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Neuadd y Sir
Y Rhadyr
Brynbuga
NP15 1GA

Dydd Mercher, 13 Chwefror 2019

Hysbysiad o gyfarfod:

Cyngor Sir

**Dydd Iau, 21ain Chwefror, 2019 at 2.00 pm,
County Hall**

AGENDA

*Prayers will be said prior to the Council meeting at 4.55pm. All members are welcome to join the
Chairman for prayers should they wish to do.*

Eitem No	Eitem	Tudalennau
1.	Ymddiheuriadau am absenoldeb	
2.	Datganiadau o Fuddiant	
3.	MYND I'R AFAEL Â'N DIFFYG CYFLENWAD PUM MLYNEDD O DIR AR GYFER TAI: ADOLYGU AGWEDD SIR FYNWY AT SAFLEOEDD TAI HEB EU NEILLTUO	1 - 40
4.	ADNEWYDDU GLAN HAFREN - RÔL TÎM TREF CIL-Y-COED YN Y DYFODOL	41 - 108
5.	CYNLLUN CORFFORAETHOL: AMCANION AR GYFER 2019-2020	109 - 112
6.	DIWEDDARIAD AR Y STRATEGAETH RHEOLI ASED AU - BUDDSODDIADAU MASNACHOL	113 - 120
7.	YSTYRIAETHAU'R RHAGLEN GYFALAF 2018-19 - CYFALAFU GWARIANT REFENIW AC YCHWANEGU CYNLLUNIAU	121 - 126
8.	CYHOEDDI DATGANIAD POLISI CYFLOGAU FEL SY'N OFYNNOL DAN Y DDEDDF LLEOLIAETH	127 - 144

**Paul Matthews
Prif Weithredwr**

CYNGOR SIR FYNWY

MAE CYFANSODDIAD Y PWYLLGOR FEL SY'N DILYN:

Cynghorwyr Sir:

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

Gwybodaeth Gyhoeddus

Mynediad i gopiâu papur o agendâu ac adroddiadau

Gellir darparu copi o'r agenda hwn ac adroddiadau perthnasol i aelodau'r cyhoedd sy'n mynychu cyfarfod drwy ofyn am gopi gan Gwasanaethau Democrataidd ar 01633 644219. Dylid nodi fod yn rhaid i ni dderbyn 24 awr o hysbysiad cyn y cyfarfod er mwyn darparu copi caled o'r agenda hwn i chi.

Edrych ar y cyfarfod ar-lein

Gellir gweld y cyfarfod ar-lein yn fyw neu'n dilyn y cyfarfod drwy fynd i www.monmouthshire.gov.uk neu drwy ymweld â'n tudalen Youtube drwy chwilio am MonmouthshireCC. Drwy fynd i mewn i'r ystafell gyfarfod, fel aelod o'r cyhoedd neu i gymryd rhan yn y cyfarfod, rydych yn caniatáu i gael eich ffilmio ac i ddefnydd posibl y delweddau a'r recordiadau sain hynny gan y Cyngor.

Y Gymraeg

Mae'r Cyngor yn croesawu cyfraniadau gan aelodau'r cyhoedd drwy gyfrwng y Gymraeg neu'r Saesneg. Gofynnwn gyda dyledus barch i chi roi 5 diwrnod o hysbysiad cyn y cyfarfod os dymunwch siarad yn Gymraeg fel y gallwn ddarparu ar gyfer eich anghenion.

Nodau a Gwerthoedd Cyngor Sir Fynwy

Ein diben

Adeiladu Cymunedau Cynaliadwy a Chydnerth

Amcanion y gweithiwn tuag atynt

- Rhoi'r dechrau gorau posibl mewn bywyd i bobl
- Sir lewyrchus a chysylltiedig
- Cynyddu i'r eithaf botensial yr amgylchedd naturiol ac adeiledig
- Llesiant gydol oes
- Cyngor gyda ffocws ar y dyfodol

Ein Gwerthoedd

Bod yn agored. Rydym yn agored ac yn onest. Mae pobl yn cael cyfle i gymryd rhan mewn penderfyniadau sy'n effeithio arnynt, dweud beth sy'n bwysig iddynt a gwneud pethau drostynt eu hunain/eu cymunedau. Os na allwn wneud rhywbeth i helpu, byddwn yn dweud hynny; os bydd yn cymryd peth amser i gael yr ateb, byddwn yn esbonio pam; os na allwn ateb yn syth, byddwn yn ceisio eich cysylltu gyda'r bobl a all helpu - mae adeiladu ymddiriedaeth ac ymgysylltu yn sylfaen allweddol.

Tegwch. Darparwn gyfleoedd teg, i helpu pobl a chymunedau i ffynnu. Os nad yw rhywbeth yn ymddangos yn deg, byddwn yn gwranddo ac yn esbonio pam. Byddwn bob amser yn ceisio trin pawb yn deg ac yn gyson. Ni allwn wneud pawb yn hapus bob amser, ond byddwn yn ymrwymo i wrando ac esbonio pam y gwnaethom weithredu fel y gwnaethom.

Hyblygrwydd. Byddwn yn parhau i newid a bod yn hyblyg i alluogi cyflwyno'r gwasanaethau mwyaf effeithlon ac effeithiol. Mae hyn yn golygu ymrwymiad gwirioneddol i weithio gyda phawb i groesawu ffyrdd newydd o weithio.

Gwaith Tîm. Byddwn yn gweithio gyda chi a'n partneriaid i gefnogi ac ysbrydoli pawb i gymryd rhan fel y gallwn gyflawni pethau gwych gyda'n gilydd. Nid ydym yn gweld ein hunain fel 'trefnwyr' neu ddatrysyr problemau, ond gwnawn y gorau o syniadau, asedau ac adnoddau sydd ar gael i wneud yn siŵr ein bod yn gwneud y pethau sy'n cael yr effaith mwyaf cadarnhaol ar ein pobl a lleoedd.

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SUBJECT: ADDRESSING OUR LACK OF A FIVE YEAR HOUSING LAND SUPPLY: REVIEWING MONMOUTHSHIRE'S APPROACH TO UNALLOCATED HOUSING SITES

MEETING: COUNCIL

DATE: 21 FEBRUARY 2019

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE:

- 1.1 The purpose of this report is to seek Council's decision on its approach to tackling its housing land supply shortfall, specifically how we deal with planning applications for unallocated sites¹ in advance of the new Local Development Plan being adopted in December 2021. Council is invited to review its decision taken on 20th September 2018 based on corrected data and consideration of updated national planning policy.
- 1.2 This decision relates to the Monmouthshire Local Planning Authority area only: it does not affect that part of the county falling within the Brecon Beacons National Park.

2. RECOMMENDATION:

- 2.1 That, when considering planning applications for residential development on unallocated sites, the Council continues to give 'appropriate weight' to its lack of a five year housing land supply, insofar as those development proposals are otherwise acceptable in planning terms and that the 11 'ground rules' set out in paragraph 6.25 are met.

3. BACKGROUND TO THIS REPORT:

- 3.1 On 20th September 2018, Council resolved that, when considering planning applications for housing development on sites not allocated in the Local Development Plan, 'appropriate weight' would be given to our lack of a five year housing land supply, and proposals that meet 11 'ground rules' would be considered favourably. This was in response to a letter from the then Welsh Government Cabinet Secretary for planning, dated 18th July 2018, stating that it is a matter for the decision-maker (i.e. Monmouthshire County Council as local planning authority) to decide how much weight to give its housing land supply shortfall.
- 3.2 Since that date, the Raglan Village Action Group has contacted the planning department to raise concerns that data presented to Council on 20th September setting out the housing delivery shortfall against LDP targets was incorrect.
- 3.3 This report seeks to correct that error. It also reviews the approach to unallocated sites in the light of updated national planning policy contained in Planning Policy Wales edition 10 (December 2018). This review is provided in Appendix 1.
- 3.4 Council's decision on 20th September 2018 was based on three elements:
 - 1) Monmouthshire has 3.9 years' housing land supply when measured in accordance with the Welsh Government's *Technical Advice Note 1 (2015): Joint Housing Land*

¹ The strategic decision will inform decision-making on planning applications for residential development on sites beyond settlement boundaries/not allocated for development in the current LDP (referred to as 'unallocated sites').

Availability Studies. Councils are required to have at least 5 years' housing land genuinely available. This is correct and this matter is not in dispute;

- 2) The social, economic and demographic challenges facing Monmouthshire's communities, in particular our demographic imbalance, weak economic base and growing challenges regarding housing affordability. These matters are not in dispute;
- 3) That, by the expiry of the current Local Development Plan in December 2021, housing delivery is projected to be 961 dwellings short of the LDP housing target, of which 337 are affordable units. It is this aspect that is disputed, with the correct total shortfall being 504 dwellings against the LDP housing requirement of 4500 dwellings (policy S2), of which 38 are affordable homes measured against the LDP target of 960 affordable homes (policy S4). This is expanded upon below.

- 3.5 The recommendation remains that, when considering planning applications for residential development on unallocated sites, the Council continues to give 'appropriate weight' to its lack of a five year housing land supply, insofar as those development proposals are otherwise acceptable in planning terms and that the 11 'ground rules' set out in paragraph 6.25 are met.

4. KEY ISSUES:

Background

- 4.1 The land use planning system is one of the main tools available to the Council to seek to deliver its purpose, as identified in the Corporate Plan 2017-2022, of helping to build sustainable and resilient communities that support the well-being of current and future generations. The Local Development Plan (LDP) allocates land for types of development (such as housing or employment uses), designates land as open space or green wedge, for example, and provides a policy framework which provides the basis for making decisions on planning applications. It seeks to support good quality development in the right locations, and resist poor quality or inappropriately located development.
- 4.2 The Monmouthshire Local Development Plan (2011-2021) was adopted in February 2014 to become the statutory development plan for the county (excluding that part within the Brecon Beacons National Park, which has its own LDP). Work has commenced on our new LDP which will run to 2033. The agreed timetable will see the new Plan being adopted at the very end of 2021.
- 4.3 The basis of the planning system is that it is Plan-led. Section 38(6) of the Planning and Compulsory Purchase Act 2004 states that all planning applications shall be determined in accordance with the adopted LDP unless material planning considerations indicate otherwise. One of those material considerations is our housing land supply.
- 4.4 Welsh Government sets out national planning policy in Planning Policy Wales and the accompanying Technical Advice Notes (TANs). TAN1 relates to housing land supply and it provides a consistent way of measuring how much housing land each Local Planning Authority (LPA) has. LPAs are required to have **at least** a 5 year supply of genuinely available housing land. Monmouthshire currently has a 3.9 year housing land supply (it was 4.0 years' supply last year and 4.1 years' supply the year before).
- 4.5 Until July 2018, paragraph 6.2 of TAN1 required that, when considering planning applications for housing development on land not allocated in an adopted LDP, 'considerable weight' must be given to the lack of a five year housing land supply. This did not mean that development anywhere, or of any quality, was given planning permission. However, it did mean that otherwise acceptable housing development

would be approved even if the site were not allocated for development in the LDP. Appeal decisions in this regard were consistent and clear. Prior to July 2018, three such planning applications have been determined in Monmouthshire:

- Grove Farm, Llanfoist – up to 115 dwellings including 35% affordable housing – outline planning permission approved;
- Rockfield Road, Monmouth – up to 70 dwellings including 35% affordable housing – outline planning permission approved;
- Mounton Road, Chepstow – outline planning permission refused due primarily to its designation in the current LDP as ‘Green Wedge’.

The two approved schemes are already counted within the housing land supply calculation and tables at appendices 3 and 4. It is worth noting that had the two approved applications been refused, our housing land supply would be 3.7 years not 3.9 years.

4.6 In July 2018, the then Cabinet Secretary with responsibility for planning issued an unexpected consultation on a proposal to ‘suspend’ paragraph 6.2 of TAN1 for an undetermined time period, while a review of housing supply is undertaken. Monmouthshire County Council’s response to that consultation was an objection. However, on 18th July 2018 the then Cabinet Secretary issued her decision to dis-apply paragraph 6.2. Her letter, however, goes on to state that it is now for the decision-maker (i.e. Monmouthshire County Council as Local Planning Authority) to decide the weight to give its housing land supply shortfall. A copy of this letter is provided at Appendix 3.

4.7 A Welsh Government consultation on the review of housing delivery closed in October 2018. The consultation emphasised the Welsh Government’s overarching support for a Plan-led approach based on an up-to-date LDP. The consultation stated that Planning Authorities, through their LDPs, must enable the provision of housing to meet the needs of their communities. To ensure sufficient land is brought forward for housing development to meet these needs, planning authorities must identify specific, deliverable sites for the following five year period and monitor this position on an annual basis through the preparation of a Joint Housing Land Availability Study (JHLAS) using the mechanism set out in Technical Advice Note 1. The consultation document stated that the next steps following the completion of this ‘call for evidence’ would be dependent on the responses, but could include changes to Planning Policy Wales, to the forthcoming revised version of the Development Plans Manual and to TAN 1.

4.8 To date, Planning Policy Wales has been replaced by edition 10 (PPW10) in December 2018. The relevant aspects of PPW10 are set out later in this report and in Appendix 1. LPAs were consulted in January 2019 on a draft draft [sic] Development Plans Manual. There has been no change to TAN1. The focus of the changes to date has been on ensuring sites allocated in new LDPs are deliverable.

4.9 Since September 2018, Planning Committee has resolved to approve two further planning applications:

- Church Road, Caldicot – up to 130 dwellings including 35% affordable housing – outline planning permission approved;
- Monmouth Road, Raglan – up to 111 dwellings including 35% affordable housing – outline planning permission approved²;

The purpose of this report is to review the Council’s strategic approach to its housing land supply shortfall, not to consider individual proposed developments. However, to

² This planning application has been called-in by the Welsh Government for it to determine. The reason given for the call-in is to consider the proposal’s compatibility with the new national planning policy on the sustainable transport hierarchy.

set some context to the scale of the matter before us, it is worth noting that adding these two sites to the current housing land availability study would take our housing land supply to 4.2 years³.

- 4.10 This report therefore seeks to establish Monmouthshire County Council's decision on the weight to be given to our housing land supply shortfall in the light of the corrected data and the publication of PPW10. The strategic decision will inform decision-making on planning applications for residential development on sites beyond settlement boundaries/not allocated for development in the current LDP (referred to as 'unallocated sites').
- 4.11 It is reiterated that Council's decision on this matter relates solely to Monmouthshire Council's Local Planning Authority area: it does not apply to that part of the county that sits within the Brecon Beacons National Park. The National Park has its own LDP and is the Local Planning Authority for the Park area.
- 4.12 It should also be noted that this decision relates solely to proposed residential development: it does not relate to employment or retail or any other land uses.

What's the problem we're trying to fix?

- 4.13 Members will be familiar with some of the challenging issues and opportunities facing our communities, including:
- The increasing proportion of our population aged over 65 and over 85, increasing well in excess of the Wales average;
 - The relative absence of 20-40 year olds and our median age of 48 years (compared to a median age of 34 years in Cardiff);
 - The resulting impact of the above two factors on our economic base and future prospects of economic growth;
 - Cardiff Capital Region City Deal and associated ambition and opportunities;
 - The economic growth of the Bristol/south-west region and the opportunities for Monmouthshire as a border county and its location between Bristol and Newport and Cardiff, the 'Great Western Cities';
 - The removal of the Severn Bridge tolls;
 - Our average house price now exceeds £300,000⁴ and average house prices have increased by £56,173 (22.8%) since November 2010⁵ (see Appendix 2);
 - The ratio of house price (for a lower quartile house) to income is 9:1⁶;
 - Our affordable housing waiting list of 2079 in Bands 1–4⁷;
 - Our dual economy, with high-earning residents who work elsewhere, and a low paid workforce who lives elsewhere but work within the county⁸;
 - Associated commuting patterns, with 40% of our economically active resident population commuting out of county⁹;
 - The challenges of rural isolation and sustaining rural services;
 - The wealth of social capital in our communities;
 - Our well-performing schools;

³ The change to housing land supply was calculated in November 2018 as increasing to 4.3 years, however the subsequent call-in decision will, from experience, delay site delivery by a year, if the Cabinet Secretary subsequently approves the planning application.

⁴ Average house price in Monmouthshire was £302,229 in October 2018 (source: Hometrack based on sales and valuations)

⁵ Source: Hometrack November 2010 compared to November 2018

⁶ Source: Hometrack September 2018

⁷ Source: Monmouthshire Local Housing Market Assessment September 2018 paragraph 7.1

⁸ Annual mean pay for resident population in Monmouthshire £39,243. Annual mean pay for people working in Monmouthshire £30,001 (source: ONS, ASHE, 2017)

⁹ Source: Census 2011

- The beautiful landscapes and heritage that make Monmouthshire special and an attractive place to live.

4.14 These factors are key considerations as we develop the vision and strategy for our new LDP. However, consideration needs to be given to what we do in the interim (between now and December 2021 when the new LDP is adopted).

4.15 When considering the options, regard should be had to the Council's purpose, as set out in the Corporate Business Plan 2017-2022, namely to help to build sustainable and resilient communities that support the wellbeing of current and future generations, together with the organisational goals of being a thriving and connected county, and a forward-looking, future-focussed Council. The Public Service Board's Well-being Assessment identified that low wages and high property prices are making it hard for families to live and work in the county. The Corporate Plan goes on to state:

"The delivery of quality, sustainable and affordable housing will help enable the retention of young people, helping combat 'brain drain' and managing the social and economic challenges associated with a rapidly ageing population." (page 14)

and

"Monmouthshire has a spectacular natural environment, a unique heritage value and a culturally rich identity. We believe that necessary growth, development, and expansion of our place, need not compromise our distinctive offer – indeed it should complement and enhance it." (page 15)

4.16 Consideration should also be given to the Welsh Government's national strategy 'Prosperity for All' which states that *"the bedrock of living well is a good quality, affordable home which brings a wide range of benefits to health, learning and prosperity"*. The Welsh Government has a target to deliver 20,000 affordable homes within the current Assembly term.

5. OPTIONS APPRAISAL

5.1 In its simplest form, Council has two options.

5.2 The first option is that we give **no weight** in our planning decisions to our lack of a five year housing land supply. This means that we retain a Plan-led system, and proposed development on sites outside of settlement boundaries and not allocated within the current LDP will be unacceptable in principle and planning permission would be refused. This option is essentially process-focused and would provide certainty to our communities in that the current LDP would be fully adhered to. This approach would best demonstrate community involvement as a way of working. Development could come forward via the new LDP, and planning permission could be sought in 2022 onwards, however the significant disadvantage of this option is that housing delivery is limited for at least the next three years and the identified issues are not being addressed, and would likely worsen.

5.3 The second option is that we give **some weight** in our planning decisions to our lack of a five year housing land supply. This could be anywhere above 'no weight' to 'considerable weight', i.e. back to where we were in July 2018 before TAN 1 paragraph 6.2 was dis-applied. This option is essentially outcome-focused and would seek to make timely progress in tackling some of the issues identified above. It takes action in the short term as a preventative way of working, to reduce problems in the long term. The significant disadvantage of this option is that we would be departing from the current Local Development Plan in terms of where new development is located (other

policies remain in force). The way in which this could be achieved is broken down into sub-options below (Section 6). The officer recommendation to Council is that it reaffirms its decision made in September 2018 to give 'appropriate weight' to our lack of a five year housing land supply, and to apply the previously agreed 11 ground rules.

