Wales and are designed to ensure that each local authority consistently provides support for Welsh taxpayers.

#### **5. The Reduction Scheme and discretionary areas**

- 5.1 Although a national scheme has been approved, within the Prescribed Requirements Regulations there is limited discretion given to the Council to apply additional discretionary elements that are more generous than the national scheme and which provide for additional administrative flexibility. Council approved the discretionary areas to be applied (listed in 5.2) following public consultation. It is not proposed to change them in any way therefore no further consultation is required at this stage.
- 5.2 It is recommended to adopt the Scheme in the Prescribed Requirement Regulations (as per paragraph 3.3 the regulations can be accessed via the link: - <http://www.assemblywales.org/bus-home/bus-business-fourth-assembly-laid-docs.htm?act=dis&id=251458&ds=12/2013>) and to exercise the previously approved discretions as follows:
- The ability to increase the standard extended reduction period of 4 weeks given to persons after they return to work where they have previously been receiving a council tax reduction that is to end as a result of their return to work - it is not recommended to increase the standard extended reduction period;
  - Discretion to increase the amount of War Disablement Pensions and War Widows Pensions (including Armed Forces Independent Payments and Guaranteed Income Payment) which is to be disregarded when calculating income of the claimant - it is recommended to disregard the whole amount of War Disablement Pensions and War Widows Pensions;

- The ability to backdate the application of council tax reduction with regard to late claims prior to the new standard period of three months before the claim - it is not recommended to increase the backdated period;
- To provide above the minimum level of information to customers in order to ensure they are appropriately notified of their award in accordance with legislation - it is recommended that we maintain the current standard provision.

Council approved these discretions on 17<sup>th</sup> January 2019.

- 5.3 There are no additional monies available from the Welsh Government to fund discretionary elements but they are allowed for within our existing budget.
- 5.4 Changes to pensions, benefits and allowances normally take effect every April and sometimes during the year. The scheme has to reflect the changes to benefits in order to adjust calculations of entitlement. This is part of normal Benefits administration. We are advised that the Council need to approve the annual uprating regulations each year without formal adoption of the whole scheme.
- 5.5 As the uprating of benefits is not an area of discretion the Council is not able to consult on it.

## **6. EQUALITY AND FUTURE GENERATIONS EVALUATION:**

- 6.1 There are no implications for sustainable development.
- 6.2 The scheme to be applied for 2020/21 does not contain any significant changes from the scheme that is currently operational.
- 6.3 The Welsh Government has undertaken a detailed 'regulatory' impact assessment, which includes equality impact assessment, and we understand that the findings reported were in line with their expectations.
- 6.4 Our Sustainability Community Officer has confirmed that under these circumstances there is no requirement to complete a Future Generations Evaluation.

## **7. OPTIONS APPRAISAL**

This is not applicable as there are no changes to the scheme that is currently in place. The report has been presented as the uprating regulations are effectively amendments to the main scheme, for which we need to obtain overall approval.

## **8. EVALUATION CRITERIA**

The scheme is largely prescribed by Welsh Government. Previous annual reports, from 2013 to 2019, have reaffirmed the minimal discretions that the Authority can apply. These discretions have been found to be resilient and fair.

## **9. REASONS**

- 9.1 To agree the council tax reduction scheme for the forthcoming financial year as required by legislation.
- 9.2 To affirm the annual uprating prescribed by the Welsh Government

## **10. RESOURCE IMPLICATIONS**

- 10.1 From 2014/15 onwards the Council Tax Reduction Scheme was funded through RSG. The Council therefore needs to manage the cost of the Scheme within its annual budget.
- 10.2 Any additional costs for growth in caseload and/or increases in entitlement attributable to a rise in the overall level of Council Tax have to be managed and are built into our budget proposals for 2020/21.
- 10.3 The provisional budget allocation, for 2020/21, of £6,883,789 is based on a 4.95% increase in Council Tax. Any subsequent changes in the council tax increase will be reflected in the final budget proposal report.

**11. CONSULTEES:**

Cabinet  
Strategic Leadership Team  
Chief Officer for Resources  
Head of Legal

**12. BACKGROUND PAPERS:**

None

**13. AUTHORS:**

Richard Davies – Head of Benefits (Monmouthshire)

Ruth Donovan – Assistant Head of Finance: Revenues, Systems and Exchequer

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# Tackling Poverty And Inequality Action Plan: Monmouthshire

1. No Child Left Behind
2. No Adult Left Behind
3. No Community Left Behind

Monmouthshire County Council is committed to reducing poverty, income inequality and the impacts they have upon our residents' lives. This document is the fulfilment of a promise in the Social Justice strategy two years ago that the council is committed to "developing a poverty action plan".

Monmouthshire is a leafy, prosperous county. In comparison to our local authority neighbours, Monmouthshire, in terms of total numbers, is one of the least deprived areas in Wales. However, the county's deprivation is different to that of its neighbours. One of the unique differences is the stark income gap between its rich and poor communities, that are often adjacent. Given the county's general prosperous nature, it is very difficult to spot the severe pockets of deprivation in the county using broad Welsh deprivation statistics; that are adept at hiding the gross inequalities that exist in the county.

This concealed nature belies the stark contrast in life opportunities amongst Monmouthshire's residents. This is something we recognise and are committed to addressing. With this in the forefront of our minds, it is more appropriate for this Council to view the scale and type of poverty that exists in the county through the prism of income inequalities. These quantitative measures highlight the glaring contrast in life opportunities across the county, and allows the council to focus its anti-poverty measures in the areas where they are needed and can be most effective.

This is vital for Monmouthshire as the policy response is not confined to spending more overall, **"but rather to target spending on effective programmes."**<sup>1</sup> This is the guiding principle for our policy response.

Monmouthshire's inequality and poverty problems are most apparent when looking at the income differentials between those at the top and bottom end of the pay scale. On average, the lowest paid person in Monmouthshire earns £149.30 and on the highest level (where figures exist) £861.70 per week. On this measure alone, we get a sense of the issue. There is a substantial amount of academic research that shows sharp differences between income levels within the same geographical area can have a significant impact on the life chances of the poorest in the society, especially on health and wellbeing, and in turn, the communities they live in.

Poverty can be defined in many ways and has a variety of different impacts. Poverty in our urban areas, for example, is quite different from poverty in our rural areas. This action plan outlines the most appropriate definition for the county and reflects the realities of poverty in Monmouthshire. As a result, and coterminous with our Social Justice Strategy, we define poverty not only in terms of income, but also in terms of social capital. The former will provide the quantitative basis to understand the scale and nature of poverty in Monmouthshire, while the latter will be derived through a qualitative process of understanding people's lived experiences and networks.

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<sup>1</sup> [https://read.oecd-ilibrary.org/social-issues-migration-health/broken-elevator-how-to-promote-social-mobility\\_9789264301085-en#page41](https://read.oecd-ilibrary.org/social-issues-migration-health/broken-elevator-how-to-promote-social-mobility_9789264301085-en#page41)

The success of this plan is fundamentally linked to the effective partnership of third party organisations interested in this agenda. The council is unable to tackle this issue alone. In line with the Wellbeing of Future Generations Act and the remit of the Public Service Boards, all partners should work together to solve common problems. For example, reducing poverty and inequality in the county would have beneficial outcomes for the Aneurin Bevan Health Board.

This plan, therefore, sets out a new internal and external organisation structure that aims to achieve the most effective working relationships between key internal figures and important external figures from partners such as the local health board, local housing associations, the police, Citizen's Advice Bureau (CAB), local food banks, charities, religious organisations and our town and community councils. By resetting our structure, we stand a better chance of establishing a common language and direction to tackle endemic and hidden pockets of deprivation in the county.

Our town and community councils will be crucial in this fight, as they are embedded within their communities and have a deeper understanding of their localities. Therefore, a section of this document will include a direct input from our town and community councils. This section will be divided by our main towns: Abergavenny, Monmouth, Chepstow, Caldicot and Usk and combined input from our community councils. This consultation will take place once this draft plan, or a version of it, is approved by council.

The impacts of poverty last a lifetime and is often generational. According to the End Child Poverty Network (ECPN), over 4500 children are in poverty in Monmouthshire after housing costs are taken into account. This plan recognises this fact and understands that any positive impacts this approach may have will take time to manifest itself; there is no shortcut to tackling poverty in Monmouthshire. Despite the unprecedented financial challenges facing the local authority, it is resolved to the fact that addressing poverty in Monmouthshire, and attempting to break the cyclical and generational nature, will not only improve countless lives, but also save the council, and organisation partners, money by being proactive and preventative.

This plan sets out our overarching approach to tackling poverty and inequality, but also targets. This plan is also premised on action, not words. It will outline who is accountable and what support they will need. This document puts forward a new structure that should ensure cross-party engagement and ownership. This plan is premised on collaboration and partnership, both organisationally and politically. Any less, and the plan will not achieve any of our aims to make a real difference to people's lives. Lastly, and importantly, this document also advocates a new, innovative **Income Inequality Grant** to be considered by Welsh Government in order to effectively tackle inequality in this county.