Ground rules

5.4 It is worth setting out at this juncture that this is not a matter of allowing any development anywhere. A number of 'ground rules' have been applied previously and these would remain, should Council be minded to give weight to our lack of five year housing land supply. The ground rules are:

- 1) Residential development is unacceptable in principle within undefended flood plain (zone C2) or on greenfield sites within defended flood plain (zone C1), as per national planning policy¹⁰ and TAN15. This affects some significant parts of the county, for example parts of the Gwent Levels primarily south of the B4245, and some areas around Usk and Llanfoist. This in principle policy objection would remain unchanged;
- 2) Residential development is unacceptable in principle within designated Green Wedges. Appeal decisions prior to July 2018 typically uphold the view that LDP 'green wedge' designations take greater weight than the housing land shortfall. Green wedges are LDP designations intended to prevent the coalescence of settlements. We have a number of such designations, for example between Undy and Rogiet, Rogiet and Caldicot, and Chepstow and Pwllmeyric. It is recommended that this stance remains unchanged: the appropriate time to review Green Wedge designations is via the new LDP¹¹;
- 3) Residential development is unacceptable in principle on allocated employment sites. Such sites will not be released for housing development unless full compliance with LDP Policy E1 can be demonstrated and there is no realistically likely future demand for the site for employment purposes. Delivering sustainable development and economic growth is about more than just housing developments. This is no change to the current position, but is specifically mentioned here to clarify that, should Council decide to give appropriate weight to our lack of a five year housing land supply, this does not signal the release of employment allocations or land allocated in the LDP for other purposes;
- 4) Unallocated sites are required to deliver 35% affordable housing and no negotiation will be entertained (60% where the development relates to a Main Village);
- 5) The development must be acceptable in other planning terms. If infrastructure is inadequate to support new development, and it cannot be satisfactorily improved via a S106 planning agreement, permission would normally be refused. This includes matters such as highway capacity, school capacity, primary health care, air quality and the sustainable transport hierarchy¹². This applies to all planning applications for residential development, not just unallocated sites;
- 6) The scale of additional residential development will be considered in the context of the LDP spatial strategy, both in its own right and cumulatively with other approved residential development.
- 7) Development should be restricted to the Main Towns, Severnside, and Rural Secondary Settlements (with the exception of Llanfoist and Raglan¹³ where there shall be no additional development on unallocated sites outside of the new LDP);

¹⁰ Para 6.6.22 of PPW10

¹¹ Para 3.64 of PPW10

¹² Paras 4.1.12 and 4.1.16 of PPW10

¹³ The Planning Committee has resolved to approve a development of up to 111 homes on land at Monmouth Road, Raglan. This application has been called-in by the Welsh Government. Until such time as a final decision is received, it will be assumed that the development will proceed, and as such no additional development on unallocated sites in/adjacent to Raglan will be supported. This position will be reviewed should the application be rejected.

and small 60% affordable housing sites in those Main Villages without an allocated site (namely St Arvans and Llandogo).

- 8) The size and mix of the proposed dwellings is both suitable for the location and seeks to address our demographic challenges;
- 9) Any planning permissions will have a reduced lifespan: full planning permissions shall be commenced within 2 years, and outline planning permissions shall be followed by reserved matters within 1 year, with commencement within 1 year of approval of the reserved matters;
- 10) Applications recommended for approval shall be accompanied by a Unilateral Undertaking or signed S106 agreement by the time they are presented to Planning Committee;
- 11) This decision ceases to have effect should we regain a five year land supply and/or meet the LDP housing shortfall identified in this report.

5.5 To clarify what this decision means, if Council reaffirms its decision to give 'appropriate weight' to our lack of a five year housing land supply when considering applications for residential development on unallocated sites, we will be accepting that there will be housing development on land not allocated for such purposes in the current, adopted LDP. However, that development must be acceptable in planning terms, such as design, layout, highway safety, air quality and infrastructure impact, as well as meeting the 11 ground rules. All applications for residential development on unallocated sites would be advertised as 'departure applications' and would be determined by Planning Committee. Proposals for more than 150 dwellings, or on sites exceeding 6 hectares, must be notified to the Welsh Government prior to a decision being issued: the Welsh Government can call-in the applications for determination by the Minister. It is unlikely that we will regain a five year housing land supply between now and December 2021, and it is likely that this policy decision would last for the next three years, until the new LDP is adopted, unless Council decides in the meantime to reverse or amend this decision.

5.6 The lack of a five year housing land supply is a widespread issue throughout Wales, however the reasons for it vary considerably. In Monmouthshire, the issue is predominantly one of timing: all of our strategic housing allocations will come forward with time, but they are far slower than anticipated. This means that, with time, the approval of unallocated sites would result in additional housing in total: the unallocated sites are not instead of LDP allocations, but ultimately would be in addition. However, this is beneficial in terms of seeking to address the challenges outlined at paragraph 4.13 above, including delivery of much needed affordable housing. Housing delivery from sites approved now would carry forward into the new LDP. Decisions on those applications would have to have regard to infrastructure capacity, being mindful of the additionality of the development from the unallocated site. This would be addressed in the normal way via the planning application process, and Section 106 planning contributions.

6. EVALUATION CRITERIA

6.1 If Council is minded to give 'appropriate weight' to our lack of a five year housing land supply, this will mean that, in advance of adoption of the new LDP in December 2021, planning permission would be given for residential development on some sites that are not allocated for development in the current LDP, subject to them meeting the 11 'ground rules'.

6.2 Further information is given below to seek to inform the discussion and understanding of options available, and to enable Council's decision to be evidence-based. As stated above, it is not a case of allowing anything anywhere. The Planning Committee would retain control over what is approved and what is rejected.

6.3 The tables at Appendix 4 and Appendix 5 break down the same data in two different ways. Appendix 4 shows housing delivery broken down by the current LDP strategy, and Appendix 5 shows the same data broken down by our three housing market areas: Southern (Chepstow, Severnside and surroundings), Central (Monmouth, Raglan, Usk, Penperlleni and surroundings), and Northern (Abergavenny, Llanfoist and surroundings). The data is as follows:

- Column 1 shows the settlement name
- Column 2 shows the total actual number of dwellings completed (with the number of those that are affordable units shown in brackets) from the start of the current LDP period (2011) to 31st March 2018. This data is from actual physical counts of completed dwellings undertaken by Council officers;
- Columns 3 to 5 show projections for completions for small windfall¹⁴, large windfall¹⁵ and LDP allocated sites respectively from April 2018 to the end of the Plan period, i.e. to December 2021. These are taken from projections, including the Joint Housing Land Availability trajectory and are the agreed build-out figures for each year until the LDP expires at the end of 2021¹⁶;
- Column 6 gives a total for columns 2 to 5, i.e. what has been completed and what is predicted to be completed before the LDP expires on 31st December 2021;
- Column 7 gives the housing delivery for all LDP allocations and the associated number of affordable homes, assuming policy compliance (25% or 35% or 60%) is achieved. This totals 4957 dwellings, which comprises the LDP's 4500 dwelling housing need plus approximately 10% flexibility to seek to ensure the requirement is met. The affordable housing policy compliance for all allocations totals 1225 affordable homes, while the policy S4 target is 960 affordable homes;
- Column 8 shows the shortfall (-) or surplus (+) of housing by comparing actual completions plus projections by December 2021 with the total LDP allocations and policy compliant affordable housing delivery for each allocation;
- The final row in Appendix 4 gives the delivery shortfall against the LDP housing requirement in policy S2 of 4500 homes (shortfall of 504 homes), and the affordable housing target in policy S4 of 960 affordable homes (shortfall of 38 affordable homes).

6.4 The data clearly shows a significant shortfall in housing delivery based on actual and projected delivery compared with the LDP target. Overall, by 31st December 2021 when the current LDP expires, the projections show that we will be 504 homes behind the adopted LDP's housing requirement of 4500 homes by 2021. This shortfall is 11.2% of the LDP's housing requirement and equates to approximately 2 years' delivery at recent build rates:

2011-12	254 homes completed
2012-13	342 homes completed
2013-14	230 homes completed
2014-15	205 homes completed
2015-16	234 homes completed
2016-17	238 homes completed

¹⁴ A small windfall site is a site of fewer than 10 residential units located within a settlement boundary but not specifically allocated as an LDP development site. An example would be the conversion of the former HSBC building in Usk into apartments;

¹⁵ A large windfall site is a site of 10 or more residential units located within a settlement boundary but not specifically allocated as an LDP development site. An example would be the redevelopment of the Magistrates' Court site in Abergavenny.

¹⁶ Although it should be noted that the delivery projections shown run to 31st March 2022 not 31st December 2021 when the LDP expires, so they actually slightly over-predict delivery

2017-18 279 homes completed

The LDP sets an annual completion target of 450 dwellings (4500 dwellings over ten years), but due to the delivery shortfall between the Plan's 2011 start-date and its adoption in 2014, that target has increased for monitoring purposes to 488 dwelling completions per annum. Performance is well off target at present (1782 dwellings completed to March 2018 against a pro-rata target of 3150). Although the projections show a significant increase in build rate from April 2018 to December 2021 now that allocated sites are progressing, there would still be a 504 home shortfall. It is acknowledged that this 504 home shortfall is less than the 961 shortfall incorrectly reported to Council in September 2018. However, the 504 home shortfall is considered to be significant, both as a proportion of the total LDP housing requirement (4500 homes) and compared to build rates, and as such warrants intervention for the reasons given above.

- 6.5 As with total housing delivery, the data shows a shortfall of affordable homes based on actual delivery from 2011 to 2018, and projected delivery from 2018 to December 2021. Measured against the LDP affordable housing target set in Policy S4, this shortfall is projected to be 38 affordable homes.

2011-12	}	
2012-13	}	163 affordable homes completed
2013-14	}	
2014-15		17 affordable homes completed
2015-16		63 affordable homes completed
2016-17		47 affordable homes completed
2017-18		84 affordable homes completed

The LDP sets an annual completion target of 96 affordable homes (960 affordable homes over ten years). Delivery to March 2018 totals 374 affordable homes against a pro-rata target of 672 affordable homes. Although the projections show a significant increase in build rate from April 2018 to December 2021 now that allocated sites are progressing, there would still be a 38 affordable home shortfall. It is acknowledged that this 38 affordable home shortfall is substantially less than the 337 shortfall incorrectly reported to Council in September 2018. The 337 shortfall was calculated against a policy compliant affordable housing delivery for all LDP allocated sites (1225 affordable homes) rather than against the LDP target of 960 as stated in policy S4. In addition, an additional 34 affordable homes were delivered in Caldicot when Pobl completed the development of a site that was given permission in 2009 and abandoned by another developer. However, the wider context of housing need and delivery and contextual changes are considered to warrant intervention for a number of reasons.

- 6.6 The LDP housing targets originate from modelling carried out in 2006 for the Newport, Torfaen and Monmouthshire Local Housing Market Assessment (May 2007), subsequently updated in June 2010. The original survey in 2006 estimated there was an affordable housing need in the sub-region of 2,521 dwellings¹⁷ and a net five year overall housing requirement of 5,489 dwellings. The model was re-run based on an agreed regional apportionment which increased the overall housing requirement to 7,438 dwellings with an estimated affordable housing need of 2,720 affordable homes. This was subsequently disaggregated to each of the three Authorities, giving Monmouthshire a five year housing requirement of 1,636 dwellings with an affordable housing need of 478 dwellings. The housing need over a five year period was divided into an annual requirement of 327 dwellings and then rounded up to reflect a regionally agreed build rate of 350 dwellings per annum, and then extended to cover the ten year LDP period (3500 dwelling requirement). Similarly, the 478 affordable housing need over a 5 year period was divided into an annual requirement of 96 affordable homes then extended to cover the ten year LDP period, giving the LDP's

960 affordable home target in Policy S4. The LDP overall housing requirement was increased during the Plan examination process from 3500 dwellings to 4000 dwellings and again to 4500 dwellings, with the 960 affordable homes requirement remaining static as an absolute requirement (rather than a proportion of total housing delivery).

- 6.7 It is widely recognised that there have been marked changes in the housing market since LDP adoption in 2011. Average house prices in the county (based on sales and valuations) have increased sharply:
- £224,606 in August 2006¹⁸
 - £229,715 in February 2013¹⁹
 - £244,574 in April 2015²⁰
 - £302,229 in October 2018²¹

Further house price data is provided at Appendix 2. Between November 2010 and November 2018, average house prices within the county have increased by £56,173 (22.8%), compared to a £19,637 (11.7%) increase in Wales.

- 6.8 The Housing Register comprises 2079 households in Bands 1 to 4²². Meeting the needs of these 2079 households includes securing new-build affordable housing (which to date is failing to meet the LDP target of 96 affordable homes per annum), together with vacated existing stock due to occupiers relocating, being able to secure market housing, or passing away, and other measures to secure affordable housing for example buying back former stock lost via the right to buy when it becomes available. Some of the 2079 households would also likely move away, either to an adjacent Authority where homes are cheaper, or wider afield. The Local Housing Market Assessment (LHMA) (September 2018) also factors in newly emerging housing need, arising due to new household formation, in-migration or changing financial circumstances. The LHMA gives a theoretical annual requirement of 468 affordable homes for the next five years, however it should be noted that an element of this theoretical need will not arise due to people moving to an area where they can afford a home, and assistance from the 'bank of mum and dad'.
- 6.9 According to Hometrack's Intermediate Housing Market statistics, 51% of 20-39 year olds living in Monmouthshire are unable to purchase at lower quartile prices for two and three bedroom homes. The lower quartile house price to income ratio in the county, is currently 9:1. Of the 831 newly arising households in the next 5 years, only 314 are predicted to be able to afford a mortgage²³.
- 6.10 In this context, and in the light of the challenges and opportunities outlined in paragraph 4.13, it is considered that the LDP target of 960 affordable homes is not a cap at which efforts to address this growing problem should be halted. To the contrary, proactive and positive action is needed to prevent the situation continuing or worsening. The wider context of housing need and delivery and contextual changes are considered to warrant intervention for the above reasons. This requires some brave decisions.

National Planning Policy

- 6.11 Updated national planning policy was released in December 2018 (Planning Policy Wales edition 10: PPW10). Unlike previous updates, PPW10 has been thoroughly reviewed to better reflect and embed the principles of the Wellbeing of Future

¹⁸ Source: Hometrack, reported in Local Housing Market Assessment April 2015

¹⁹ Source: Hometrack, reported in Local Housing Market Assessment April 2015

²⁰ Source: Hometrack, reported in Local Housing Market Assessment April 2015

²¹ Source: Hometrack, reported in Local Housing Market Assessment September 2018

²² Local Housing Market Assessment September 2018, paragraph 7.1

²³ Local Housing Market Assessment September 2018

Generations Act. It is considered appropriate to review the proposed approach to unallocated sites for housing development in Monmouthshire against this new framework, given the extent of the changes to PPW. This review is provided at Appendix 1.

Spatial options

- 6.12 If a decision were made to seek to address this housing shortfall and/or seek to address the challenges set out above, by giving weight to our lack of housing land (option 2, paragraph 5.3 above), there are several options for an evidence-based approach.

Option 2a

- 6.13 The evidence clearly shows that the greatest shortfall in housing delivery (both market and affordable) has occurred in the Main Town of Chepstow and in the area of Severnside, both of which are key parts of the LDP settlement hierarchy.
- 6.14 One option is to allow otherwise acceptable unallocated sites here based on the current LDP's settlement hierarchy (i.e. adjacent to Chepstow and Severnside). However, likely available and acceptable options in the short term known to officers mean we would be a considerable way off meeting the 504 dwelling gap, particularly given infrastructure constraints. Options are limited by the suggested approach of rejecting development within Green Wedge designations and by adhering to national planning policy on flood risk, however the proposed stance on these matters is considered to be well-founded and justified and accords with PPW10.

Option 2b

- 6.15 The evidence clearly shows that the greatest shortfall in housing delivery (both market and affordable) has occurred in the Southern local housing market area, primarily Chepstow and in Severnside.
- 6.16 One option is to allow otherwise acceptable unallocated sites within the Southern local housing market area. However, as above, likely available and acceptable options in the short term known to officers mean we would be a considerable way off meeting the 504 dwelling gap, particularly given infrastructure constraints.
- 6.17 For the two options above, the choice is then to either seek to address the shortfall as far as possible within Chepstow and Severnside, or within the Southern local housing market area respectively, accepting that this does not fully address the housing land supply shortfall, or to look to other areas of the county to be part of the solution. It is worth noting that the affordability challenges and growth pressures/opportunities are county-wide, albeit growth pressures are greatest in the south of the county.

Option 2c

- 6.18 If the decision were made to look beyond Chepstow and Severnside, to make a bigger impact in addressing the housing land shortfall, one option is to stick to the current LDP spatial strategy. Following the LDP spatial strategy and settlement hierarchy would see development focused primarily on the three Main Towns of Chepstow, Abergavenny and Monmouth; followed by Severnside; followed by the Rural Secondary Settlements of Llanfoist, Penperlleni, Raglan and Usk, and then the Main Villages. It is worth noting that the only development allocated within the LDP in Main Villages is 60% affordable housing sites of between 5 and 15 dwellings. It should also be noted that Llanfoist has already had permission granted for up to 115 additional dwellings outside of the LDP, and consideration should be given to whether or not additional development outside of the next LDP in Llanfoist would be unreasonable. Similarly, Planning Committee resolved to approve 111 dwellings in Raglan, and this decision noted that there should be no additional housing development in Raglan

outside of the next LDP. Although this decision has been called-in by the Welsh Government, until such time as a final decision is known, it should be assumed that the development will proceed. As such, it is recommended that no further unallocated sites should be approved in the Rural Secondary Settlements of Llanfoist or Raglan.

Option 2d

- 6.19 Alternatively, if the decision were made to look beyond Chepstow and Severnside, to make a bigger impact in addressing the housing land shortfall, another option is to move progressively northwards, addressing the greatest growth pressures as close to the south of the county as our geography and settlement patterns allow. This would effectively mean that a level of development is considered in Rural Secondary Settlements such as Raglan, Usk, Penperlleni and Llanfoist, before the Main Towns of Abergavenny and Monmouth. As stated above, it should be noted that Llanfoist and Raglan have already had applications approved for up to 115 and 111 additional dwellings respectively outside of the LDP, and consideration should be given to whether or not additional development outside of the next LDP in Llanfoist and Raglan would be unreasonable.

Option 2e

- 6.20 One final option would be a hybrid of the above options, namely to allow otherwise acceptable development on unallocated sites throughout the county, with the extent of housing reflecting the current LDP's spatial strategy as set out above, but also recognising that the greatest shortfall and pressure is in the south of the county. In other words, the Main Towns would see a greater level of potential growth, followed by Severnside, then Rural Secondary Settlements, with a slightly greater provision in the latter category than under option 2c, given their proximity to the south of the county. As stated above, consideration should be given to whether or not additional development outside of the next LDP in Llanfoist and Raglan would be unreasonable.
- 6.21 Taking this approach would give the best chance of tackling the housing shortfall. It would mean that some areas that have effectively delivered on their LDP housing allocations potentially have some more development to help support the county as a whole.