## Our Vision for Monmouthshire

The council aspires to achieve a Monmouthshire in which:

Income poverty is not a barrier to doing well at school, having a healthy and vibrant life, developing skills and qualifications and having a fulfilling occupation

Poverty and inequality will be tackled through targeting resources where they have the most effect, with decisions made in conjunction with service users

Residents maximize their income and get the most out of the money that they have

Barriers to employment such as transport and childcare are removed

We are proactive and preventative in our approach

We promote a more income equal county on the basis of improving the bottom 10<sup>th</sup> percentile

### Defining Poverty

We have already said that there is no single, universally agreed definition of poverty. There is also a significant difference between absolute poverty and relative poverty. Our strategy will focus on relative poverty, which is the measure used by the ECPN in their assessment of deprivation in the county and the number of children in poverty in individual wards. There are other measures such as material deprivation which is used by the National Survey of Wales for poverty deprivation<sup>2</sup>. Yet, this measure is not broken down by local authority, due to the small sample sizes. The JRF's definition of poverty is when a person's resources are well below their minimum needs, including the need to take part in society. The latter insight will be included into our definition.

Our main measure, however, will be the Households Below Average Income (HBAI). It is the measure used by the UK government and has robust set of statistics underlying it. Critically for Monmouthshire, it also incorporates a measurement of inequality and accounts for the number of adults and children in the household. According to the latest statistics, below are the income thresholds for each percentile.

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<sup>2</sup> National Survey for Wales - <https://gov.wales/poverty-and-deprivation-national-survey-wales-april-2017-march-2018>



## Annual net equivalent household income BHC by household type at different percentiles of the 2017/18 UK distribution

Percentile	Single individual	Couple with no children	Couple with two children under 14
10th	£8,800	£13,100	£18,300
50th	£17,700	£26,400	£37,000
90th	£34,900	£52,000	£72,800
97th	£51,400	£76,700	£107,400

Source: DWP<sup>3</sup>

Applying the 60% threshold of relative poverty to Monmouthshire's median income, as set out by the ONS<sup>4</sup>, **the gross weekly income needed to avoid being labelled as relatively poor is £295.20**. If we applied it to the mean income, the gross weekly income needed is £363.18.

Therefore, in Monmouthshire, we define poverty:

- Households Below Average Income: - A single person in a household earning an income below **£295.20 a week is in relative poverty**. This definition will include all forms of income. We will also monitor, in relation to this income, the income inequality gap in Monmouthshire which currently stands at **5.77**.

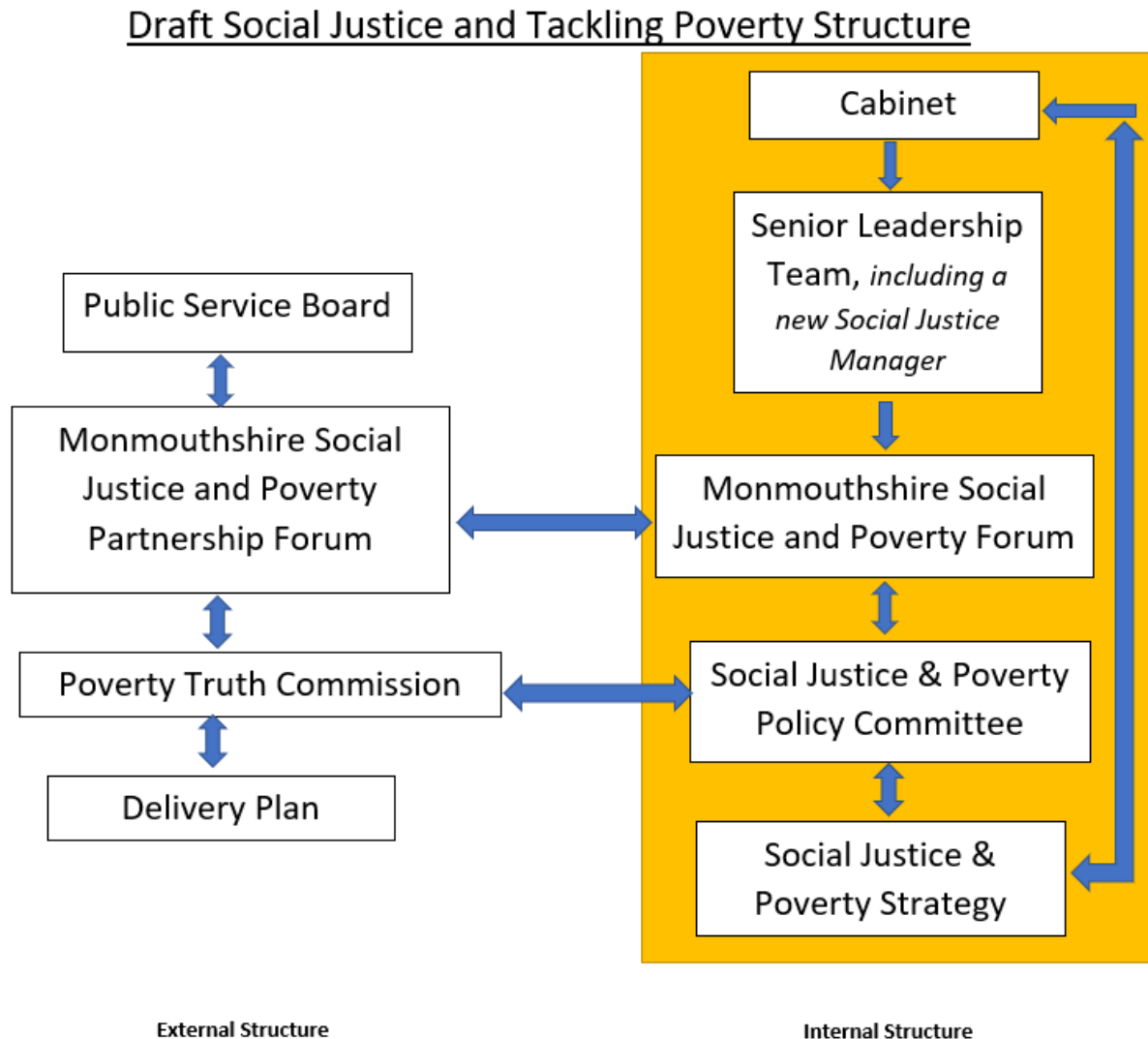
We will also aim to measure households with low-levels of social capital: - access to key people, information and networks. This is much harder to quantify and certainly more difficult to get a more local breakdown. However, it is a critical element to tackling poverty and promoting social justice. Therefore, we will measure the number of initiatives undertaken by the council and partner organisations to expand the social capital of local residents on low incomes.

<sup>3</sup>[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/789997/households-below-average-income-1994-1995-2017-2018.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/789997/households-below-average-income-1994-1995-2017-2018.pdf)

<sup>4</sup> Table 8.1a Weekly pay - Gross (£) - For all employee jobs: United Kingdom, 2018 - Monmouthshire

## Draft Social Justice and Tackling Poverty Structure

To achieve this vision, and the targets and actions, this strategy proposes a new internal and external structure (below) for Monmouthshire, which is in line with the Well-being act.



This structure recognises Monmouthshire’s uniqueness while also incorporating critical elements of Swansea council’s strategy. This strategy suggests creating a new officer post dedicated to this endeavour. The scale of challenge demands an officer who is fully focused on the task and will provide a clear route of officer accountability to the Cabinet Member for Social Justice and all other councillors.

There is an external and internal Social Justice and Poverty Forum. These will be the main mechanisms to co-ordinate action in and outside the council. The objective is to bring co-ordination and coherence to the ongoing actions for tackling poverty within Monmouthshire and maximising its external impact. Having a coordinated and well-thought through strategy in place will focus the key partnership work with external partner organisations. This partnership working is critical to meaningful, impactful and longstanding change.

The draft terms of reference for the internal Monmouthshire Social Justice and Poverty Forum will be:

### *Terms of Reference*

#### *Purpose*

- 1.1 *The Forum will lead and co-ordinate action and prioritise resources to tackle poverty and promote social justice.*
- 1.2 *The Forum is the leading group bringing together all Council departments into a one Council tackling poverty and promoting social Justice approach.*
- 1.3 *The Forum will champion the Social Justice and Tackling Poverty Strategy and identify collaborative work streams.*

#### *Membership*

- 2.1 *The Forum will be chaired by the Social Justice Manager/ Cabinet Member for Social Justice.*
- 2.2 *The membership will comprise of operational and senior managerial representatives from across the Council.*
- 2.3 *The operational staff will act as Departmental Poverty Champions, with backing from their senior managerial representative.*
- 2.4 *It meet on a quarterly basis, or more frequently as required.*

#### *Actions/Responsibilities:*

- 3.1 *Deliver the Social Justice and Tackling Poverty Strategy for Monmouthshire County Council by aligning existing programmes and initiatives, developing new opportunities, and supporting the success of the delivery plan, performance framework and the prioritised work streams within and between departments.*
- 3.2 *Have responsibility for the integration of council commitments into mainstream service delivery, projects and programmes.*
- 3.3 *Develop processes and policies to focus resources, to generate new resources, and align and bend existing resources to support the tackling poverty agenda.*
- 3.4 *Report into the PSB and Council*
- 3.5 *Liaise and collaborate with the Monmouthshire Social Justice and Poverty Partnership Forum, ensuring agendas are aligned.*
- 3.6 *Respond to consultations, requests for information from Welsh Government and partners as and when required, and to keep this item high on the agenda.*

3.7 *To develop an understanding around what works and its application within and across the Council's services.*

3.8 *To understand emerging issues around this agenda and lead on developing the Council's response, including taking on an escalation and lobbying role with Welsh Government, other departments and staff.*

3.9 *Maintain the high profile of tackling poverty work across the County.*

The external forum will replace the Financial, Economic and Digital Inclusion group. Its potential draft terms of reference could be:

#### *Terms of Reference*

##### *Purpose*

1.1 *The Forum will lead and co-ordinate action, prioritise resources to promote social justice and tackle poverty in Monmouthshire and share good practice.*

##### *Membership*

2.1 *The Forum will be chaired by one of its members. Members will be asked to volunteer for this role and hold the position for the duration of one year.*

2.2 *The membership will comprise of senior management representatives from public and community organisations with an interest and role in tackling poverty and promoting social justice.*

3.0 *Actions/Responsibilities:*

##### *The forum will:*

3.1 *Meet on a quarterly basis hosted by a Forum member organisation.*

3.2 *Lead on delivery and support the development of initiatives to tackle poverty and promote social justice.*

3.3 *Have responsibility for the integration of commitments into mainstream service delivery within partner organisations.*

3.4 *Share good practice and information with partner organisations to support tackling poverty and promote social justice.*

3.5 *Report into the PSB through the Director of Social Services and Cabinet Member for Social Justice.*

3.6 *Respond to consultation and requests for information from Welsh Government and partners as and when required.*

*3.7 Maintain the high profile of tackling poverty and promote social justice work across the county and within respective partner organisations as well as with Welsh Government and other bodies.*

*3.8 Develop processes and policies to focus resources, to generate new resources, and align and bend existing resources to support the Social Justice and tackling poverty agenda.*

### **Poverty Truth Commission**

One of the most important aspects of this structure is the Monmouthshire Poverty Truth Commission (MPTC), which has proven to be an effective tool in gathering frontline evidence on the realities and barriers faced by residents on a lower income. This is the primary tool not only to devise effective future action points, but also develop a greater understanding of the role of social capital and how we can expand it in Monmouthshire.

This strategy proposes to explore setting up a MPTC. With Monmouthshire's unique setting, demography and geography, a truth commission would be an effective method of obtaining a robust understanding of the hidden pockets of deprivation in the county. It will bring those who are at the sharp end of deprivation to be at the center of decision-making.

The truth commission is a cross-organisation endeavour with our partner organisations. No organisation has complete ownership over the commission. This is deliberate in order to guard against any organisation being seen as taking the lead. Instead, it is a level playing field for effective collaboration.

The purpose of the commission is to create a multi-agency platform to get underneath the skin of poverty in a set geographical area; to gain the perspective and insight from people and communities of their everyday experiences. All evidence gathering endeavours will be done in an informal setting out in the community, not in a formal setting. The aim is to go to the members of public affected and truly understand the nature of the struggles people face.

To avoid an association with formality and bureaucracy, the partnership forum will set up a separate organisation, independent of its founding members, to carry out the work. The founding organisations contribute through staff secondments and the voluntary sector physical host the staff.

The initial cost of this is £5000 to help set up the explorative group. If an agreement is made to move ahead with a MPTC, then the indicative financial cost to the council is £70,000 over a two-year period in order to set it up and undertake its work. This cost figure is taken from Swansea council's experience.

The other commitment required from the council is to nominate a 'Civic Leader' who will champion the commission's work. It is very similar to the role of Armed Forces Champion in

Monmouthshire County Council. In other councils across the UK, this 'Civic Leader' could be a council leader, cabinet member, a councillor or chief executive.

## Social Capital

The commission's work will form a fundamental part in:

- (1) ascertaining whether inequality in social capital is causing specific local problems, and
- (2) outlining what new initiatives we can deploy to bridge any gap. In order to do this, we will need to map out community relations. There are various methods that could be used to map out these relations, all of which would have to be assessed for viability and resources. It would be reasonable to attempt a basic mapping exercise with a small cohort of residents to test any method adopted.

We know that patterns of relations in which individuals are embedded – social networks – are significant both for the individual and local communities. Importantly, these networks generate constraints and opportunities. For example, a Social Network analysis would be able to generate a visual structure of communities in terms of links between nodes (people), and would enable a quantitative study of a small community structure.

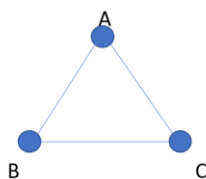
Having this visual structure in place would allow us to determine the number of social ties, and critically, their strength between individuals within our communities. We know from academia that:

Tie strength is a combination of:

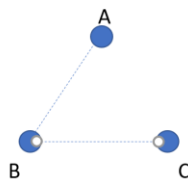
- Amount of time spent together
- The emotional intensity
- The level of intimacy (mutual confiding)
- Reciprocal services (e.g. sharing of tasks)

We all have a spectrum of ties, from weak to strong. The geometry of a tie strength is represented famously by Mark Granovetter<sup>5</sup>:

Strong ties are typically transitive:



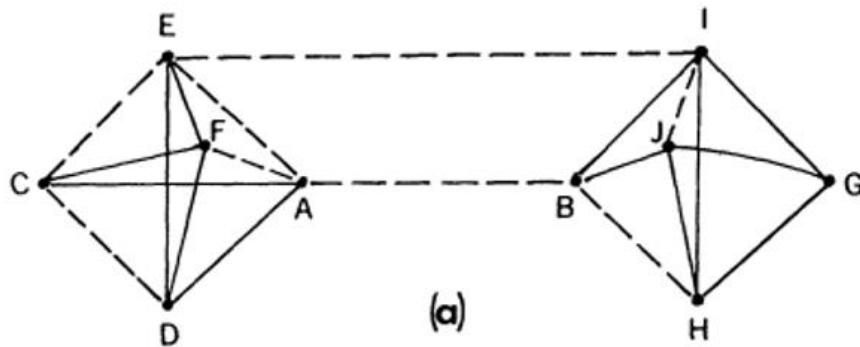
Weak ties are often not:



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<sup>5</sup> Granovetter, M. 1973. "The Strength of Weak Ties." *American Journal of Sociology* 78:1360-1380.

Granovetter observed that strong ties represented the backbone of an individual having support from a close group, forming trusting relationships. Weak ties can be categorised as acquaintances. Having a network full of strong ties is good for wellbeing, but not necessarily for job or economic opportunities. Thus, the optimum structure would be an individual who is able to bridge between two strong tie networks (below):



In layman terms, it is important to have strong family and friendship groups, but also have the opportunity to interact with groups outside of your normal network. Being able to bridge networks improves an individual's ability to get or move jobs. This is the optimum social structure. However, in communities that are side-by-side geographically, but grossly unequal economically results in strong tie networks with limited bridging between them.

In other words, those communities rarely speak or interact with each other, resulting in diminished community cohesion and the increased isolation of the lower income community. It is presumed that this is a frequent occurrence in Monmouthshire, which would explain why communities in Monmouthshire that are more deprived suffer more social problems.

### **The Social Justice and Poverty Committee**

This committee would replace the Social Justice Advisory Group. It will be a truly cross-party endeavor with a limited membership. It will be the primary mechanism for councillors to support the Cabinet Member for Social Justice to promote the agenda, hold officers to account and drive internal action points forward. It is envisaged that the four action points already outlined by officers are allocated to interested and committed councillors.

## Income Inequality

Income inequality is at the centre of this plan for Monmouthshire. Within this document, we will show the income gap in Monmouthshire in comparison to other Welsh local authorities and highlight possible associations between the gap's size and social consequences. First, however, it is important to clearly articulate why we should be concerned by income inequality as a local council.

After an exhaustive comparative piece of research by the Organisation for Economic Co-operation and Development (OECD), it was uncovered that income inequality harmed economic growth and limited life opportunities for both the middle classes and residents on the lower end of the social-economic scale<sup>6</sup>.

Over the past decade, hundreds of academic studies have been produced highlighting the growth in income inequality across the world, including the UK, and its negative effects not only on the economy but also on individuals and communities.

The latest report from the OECD on social mobility noted that there is a

*“Multi-dimensional nature of inequality. Socio-economic status heavily influences employment prospects, job quality, health outcomes, education and other opportunities (including access to relevant networks) that matter to people’s well-being.”<sup>7</sup>*

In other words, income inequality also limits social capital for people. This reinforces the effect, as termed by the OECD, of sticky floors and ceilings:

*If someone starts at the bottom of the scale, they get stuck there, and if someone reaches the top, they tend to stay there.*

While these pieces of research focused on countries, assessing income inequality within Wales by local authority is possible, albeit the data available needs to be improved. Despite this, via using two measures and datasets from the ONS, we will illuminate the specific poverty and income inequality problem Monmouthshire faces.

The standard measure for assessing income inequality is the Gini-coefficient method, however applying this to local authorities is not possible. A more rudimentary measure of income inequality can be derived via analyzing the gap between income percentiles e.g. 90th percentile is divided by 10th percentile income within a geographical area; the higher the number the worse the income gap.