Dŵr Cymru Welsh Water Infrastructure

- 6.22 It should be noted that there is an issue with drainage capacity in Monmouth including Wyesham, meaning that Dŵr Cymru Welsh Water has advised that it would object to new development in those areas unless infrastructure upgrades are provided. The chances of those upgrades being delivered quickly, in order to assist with the housing shortfall in the short term, are slim. Consequently, the extent to which Monmouth and Wyesham can assist with housing delivery in the short term is limited.

Development adjacent to Main Villages (60/40 sites)

- 6.23 In order to help support and sustain our rural communities and deliver much-needed affordable housing, the adopted LDP allocates small (5 to 15 dwelling) sites within Main Villages, of which 60% must be affordable housing. This policy was drafted acknowledging that, although national planning policy allows for 100% rural exception affordable housing sites, finances means these rarely happen. The success of this policy approach, which is unique to Monmouthshire, will be reviewed as part of the new LDP. In the interim, it is recommended that the level of development adjacent to Main Villages via unallocated sites is restricted to only those Main Villages, as defined in the LDP, that do not have a current housing allocation, namely St Arvans and Llandogo, and that the 60% affordable housing requirement remains. Officers consider that the new LDP is the appropriate time to consider whether or not there should be additional development in Main Villages that already have an allocation. Similarly, to adjust the 60% policy requirement now would be unfair on those

developers that have already come forward, and would prejudice any review of that policy for the new LDP.

- 6.24 As a reminder, option 1 set out above was 'do nothing'. Although this maintains the Plan-led approach, which is the ideal scenario in terms of process and community engagement, it does not assist in addressing the challenges of affordability and economic growth, or seizing those current opportunities, in advance of the new LDP.

Recommendation:

- 6.25 It is therefore recommended that Council agrees to give **appropriate weight** to our lack of a five year housing land supply. The term 'appropriate weight' allows a degree of flexibility by location, having regard to the LDP spatial strategy and settlement character, and with time, with weight decreasing as the housing shortfall is addressed. In considering planning applications for residential development on unallocated sites, decisions should be evidence based, considering the LDP spatial strategy and growth focus in the south of the county, as set out in **option 2e**. Proposals must still be acceptable in planning terms, and the 'ground rules' set out in paragraph 5.4 apply, namely:

- 1) Residential development is unacceptable in principle within undefended flood plain (zone C2) or on greenfield sites within defended flood plain (zone C1), as per national planning policy²⁴ and TAN15;
- 2) Residential development is unacceptable in principle within designated Green Wedges: the appropriate time to review Green Wedge designations is via the new LDP²⁵;
- 3) Residential development is unacceptable in principle on allocated employment sites. Such sites will not be released for housing development unless full compliance with LDP Policy E1 can be demonstrated and there is no realistically likely future demand for the site for employment purposes;
- 4) Unallocated sites are required to deliver 35% affordable housing and no negotiation will be entertained (60% where the development relates to a Main Village);
- 5) The development must be acceptable in other planning terms. If infrastructure is inadequate to support new development, and it cannot be satisfactorily improved via a S106 planning agreement, permission would normally be refused. This includes matters such as highway capacity, school capacity, primary health care, air quality and the sustainable transport hierarchy²⁶;
- 6) The scale of additional residential development will be considered in the context of the LDP spatial strategy, both in its own right and cumulatively with other approved residential development.
- 7) Development should be restricted to the Main Towns, Severnside, and Rural Secondary Settlements (with the exception of Llanfoist and Raglan²⁷ where there shall be no additional development on unallocated sites outside of the new LDP); and small 60% affordable housing sites in those Main Villages without an allocated site (namely St Arvans and Llandogo).
- 8) The size and mix of the proposed dwellings is both suitable for the location and seeks to address our demographic challenges;
- 9) Any planning permissions will have a reduced lifespan: full planning permissions shall be commenced within 2 years, and outline planning

²⁴ Para 6.6.22 of PPW10

²⁵ Para 3.64 of PPW10

²⁶ Paras 4.1.12 and 4.1.16 of PPW10

²⁷ The Planning Committee has resolved to approve a development of up to 111 homes on land at Monmouth Road, Raglan. This application has been called-in by the Welsh Government. Until such time as a final decision is received, it will be assumed that the development will proceed, and as such no additional development on unallocated sites in/adjacent to Raglan will be supported. This position will be reviewed should the application be rejected.

permissions shall be followed by reserved matters within 1 year, with commencement within 1 year of approval of the reserved matters;

10) Applications recommended for approval shall be accompanied by a Unilateral Undertaking or signed S106 agreement by the time they are presented to Planning Committee;

11) This decision ceases to have effect should we regain a five year land supply and/or meet the LDP housing shortfall identified in this report.

7. REASONS:

7.1 If we are serious about addressing the challenges of affordability and economic growth, 'do nothing' is not a sensible or viable option. We will not close the 504 dwelling shortfall by the end of 2021, however giving 'appropriate weight' to our housing land supply shortfall, and following option 2e) gives us the best chance of achieving it. It would also mean that we start our new LDP period with development activity ongoing, compared to the significant lead-in time experienced with the current LDP before sites progressed. Proposals must still be acceptable in other planning terms, and this is not a case of any development anywhere: the ground rules set out in paragraph 6.25 above apply. Communities would be engaged via the planning application process. The scale of development will need to be carefully considered in the context of the capacity of the settlement, the level of growth allowed via the LDP, and any decisions already made for unallocated sites (with particular reference at present to Llanfoist and Raglan). This complies with the strategic and spatial choices in PPW10. The 'ground rules' set out above (paragraph 6.25) provide further reassurance and safeguards to the proposals to be supported via the planning application process. The benefits of addressing the affordability and economic growth challenges are considered to outweigh the strict 'Plan-led' approach during these unprecedented times.

8. RESOURCE IMPLICATIONS:

8.1 Officer time and costs associated with the consideration of planning applications will be met within existing budgets.

9. WELL-BEING OF FUTURE GENERATIONS IMPLICATIONS:

Sustainable Development

9.1 The concept of sustainable development is at the core of the planning system and should be central to decisions made. The LDP was subject to a Sustainability Appraisal (SA), the purpose of which was to assess the extent to which planning policies would help to achieve the wider environmental, economic and social objectives of the LDP. This was supplemented by the Strategic Environmental Assessment. It is recognised that this proposal would see planning applications being considered for sites that are not allocated in the LDP, and therefore have not gone through that rigorous appraisal process. However, the planning applications themselves would continue to be assessed against national planning policy and against the LDP's policies, and this would include consideration of the environmental, social, economic and cultural impact of the proposed development.

9.2 There is inevitably a degree of conflict between the preferences of many people within our existing communities with our need and desire to address the needs of current and future generations (for example home owners with a pleasant view from their home versus people in need of a safe, efficient and affordable home). The recommendation seeks to take a long term and outcome-focussed approach, integrating the opportunities and challenges identified via the Wellbeing Assessment and seeking to prevent the worsening of the affordability challenge that is having a very real impact on our communities, our demography and therefore our economic sustainability. It is acknowledged that the extensive community engagement possible via the LDP process would, by definition, not be possible as a result of the proposed decision,

because proposed sites would come forward outside of the LDP process. However, this is mitigated by the consultation required for the planning applications, which for schemes of 10 or more dwellings will also include pre-application community engagement by the developer in addition to consultation by the Council once an application is submitted.

- 9.3 Future Generations Evaluation (including equalities and sustainability impact assessment) is attached to this report at Appendix 6.

Equalities

- 9.4 The proposed recommendation to give appropriate weight to our lack of a five year housing land supply is intended to support housing delivery, in part to support the delivery of affordable housing which supports all age groups but in particular supports those who are economically disadvantaged, and partly to help address our demographic challenge, which would indirectly benefit our younger people by delivering housing to provide options to support the retention of younger people. However, the housing would not be reserved for people of any particular age group, and there is no legitimate or appropriate way to enforce such a control. The proposed recommendation is intended to promote equality of opportunity and access to housing.

Safeguarding and Corporate Parenting

- 9.5 There are no safeguarding or corporate parenting implications arising directly from this report or its recommendation.

10. CONSULTEES

- Colleagues within the planning service have been engaged via team meeting discussions to consider an evidence base for decision-making. The draft Council report has been circulated for comment. The team supports the recommendation as the best way of achieving the desired outcome, namely housing delivery, subject to the proposed ground rules;
- Planning Committee has been provided with an initial brief on the options for information only;
- Economy and Development Select Committee and Adults Select Committee held a joint meeting on 7th September 2018, with an open invitation to all Members, to discuss this matter. The main feedback is provided via the Chair's Summary:

It was felt that the current plan has not delivered what we had hoped for in terms of housing and it was asked whether Members felt we should continue with the plan as is.

The need for affordable housing across the county is great and is needed now. It was felt that we as an authority should not take forward such a shortfall without attempting to do something in the interim.

After looking at smaller development sites it was suggested that smaller developers could possibly help us with a solution.

In terms of the LDP review we must challenge the sixty forty concept and consider the affordability factor. We must be mindful of infrastructure challenges, with particular attention to the south east of the county in terms of being impacted by the Forest of Dean and Gloucestershire.

Practical infrastructure such as cemeteries were of particular concern.

In regard to the officer's recommendations, option 2E, a hybrid option was felt to be the most favourable.

Upon being put to the vote (for the purpose of understanding whether or not there was a consensus of opinion from the Select Committee) the following votes were recorded;

For - 8

Against - 1

Abstentions – 1

- SLT

11. BACKGROUND PAPERS:

Appendix 1: Review of the recommended approach against Planning Policy Wales edition 10 (PPW10) (December 2018)

Appendix 2: House price data for Monmouthshire from November 2010 to November 2018

Appendix 3: Letter from Welsh Government Cabinet Secretary dated 18th July 2018

Appendix 4: Housing delivery projections shown by LDP strategy and settlement hierarchy

Appendix 5: Housing delivery projections shown by local housing market area

Appendix 6: Well-being Assessment

12. AUTHOR & CONTACT DETAILS:

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Appendix 1: Review of the recommended approach against Planning Policy Wales edition 10 (PPW10) (December 2018)

- A1.1 Updated national planning policy was released in December 2018 (Planning Policy Wales edition 10: PPW10). Unlike previous updates, PPW10 has been thoroughly reviewed to better reflect and embed the principles of the Wellbeing of Future Generations Act. It is considered appropriate to review the proposed approach to unallocated sites for housing development in Monmouthshire against this new framework, given the extent of the changes to PPW. This review is provided at Appendix 1.
- A1.2 PPW10 maintains and reiterates the importance of an effective Plan-led system, including the opportunities for community engagement in Plan preparation. The disadvantage of this recommendation to Council in this regard is considered in paragraphs 5.2 and 5.3 of the report. This disadvantage would be mitigated to some extent by the legislative requirement for developers to undertake pre-application community consultation on proposals for 10 or more dwellings, and by the consultation carried out by the Council when a planning application is formally submitted.
- A1.3 PPW10 paragraph 1.17 maintains the presumption in favour of sustainable development in accordance with the Development Plan, unless material considerations indicate otherwise to ensure social, economic, cultural and environmental issues are balanced and integrated. This recommendation to Council identifies the current social, economic and demographic imbalances and housing affordability challenge, as substantial material considerations that justify departure from the Local Development Plan subject to the 11 ground rules. PPW10 paragraph 3.37 states that development plans provide the basis for identifying sites for development, ensuring strong rural and urban communities which are resilient to the effects of social and economic change. This recommendation to Council seeks to ensure greater resilience to social and economic change during the interim period while the new Local Development Plan is being prepared. It seeks to take short term pro-active steps to prevent the identified social, economic and demographic challenges worsening in the longer term. The proposal recognises that the planning system should be part of an integrated approach, in collaboration with other agencies in particular housing providers and health agencies with regards to the clear links between physical and mental health and having a safe, warm and suitable home. This reflects keys aspects of the five ways of working as set out in the Well-being of Future Generations Act.
- A1.4 PPW10 identifies strategic and spatial choices as a key gateway test to assessing development proposals, to identify opportunities and potential mitigation measures. The detailed impact of a proposal is then considered under the three themes of Active and Social Places; Productive and Enterprising Places; and Distinctive and Natural Places. The process will result in a strategy or proposal which contributes to the sustaining of, or creation of, sustainable places and which delivers the national sustainable placemaking outcomes. Ground rules 6 and 7 ensure that the scale and location of additional residential development will be considered in the context of the LDP spatial strategy, both in its own right and cumulatively with other approved residential development. Ground rule 5 ensures the detailed impact of a proposal is considered.
- A1.5 PPW10 maintains and strengthens the prioritisation of brownfield and under-utilised sites within settlements, and then adjacent to settlements, prior to the consideration of sustainable and suitable greenfield sites within or on the edge of settlements. The consideration of sites within the open countryside including new settlements must only be considered in exceptional circumstances (paragraphs 3.39 - 3.40). PPW10 includes a requirement to consider brownfield sites in adjacent Authorities prior to

considering greenfield sites. This approach is noted and works well in a more urban environment. However, rural counties such as Monmouthshire have very few opportunities for brownfield development and, of particular significance, diverting housing development to other counties would fail to address the identified social, economic and demographic challenges facing our communities.

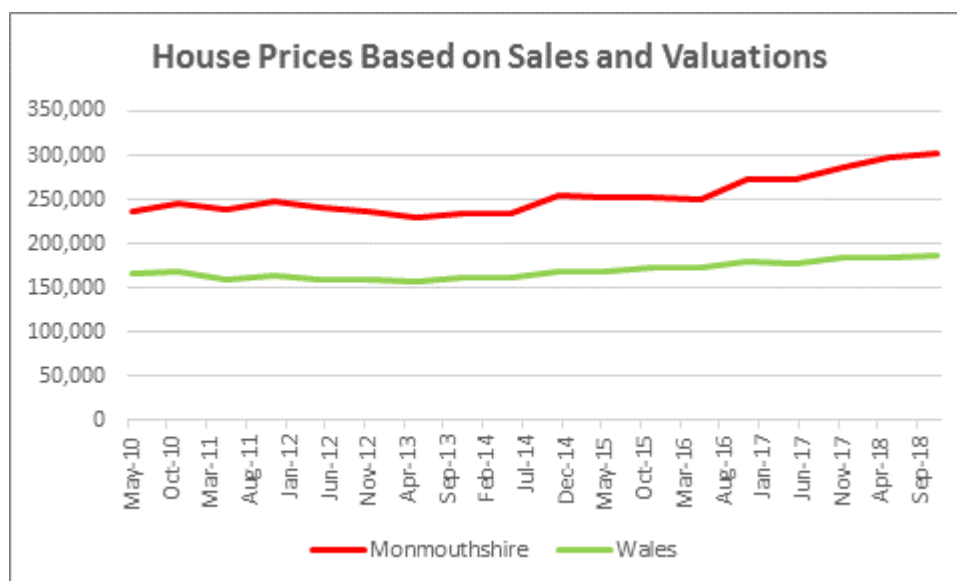
- A1.6 PPW10 paragraphs 4.2.8 and 4.2.9 state that the relevant planning and housing authorities should work in partnership with local stakeholders, including private house builders, to produce LHMA's. These assessments allow authorities to develop a detailed understanding of the nature and level of market and affordable housing demand and need in their communities. Planning authorities, in partnership with the community, including the private sector, must develop policies to meet the challenges and particular circumstances evident in their area. This recommendation to Council seeks agreement for a strategic policy approach to the housing issues facing our communities in the interim period while our new LDP is being prepared. Ground rule 8 ensures that the size and mix of the proposed dwellings is both suitable for the location and seeks to address our demographic challenges.
- A1.7 Although paragraph 6.2 of TAN1 has been dis-applied by the Welsh Government, PPW10 paragraph 4.2.1 states that planning authorities must understand all aspects of the housing market in their areas (including the requirement, supply and delivery of housing). This will allow planning authorities to develop evidence-based market and affordable housing policies in their development plans and make informed development management decisions that focus on the creation and enhancement of sustainable places. New housing and development in both urban and rural areas should incorporate a mix of market and affordable house types, tenures and sizes to cater for the range of identified housing needs and contribute to the development of sustainable and cohesive communities. Ground rule 4 of this proposal ensures 35% affordable housing is secured.
- A1.8 PPW10 goes on to state that the planning system must:
- Identify a supply of land to support the delivery of the housing requirement to meet the differing needs across communities of all tenures;
 - Enable provision of a range of well-designed, energy efficient, good quality market and affordable housing that will contribute to the creation of sustainable places; and
 - Focus on the delivery of the identified housing requirement and the related land supply (PPW10 paragraph 4.2.2). The supply of land to meet the housing requirement proposed in a development plan must be deliverable. To achieve this, development plans must include a supply of land which delivers the identified housing requirement figure and makes a locally appropriate additional flexibility allowance for sites not coming forward during the Plan period (PPW10 paragraph 4.2.10).
- A1.9 PPW10 paragraph 4.2.15 maintains the TAN1 requirement for a genuinely available five year housing land supply, stating that planning authorities must ensure that sufficient land is genuinely available or will become available to provide a five-year supply of land for housing judged against the general objectives, scale and location of development required in the development plan. This means sites must be free, or readily freed, from planning, physical and ownership constraints and be economically viable, in order to support the creation of sustainable communities. For land to be regarded as genuinely available it must be a site included in either a Joint Housing Land Availability Study (JHLAS) or until a JHLAS is required to inform the first annual monitoring report (AMR), in the housing trajectory agreed as part of an adopted development plan. The housing trajectory demonstrates how the planning authority will maintain a five year supply of housing land over the Plan period.

- A1.10 Ground rule 1 addresses the issue of development and flood risk (PPW10 paragraphs 6.6.24 - 6.6.26 in particular).
- A1.11 Paragraph 3.64 states that Green Wedges should be proposed and reviewed as part of the LDP process. Paragraph 3.73 identifies appropriate types of development within Green Wedges: this does not include residential development. Ground rule 2 addresses this matter.
- A1.12 PPW10 paragraph 3.38 refers to the need for a balance between housing and jobs. Ground rule 3 serves to protect allocated employment sites from residential development. The LDP contains some 40 hectares of available employment land, which allows for job creation in addition to housing development. The new LDP will review employment requirements and allocations.
- A1.13 Ground rule 5 requires that development must be acceptable in other planning terms. PPW10 provides a welcome and notable new emphasis on the importance of placemaking (i.e. not just the buildings themselves, but the environment and spaces around them, connectivity to amenities and green infrastructure, and the sense of community created) (paragraph 2.3, 3.34 and pages 16 and 21 in particular). This ground rule also covers matters such as good design (PPW10 paragraph 3.12 and page 28), provision of health infrastructure and community assets (PPW10 paragraph 3.21), protection of the historic environment (PPW paragraphs 6.1.5 and 6.1.7) and air quality (PPW10 paragraph 6.7.6). Ground rule 5 has been amended to add specific reference to the new emphasis on a sustainable transport hierarchy (PPW10 paragraphs 4.1.9, 4.1.11 and 4.1.16 in particular).