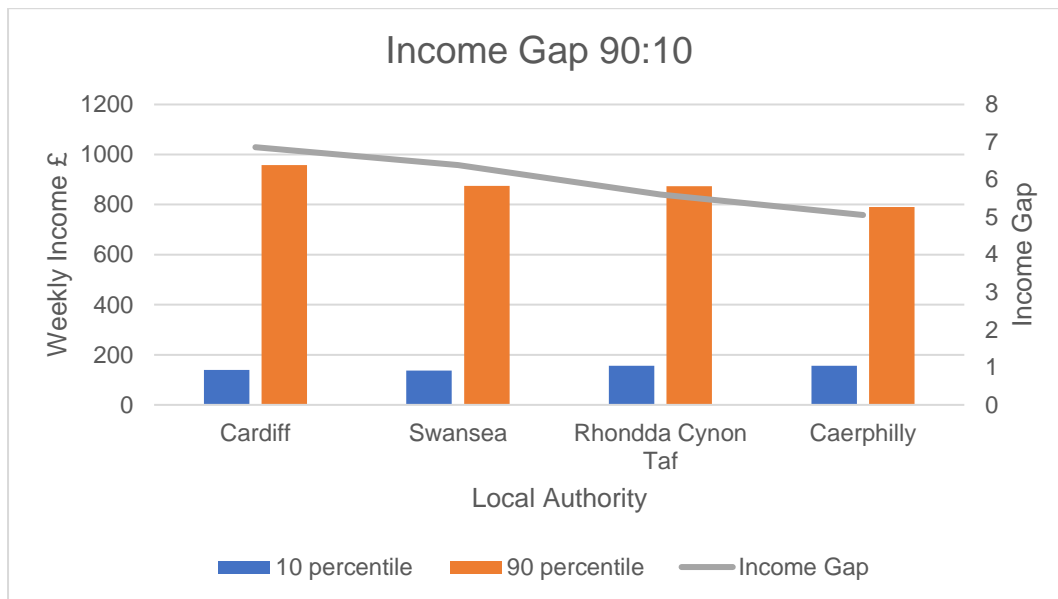
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<sup>6</sup> <https://www.oecd.org/newsroom/inequality-hurts-economic-growth.htm>

<sup>7</sup> [https://read.oecd-ilibrary.org/social-issues-migration-health/broken-elevator-how-to-promote-social-mobility\\_9789264301085-en#page5](https://read.oecd-ilibrary.org/social-issues-migration-health/broken-elevator-how-to-promote-social-mobility_9789264301085-en#page5)



The ONS provides statistics on different income levels across all local authorities in Wales. Out of this dataset, however, only four local authorities have the 90:10 data: Cardiff, Caerphilly, Rhondda Cynon Taf and Swansea (Graph 1).

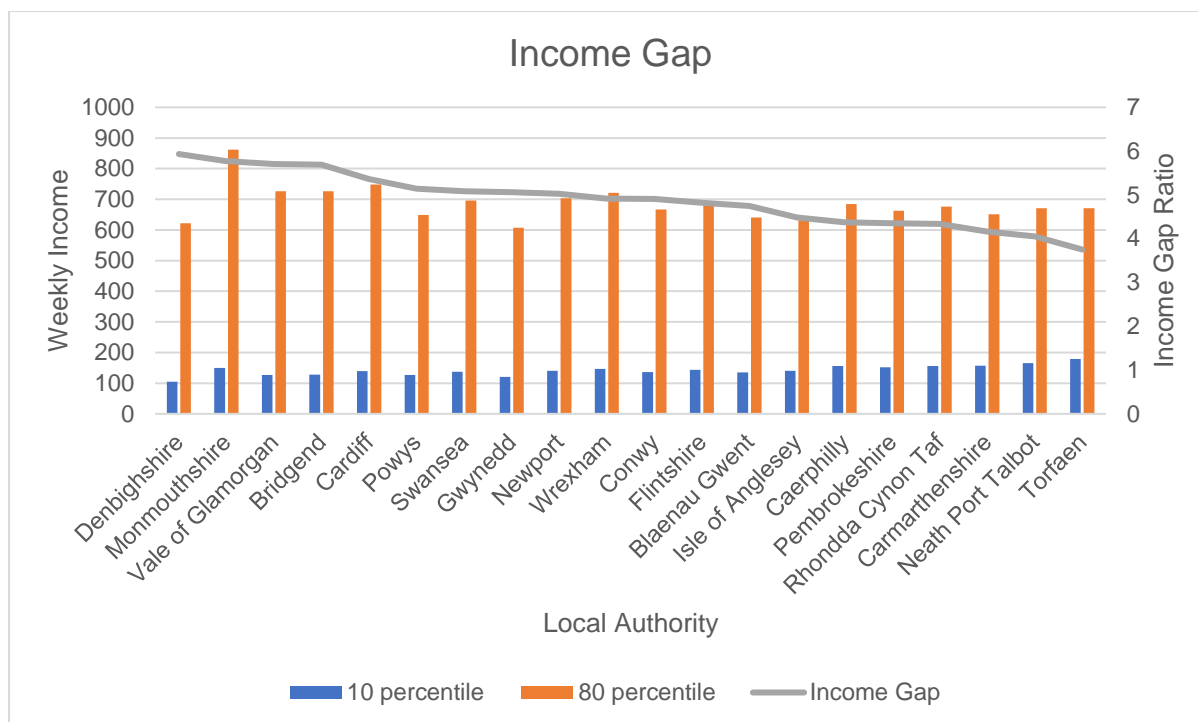


Graph 1 - Source: ONS Weekly gross income by home geography<sup>8</sup>

Out of these authorities, Cardiff has the highest income gap in Wales. Sadly, no other Welsh council have 90th percentile data. Therefore, it is a priority for this council to lobby Welsh government to ensure complete data is provided in order to truly understand the scale of the problem at a local authority level.

Except for Ceredigion and Merthyr Tydfil, there is data on the income gap between 80th and 10th percentiles. Using this rudimentary measure, Monmouthshire is second behind Denbighshire (Graph 2). As the graph shows, Denbighshire's gap is driven in large part by a very low 10th percentile.

<sup>8</sup> Table 8.1a Weekly pay - Gross (£) - For all employee jobsa: United Kingdom, 2018



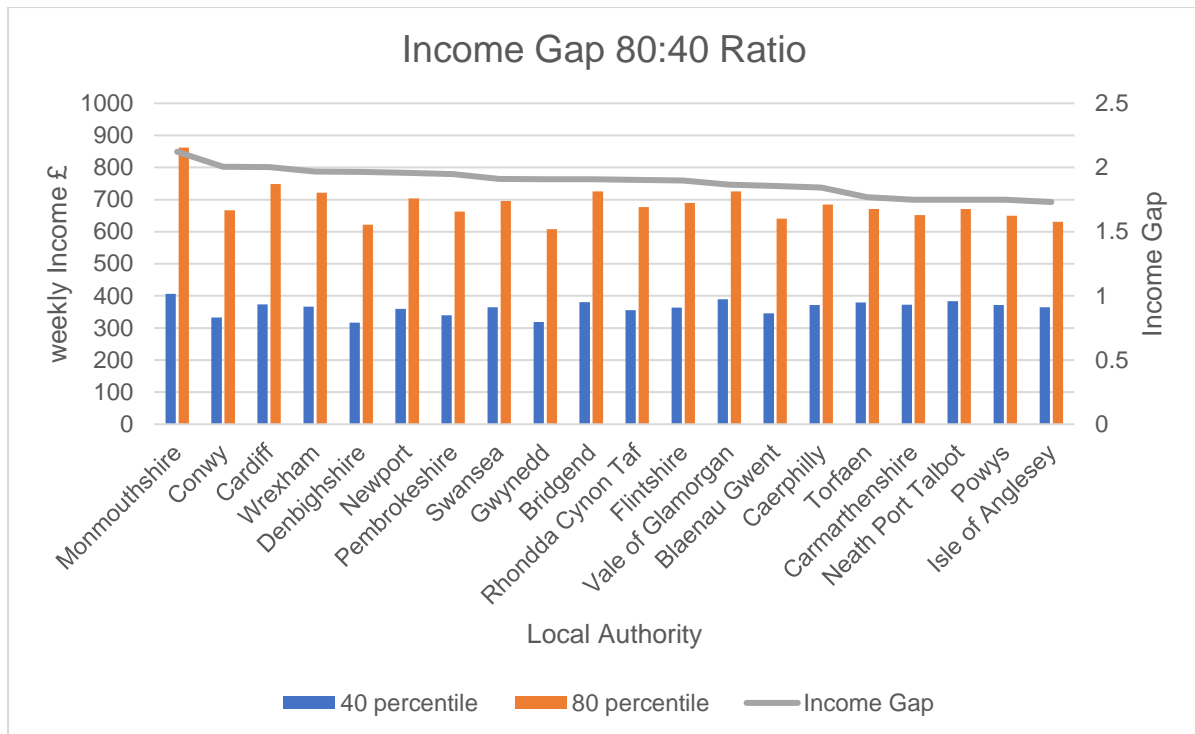
Graph 2 - Source: ONS Weekly gross income by home geography<sup>9</sup>

This indicates Monmouthshire has a significant gap in income. On average, the top 80th percentile have at least 5 times the income of the lowest paid in the county. What is also evident from the table is that Monmouthshire has the highest average income at the 80th percentile. It also has, by a considerable distance, the highest average mean income in Wales, £605.3 a week, and the largest gap between 80:40 income bands (Graph 3). This informs us that Monmouthshire’s income gap is driven in large part by the number of big earners in the county.

After receiving data on Monmouthshire’s income for 90<sup>th</sup> percentile, the council should lobby Welsh Government for an **Income Inequality Grant** that is solely spent on projects that are aimed at closing the inequality gap within local authorities. This grant should be based on the following:

- additional money separate from the RSG
- The money would be proportionally distributed to all local authorities based on their income inequality levels
- Assessment based on the outcome of reducing inequality within a specific locality
- Local authorities will be given the freedom to develop different models, appropriate to their locality.
- A two year review of all schemes to understand what has worked, what has not and general effectiveness of the grant.

<sup>9</sup> Table 8.1a Weekly pay - Gross (£) - For all employee jobsa: United Kingdom, 2018



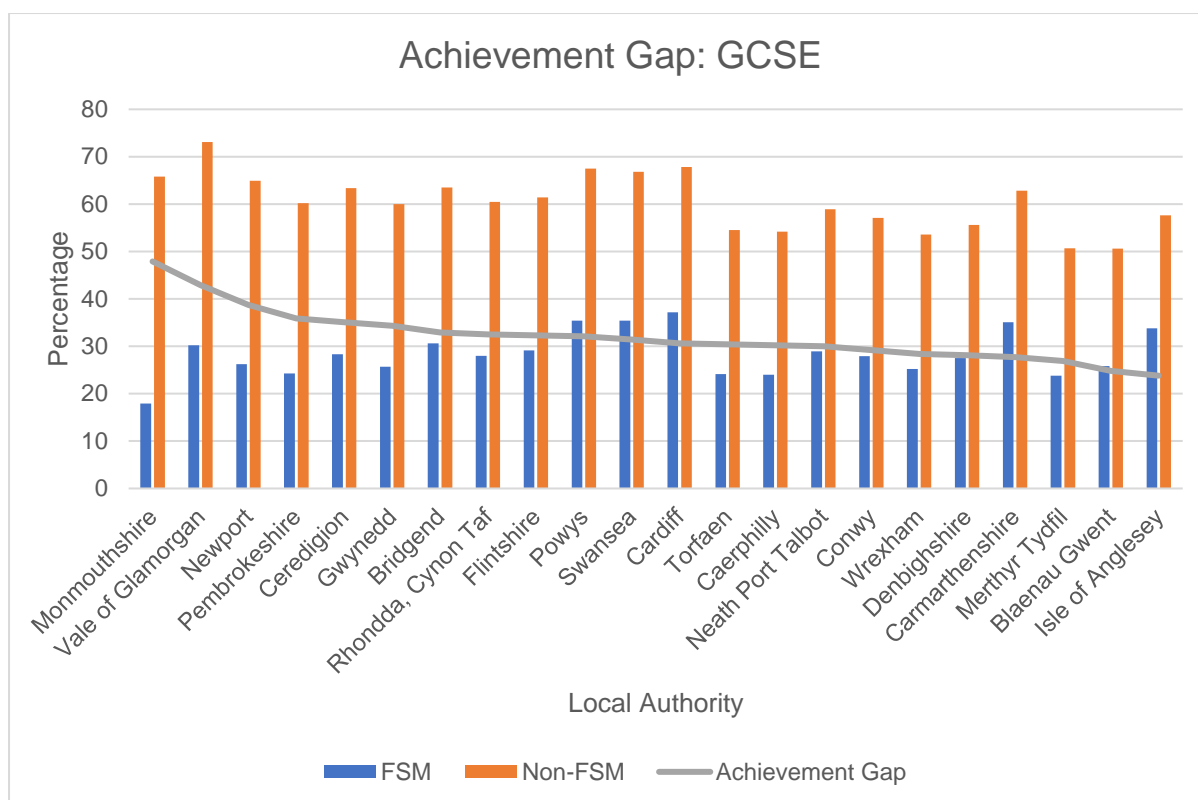
Graph 3 - Source: ONS Weekly gross income by home geography<sup>10</sup>

Moreover, looking at the gap between the 80th and 75th percentiles bands, Monmouthshire has a steeper incline of income than Cardiff and the Vale of Glamorgan. This suggests that if the 90th percentile data was available for Monmouthshire, it would have the highest income gap in Wales. This level of income inequality can have a devastating impact on those people on poorer incomes within a geographical area. Major studies such as Pickett and Wilkinson (2009)<sup>11</sup>, as well as many others, argue that such gaps are associated with a number of social ills.

A possible indicator of this in action is the persistent achievement gap between those pupils on Free School Meals (FSM) and their better off peers at GCSEs. For the past five years, Monmouthshire has had highest gap in Wales. Last year, Monmouthshire had its worst performance (graph 4): Children on FSM were nearly 50% less likely to get good GCSEs than their better off counterparts. Given the scale and persistence of the gap, we can infer that the income inequality gap is having a detrimental effect on our young people.

<sup>10</sup> Table 8.1a Weekly pay - Gross (£) - For all employee jobs: United Kingdom, 2018

<sup>11</sup> The Spirit Level: Why Equality is Better for Everyone (2009)



Graph 4- Source: Statswales 2017/18<sup>12</sup>

### Scale and Locality of Inequality - MSOAs

Another measure of income inequality within a local authority can be discerned from the total annual household income by middle layer super output area (MSOA)<sup>13</sup>. This data relates to the financial year 2015/16 and is due to be updated in 2020. This data can be used to compare annual income across different local authorities in Wales, however it is better at highlighting the income gaps between areas within the same local authority. Below is a table showing the difference between income levels by MSOAs in Monmouthshire.

Total annual household income by middle layer super output area (MSOA), England and Wales, 2015/16 (£)									
MSOA code	MSOA name	Local authority code	Local authority name	Region code	Region name	Total annual income (£)	Upper confidence limit (£)	Lower confidence limit (£)	Confidence interval (£)
W02000342	Monmouthshire 007	W06000021	Monmouthshire	W92000004	Wales	50,700	64,200	40,100	24,100
W02000344	Monmouthshire 009	W06000021	Monmouthshire	W92000004	Wales	45,000	56,700	35,700	21,100
W02000346	Monmouthshire 011	W06000021	Monmouthshire	W92000004	Wales	42,400	53,500	33,700	19,800
W02000341	Monmouthshire 006	W06000021	Monmouthshire	W92000004	Wales	41,200	51,900	32,700	19,100
W02000340	Monmouthshire 005	W06000021	Monmouthshire	W92000004	Wales	39,200	49,400	31,200	18,300
W02000338	Monmouthshire 003	W06000021	Monmouthshire	W92000004	Wales	37,100	46,700	29,500	17,100
W02000336	Monmouthshire 001	W06000021	Monmouthshire	W92000004	Wales	35,700	44,900	28,400	16,500
W02000345	Monmouthshire 010	W06000021	Monmouthshire	W92000004	Wales	34,700	43,700	27,600	16,100
W02000339	Monmouthshire 004	W06000021	Monmouthshire	W92000004	Wales	34,900	43,800	27,800	16,000
W02000343	Monmouthshire 008	W06000021	Monmouthshire	W92000004	Wales	33,700	42,400	26,800	15,600
W02000337	Monmouthshire 002	W06000021	Monmouthshire	W92000004	Wales	32,700	41,100	26,000	15,100

The standout figure is that residents in one MSOA earn on average nearly £20,000 per year more than the lowest earning MSOA. This is between the Kingsmark area of Chepstow and the Croesonen and Lansdown areas of Abergavenny in the north of the county. The second lowest earning MSOA in Monmouthshire is the area of Bulwark and Thornwell in Chepstow.

<sup>12</sup> <https://statswales.gov.wales/Catalogue/Education-and-Skills/Schools-and-Teachers/Examinations-and-Assessments/Key-Stage-4/ks4keyindicators-by-freeschoolmealentitlement-area>

<sup>13</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/mallareaincomeestimatesformiddlelayersuperoutputareasenglandandwales>

Both Kingsmark and Bulwark are in Chepstow, approximately ½ mile away from each other. Yet, the income gap between these two MSOAs is £17,000. This demonstrates the scale of income inequality within one town, let alone the local authority as a whole.

### **Poverty and Monmouthshire**

The Welsh Government's official measure of relative deprivation for small areas in Wales is the Welsh Index of Multiple Deprivation (WIMD). It's an analysis of the concentration of deprivation in Lower Super Output Areas (LSOAs) by domains, such as income, employment etc. It compares these LSOAs across Wales and ranks them from 1 (most deprived) to 1909 (least deprived). This measurement of poverty forms a substantial part of the formula for funding local government and thus has a significant impact on the funding of local government in Wales, specifically the amount each local authority receives in funding and grants.