Appendix 2: House price data for Monmouthshire from November 2010 to November 2018

	Monmouthshire	% increase	% & £ increase 2010 to 2018	Wales	% increase	% & £ increase 2010 to 2018
Nov-10	£246,341			£167,656		
Nov-11	£247,689	0.5%		£164,936	-1.6%	
Nov-12	£236,093	-4.7%		£160,457	-2.7%	
Nov-13	£234,323	-0.7%		£161,836	0.9%	
Nov-14	£254,287	8.5%		£169,446	4.7%	
Nov-15	£252,458	-0.7%		£173,890	2.6%	
Nov-16	£272,939	8.1%		£179,137	3.0%	
Nov-17	£286,077	4.8%		£185,584	3.6%	
Nov-18	£302,514	5.7%	22.8% £56,173	£187,293	0.9%	11.7% £19,637

Source: Hometrack



Lower Quartile House Price to Income Ratios for a Sample of Rural Wards

Crucorney*	10:1
Llanbadoc	6:1
Raglan	7:1
Mitchel Troy	16:1
Trellech	11:1
St Arvans	9:1
Portskewett	6:1
Goetre*	7:1
Llanfoist*	7:1

*these wards lie partly within the Brecon Beacons National Park area.

Source: Hometrack September 2018 (Table 5 LHMA September 2018)



Lesley Griffiths AC/AM
Ysgrifennydd y Cabinet dros Ynni, Cynllunio a Materion Gwledig
Cabinet Secretary for Energy, Planning and Rural Affairs

Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref: Housing

To: Heads of Planning
(CC: PINS & HBF)

18 July 2018

Dear Colleague,

On 10 May I announced my intention to undertake a wide-ranging review into the delivery of housing through the planning system. This was in response to the current housing land supply position and directly related to the under delivery of Local Development Plan (LOP) housing requirements.

As an initial part of the wide-ranging review, I am issuing a 'Call for Evidence' to explore ways the planning system can assist in increasing the delivery of new homes in sustainable locations. The 'Call for Evidence' starts today, 18 July, and will run for a 12 week period.

The 'Call for Evidence' provides stakeholders with the opportunity to put forward views and proposals, supported by evidence, to address housing land supply and delivery issues. However, I believe the following overarching principles apply and should be addressed through the evidence submitted:

- Planning decisions must be based on an up-to-date development plan - the plan-led approach to development management;
- Housing requirements should be based on evidence and all sites identified to meet the requirement must demonstrate they are deliverable;
- Monitoring arrangements and any associated actions must reinforce the plan-led approach to development management.

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1NA

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400
Gohebiaeth.Lesley.Griffiths@llyw.cymru
Correspondence.Lesley.Griffiths@gov.wales

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

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

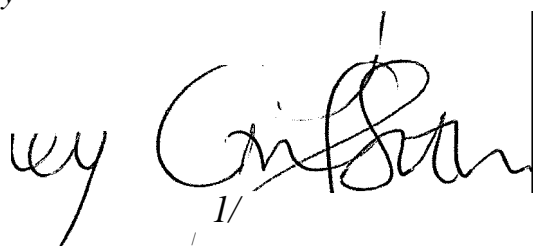
As a result of the current housing land supply position across Wales some Local Planning Authorities (LPAs) are receiving 'speculative' applications for housing on sites not allocated for development in LDPs. This is generating uncertainty for communities and is to the detriment of the plan-led system. Therefore, in support of the review and to alleviate some of the immediate pressure on LPAs, I have decided to dis-apply paragraph 6.2 of Technical Advice Note (TAN) 1, *Joint Housing Land Availability Studies*, following the consultation on this matter. This removes the paragraph which refers to attaching "considerable" weight to the lack of a 5-year housing land supply as a material consideration in determining planning applications for housing.

As a result of the dis-application of paragraph 6.2 of TAN 1, it will be a matter for decision makers to determine the weight to be attributed to the need to increase housing land supply where an LPA has a shortfall in its housing land.

The dis-application of paragraph 6.2 of TAN 1 takes effect from 18 July 2018. The planning applications affected will include all those which have been made but not determined by the relevant authority. The dis-application will not apply to planning applications where it has been resolved to approve subject to the signing of a section 106 agreement.

I would encourage anyone with an interest in increasing housing delivery to meet the needs of communities across Wales to respond to the 'Call for Evidence'.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Lesley Griffiths', with a vertical line to the right of the name.

Lesley Griffiths AC/AM (

Ysgrifennydd Cabinet dro Cynllunio a Materion Gwledig
Cabinet Secretary for Energy, Planning and Rural Affairs

Appendix 4: Housing delivery projections shown by LDP strategy and settlement hierarchy

	Completions	Small Site Windfalls	Large Site Windfalls	Allocated Site Completions	Total	LDP Allocations with policy compliant % Affordable Housing	Balance of delivery against all LDP allocations/policy compliant AH
	2011 - 2018	2018 – 2021	2018 - 2021	2018-2021		2011 – 2021	
Abergavenny	179 (56)	25	45 (16)	230 (67)	479 (139)	566 (181)	-87 (-42)
Chepstow	135 (26)	31	135 (6)	150 (15)	451 (47)	675 (155)	-224 (-108)
Monmouth	367 (62)	47	81 (29)	377 (127)	872 (218)	825 (218)	47 (=)
MAIN TOWNS	681 (144)	103	261 (51)	757 (209)	1802 (404)	2066 (554)	-264 (-150)
Caldicot	214 (90)	11	25 (25)	0 (0)	250 (115)	210 (81)	
Portskewett	29 (0)	0	0 (0)	120 (30)	149 (30)	324 (71)	
Magor Undy	118 (18)	8	0 (0)	273 (69)	399 (87)	631 (142)	
Caswrent	133 (26)	6	0 (0)	0 (0)	139 (26)	152 (26)	
Rogiet	37 (33)	5	11 (0)	0 (0)	53 (33)	53 (33)	
Sudbrook	13 (0)	1	46 (15)	133 (15)	193 (30)	244 (63)	
SEVERNSIDE	544 (167)	31	82 (40)	526 (114)	1183 (321)	1614 (416)	-431 (-95)
Usk	15 (0)	11	0 (0)	20 (7)	46 (7)	53 (7)	-7 (=)
Raglan	24 (11)	4	0 (0)	45 (16)	73 (27)	75 (27)	-2 (=)
Penperlleni	7 (0)	5	0 (0)	65 (23)	77 (23)	122 (25)	-45 (-2)
Llanfoist	244 (29)	7	80 (28)	0 (0)	331 (57)	245 (57)	86 (=)
RSS	290 (40)	27	80 (28)	130 (46)	527 (114)	495 (116)	32 (-2)
RURAL	267 (23)	88	39 (7)	90 (53)	484 (83)	782 (141)	-298 (-58)
TOTAL	1782 (374)	249	462 (126)	1503 (422)	3996 (922)	4957 (1225)	
Balance against LDP housing requirement of 4500 homes (policy S2) and affordable target of 960 homes (policy S4)							-504 (-38)

Appendix 5: Housing delivery projections shown by local housing market area

	Completions	Small Site Windfalls	Large Site Windfalls	Allocated Site Completions	Total	LDP Allocations with policy compliant % Affordable Housing 2011 – 2021	Balance of delivery against all LDP allocations/ policy compliant AH
	2011 - 2018	2018 - 2021	2018 - 2021	2018-2021			
Housing Market Area: South - (AH need June 2017 Bands 1-4: General Needs 767 + OAP and Adapted 216 = 983)							
Main Towns:							
Chepstow	135 (26)	31	135 (6)	150 (15)	451 (47)	675 (155)	-224 (-108)
Severnside:							
Caldicot	214 (90)	11	25 (25)	0 (0)	250 (115)	210 (81)	
Portskewett	29 (0)	0	0 (0)	120 (30)	149 (30)	324 (71)	
Magor Undy	118 (18)	8	0 (0)	273 (69)	399 (87)	631 (142)	
Caerwent	133 (26)	6	0 (0)	0 (0)	139 (26)	152 (26)	
Rogiet	37 (33)	5	11 (0)	0 (0)	53 (33)	53 (33)	
Sudbrook	13 (0)	1	46 (15)	133 (15)	193 (30)	244 (63)	
SEVERNSIDE TOTAL	544 (167)	31	82 (40)	526 (114)	1183 (321)	1614 (416)	-431 (-95)
Housing Market Area: Monmouth and Central- (AH need June 2017 Bands 1-4: General Needs 400 + OAP and Adapted 178 = 578)							
Main Towns:							
Monmouth	367 (62)	47	81 (29)	377 (127)	872 (218)	825 (127)	47 (=)
Rural Secondary Settlements:							
Usk	15 (0)	11	0 (0)	20 (0)	46 (7)	53 (7)	-7 (=)
Raglan	24 (11)	4	0 (0)	45 (16)	73 (27)	75 (27)	-2 (=)
Penperlleni	7 (0)	5	0 (0)	65 (23)	77 (23)	122 (25)	-45 (-2)
Housing Market Area: Abergavenny - (AH need June 2017 Bands 1-4: General Needs 554 + OAP and Adapted 228 = 782)							
Main Towns:							
Abergavenny	179 (56)	25	45 (16)	230 (67)	479 (139)	566 (109)	-87 (-42)
Rural Secondary Settlements:							
Llanfoist	244 (29)	7	80 (28)	0 (0)	331 (57)	245 (0)	86 (=)

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Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

Title of Report:	Monmouthshire housing land supply shortfall – the approach to residential development proposals on unallocated sites
Date decision was made:	21st February 2019
Report Author:	Mark Hand

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

What is the desired outcome of the decision?

What effect will the decision have on the public/officers?

The desired outcome is to address the housing land supply shortfall, by allowing, in principle, residential development on sites not allocated within the LDP, subject to normal planning considerations and the proposed ground rules set out in the Council report.

Effect on the public: This will result in planning applications being lodged for residential development on sites not identified for development in the LDP, and therefore will not have been subject to that prior community engagement. The outcome of addressing housing shortfall will assist those in housing need or wishing to remain in the county but currently unable to do so due to supply constraints.

Effect on officers: additional workload will be met by existing workforce.

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

Think about what you will use to assess whether the decision has had a positive or negative effect:

Has there been an increase/decrease in the number of users

Has the level of service to the customer changed and how will you know

If decision is to restructure departments, has there been any effect on the team (e.g. increase in sick leave)

Housing delivery will be measured in terms of approvals (number of homes granted planning permission) and completions, together with a trajectory of approved developments. This will be reported via the Joint Housing Land Availability Study annually (April) and the LDP Annual Monitoring Report (which goes to Economy and Development Select Committee every September/October). The affordable housing need backlog will be measured six monthly via the Common Housing Register. The number of applicants/bidders for approved affordable housing will be monitored six monthly once approved sites are developed. Average house prices will be monitored using Hometrack data. Census data will be used to monitor changes to our demography, with one objective being an increase in 20-40 years olds.

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

Give an overview of the planned costs associated with the project, which should already be included in the report, so that once the evaluation is completed there is a quick overview of whether it was delivered on budget or if the desired level of savings was achieved.

There is no additional cost arising from this proposal. Planning applications are accompanied by a statutory fee, which might be supplemented by Planning Performance Agreements. There is existing approval, within budget, for a graduate/trainee planner post that will be filled if workload demand requires.

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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Page 29

<p>Name of the Officer completing the evaluation Mark Hand</p> <p>Phone no: 01633 644803 E-mail: markhand@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To take positive and pragmatic action to address the shortfall of housing land within Monmouthshire, which is manifested by a shortfall in the delivery of market and affordable housing within the adopted LDP period (to end of 2021). By giving the housing land supply shortfall 'appropriate weight', the Council is accepting that planning applications for residential development on unallocated sites would be considered acceptable in principle, subject to the ground rules set out in paragraph 6.37 of the Council report.</p> <p>The overall objective is address the shortfall in housing delivery, thereby increasing provision of both market and affordable housing, with the intention of seeking to start to address the demographic challenges faces our communities, and the associated economic and social challenges.</p>
<p>Name of Service</p> <p>Planning</p>	<p>Date Future Generations Evaluation form completed</p> <p>11/02/2019</p>


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



Well Being Goal	How does the proposal contribute to this goal? (positive and negative)	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive: The proposal seeks to increase housing delivery and help retain our younger people. Evidence from the Well-being Assessment shows 20-40 year olds are leaving the County, with resulting social, demographic and economic implications.</p> <p>Negative: None.</p>	<p>The ground rules set out that, although housing development will be supported in principle, this will not be at the expense of retaining allocated employment sites.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive: None. It is acknowledged that the recommendation would see the development of sites not allocated for development in the adopted LDP. However, environmental protection, ecology and green infrastructure planning policies will remain applicable.</p> <p>Negative: None. Environmental protection, ecology and green infrastructure planning policies will remain applicable.</p>	<p>The proposed 'ground rules' would protect designated Green Wedges from development. Applications for major development would need to be accompanied by Landscape Visual Impact Assessments and GI opportunity and constraint plans. Sustainable development principles continue to apply.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: There is a clear, evidenced link between access to safe, efficient and affordable housing to physical and mental well-being.</p> <p>Negative: None.</p>	<p>LDP policies that seek to protect important public amenity space would continue to apply, as would requirements for new development to provide for new leisure facilities to meet the increased demand arising from the new development. Green infrastructure and active travel will be considered as part of each planning application, as will impact on air quality and primary healthcare infrastructure via consultation with appropriate bodies.</p>


Well Being Goal	How does the proposal contribute to this goal? (positive and negative)	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive: Place-making, good design and green infrastructure will be considered as part of each application, in the normal way.</p> <p>Negative: Proposals for new development can be divisive in communities, between those with a home and happy with their surroundings, and those unable to afford a home within their community.</p>	<p>There is potential for appropriate levels of development to help sustain communities. New development would have to consider infrastructure capacity and connectivity. Affordable housing delivery increases opportunities for local people to remain living in their communities, allowing families and friends to remain in the same locality.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Positive: None.</p> <p>Negative: None.</p>	<p>The proposals are unlikely to have more than a local impact.</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>Positive: Additional development in some areas might help sustain or fund improvements to community and recreation facilities, or sustain community or sports groups.</p> <p>Negative: None.</p>	<p>Planning policies seeking to protect the best of our cultural heritage and historic built environment would continue to apply, as would the statutory tests relating to conservation areas and Listed Buildings. The county has a low proportion of Welsh speakers and there are no communities identified where new development would threaten or diminish a predominantly Welsh-speaking community or culture.</p> <p>The implementation of GI and recreation policies would secure opportunities for new and existing residents to take part in sport and leisure recreation activities.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Positive: The recommendation is intended to secure the increased delivery of both market and affordable housing. This will help ensure people who wish to remain living in Monmouthshire stand a better chance of being able to do so. The County has a significant affordability issue, with very high</p>	<p>The proposed ground rules seek to protect allocated employment sites, to ensure housing delivery is not at the expense of job creation.</p>


Well Being Goal	How does the proposal contribute to this goal? (positive and negative)	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<p>average house prices limiting access to the housing market. Addressing our demographic imbalance will help provide a stronger population base for economic growth, providing greater opportunities again via job creation and prosperity.</p> <p>Negative: None.</p>	

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

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p>Balancing short term need with long term and planning for the future</p>	<p><i>We are required to look beyond the usual short term timescales for financial planning and political cycles and instead plan with the longer term in mind (i.e. 20+ years)</i></p> <p>The recommendation proposes an interim solution to housing delivery in advance of the long term solution being delivered by the new LDP.</p>	<p>By taking action about housing delivery now, we are seeking to avoid the long term problem worsening. Work has commenced on the new LDP.</p>

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p>Working together with other partners to deliver objectives</p>	<p>The recommendation seeks a pragmatic response to the housing delivery problem and has been proposed following discussions with developer partners around the wider housing delivery topic on a regional basis. Part of the solution lies with SME builders and smaller sites, which has local economic benefits. It is acknowledged that the collaboration and community engagement secured via the LDP process would not be part of this interim solution, however there would be community and stakeholder engagement on a site by site basis via the planning application process.</p>	
 <p>Involving those with an interest and seeking their views</p>	<p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved?</i></p> <p>The recommendation seeks a pragmatic response to the housing delivery and affordability problem and has been proposed following discussions with developer partners around the wider housing delivery topic on a regional basis. Input has been sought from colleagues within the Planning Service, and from elected members via Planning Committee and Select Committee briefings. It is acknowledged that the collaboration and community engagement secured via the LDP process would not be part of this interim solution, however there would be community and stakeholder engagement by the Council on a site by site basis via the planning application process and pre-application community consultation by developers.</p>	<p>Proposals for 10 or more dwellings must be subject to a pre-application community consultation by the developer, which will provide a degree of additional community engagement. There are flaws in the way the regulations require that process to work, in that it is geared to being at an advanced stage of the process, however officers will encourage developers to engage with communities at an earlier stage.</p>

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal to give appropriate weight to our housing land supply shortfall is made with the primary intention of preventing our housing, and in particular affordable housing, problems getting worse. It is considered that the alternative option, namely giving no weight to our housing land shortfall and seeking to tackle the issue via our new LDP is procedurally preferable and supports a Plan-led system, however it means housing supply is significantly restricted for the next three years, plus the lead-in time for new LDP sites to come forward (experience from the current LDP shows this has typically been a further 2-3 years). That level of time delay will not only mean that the availability of housing gets worse, but means we do not start to address our demographic challenges and associated economic weakness, potentially missing out on opportunities arising from Cardiff Capital Region City Deal and from the SW of England.</p>	<p>The whole premise of the recommendation is to take action now to seek to prevent the housing supply problem getting worse.</p>

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p>Positively impacting on people, economy and environment and trying to benefit all three</p>	<p><i>There is space to describe impacts on people, economy and environment under the Wellbeing Goals above, so instead focus here on how you will better integrate them and balance any competing impacts</i></p> <p>The proposal seeks to tackle the housing supply challenge. This will result in the delivery of much needed market and affordable housing, supporting our communities. Evidence shows that access to safe, efficient and affordable housing is directly linked to physical and mental well-being. Addressing the housing supply shortfall will help address our demographic imbalance and the loss of 20-40 year olds from the county, and will help support our economic base by growing our economically active workforce. The development of further sites will inevitably result in the loss of greenfield sites, because the county has very few brownfield development opportunities. However, planning policies and the proposed ground rules will ensure high quality development that protects the best of our built and natural environment. There is likely to be increased out-commuting for a period until such time as our economic base is strengthened and employers locate within the county. However, this challenge would arise whether the housing supply issue is tackled now or via the new LDP.</p>	<p>LDP planning policies and the proposed ground rules will ensure high quality development that protects the best of our built and natural environment. The proposal is not a case of allowing anything anywhere.</p>

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

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Access to appropriate and affordable housing is affecting all age groups. Many younger people cannot access housing within the county, and older people who may wish to 'right size' are also limited in their options, meaning those in the middle are unable to step up the housing ladder.	None	The Council can directly influence the mix of affordable housing to address identified need within that locality.
Disability	Modern housing must meet access requirements stipulated by Building Regulations, and affordable housing must meet Design Quality Requirements. Consequently, the new housing stock will be better suited to people with physical disabilities than old housing stock. Access to safe, efficient and affordable housing is known to directly benefit physical and mental well-being.	None	N/A
Gender reassignment	None	None	N/A
Marriage or civil partnership	None	None	N/A
Race	None	None	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	None	None	N/A
Sex	None	None	N/A
Sexual Orientation	None	None	N/A
Welsh Language	The Welsh language is a material planning consideration. However, Monmouthshire does not have any predominantly Welsh-speaking communities that would be threatened by new development.	None	N/A

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

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	None	None	N/A
Corporate Parenting	None	None	N/A

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

The proposal has been informed by the findings of the LDP Annual Monitoring Reports (2015, 2016, 2017 and 2018), the Joint Housing Land Availability study (which includes trajectories for progress of approved housing developments and LDP allocations), and the Public Service Board's Well-being Assessment. Officer discussions and Member seminars have been held to discuss issues and concerns to help shape the recommendation. Various other data sources are referenced in the report, for example the Local Housing Market Assessment (September 2018) and Hometrack.