For Monmouthshire, the WIMD report states that "Monmouthshire had no areas in the most deprived 10%." The only local authority in Wales not to have such an area. Moreover, it only had a 19.6% (or 11 areas) in the most deprived 50% in Wales. In short, when compared to other areas in Wales, Monmouthshire is the least deprived local authority in Wales. However, there are a number of things to point out why Monmouthshire would do badly under WIMD:

- On the income indicator (the biggest indicator in terms of weighting), the calculation is made without housing costs considered. We know that Monmouthshire has a particular problem with housing costs, especially in comparison to other areas. This is substantiated by our child poverty figures which rise considerably after housing costs are considered.
- On the education indicator, one of the sub-indicators (and the highest weighted sub-indicator) is the Key Stage 4 Average Point Score in Core Subjects. The average score measure for Monmouthshire is unable to show the gap in achievement between pupils not in receipt in school meals and those who receive it. As shown, it is only when you study Monmouthshire's performance at Key stage 4 for FSM pupils do we understand the inequality problems in Monmouthshire.

The whole thrust of the WIMD is about concentration of deprivation. For Monmouthshire, this is not the issue. Monmouthshire does not have concentrated pockets to the extent of other local authorities. The issue is the gap between individuals and communities within the local authority. Moreover, the research guidance notes itself the weakness that:

*"Around 1 in 5 income deprived people live in the 10% most deprived areas. So although deprivation is much more concentrated in some areas than others, 4 out of 5 income deprived people live outside these areas. This is important to remember when targeting resources, as targeting those 'most deprived' areas means including some people in those areas who may not be deprived, and missing many deprived people living in less deprived areas."*

These three points could make a significant impact on the final results of WIMD for Monmouthshire.

## Child Poverty

The most authoritative figures on child poverty in Monmouthshire emanates from the ECPN, a coalition of charities that banded together to tackle child poverty in the UK. They analyse child poverty rates across the UK and breakdown the results by local authority and ward. The figures they have produced for Monmouthshire are below:

Local Authority	Number of children	% of children	Percentage point change since 2016/17	Number of children	% of children
Monmouthshire	2663	13.7%	1.7%	4515	23%
Ward		% of children			% of children
Cantref		14.5%			22%
Severn		15.8%			31%
Raglan		13.9%			24%
Portskewett		9.3%			18%
Caerwent		9.3%			18%
Lansdown		18.3%			28%
Mardy		13.7%			20%
Crucorney		12.9%			19%
St. Mary's		15.3%			26%
Drybridge		15.6%			28%
Devauden		9.7%			17%
Llanover		13.9%			24%
Mill		12.0%			20%
Green Lane		15.8%			31%
Priory		17.1%			26%
The Elms		12.0%			20%
Castle		14.9%			22%
Llangybi Fawr		12.3%			21%
Wyesham		15.6%			28%
Usk		12.3%			21%
Goetre Fawr		12.3%			21%
Trellech United		9.7%			17%
Mitchel Troy		13.9%			24%
St. Arvans		9.7%			17%
Shirenewton		9.3%			18%
Larkfield		13.5%			23%
Overmonnow		15.6%			28%
Llanelly Hill		15.9%			24%
Croesonen		18.3%			28%
Caldicot Castle		10.9%			21%
Llanfoist Fawr		15.9%			24%
Dewstow		15.8%			31%
West End		15.8%			31%
Grofield		12.9%			19%
Llanwenarth Ultra		15.9%			24%
Rogiet		12.0%			20%
Llantilio Crossenny		13.9%			24%
Thornwell		15.3%			26%
St. Christopher's		15.3%			26%
Llanbadoc		12.3%			21%
Dixton with Osbaston		15.6%			28%
St. Kingsmark		9.7%			17%

This table shows that housing is a major driver for poverty in Monmouthshire, with house prices and rents being one of the highest in Wales. A number of wards cross the 30% child poverty rate when housing costs are included. Even in wards deemed highly affluent double

their child poverty rates after housing costs are included e.g. Shirenewton. Any meaningful impact on reducing child poverty and poverty in general must include a Local Development Plan that puts affordable housing at the top of its priority list. Specifically, the council commitment to build, in effect, council housing again through a development company must be delivered.

### Intersectionality: Gender and Poverty

We have established that Monmouthshire has an income inequality problem, but it is important to ascertain, as far as possible, what groups of people are the most deprived in Monmouthshire. According to the ONS, male full-time workers earn more than £99 per week than their female counterparts (Table 5).

Earnings by place of residence (2019)			
	Monmouthshire (Pounds)	Wales (Pounds)	Great Britain (Pounds)
<b>Gross Weekly Pay</b>			
Full-Time Workers	649.6	540.7	587.0
Male Full-Time Workers	681.0	578.3	632.0
Female Full-Time Workers	582.4	488.7	528.9
<b>Hourly Pay - Excluding Overtime</b>			
Full-Time Workers	16.67	13.64	14.88
Male Full-Time Workers	17.20	14.12	15.44
Female Full-Time Workers	15.54	13.01	13.99

Source: ONS annual survey of hours and earnings - resident analysis  
 Notes: Median earnings in pounds for employees living in the area.

[view time-series](#)   [compare other areas](#)   [query dataset...](#)

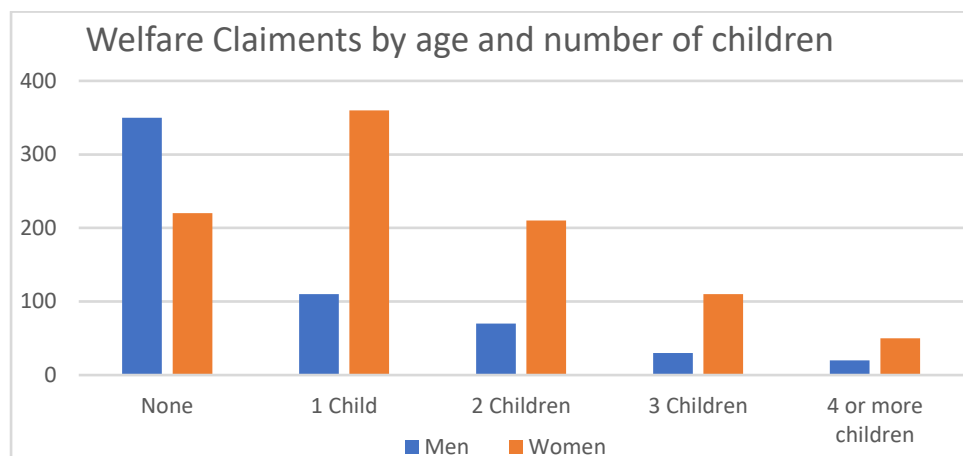
Table 5: Source Nomis

When we break this down to part time workers, there is not enough data on males to even register a figure. **For woman, in contrast, there are figures, with the average wage of £211 a week.** This suggests that woman vastly outnumber men in Monmouthshire in relation to part time work and earn below the HBAI for Monmouthshire. Many of these women could be classed as experiencing in-work poverty. Supplementing this, we also know from Chwarae Teg<sup>14</sup> that Monmouthshire has a gender pay gap of 17.5% in 2018 and 7.3% in 2019, painting a bleak picture for working women in Monmouthshire.

Women outnumber men in Monmouthshire in relation to working age benefit claims as well, particularly women with child dependents. The numbers (Table 6) from the ONS are stark:

<sup>14</sup> [https://chwaraeteg.com/wp-content/uploads/2019/02/SOTN2019\\_english.pdf](https://chwaraeteg.com/wp-content/uploads/2019/02/SOTN2019_english.pdf)

Table 6



In Monmouthshire, women are three times more likely to be claiming some sort of benefit, majority of which is income support, in comparison to men. While there is no clear evidence that these are single parent households, we do know from StatsWales<sup>15</sup> that there are 920 households in Monmouthshire with one adult and one child; 602 with one adult and two children; 203 one adult and three children; and 83 one adult and four children.

According to the charity Gingerbread<sup>16</sup>, 90% of households will be single female parents. This would indicate Monmouthshire has 1697 single female parent households. This is significant because extensive research indicates that this type of household is the most likely to not only experience relative poverty, but also experience it persistently<sup>17</sup>.

Corroborating this is the indicative figures around female benefit claimants with dependent children in Monmouthshire (Table 6).

Although all these indicators and graphs do not definitively prove women in Monmouthshire are more likely to experience relative poverty, they do all point in that direction. It is vital therefore that we target our resources, actions and initiatives, along with partner organisations, to this group. It could yield substantial positive results.

Over and above gender, there are many other areas of intersectionality that could be significant. For example, on ethnicity or disability lines. All of which would need to be explored to garner a better understanding of their prevalence and significance.