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

This section should give the key issues arising from the evaluation which will be included in the Committee report template.

Positive - The recommendation seeks a pragmatic response to housing supply. We know that we have a shortfall of available housing land to meet the growth target identified in the adopted LDP within the Plan period. We have the highest average house prices in Wales, and a significant need for affordable housing. We have an imbalanced demography, with 20-40 year olds leaving the county, in part due to the lack of housing and employment opportunities (it is acknowledged that lifestyle choices are also a factor). Our median age of 48 and small economically active population mean we are not in a strong position economically. The recommendation seeks to play a part in addressing those issues, which are core to the sustainability and success of the county's communities going forward.

Negative – In an ideal world, we would have a Plan-led system and all significant development would come forward via the new LDP. However, the benefits of that procedural approach are considered to be outweighed by the harm caused by significantly restricting housing development for at least the next three years. The new LDP cannot be produced more quickly, and the agreed timetable is already challenging. The proposal inevitably means some development on greenfield sites, however planning policies and the proposed ground rules will ensure that development is sustainable and that the best of our built and natural environment, along with the amenities of existing communities, are respected. Site specific matters would be considered via the planning application process and Planning Committee decision.

There are no implications, positive or negative, for corporate parenting or safeguarding.

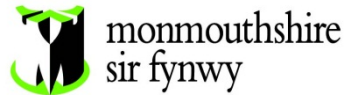
7. Actions. As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
<p>Seek approval from Council for the proposed recommendation, namely to give our housing land shortfall 'appropriate weight' when considering planning applications for residential development on unallocated sites, in advance of the new LDP. The proposed 11 ground rules seek to best shape and manage those development proposals.</p>	<p>Council 21st February.</p>	<p>Head of Planning, Housing and Place-Shaping Planning Team</p>	<p>Approach agreed at Council on 20th September 2018. Presented to Council on 21st February 2019 to correct errors in aspects of data relating to housing delivery projections.</p>

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

<p>The impacts of this proposal will be evaluated on:</p>	<p>Review approvals and housing completions annually, via the LDP annual monitoring report and Joint Housing Land Availability Study (JHLAS) processes.</p>
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	<p>JHLAS: annually in April</p> <p>AMR: annually by September, reported to Economy and Development Select Committee by end October</p>
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SUBJECT:	REGENERATION OF SEVERNSIDE – FUTURE ROLE OF CALDICOT TOWN TEAM
MEETING:	COUNCIL
DATE:	21st FEBRUARY 2019
DIVISION/WARDS AFFECTED:	CALDICOT

1. PURPOSE:

- 1.1 The primary purpose of the report is to explain the next stage of Severnside Regeneration and obtain the related Council approval to add the project to the 2019/20 Capital Programme.
- 1.2 To receive an update on Monmouthshire's South East Severnside Regeneration Scheme and a review of the Caldicot Town Team's activities to date, including the associated Section 106 spend against the anticipated outcomes.
- 1.3 To request approval to recover any amounts of the unspent S106 for Town Centre Partnership activity from Caldicot Town Team and to use the remaining unallocated S106 funds to provide match funding for the wider Regeneration scheme.

2. RECOMMENDATIONS:

- 2.1 That Council endorses the next stage of Severnside Regeneration and the addition of the two projects totalling £1,241,194 to the capital programme, funded as described in Resourcing Section below.
- 2.2 That Council acknowledges the recovery of any unspent Section 106 allocation from Caldicot Town Team and allocates this to provide match funding for the Severnside Regeneration Scheme, alongside amalgamating area committee capital budget to the project (appreciating it is an annual award and has exhibited limited activity over the last 2 years), and the remaining unallocated section 106 Town Centre Partnership funds.

3. KEY ISSUES:

- 3.1 In September 2018, MCC Cabinet approved the CCR Regional Strategic Plan for Regeneration (2018-2021), specifically the regeneration proposals for South East Severnside i.e. Caldicot, totalling circa £10M, facilitating the delivery of the Welsh Government's TRI Programme 2018-21 (see attached Appendix A – Scheme Overview and Strategic Framework document). Strategic proposals include Redevelopment of the Cross area as a Shared Destination Space incorporating design schemes for Church Road; Refurbishment of the existing Retail Parade; 27 no. Residential units on the perimeter of Jubilee Way Car Park and an Enterprise/co-working space within the Community Hub. In addition a thematic programme of activity will support the wider strategic programme which will include an Urban Centre Property Enhancement Fund to improve the fabric and fascias of neighbouring retail and employment property.

3.2 Officers have been working up a package of bids to the Welsh Government Targeted Regeneration Investment (TRI) programme and the Local Transport Fund (LTF) to support the delivery of the Regeneration Scheme currently totalling circa £2.5M. However the availability of capital match funding within the existing MTFP provision is limited and circa £100k will currently need to be funded either from prudential borrowing, afforded by the Enterprise Directorate, or the identification of future monies from the Capital Programme. Illustratively if the Directorate needed to prudentially borrow this, the cost would be in the order £5k per annum over 25 years.

4. Options Analysis

4.1 Town Team Output Evaluation

Any consideration concerning future regeneration proposals would be incomplete without acknowledgement of the outputs achieved to date.

4.1.1 Members may recall in 2013, Caldicot Town Team (CTT) was established as the first Town Team in Wales, following a report prepared by consultants which identified the need to set up a Town Centre Partnership to 'bring together public and private interest in the town around an agenda clearly focussed on improving the vitality and vibrancy of Caldicot Town Centre'.

4.1.2 The CTT is now a fully constituted Community Interest Company and was partly funded via pump priming from the S106 contribution of £225,000 from the ASDA food store development. The S106 monies received in relation to schedule 3 of the planning agreement, allowed support for 'the establishment of a Town Centre Partnership and for the purpose of developing and implementing an action plan to improve and promote the town centre'. Utilising some of the available S106 funding, the Town Team (comprised entirely of volunteers) have delivered a vibrant programme of events, activities and projects for the town, which have been measured against their monitoring and evaluation criteria namely:

- Increased footfall in the town centre;
- Increased investment in the town centre;
- Increased market trading opportunities; and
- Improvements in digital accessibility in the town centre.

4.1.3 Over the last five years, activity highlights (detailed in the CTT Five Year report – Appendix B) have included:

- Improvements to Caldicot market and a series of successful monthly themed markets;
- Market traders: 163 New Traders - 286 Traders in total over 21 markets – totalling on average 672 volunteer hours on a market day alone;
- Installation of Town Centre Wi-Fi;
- 240 days of empty shop usage through 'Caldicot Goes Pop!';
- 45 days of Free Community shop usage days through 'Caldicot Goes Pop!';
- Over 25,000 people have attended events within the last four years which have included amongst others - Family Fun Days, Street Food events, Easter Hunts, 'Hoggin' The Bridge', Royal Wedding event, 999 Day, etc.; and
- The purchase of new benches and planters installed as part of Green Infrastructure Capital Programme in November 2018, a further installation will take place during the delivery of the wider Regeneration Scheme.

- 4.1.4 In 2015/16 Caldicot Town Team utilised a portion of the S106 allocation for the Town Centre Partnership to commission a Town Centre Vision document for Caldicot. This was produced by Roberts Limbrick architects and sets out a range of potential options for the physical regeneration of the town centre. This visioning document has formed the basis of subsequent development work which has now progressed to the Strategic Vision for the Caldicot area, comprising of several specific project proposals and a number of successful applications to Welsh Government. CCT were an active partner in the development process and were involved in over 15 days of public consultation.
- 4.1.5 CTT and Officers now agree that the focus in the town needs to be on the once in a generation opportunity, to deliver a fully integrated Regeneration Scheme within the area. Whilst CTT are fully supportive of the scheme, the team's real strengths lie in delivering a successful programme of events and activities rather than being a delivery vehicle for major town centre infrastructure projects.
- 4.1.6 The Caldicot Town Team model has been replicated in Abergavenny. However Team Abergavenny operate very differently without requiring funding from the Council, with working groups focussed on 'improving the prosperity of the area by becoming a popular, sustainable Tourist Centre, in particular using food and drink to attract visitors'.
- 4.1.7 The Area Committee has distributed S106 funding on account to CTT, and not all of this has been utilised to date. Over the last five years, the S106 funding has been successful in pump priming CTT who have now generated a surplus and have also appropriated some events equipment such as gazebos, etc. to support these activities. CTT are therefore now in a position to continue their programme of successful activities without further S106 funding, given their ability to host events and appreciating their success in generating income through their activities, to provide a more self-sufficient model. Therefore, moving forward, it is anticipated that the CTT will work in a similar fashion to Team Abergavenny, as a stand-alone, self-sufficient organisation.
- 4.1.8 It is proposed to recover any payments on accounts for schemes/activities not undertaken and allocate the balance to the wider Regeneration Scheme alongside the remaining unallocated S106 funding.

4.2 Strategic Options Appraisal

- 4.2.1 CTT is a community based organisation set up 'to create a better place for everyone who works, lives and plays in the area. Bringing together community spirit, running low cost events for families and bringing in new traders and businesses to Caldicot town centre'. CTT is accountable for its own actions and decisions and is not intended to replicate any of the roles or functions undertaken by either the County or Town Councils. CTT are there to support a partnership approach between the public sector and local businesses, working specifically on improving the town centre environment and work with businesses to address specific concerns around training, web presence, liaison with landlords, etc.
- 4.2.2 The Five Year Evaluation Report, presented by CTT, demonstrates their ability to deliver a coherent programme of events and activities that are revitalising the town centre having established a successful working arrangement to continue in a positive way in Caldicot. The vision for Caldicot town centre could not have been developed without the CTT and have been fundamental in supporting the current proposals for WG funding. CTT have demonstrated that, with prudent management of their resources, they should be able to continue in this manner for the foreseeable future, having established a small working

surplus. Therefore the recovery of unspent S106 and the allocation of remaining Town Centre Partnership funds to the wider Regeneration Scheme will not hinder or inhibit the future activities of CCT.

- 4.2.3 Conversely, funding of the wider Regeneration Scheme is more problematic. Whilst grant funding of circa £2.5M has been secured, in these challenging times public sector match funding remains an issue. Therefore the opportunity to re-allocate the remaining S106 funds to support the delivery of the wider Regeneration scheme makes financial sense whilst still ensuring that it meets the S106 funding criteria i.e. 'for the purpose of developing and implementing an action plan to improve and promote the town centre'.
- 4.2.4 In addition, a greater vibrancy and coherence has developed around the community activity in the town over the last five years, particularly in respect of the Town Centre. General levels of co-operation between groups such as CTT, the Town Council and the Events Committee have improved significantly and there are now additional groups in the town who are also seeking to improve the vibrancy and resilience of the town centre, such as 'Caldicot Community Working Together'. With this in mind, it now seems appropriate to have a level playing field amongst the community organisations and the broader spectrum of community partnership work that is taking place.
- 4.2.5 **Stakeholder Engagement** - A comprehensive programme of stakeholder engagement has taken place over the last 18 months regarding the South East Severnside Regeneration Scheme. This has included stakeholder workshops with members of Caldicot Town Council, Caldicot Town Team, Monmouthshire County Councillors and responsible Officers. The purpose of the engagement activity was to remind stakeholders of the Vision and Development Plan/Proposals developed in February 2016 and sought feedback and agreement on key issues and priorities for the town centre with a view to determining the town centre's future role and function, identifying priority projects for the future and maximising the opportunity to access TRI funding. The funding mix has been discussed throughout the stakeholder process and therefore the request to utilise the remaining S106 funding to support the wider Regeneration Scheme has always been considered an option.

5. EVALUATION CRITERIA

- 5.1 An evaluation assessment has been included in Appendix C for future evaluation of whether the decision has been successfully implemented. Once approved regular six monthly progress reports regarding the Regeneration Scheme will be presented to Economy and Development Select Committee to evaluate progress and outcomes and an annual report will be presented to Cabinet.

6. REASONS

- 6.1 When Cabinet approved the CCR Regional Strategic Plan for Regeneration (2018-2021), and the regeneration proposals for South East Severnside in September 2018, Cabinet also agreed to grant authority to enable Officers to further develop Monmouthshire's proposals and bring them forward individually, to Cabinet, for further consideration and funding at the point of readiness.
- 6.2 The request to recover any unspent amounts S106 amounts from CTT and allocate the remaining S106 funds to the Capital Regeneration Scheme is necessary to ensure the deliverability of the Programme of works.

- 6.3 The proposals are consistent with the key aims of the Council's Capital and Investment Strategy 2019/20 – 2022/23 by which new projects are evaluated to ensure that funding is targeted at meeting the priorities within the Corporate Plan. The proposals contained within this report meet the following criteria specifically:
- Delivery of Corporate Plan priorities i.e. Priority 9 - *The Council provides more opportunities for local living, working & leisure*;
 - Create sustainable income streams - business rates or council tax;
 - Spend to earn income - rents, interest, and dividends;
 - Attract significant third party or private funding to the County; and
 - Deliver wider economic outcomes e.g. jobs growth
- 6.4 In considering the success of the CTT, Officers have considered some lessons that have been learned throughout their development process, in particular the allocation of the S106 funding.
- 6.5 The S106 funding has been allocated to CTT via a system of Cabinet reports and approvals. Initially funding was allocated on a project-by-project basis with individual reports being brought forward to Cabinet as and when required. In September 2016 however, this moved to a system of funding (still with Cabinet approval) of annual action plans. Since September 2016, Severnside Area Committee has been tasked with reviewing the effectiveness of CTT spend against spend and outcomes as outlined in the CTT action plan. However, this has been a retrospective role looking at outcomes that have been achieved rather than approving future spend. They have carried out their role in reviewing performance via regular reports and updates from CTT at Area Committee meetings.
- 6.6 Should a similar process need to be established in the future, then a move to a more proactive role would be advised whereby future spend, activity and outcomes are evaluated by one body rather than several to ensure absolute transparency. In addition, in order to provide an enhanced level of assurance in any future arrangements, it is suggested that where S106 money is allocated directly to community groups then a grant-style system of quarterly returns and reporting is also instigated from the outset.

7. RESOURCE IMPLICATIONS

- 7.1 The overall costs of the regeneration proposals for the Regeneration Scheme are circa £10M. To date, £152,000 of the original £225,000 allocated to the Town Centre Partnership activity has been spent or committed, leaving £73,000 un-allocated. It is therefore proposed that the unallocated funds are allocated by the Council to support the wider Regeneration Scheme as described in the Table One that follows:

Table One: Regeneration Scheme Funding

Funding Table – figures subject to final approval of costs	
Current Projects for which funding has been approved:	
Cross Share Space Scheme and Co-working Enterprise Hub	£1,055,050
Total for two projects including Development Funding	£186,144
	£1,241,194
Funded by:	
TRI grant award	-£605,631
Local Transport Fund award	-£305,000
Sc106 funding already allocated to this project	-£141,000
S.106 'Town Centre Partnership' funding	-£73,000
Caldicot Town Team recovery	-£10,000
Area Committee project funding	-£20,000
MCC Capital Programme/Prudential Borrowing	-£85,563
Net Cost	0

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

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

9. CONSULTEES

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

Senior Leadership Team

Economy and Development Select Committee

Cabinet

10. BACKGROUND PAPERS

Appendix A: Caldicot Town Centre Regeneration – Strategic Framework

Appendix B: CTT Five Year Report 2013 -2018

Appendix C: Evaluation Assessment

11.AUTHOR:

Cath Fallon, Head of Enterprise and Community Development

12.CONTACT DETAILS:

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Appendix C

Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

Title of Report:	REGENERATION OF SEVERNSIDE – FUTURE ROLE OF CALDICOT TOWN TEAM
Date decision was made:	31st January 2019
Report Author:	Cath Fallon

What will happen as a result of this decision being approved by Cabinet or Council?
Once approved regular six monthly progress reports will be presented to Economy and Development Select Committee to evaluate progress and outcomes and an annual report will be presented to Cabinet.
Was the desired outcome achieved? What has changed as a result of the decision? Have things improved overall as a result of the decision being taken?

What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?
The Cardiff Capital Region (CCR) Regeneration Plan (2018-2021) has been approved by Cabinet and Welsh Government which is enabling individual to come forward for consideration.
<i>Paint a picture of what has happened since the decision was implemented. Give an overview of how you fared against the criteria. What worked well, what didn't work well. The reasons why you might not have achieved the desired level of outcome. Detail the positive outcomes as a direct result of the decision. If something didn't work, why didn't it work and how has that effected implementation.</i>

What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?
Six month appraisal
<i>Give an overview of whether the decision was implemented within the budget set out in the report or whether the desired amount of savings was realised. If not, give a brief overview of the reasons why and what the actual costs/savings were.</i>

Any other comments



Future Generations Evaluation (includes Equalities and Sustainability Impact)

Name of the Officer Cath Fallon Phone no: 07557 190969 E-mail: cathfallon@monmouthshire.gov.uk	REGENERATION OF SEVERNSIDE – FUTURE ROLE OF CALDICOT TOWN TEAM
Name of Service: Enterprise	Date: Future Generations Evaluation 31 st January 2019

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

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

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

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<p>future and ensure the Regional Cabinet’s approach and actions are responsible and meet the regions current needs without compromising the quality of life of future generations.</p> <p>The Strategic Objectives, as detailed in the Strategic Business Plan and subsequently in the CCR Regeneration Plan, are:</p> <ol style="list-style-type: none"> 1. Prosperity and Opportunity ; Building the capacity of individuals, households, public sector and businesses to meet challenges and grasp opportunity creating a more productive economy; 2. Inclusion and Equality - A vibrant and sustainable economy which contributes to the well-being and quality of life of people and communities now and in the future; 3. Identity, Culture, Community and Sustainability - Forging a clear identity and strong reputation as a City-Region for trade, innovation, and quality of life; <p>Using these Strategic Objectives will assist the Regional Cabinet in supporting the well-being goal of ‘a prosperous Wales’.</p> <p><i>The Caldicot Cross Destination Space proposal forms part of the activities detailed within the CCR Regeneration Plan and is therefore compliant with the well-being goals as specified.</i></p>	<p>plan’ of growing the economy and reducing inequality.</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The Regional Cabinet, as decision makers, will need to consider existing and future demands which will include new forms of sustainable energy generation, housing, new infrastructure, and facilities which will generate job opportunities such as strategic sites.</p> <p>In response to these pressures the Regional Cabinet will seek appropriate advice, and work in a way that ensures efficient and effective solutions that not only maintain the environment but where ever possible enhance it and make it more resilient, supporting economic growth with responsible environmental management.</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p> <p>The Council will seek to use natural materials in the design and layout of the scheme and will complement the work of the green corridor improvements which will be carried out along entrances/exits to Caldicot as part of a wider scheme of town centre improvements. This will include two gateway improvements (of tree planting, wildflower planting and active travel improvements) that will improve first impressions and set a quality standard for green infrastructure that will form part of future continuity projects, supporting and helping to deliver the Council's green infrastructure (GI) plan for pollinators.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>There is a clear evidence base that shows that for the majority of people being in good secure work is better for their health than being out of work. Employment has social, psychological, and financial benefits that improve health.</p> <p>The Regional Cabinet's aims, as detailed in the Strategic Business Plan, and Strategic Objectives, to create additional good quality jobs and support people to up skill to fill those roles will assist in supporting the well-being goal of 'a healthier Wales'.</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p> <p>The proposals will improve walking and cycling linkages in the town centre thus increasing opportunities to improve the physical, mental and overall well-being of the community.</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The details in the Strategic Objectives related to connectivity, transport and digital; vibrant and vital economy and urban centres; and affordable housing will all contribute to support this goal.</p> <p>Therefore, using the Strategic Objectives, detailed above, will assist the Regional Cabinet in supporting the well-being goal of ‘a Wales of cohesive communities’.</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The CCR Regeneration Plan is aligned to the Strategic Business Plan which states that the City Deal is intended to deliver sustainable economic development and growth. The Plan also refers to our role on the international and national stage forging a clear identity and strong reputation.</p> <p>This is referenced in “Strategic Objective 3 – <i>demonstrate our commitment to a sustainable future and acknowledge our global responsibility</i>”.</p> <p>The Regional Cabinet understand that sustainability goes beyond the region and must be considered in a national, international and global context. In making decisions the Regional Cabinet’s responsibility extends far wider than the region, and to achieve the aim of a positive national and international reputation, they will consider the full range of potential implications and consequences.</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p>
<p>A Wales of vibrant culture and thriving Welsh language</p>	<p>The Strategic Objective ‘<i>Identity, Culture, Community and Sustainability</i>’ specifically refers to the development and promotion of the regions world-</p>	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to</p>



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>class cultural and recreational opportunities exploiting the regions natural beauty and historic areas.</p> <p>Therefore, using the Strategic Objectives, detailed above, will assist the Regional Cabinet in supporting the well-being goal of 'a Wales of vibrant culture and thriving Welsh language'. Regard will be given to the Welsh Language Measure 2011 and consultation and communication will have regard to the Welsh Language.</p>	<p>support the regions communities and the wellbeing goals.</p> <p>All signage will be compliant with the Welsh Language (Wales) Measure 2011 as specified in the Standards applied to Monmouthshire</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The Strategic Objective '<i>Inclusion and Equality</i>' detailed in the Strategic Business Plan states: <i>Inclusion and Equality - A vibrant and sustainable economy which contributes to the well-being and quality of life of people and communities now and in the future.</i> A vibrant and inclusive economy supports a mix of economic activities and promotes economic security and resilience. The Regional Cabinet will promote:</p> <ul style="list-style-type: none"> • access to employment and economic opportunities; • participation in the labour market for all members of society; • access to a range of housing, including affordable; • access to education and training, to develop skills; • access to social and recreational opportunities. 	<p>See the way of working detailed above and how the approach by the Regional Cabinet will seek to support the regions communities and the wellbeing goals.</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	Using this Strategic Objective will assist the Regional Cabinet in supporting the well-being goal of 'a more equal Wales'.	

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

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

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

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

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

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

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

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

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
			will be fully considered during the development phase.
Disability	As per Age Line Above	As per Age Line above	As per Age Line Above. In addition, the proposals will take the needs of the disabled population into consideration during the development phase.
Gender reassignment	As per Age Line Above	As per Age Line above	As per Age Line Above
Marriage or civil partnership	As per Age Line Above	As per Age Line above	As per Age Line Above
Pregnancy or maternity	As per Age Line Above	As per Age Line above	As per Age Line Above
Race	As per Age Line Above	As per Age Line above	As per Age Line Above
Religion or Belief	As per Age Line Above	As per Age Line above	As per Age Line Above
Sex	As per Age Line Above	As per Age Line above	As per Age Line Above
Sexual Orientation	As per Age Line Above	As per Age Line above	As per Age Line Above

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Welsh Language	As per Age Line Above	As per Age Line above	In addition, all signage will be compliant with the Welsh Language (Wales) Measure 2011 as specified in the Standards applied to Monmouthshire

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

Page 61

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

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

<p>The Caldicot Vision document (February 2018) and various stakeholder engagement activities. In addition the CCR Regeneration Plan has been founded upon the following:</p> <ul style="list-style-type: none"> • The Wellbeing of Future Generations Act; • The Social Services and Wellbeing (Wales) Act;
--

- Prosperity for All;
- Growth & Competitiveness Commission Report Review and Recommendations Page 22;
- Cardiff Capital Region “Powering the Welsh Economy”;
- Equality Act 2010; and
- Welsh Language (Wales) Measure 2011

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

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

Page 62

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

What are you going to do	When are you going to do it?	Who is responsible	Progress
Approval of the draft CCR Regeneration Plan by CCR City Deal, Welsh Government and Ministers	August/September 2018	Cath Fallon/Deb Hill-Howells	Plan approved in September 2018
Approval of the draft CCR Regeneration Plan by Cabinet	September 2018	Cath Fallon/Deb Hill-Howells	Plan approved in September 2018
Approval of individual project submissions by CCR and Welsh Government	September 2018 onwards	Cath Fallon/ Deb Hill-Howells	Caldicot Cross Destination Space is the first project submission.
Delivery of individual Monmouthshire projects from within the CCR Regeneration Plan	October 2018 onwards	Cath Fallon/Deb Hill-Howells/Roger Hoggins	Caldicot Cross Destination Space, the Enterprise/co-working hub and the Urban Centre Property Enhance

			Grants are first project submissions.
Re-allocation of S106 Town Centre Partnership funding to the wider Regeneration Scheme	February 2019	Cath Fallon/Deb Hill-Howells/Roger Hoggins	Requested

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

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

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

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	<i>Cabinet</i>	<i>5th September 2018</i>	<i>Approval given</i>
2	<i>Cabinet</i>	<i>7th November 2018</i>	<i>Approval sought</i>
3	<i>Council</i>	<i>21st February 2019</i>	<i>Approval Sought</i>

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CALDICOT TOWN CENTRE REGENERATION



TARGETED REGENERATION INVESTMENT PROGRAMME 2018-2021 STRATEGIC PROJECT FRAMEWORK

Contents

1. Introduction	1
Purpose.....	1
Caldicot – A Key Priority for Monmouthshire.....	1
Monmouthshire County Council’s Focus for Caldicot.....	2
2. Need	2
The Town Centre.....	2
Key Challenges	3
Housing	3
SWOT Analysis	4
3. Strategic Fit.....	5
Key Investments/Future Developments	7
4. Strategic Framework.....	8
5. Regeneration Projects.....	9
Physical Context and Location	9
Targeted Regeneration Investment Projects.....	11
Strategic Projects.....	12
Thematic Project	15
6. Programme & Development Activity.....	17
2018-2021 Programme.....	18
TRI Project Application Programme.....	19
7. Outcomes	20
8. Finances/Funding	21
Projected 2018-2021 Expenditure and Contributions.....	22
Projected 2018-2021 Expenditure and Contributions (contd.).....	23

1. Introduction

Purpose

The purpose of this document is to provide a framework for those projects that Monmouthshire County Council is seeking support from Welsh Government's Targeted Regeneration Investment programme (TRI).

The Council's approach to regeneration in Caldicot is holistic and integrated in order that the town centre relates directly to its settlement so that residents, local enterprise and other key stakeholders are aligned and have mutually benefit in the future.

This document sets out our framework of projects that we wish to apply for funding support over the coming months through individual applications. It outlines our need for development funding, in addition to physical strategic projects as well as the thematic Urban Centre Property Enhancement Fund (UCPEF).

The document should be read alongside the Caldicot Town Centre Regeneration Action Plan & Delivery Strategy (April 2018).

Caldicot – A Key Priority for Monmouthshire

Monmouthshire County Council has adopted a strategic decision to unlock new economic opportunities in the south east Severnside area, being the largest area of urban population (circa 20,000), specific emphasis being placed on Caldicot. After a full assessment of priority towns by Cardiff Capital Region, Caldicot has been identified as a key priority for the region. This is in response to growth opportunities with the confirmation to abolish Severn Bridge Tolls in December 2018, its enviable centrality, road infrastructure and close proximity to the high growth border areas of the South West and the 'Midlands Engine', future demand is already placing pressure on affordable and market housing with 439 households on



the register wishing to live in Caldicot. Economically, the town centre is not fit for purpose to meet the needs of future residents with a 9% drop in non-food shops and a 13% vacancy rate in primary frontages. Although the rise of 10% in the service sector is following a UK trend in leisure and social activity, the town centre's infrastructure is not of the right quality to meet the future needs of retail, food and drink, housing, enterprise and other activities.

Caldicot has the potential to be a major beneficiary of the influx caused by these factors and as a consequence, there is a need to invest in infrastructure, specifically commercial property, in-town living, and visitor economy led activity. The focus shall be on the town centre whilst also ensuring an integrated approach to neighbourhoods and their holistic well-being; creating an opportunity for a modern and thriving hub which can attract private sector investment and business re-locations from Bristol and beyond.

Monmouthshire County Council's Focus for Caldicot

The projects detailed in this strategic framework provide the opportunity to re-purpose and raise the economic potential of Caldicot town centre as a strategic hub so that local and regional growth is retained, and sustainable impacts are achieved with long lasting benefits.

This strategic document frames an overall investment of £8.99 million into Caldicot town centre with an investment of approximately £3.065 million¹ from Welsh Government in addition to private sector and County Council contributions.



¹ Estimate at September 2018, subject to change and dependent on property acquisition strategy and final UCPEF scheme

2. Need



The Town Centre

Caldicot, like many towns in South Wales, has been badly affected by shrinkage of traditional heavy industries causing a rise in unemployment and move towards a low-wage economy - factors which can have an adverse effect on retail in town centres. The problem has been compounded by the structural changes in the way high streets function, as well as the peripheral and slightly isolated location of the town in relation to the motorway. Specifically, Caldicot High Street is particularly affected by the strong competition from Chepstow and the Newport Retail Park with its wide range of shops and services, in addition to the ASDA superstore.

There is currently limited quality offering within the town centre and limited reason for footfall to move around the town. The

presence of a Waitrose store in the town centre would normally attract high spend visitors and similarly high-quality occupiers in adjoining units. This has not been the case due to the demographics of the surrounding area and the perceived quality and suitability of the retail premises on offer.

There are some positive attributes to the town centre with the Waitrose store, the new comprehensive school, the Community Hub in the Library building, the attraction of the new Asda store and the leisure opportunities from the Caldicot Castle, however, the linkages, arrival points and urban fabric of the town centre are visually very poor.

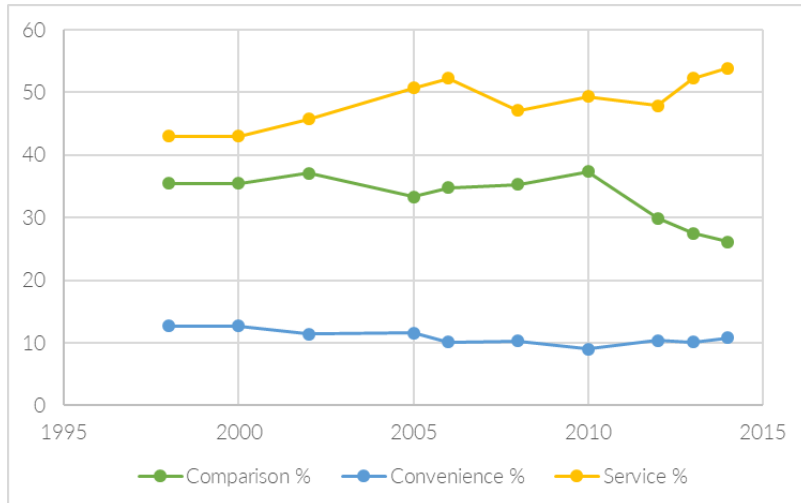
The Market which is held on Tuesday in the town centre has the potential to bring much needed footfall into the town centre, however, the range and quality of produce on offer has scope for improvement. Comments from local retailers suggest many of the market stalls are in direct competition with their stores in terms of what they are selling. Going forward, the market needs to provide a different offer to the existing town retailers, and sellers of local, quality produce should be encouraged.

There needs to be a focus on providing 'Drivers' within the town centre that will bring increased footfall which will in turn encourage new traders and retailers. It is most likely that these new traders will be local independents, due to the limited size of the vacant space, which would be less attractive to national retailers.

Despite the negatives described above, there are still some positives with strong interest in the vacant premises in Wesley Buildings, with the Agents hopeful that there will be new lettings in the near future to good quality Café/ Restaurant uses, which will greatly assist in extending the use of the town, as currently there are very few people around after 4pm. The

lettings have required some incentives and rental values are relatively low at £10.00- 12.00 per square foot, however, the reduction in vacancies is a welcome positive to the town.

The town is well supported with food convenience in the form of Asda and Waitrose, with food and drink represented through sandwich bars, takeaway, an Italian restaurant, Indian restaurant and a number of public houses.



Key Challenges

The key challenge is the lack of comparison retail (non-food) which does reduce the appeal of the town centre having a resultant impact on footfall, dwell and confidence in the place. It should be noted that this challenge is not solely unique to Caldicot with a trend in the UK moving away from comparison to leisure as on-line sales increase and larger retail centres retain activity.

The growth in social uses on UK High Streets needs to be embraced in Caldicot with new housing developments on the edge of the town providing demand for food and drink. The

need to address gaps in comparison shopping should be met in partnership with landowners with the abolition of bridge tolls and resultant housing growth being an opportunity for retailers and investors. The chart alongside shows the growth in the service sector from 1998 to 2014 with a diminishing comparison offer and relatively good range and choice of convenience.

In summary, there are some strong positives going forward for the town, but there are also some serious issues that need to be addressed as the current passing rents will not provide an adequate return for any new investment, refurbishment or redevelopment in the town without public sector intervention.

Housing

As is the case across the country, Caldicot is suffering from a substantial housing shortfall. In spite of its convenient location close to major cities such as Newport & Cardiff, it's access to surrounding scenery, and close proximity to popular towns such as Chepstow and Monmouth, the property market is not booming as it should. With the impending abolition of the Severn Bridge tolls, Caldicot is going to become an even more desirable potential location for commuters to Bristol & Gloucester.

There currently exists a substantial affordable housing waiting list, housing need register and the private sector has a very low turnover due to lack of available property. More sustainable, in-town housing could serve to fill the current void in Caldicot and promote town centre growth. This should take the form of high quality new-build property of all types and sizes within the town centre, and more so conversion of redundant existing buildings within the town centre. Wherever possible, developers should be given as much flexibility as possible to convert buildings such as empty offices, which can fast-track access to residential influx.

SWOT Analysis

The following SWOT outlines a summative analysis of where Caldicot is in terms of its current performance as a town centre within South East Monmouthshire and within the Cardiff Capital Region.

Strengths	Opportunities
<ul style="list-style-type: none"> <input type="checkbox"/> Strategic location in South East Wales <input type="checkbox"/> Road and rail connections <input type="checkbox"/> Largest town population in Monmouthshire c 12,000 <input type="checkbox"/> A flat and accessible town <input type="checkbox"/> Significant County Council investments e.g. 21C schools programme, Caldicot Comprehensive School <input type="checkbox"/> Housing investment at Oakley Way from Monmouthshire Housing Association <input type="checkbox"/> Close to rural area and Living Levels area <input type="checkbox"/> Convenience food offer has the right range and quality <input type="checkbox"/> Some signals of investment in food and drink offer in the town centre <input type="checkbox"/> Some active community and voluntary organisations 	<ul style="list-style-type: none"> <input type="checkbox"/> Removal of Severn Bridge tolls in December 2018 <input type="checkbox"/> Housing growth will lead to greater demand from town centre if offer is of the right quality and range <input type="checkbox"/> Cardiff Capital Region Regeneration Plan <input type="checkbox"/> Key employers within the area that form part of economic sector <input type="checkbox"/> Caldicot Castle and Country Park has potential to become a key visitor attraction within the region <input type="checkbox"/> Local and regional walking and cycling routes e.g. Wales Coastal Path
Weaknesses	Threats
<ul style="list-style-type: none"> <input type="checkbox"/> Town centre environment is poor and having an impact on user and investor confidence <input type="checkbox"/> Some notable voids that are persistent and large in size <input type="checkbox"/> As per UK, comparison shopping is declining in the town centre <input type="checkbox"/> Lack of enterprise space for creatives, knowledge sector and other emerging businesses <input type="checkbox"/> Significant waiting lists for social and market housing in the town <input type="checkbox"/> Poor connectivity across the town 	<ul style="list-style-type: none"> <input type="checkbox"/> Changing behaviour in UK “High Street” <input type="checkbox"/> Growth in larger towns and cities is resulting in diversion of trade from Caldicot and Severnside <input type="checkbox"/> Lack of investment in town centre will lead to greater costs and time in regaining ground

3. Strategic Fit



Monmouthshire is the second most competitive authority in Wales. However, Monmouthshire's economy (GVA) in the last 15 years has performed below its full potential; it has a small scale, dual economy when compared to others in the CCR, whereby the occupational profile of residents is skewed towards high skill occupations with resident earnings higher than workplace earnings; it's working age population is low in relation to comparators, with a Median age of 48 (the oldest in the CCR). The county is therefore not currently geared towards strong economic growth which if unchanged, will result in the future economic inactivity rate growing. Monmouthshire therefore has an economic imperative to address these issues by unlocking the new opportunities in the south east Severnside area, its largest area of urban population (circa 20,000). With the recent confirmation to abolish the Severn Bridge Tolls, its enviable centrality, road infrastructure and close proximity to the high growth border areas of the South West and the 'Midlands Engine' – Monmouthshire has opportunity to be a key economic growth area in the Cardiff Capital Region.

Severnside and the town of Caldicot specifically, has the potential to be a major beneficiary of the influx caused by these factors and as a consequence, there is a need for to invest in infrastructure, specifically commercial property, in-town living and visitor economy led activity. This is focussed on the town centre but also ensuring an integrated approach to neighbourhoods and their holistic well-being. Creating an opportunity for a modern and thriving hub which can attract private sector investment and business re-locations from Bristol and beyond.