<sup>15</sup> <https://statswales.gov.wales/Catalogue/Housing/Households/Estimates/households-by-localauthority-year>

<sup>16</sup> <https://www.gingerbread.org.uk/what-we-do/media-centre/single-parents-facts-figures/>

<sup>17</sup> <https://www.jrf.org.uk/report/uk-poverty-2018>

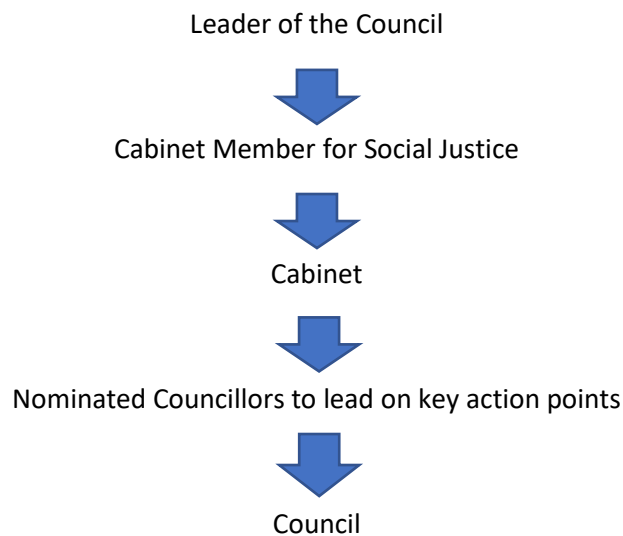


## Proposed Targets for the Tackling Poverty and Inequality Action Plan

### Targets:

- Increase the incomes of people within the 10th percentile
- Reduce the income inequality gap (5.77) by striving to achieve the first target
- Continue to reduce the gender pay gap in the county
- Reduce the number of children in poverty in Monmouthshire
- Close the attainment gap between FSM and non-FSM pupils at Key Stage 4
- Collate and determine the number of initiatives currently operating that demonstrate effectiveness in improving social capital of people on low incomes.
- Start building local authority homes within the next 5 years

### Political Leadership Responsible (internal) for achieving these targets in descending importance:



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# Public Document Pack Agenda Item 11

## MONMOUTHSHIRE COUNTY COUNCIL

**Minutes of the meeting of County Council held  
at Council Chamber - Council Chamber on Thursday, 24th October, 2019 at 2.00 pm**

**PRESENT:** County Councillor S. Woodhouse (Chairman)  
County Councillor S.B. Jones (Vice Chairman)

County Councillors: P. Clarke, D. Batrouni, J.Becker,  
D. Blakebrough, L.Brown, A.Davies, D. Dovey, A. Easson,  
R. Edwards, D. Evans, P.A. Fox, R.J.W. Greenland, M.Groucutt,  
L. Guppy, R. Harris, J. Higginson, G. Howard, S. Howarth, R.John,  
D. Jones, L.Jones, P. Jones, S. Jones, P. Jordan, M.Lane,  
P. Murphy, P.Pavia, M. Powell, R.Roden, B. Strong, F. Taylor,  
T.Thomas, J.Treharne, J.Watkins, A. Watts, A. Webb and  
K. Williams

### **OFFICERS IN ATTENDANCE:**

Matthew Phillips	Head of Law/ Monitoring Officer
Paul Matthews	Chief Executive
Peter Davies	Chief Officer, Resources
Nicola Perry	Senior Democracy Officer
Frances O'Brien	Chief Officer, Enterprise
Julie Boothroyd	Chief Officer Social Care, Safeguarding and Health
Matthew Gatehouse	Head of Policy and Governance
Diane Corrister	Safeguarding & Quality Assurance Service Manager
David Jones	Head of Public Protection
Matthew Lewis (Countryside)	Interim Performance, Evaluation and Programme Development Lead for MonLife
Jane Rodgers	Head of Children's Services

### **APOLOGIES:**

County Councillors L.Dymock, M.Feakins, J.Pratt and V. Smith

#### **2. Declarations of interest**

#### **3. Public Questions**

None.

#### **4. CHAIRMAN'S ANNOUNCEMENT AND RECEIPT OF PETITIONS**

No petitions were presented.

The Chair commended staff, Rhys and Darren, at the Five Lanes HWRC on their efforts in retrieving a lost engagement ring.

The Chair congratulated the Emergency Planning team on achieving a Gold Paw Print Award from the RSPCA. Monmouthshire County Council is the only Welsh authority to achieve this accolade, and one of five in the UK.

Congratulations were offered to Hannah Carpanini of the Social Care Team on receiving a gold Dignity in Care Award.

## MONMOUTHSHIRE COUNTY COUNCIL

### Minutes of the meeting of County Council held at Council Chamber - Council Chamber on Thursday, 24th October, 2019 at 2.00 pm

Council held a minute silence in respect of the tragic events involving the death of 39 immigrants.

#### 4.1. Statement from Armed Forces Champion, County Councillor L. Jones - Briefing Paper attached

The Leader of the Council presented the following statement on behalf of County Councillor L. Jones:

Our county is home to the Royal Monmouthshire Royal Engineers (Militia) based in The Castle in Monmouth and is the service centre for 1 RIFLES currently based at Beachley Barracks just outside Chepstow.

Our Council takes every opportunity to commemorate and celebrate Armed Forces events and recognise the contribution that veterans have made in service to their country and that which current serving personnel and their families continue to make. Each year we promote Armed Forces Day and Reservists Day, as well as marking special dates throughout the year with tributes and workplace gatherings.

As an Authority we employ many individuals from the Armed Forces Community and understand the benefit of capitalising on military talent. The introduction of the Guaranteed Interview Scheme will not only highlight Monmouthshire County Council as an Armed Forces friendly employer but also provide additional support to those who may struggle to secure meaningful employment due to their careers and mobility.

This scheme will provide this cohort with the ability to have an interview, where they meet the essential criteria and have the opportunity to present themselves face to face.

Monmouthshire and Newport Councils were successful in employing a dedicated officer whose role is to engage directly with schools and Service Families to ensure that they are not disadvantaged or experience any educational barriers. In conjunction with the Supporting Service Children in Education Cymru project, we have already identified over 100 Service Children across our schools and have supported school clusters to apply for MOD funding to support this cohort.

As you will have read in the briefing paper, Monmouthshire County Council are currently Silver Award holders. Through our continued commitment to work in partnership with the Armed Forces Community, we will be making the application for Gold Award in 2020.

We will be holding a ceremony with military representatives to re-affirm our pledge of mutual support and understanding at the next full council ([5<sup>th</sup> December](#)) with a re-signing ceremony. Not only is this an opportunity to raise the profile of our dedication to supporting the Armed Forces Community, but we will also be doing this jointly with our 5 Town Councils, with representatives from each signing up to the Armed Forces Covenant in their own right.

## **MONMOUTHSHIRE COUNTY COUNCIL**

### **Minutes of the meeting of County Council held at Council Chamber - Council Chamber on Thursday, 24th October, 2019 at 2.00 pm**

If you'd like to know more about the Armed Forces Covenant, training is available and I'd encourage you to take a look.

#### **5. REPORTS OF THE CHIEF OFFICER FOR ENTERPRISE:**

##### **5.1. Re-Appointment of the Monmouthshire Local Access Forum**

Council received a report in order to secure the appointment of members to the Monmouthshire Local Access Forum (LAF) for its next 3 year period.

County Councillor Batrouni nominated County Councillor M. Groucutt on behalf of the Labour Group.

County Councillor Fox agreed to inform Democratic Services of the two Conservative Group nominations in due course.

**Upon being put to the vote the recommendations were agreed:**

**That the following retiring members of the Monmouthshire Local Access Forum be reappointed: Irene Brooke, Anthea Fairey, Shelia Hampshire, Phil Mundell, Mark Storey, David Smith and Anne Underwood;**

**That Sylvia Fowles be appointed as a members of the Monmouthshire Local Access Forum in view of her previous attendance as an observer;**

**That the following individuals be shortlisted for appointment as members of the Monmouthshire Local Access Forum: - Jenny Crockitt, Gordon Davies, David Farnsworth; Tracy Hook, Shan Lewis and Martin Sweeney**

**That a selection panel of three appropriate Members be established and delegated authority to interview and appoint members from the shortlist and to appoint further members should the Forum asks the County Council to seek additional members to reflect any specific interests felt not to be appropriately represented;**

**That the County Council nominate its representative to serve on the Local Access Forum;**

**That the retiring members of the Forum be thanked for their valuable contribution.**

#### **6. REPORTS OF THE HEAD OF DEMOCRACY AND GOVERNANCE:**

##### **6.1. Remit of the PSB Select Committee**

The Cabinet Member for Governance presented a report to request a change to the title and the terms of reference of the Public Service Board Select Committee, in order to broaden its remit which will provide enhanced governance arrangements for services delivered to Monmouthshire citizens.

## MONMOUTHSHIRE COUNTY COUNCIL

### Minutes of the meeting of County Council held at Council Chamber - Council Chamber on Thursday, 24th October, 2019 at 2.00 pm

The proposal has been approved by the PSB Select Committee and Democratic Services Committee. The proposed changes would enable the Select Committee to scrutinise wider public service provision and where powers allow, to provide greater accountability of services delivered in collaboration or by external partners.