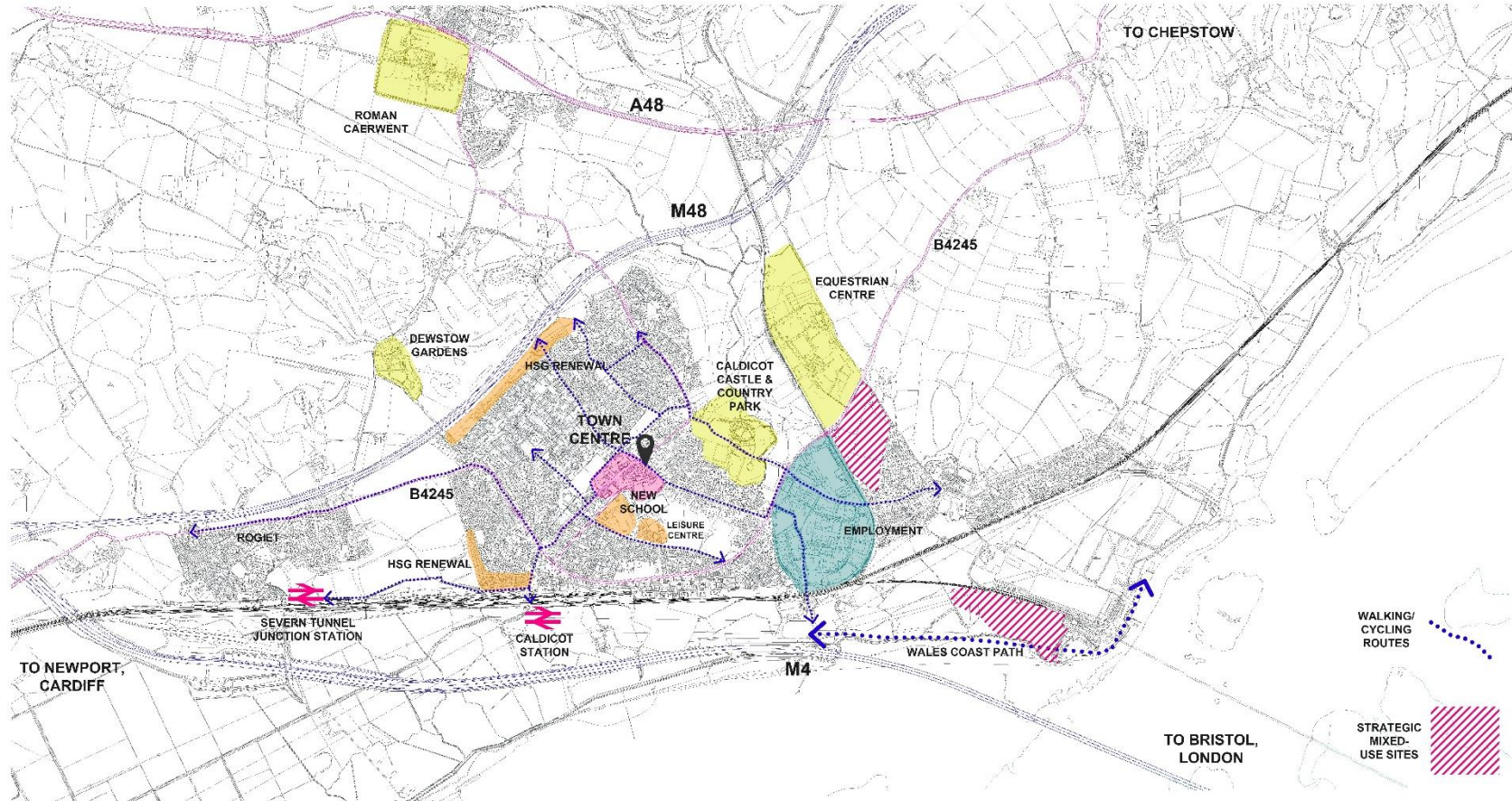
The Targeted Regeneration Investment Programme (TRIP) offers the opportunity for the region to capitalise on Monmouthshire's new opportunities whilst also addressing further strategic regeneration priorities which include the expansion of the digitally connected community hubs network throughout the County. Consideration will also need to be given to our strategic employment sites particularly those with a focus on the circular economy. Our focus meets the regional ambitions in the following way:

- **Prosperity and Opportunity** – enabling a more productive local economy that is reaching out in terms of connectivity
- **Inclusion and Equality** - a vibrant and sustainable economy which contributes to the well-being and quality of life of the people in Caldicot, now and in the future
- **Identity, Culture, Community and Sustainability** – creating a more coherent identity and reputation as a strategic hub

The plan overleaf shows the location of the town centre within the strategic hub with road, rail and national walking/cycling routes linking Caldicot with South Wales and South West England. The plan also shows housing allocations within the settlement area as well as connections into visitor attractions.

Caldicot Strategic Hub Location

Page 73



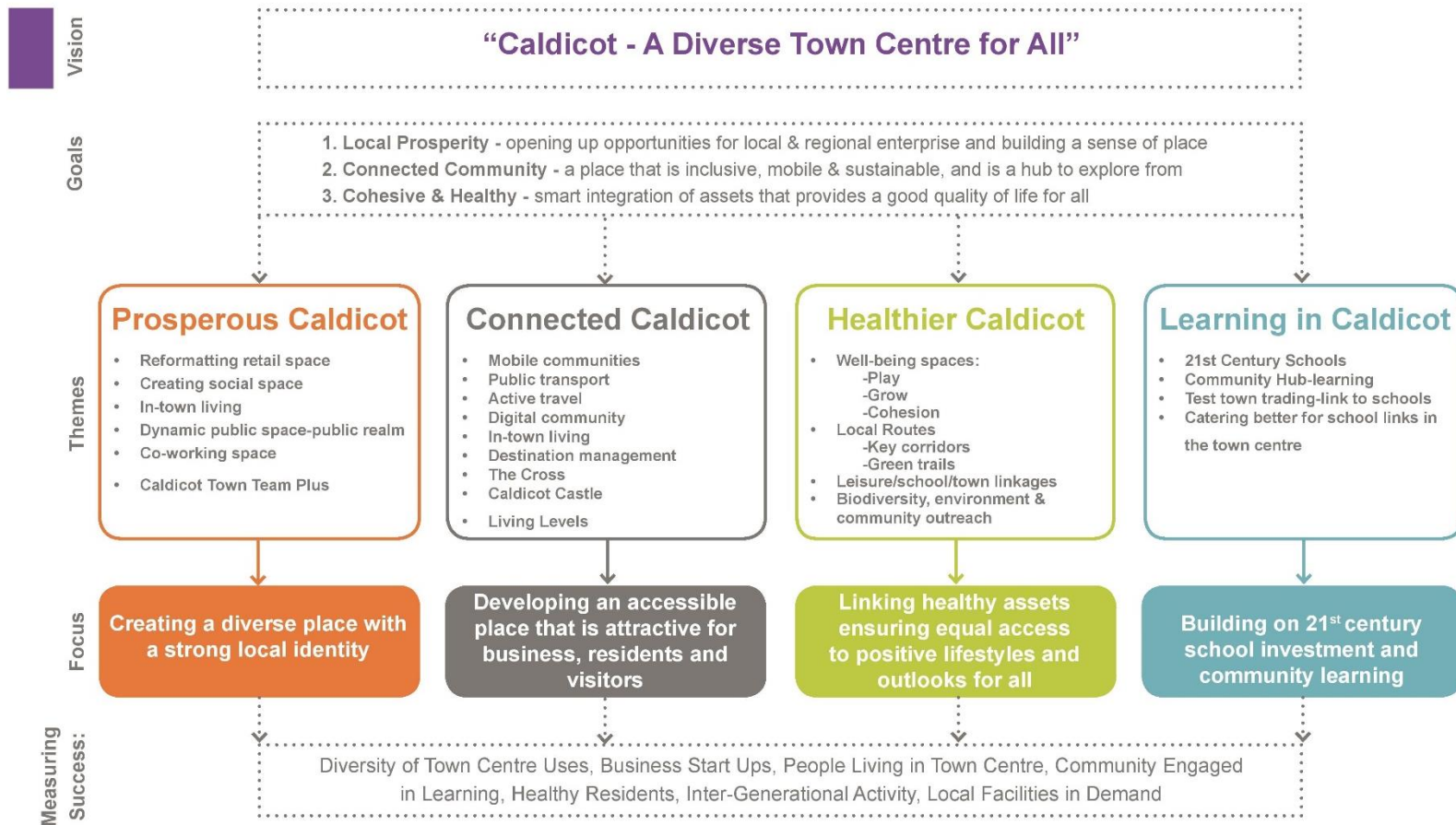
Key Investments/Future Developments

- ❑ Recent £36.5m investment in Caldicot Comprehensive School as part of 21st Century Schools modernisation programme.
- ❑ In Spring 2018, a £7 million regeneration by Monmouthshire Housing Association in Oakley Way and Oakley Close area of Caldicot, with work to build 37 new homes. This consists of replacing three blocks of flats built in the 1960s with homes that meet the housing needs of local people, made up of 21 two-bedroom houses, 5 three-bedroom houses, 8 one-bed flats and 3 two-bedroom bungalows.
- ❑ The £4m Living Levels Landscape Partnership aims to promote and reconnect people to the heritage, wildlife and wild beauty of the historic landscape of the Gwent Levels, with a £2.5 million grant secured from the Heritage Lottery Fund.
- ❑ A green infrastructure project to enhance main town centre corridors with trees, planting and improved well-being linking into active travel and Sustrans routes.
- ❑ In meeting carbon reduction targets, the Council has plans to develop a clean-burning hydrogen gas energy network for Caldicot.
- ❑ The 10.95 hectares strategic site at Crick Road, Portskewett which has been allocated for mixed use residential and employment development is progressing with Melin Homes and Monmouthshire County Council seeking planning permission for 300 new homes, along with a new care facility and a network of public open spaces.



4. Strategic Framework

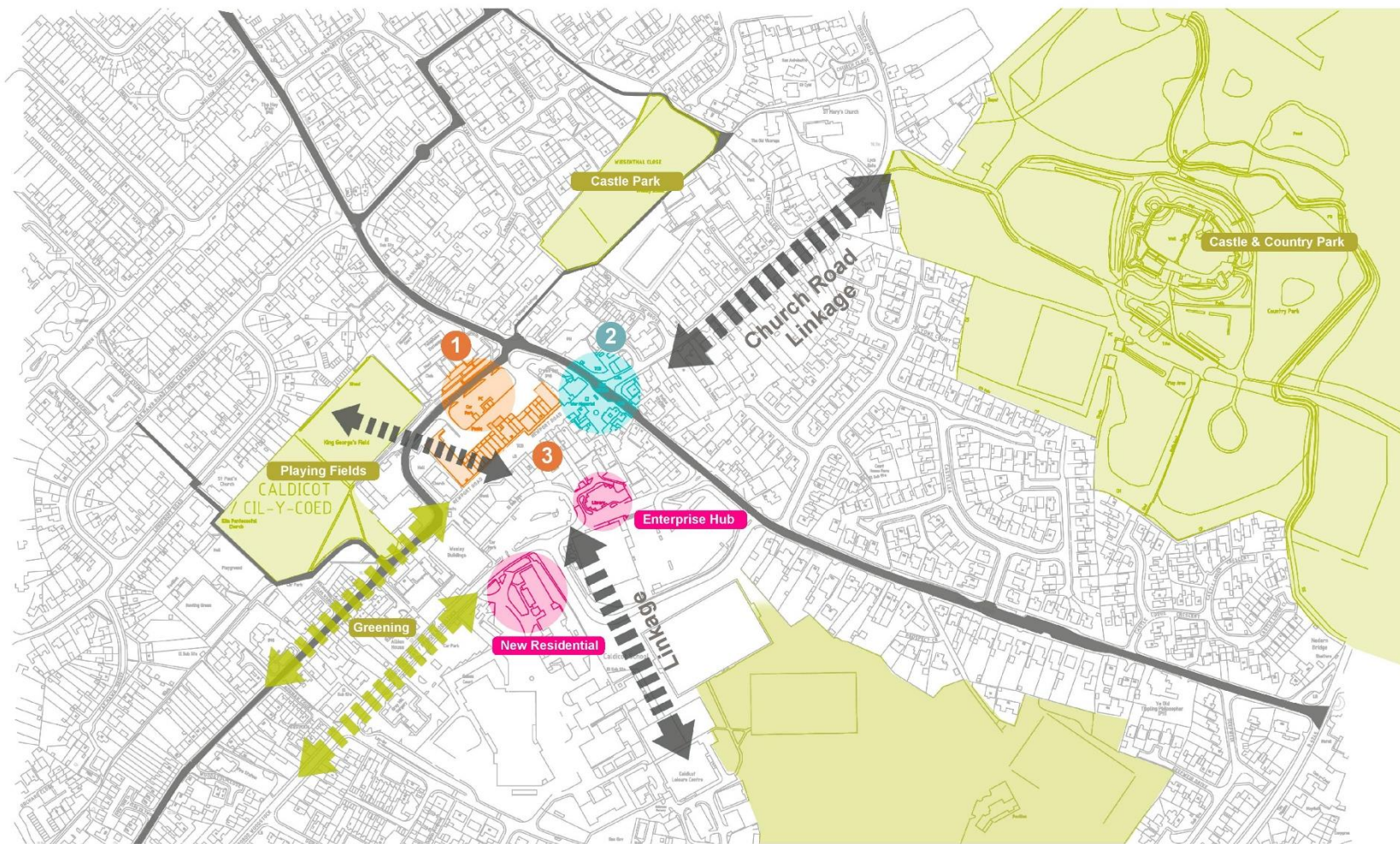
The following diagram outlines the Vision, aims, themes and focus of the wider Action Plan & Delivery Strategy (April 2018) from which we are seeking support from the Targeted Regeneration Investment Support programme.



5. Regeneration Projects

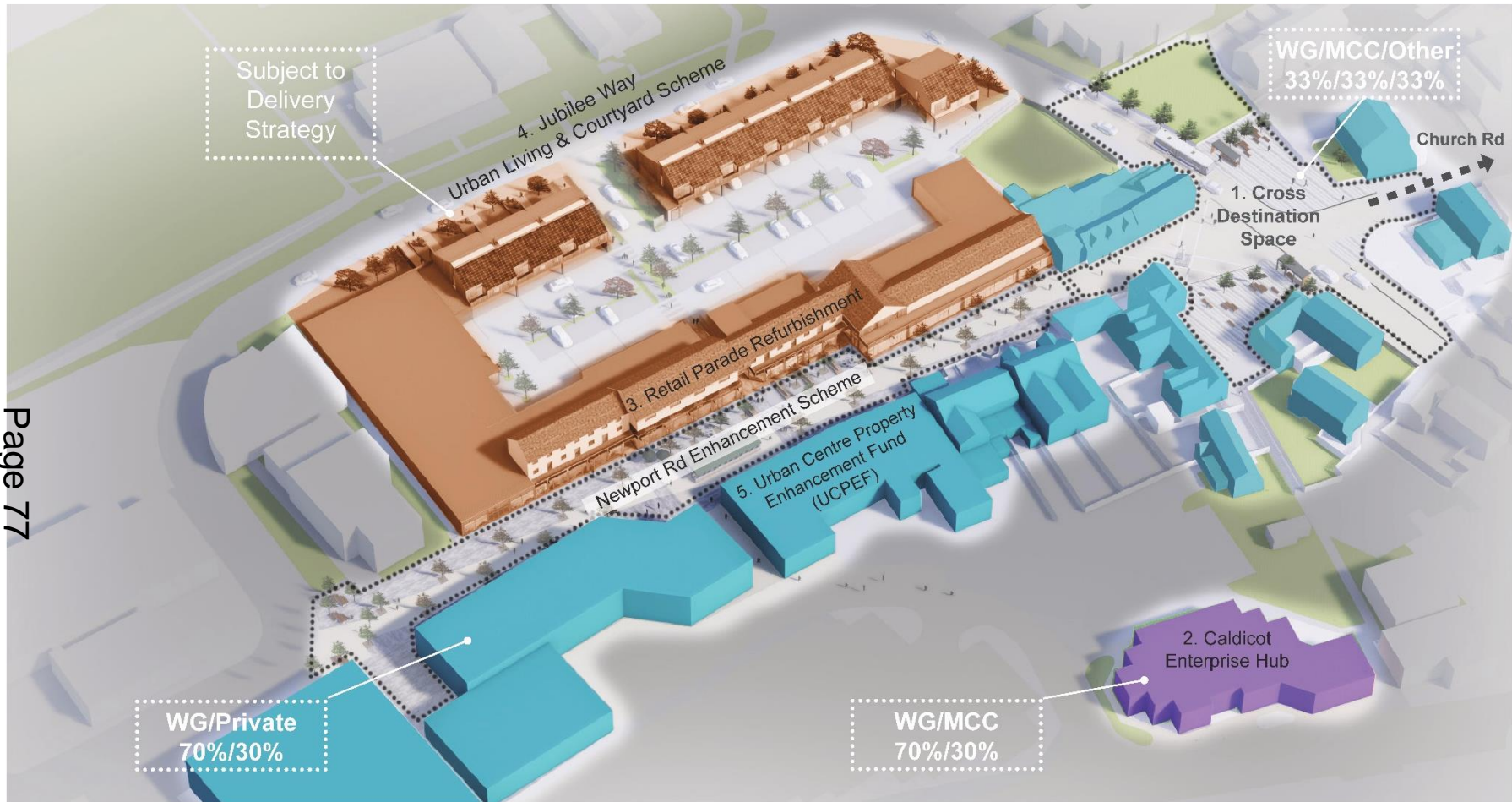
Physical Context and Location

Page 76



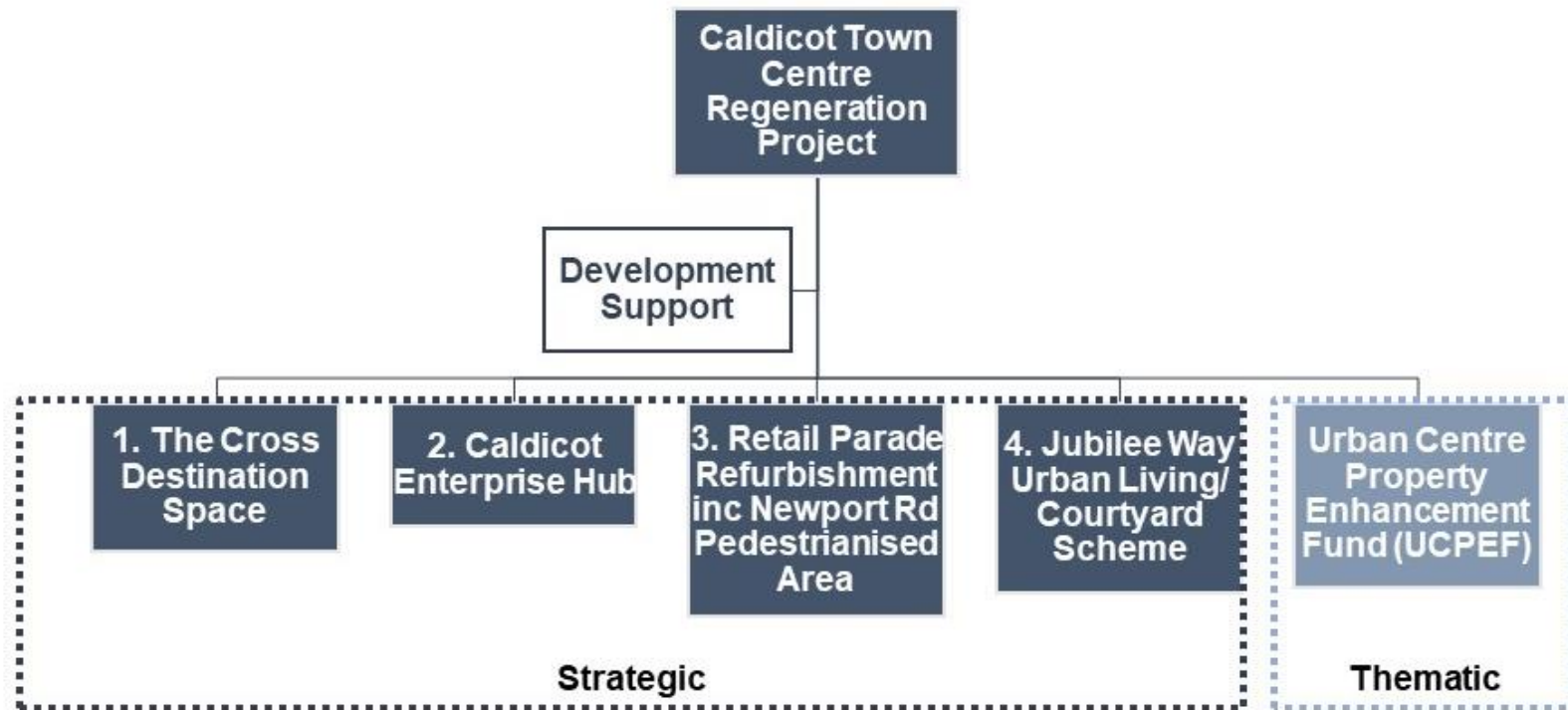
- 1 Jubilee Way Urban Living & Courtyard Scheme
 - 2 The Cross Destination Space
 - 3 Newport Road Retail Parade Refurbishment
- Active Travel Network
 Green Infrastructure

DELIVERY ACTION PLAN FRAMEWORK



Page 77

Targeted Regeneration Investment Projects



Page 78

Strategic Projects

1. The Cross Destination Space



The need to enhance this commercial area of the town is key to drawing in visitors from attractors such as the Castle and Country Park and also provide a space that generates greater economic activity for the town. A better setting, a space for events and activity will lead to local growth in existing and new businesses.