The proposal was seconded and upon being put to the vote Council resolved to accept the recommendations:

**That Council agrees the changes proposed (below) and alters the Constitution accordingly:**

**To change the title of the existing “Public Service Board Select Committee” to “Public Services Select Committee” for reasons outlined in this report.**

**To revise the existing Terms of Reference to extend the Select Committee’s remit to:**

***Scrutinise and constructively challenge (where powers allow) the work and effectiveness of strategic partnerships (including the Public Service Board) and other public service providers to ensure public accountability of collaborative services and improved outcomes for people in Monmouthshire, through;***

***a) considering evidence and different views and perspectives on public service provision in order to make recommendations on improving services delivered to residents***

***b) influencing the decisions, policy and practice of public service providers by providing a platform for greater accountability and democratic involvement.***

#### **6.2. Climate Emergency Strategy**

Council received the report to set out Monmouthshire’s strategy and action plan to respond to the Climate Emergency declared by Council in May 2019 and describing the objectives and actions to reduce the council’s carbon emissions.

The Leader of the Council read a statement on behalf of the Cabinet Member for Neighbourhood Services and Infrastructure. In doing so thanks were given to officers across the Council for their hard work since the climate emergency was declared by this Council in May. The report is not finished and remains a flexible document to which further actions and information can be added.

The Labour Group applauded the work of MCC, particularly officers responsible for the document. It was thought that there should be a greater involvement of people within the County in the form of citizen’s assemblies, who are kept informed of climate mitigation, and to prepare the public on the options on behaviour to dramatically reduce carbon emissions.

It was stated that the report contained blind-spots around the likely changes in agriculture in the light of future local food procurement facilities necessary for reducing emissions.

Councillor Thomas proposed an amendment on option 2, *to include an input from Planning and highlighting emissions in the LDP, and involve discussions with the general public about climate issues.*

## MONMOUTHSHIRE COUNTY COUNCIL

### Minutes of the meeting of County Council held at Council Chamber - Council Chamber on Thursday, 24th October, 2019 at 2.00 pm

The amendment was seconded by Councillor Watts, and debate ensued.

The Cabinet Member referred to the Cabinet meeting of 3<sup>rd</sup> July 2019 where an additional report was brought forward as a result of passing the climate change issues. Cabinet had confirmed that, in formation of the LDP, take issues into account. Taking this into account he stated that the amendment was unnecessary as it is already agreed as part of the LDP.

Upon being put to the vote the amendment was defeated.

Discussions returned to the original recommendations.

It was agreed that the first bullet point of 3.2:

*That this council will ensure it will reduce its own carbon emissions to net zero before the Welsh Government target of 2030.*

Should read:

*That this council will strive to reduce its own carbon emissions to net zero before the Welsh Government target of 2030.*

Further clarity was sought over the finances of the strategy.

It was asked that the working group address the barriers to in-work poverty.

With regards to the action of planting 10000 trees, it was asked if sites had been identified, and whether this could be done through association with the Woodland Trust.

Further information was sought around greener, electric vehicles.

With regards to encouraging people to travel more sustainably, concern was raised over the current condition of bus stops.

An issue with our school buses was raised, where engines remain turned on whilst waiting outside schools. This can be a lengthy wait and it was asked that our own drivers are made aware that they should turn their engines off.

It was asked that Council put pressure on Welsh and UK Governments about the infrastructure needed in the National Grid.

**Upon being put to the vote Council resolved to accept the recommendations:**

**That Council approve the ten objectives within the plan, listed in paragraph 3.7, which cover the areas of activity that the council will need to focus on to achieve its goal of reducing carbon emissions to net zero by 2030.**

**That council endorse the action plan which will be an evolving document as new technologies develop and other opportunities arise.**

## MONMOUTHSHIRE COUNTY COUNCIL

Minutes of the meeting of County Council held  
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That a member led-working group is created to accelerate progress and take responsibility for ensuring the action plan continues to evolve and be shaped by emerging evidence and cutting-edge practice and opportunities.

### **7. REPORTS OF THE CHIEF OFFICER FOR SOCIAL CARE, SAFEGUARDING AND HEALTH:**

#### **7.1. Modern Day Slavery and Exploitation Protocol**

The report was presented to raise awareness of the Council's recently adopted 'Modern Day Slavery and Exploitation Protocol', and advise on next steps including training for Officers and Members.

Questions were raised over the financial implications and resources available.

Officers explained that one of the opportunities is that this is now on a national and Gwent wide basis, with huge activity across partnerships, specifically police. The Home Office provide specialist support. MCC have been more pro-active than many other local authorities, with other authorities looking to our protocol to develop their own work.

A Member stressed that elected members should develop links within communities and identify where people are exploited.

Where people are trafficked for exploitation, they are offered support and the opportunity to obtain specialist services.

Members welcomed the opportunity to undertake training, and were expressly informed of the importance of County Lines training.

*Councillor J. Watkins and J. Becker left at 15:30pm*

**Upon being put to the vote Council resolved to agree the recommendations:**

**That Council familiarise themselves with the Authority's 'Modern Day Slavery and Exploitation Protocol', provided in Appendix One, and understand the importance of this issue in our County.**

**Members engage in the forthcoming training being organised - recognising their key community role, understanding local residents, businesses, etc. – and understand what to do should they receive any reports of suspicious situations.**

#### **7.2. Corporate Parenting Annual Report**



## MONMOUTHSHIRE COUNTY COUNCIL

### Minutes of the meeting of County Council held at Council Chamber - Council Chamber on Thursday, 24th October, 2019 at 2.00 pm

Cabinet Member for Social Care, Safeguarding and Health presented Council with the Corporate Parenting Annual Report to provide a summary of the work and activity of the Corporate Parenting Panel at the 'half-way point' with regards to the objectives within the Corporate Parenting Strategy (2018 – 2021).

Over the last 18 months the Corporate Parenting Panel has continued to promote the Council's duty towards children and young people who are looked after or who are care leavers with a focus on 9 priority areas:

The current Corporate Parenting Strategy (2018 – 2021) was endorsed by the Council in June 2018 (see appendix 1). The strategy is set around 9 priority areas:

**Priority 1:** All elected members and officers understand and act on their responsibilities as corporate parents

**Priority 2:** All looked after children have a safe and stable home

**Priority 3:** Looked after children enjoy a range of educational and learning opportunities

**Priority 4:** Looked after children enjoy the best possible health

**Priority 5:** Looked after children enjoy a range of play, sport, leisure and cultural opportunities

**Priority 6:** Looked after children are listened to and treated with respect

**Priority 7:** Looked after children are supported and enabled to achieve independence

**Priority 8:** Looked after children are cared for by Monmouthshire carers and remain close to their homes and communities

**Priority 9:** All care leavers are supported in education, training and employment

We welcomed care leavers Carys Davies and Catherine Morgan-Owen, and their personal advisor Mike Jones, who were in attendance to provide Council with an insight into the life of care leavers.

We heard of a recent event where 12 care leavers had attended to discuss with Corporate Parenting Panel the nine priority areas, and the areas for focus. Main areas referenced included:

- They did not like the term Corporate Parents as it was considered too business-like. A new name is being considered.
- There is difficulty for care leavers to attend the meetings of CPP due to work commitments. Alternative days/times were suggested.
- At age 18 young people are rushed to move out of their foster / residential accommodation, with no integration. There is a need for supported lodging and 'when I'm ready' placements.
- Through advertisements for foster carers there should be reference to say they are willing extend placements past the age of 18, and they should remain supported financially.
- With regards to training and education for young people there is a shortage of apprenticeships and opportunities. It was thought that Council should put care leavers first when it comes to apprenticeships.
- There is a shortage of mental health services.
- Care leavers leisure passes are a good idea but both ladies were still waiting for this.

## MONMOUTHSHIRE COUNTY COUNCIL

### Minutes of the meeting of County Council held at Council Chamber - Council Chamber on Thursday, 24th October, 2019 at 2.00 pm

- Issues around loneliness and isolation were common and it was felt that care leavers events were a cathartic exercise.

Members commended our guests and thanked them for the insights provided.

When discussing apprenticeships it was acknowledged that the low rate of pay meant apprenticeships may not be suitable for those over the age of 18 in terms of living wage.

Members who had attended the Foster Carers event highly commended it and found it a moving experience.

A Member agreed that care leavers should be given priority in terms of housing, employment and education. Employment should be considered a priority by this authority and associated partners.

Suitable accommodation should be addressed and Council should look at this with more care.

The Chair wished to add her thanks and expressed that through working with officers and Members, and with all the care leaver contributions, will help people in the future.

In summing up, the Cabinet Member explained how matters are being addressed and expressed the importance of attendance on the Corporate Parenting Panel, and asked that all parties are represented.

#### **Council resolved to accept the recommendations:**

**To note the work and activity of the Corporate Parenting Panel over the last period within the context of the Corporate Parenting Strategy;**

**To endorse the on-going work of the Corporate Parenting Panel towards the objectives identified within the Strategy;**

**To consider the implications for all elected members and the wider council.**

#### **8. Notices of Motion:**

8.1. Submitted by County Councillor D. Batrouni  
Withdrawn.

#### **9. Members Questions:**

9.1. From County Councillor S. Howarth to County Councillor P. Fox  
Withdrawn.

#### **10. To confirm the minutes of the meeting held on 19th September 2019**

The minutes were approved and signed by the Chair.

**MONMOUTHSHIRE COUNTY COUNCIL**

**Minutes of the meeting of County Council held  
at Council Chamber - Council Chamber on Thursday, 24th October, 2019 at 2.00 pm**

**The meeting ended at 4.45 pm**

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