The proposed Cross Destination Space project is located on the eastern side of Caldicot town centre.

In addition, the space will improve accessibility for local residents and knits into other community spaces and routes that ensures the wider economic and social well-being of Caldicot. The proposals would provide greater connectivity with neighbourhoods and increase activity within the area.

The need to therefore announce this part of the town centre a destination space that directly creates stronger linkage to

Caldicot Castle through the introduction of shared space and greater priority to pedestrians is key to the future economic development of the town. This would be achieved by:

- The creation of functional space for local enterprise, events, markets, etc;
- A quality space that is distinctive, accessible and frames the town centre better;
- New street furniture and opportunities to dwell on both sides of Chepstow Road and Sandy Lane;
- The introduction of trees and planting to enhance green infrastructure;
- The relocation of bus stops within the space to enhance accessibility for bus users and also enhances views in and out of the town centre;
- Links into immediate active travel network and local/regional Sustrans network routes;
- Measures to protect the War Memorial from vehicle damage.

2. Caldicot Enterprise Hub



With a growing population and changes to working practices there is an opportunity to create an agile co-working space for sole workers and micro-businesses or for people that working across sites and places. The space can also accommodate town centre business networks and provide more dedicated meeting space for organisations. It can provide a stepping stone for growing local entrepreneurs and a pathway to more established office and enterprise space within the town and area.

This proposal is centred on repurposing and investing an area with the existing Community Hub in the town centre that will provide a specific space for co-working and enterprise, specifically work stations, digital facilities and links to business support.

Situated on a key link between Asda supermarket and the town centre, the Hub is well used with it's core purpose as a library, signposting service for the County Council and a place for community learning as well as meeting room space.

Externally, the building only has one main entrance from the Asda side and does not engage directly with the town centre. Whilst the building has a large, flexible open plan space this limits provision for personal interaction such as personal advice and specific training with no separation from the main core communal use.

This proposal specifically involves:

- The repurposing of internal bays within the Community Hub through internal division by glazing, doors, services, furnishings and digital equipment to facilitate a diverse range of uses that are outlined above;
- Creation of a second entrance into the Community Hub from the town centre side that announces the Hub

through a new doorway, external signage, lighting and treatment of the side elevation that animates this link into the town centre, thereby providing more direct access;

- Improve accessibility to the building, daytime and evening through the use of access control systems for registered users that opens up the Hub to users across the whole day.

3. Retail Parade Refurbishment



Nos 7 to 43 Newport Road is a key retail parade in town which has diminished over the years due to a lack of investment and changing retail patterns. Its dual aspect onto Jubilee Way and Newport Rd provides poor first impressions and is in urgent need of refurbishment if the town centre is to meet future needs of residents, local businesses and visitors. This proposal will see space for existing and new enterprises, jobs safeguarded and new employment opportunities for a diverse range of uses.

This proposal is focused on the retail block within private ownership, specifically Nos 7 to 43 Newport Road in the town centre.

The 1960s block is in need for enhancement for a number of reasons.

The size of the existing ground floor retail units is not right for medium to larger format occupiers with frontages being set back under canopies, and not engaging with shoppers and town centre users. At first and second storey level, ancillary storage space for retailers and residential units require refurbishment with front and rear elevations in need of enhancement.

The aesthetics of the block does not contribute well to the streetscene and the overall town centre experience and is impacting on investor/occupier confidence.

Finally, the immediate public realm does not relate to respective shops and uses with the need to manage the space better so that people can dwell and stay longer.

In response this proposal is centred on the refurbishment of the block that brings shop frontages further into the main street, introducing a co-ordinated approach to signs and facias, treatment of upper storey elevations and enhanced social space in front of respective premises. The reconfiguration of ground floor units would take place with an enhanced pedestrian access to and from Jubilee Way car park.

This proposal would need to be a joint venture between the owner and Monmouthshire County Council and could form part of wider redevelopment approach linked to the proposed residential/courtyard car park on Jubilee Way.

4. Jubilee Way Urban Living/Courtyard Scheme



Providing a positive engagement with Jubilee Way at a key entrance into the town centre, urban living would be provided through a 27-unit residential through 9no. 1 bed units and 18no. 2 bed units would be provided that would meet housing needs in the locality, specifically for 1 and 2 bed houses. Additional opportunities to provide a dual aspect to the existing Store 21 store to enhance its viability and attractiveness to an end occupier, in addition to enhancement of the car park area and amenity space.

The scheme would also involve a dedicated undercroft parking of 47 spaces for residents, in addition to cycle parking provision.

Secondly, working in partnership with the landowner of nos 7 to 43 Newport Road, the opportunity to provide an enhanced store format for the end unit (formerly Store 21) that would be more attractive to an end occupier and create more of a dual aspect onto Jubilee Way and the car park.

Finally, an enhanced courtyard car park would provide for 77 no. public parking spaces (subject to relaxation on residential parking standards due to sustainability checklist). Public toilet provision would be relocated from the existing central site to a new location. Parking to rear of Newport Rd premises (currently in private ownership) would also provide 12 no. spaces, providing an overall total of 89 parking spaces (public and private).

In addition to the active street frontage a stronger link between the town centre and onto Jubilee Way and onwards to King George V Playing Fields area would be provided. The site would be landscaped with additional tree planting and enhanced green infrastructure.

Thematic Project

5. Urban Centre Property Enhancement Fund (UCPEF)



The need to enhance the town centre offer and environment needs to be consistent in quality of design with the UCPEF project providing opportunities to enhance the external appearance of properties on the southern side of the town centre and at key entrances so that there is economic resilience that sustains trading and opens up opportunities for new business opportunities and activities.

Complementing the Retail Parade Refurbishment is the need to equally enhance the southern side of Newport Road so that the town centre projects a quality environment for users and provides a stimulus for landowners that maintains their investment and builds economic growth in terms of jobs, new products and also helps animate the wider town centre offer.

The 1970s/80s built additions do not positively contribute to the street scene with some of the stronger Victorian properties lost within the overall poor townscape. This condition, as well as the set back nature of some of the buildings does not actively engage with public space, with a number of vacancies not adding to the retail confidence. Like the northern side of the town centre, first impressions are poor with rear service yards and poor design at upper storey level, with key commercial frontages dated, inconsistent and not contributing positively to the street scene. Nevertheless, there are some signals of investment with food and drink, takeaways and some charitable organisations recently opening.

In addition to the series of buildings on the southern side of Newport Road, there are some outlying properties on Sandy Lane, Chepstow Road and Church Road, as well as parade of businesses on the western edge of Newport Road. These are at key gateways into the town centre and set the tone for the town centre experience.

A property enhancement grant scheme is therefore proposed to address and enhance these identified properties, so that there is a co-ordinated approach to town centre property that meets the planned refurbishment of the northern Retail Block, nos 7-43 Newport Road. This will lead to a design language that is consistent in terms of quality and responsive to the built form and setting.

This will safeguard and attract national, regional and local occupiers as well as opportunities for upper floor uses that adds to the diversity of the town.

6. Programme & Development Activity

The following development and delivery programme is indicative and subject to change.

The programme overleaf outlines a timeline for initial development activity leading to implementation across the range of projects previously described.

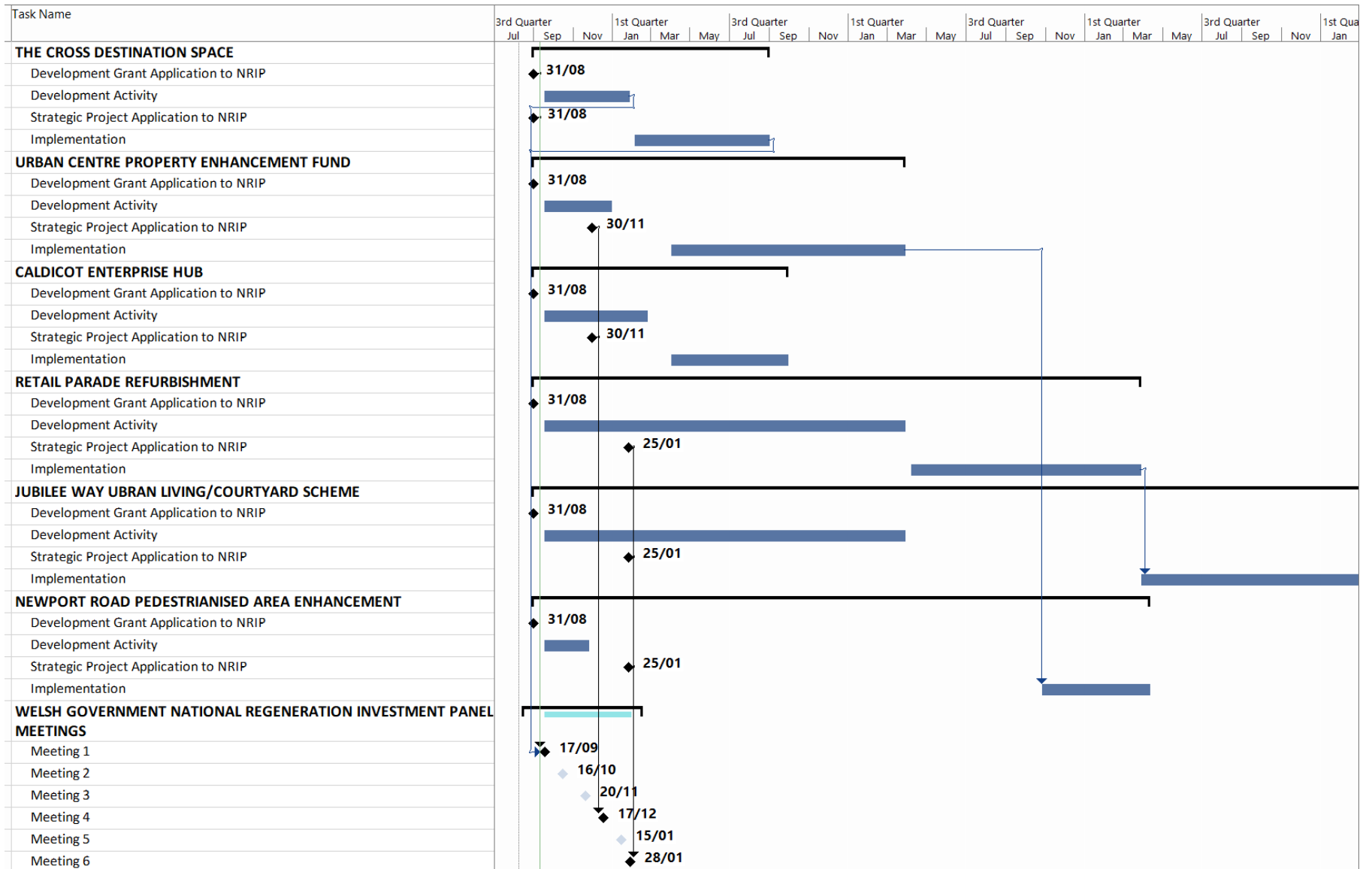
Before any delivery can commence there is a critical path of development activity that requires support from TRI that will support a number of areas, including:

- Design development and cost assessments for infrastructure and projects such as the Urban Centre Property Enhancement Fund and the Cross-Destination Space;
- Property, valuation and legal advice on the Retail Parade (Nos 7-43 Newport Rd) and the associated Jubilee Way Urban Living and Courtyard scheme.

The next six months is therefore important in developing projects to a stage that are robust and ready for implementation in line with TRI funding availability and future commitments.

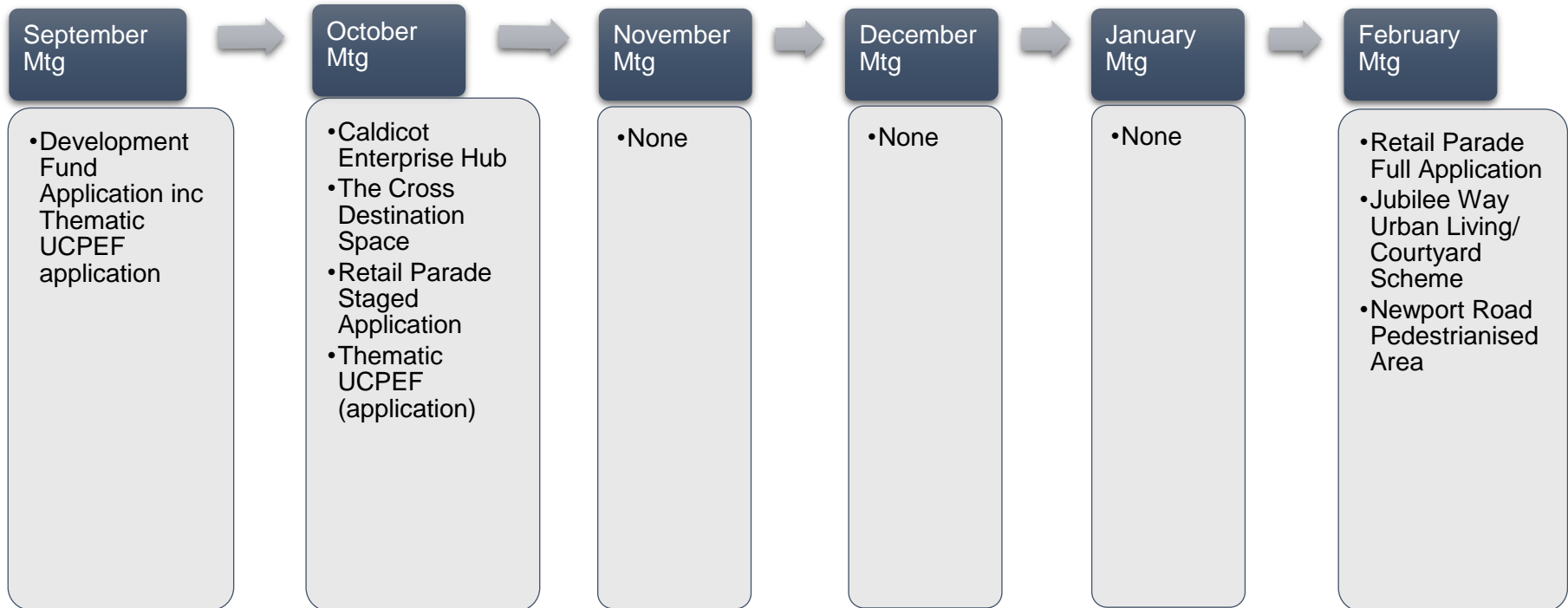
2018-2021 Programme

Page 85



TRI Project Application Programme

In relation to the TRI application process, specifically their consideration at future National Regeneration Investment Panel meetings, we anticipate the following order to our respective project applications.



Page 86

7. Outcomes

Targeted Regeneration Investment fund is focused on providing a programme of smaller investments in a number of 'regeneration areas', to have a combined effect with the City Deal Wider Investment Fund that will deliver sustainable economic development, growth and outcomes across the region. In addressing the regional issues and challenges, Caldicot's suite of projects aims to address i) job creation ii) tackle economic inequality for individuals and communities iii) reverse social, environmental & physical decline iv) enhancing skills & employability v) economic regeneration and vi) affordable housing. The integrated nature of Caldicot's projects demonstrates an integrated approach to town centres that is about economic and social well-being through infrastructure improvements.

Indicator	1. The Cross-Destination Space	2. Caldicot Enterprise Hub	3. Retail Parade Refurbishment	4. Jubilee Way Urban Living/Courtyard Scheme	5. Urban Centre Property Enhancement Fund (UCPEF) ²	Totals
TRI02 Number of jobs accommodated (no)	0	0	37	0	10	47
TRI06 Enterprises accommodated (no)	0	0	8	0	8	16
TRI07 Hectares of land developed	0.17	0	0	0.525	0	0.695
TRI08 Non-residential premises created or refurbished (sqm)	0	53	888	0	250	1,191
TRI09 Non-residential premises created or refurbished (no)	0	1	15	0	8	24
TRI10 No. of additional housing market units	0	0	0	0	0	0
TRI11 No. of additional social housing units delivered	0	0	0	27 ³	0	27
TRI12 No of additional intermediate housing units delivered	0	0	0	0	0	0
TRI15 No of non-residential units brought back into use	0	0	4	0	2	6

² UCPEF outputs subject to final scheme scope and approval

³ May be subject to change in terms of procurement strategy for housing scheme e.g. mix of social and market

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Caldicot



Town Team

Helping to make Caldicot a better place to work, live and play

Why Do We Exist?

Caldicot Town Team are working for our local community and the businesses in the town centre.

We want to create a better place for everyone who works, lives and plays in the area. bringing together community spirit, running low cost events for families and bringing in new traders and businesses to our town centre.

Since 2013, we have been a big part of the community and are growing in volunteers, local support and business appreciation.

Back in 2013 we were the first Town Team in Wales. In June 2014 we registered as a Community Interest Company, meaning we are regulated by Companies House.

So, Who Are We?

We are a group of volunteers who are passionate about our area and making it a better place. Our voluntary Directors are either in business in the town centre or live locally.

We have over 100 members, who are involved in a variety of ways, from receiving newsletters to helping us organise events to running our markets and social media pages. Anyone who lives within Severnside can be a member, or anyone who has a business in the town centre. Membership is completely free and always will be.

Volunteers are vital to the success of Caldicot Town Team, without volunteers to help, we simply cannot function or complete the projects, tasks and events we set out to complete.

Funding for Caldicot Town Team comes from a various of sources, both private funding, business/organisation funding and funding from our self-sustaining projects. Section 106 funding provided us with a starting point for funding our projects and the regeneration of Caldicot Town centre





We primarily support businesses in Caldicot town centre to help create a vibrant, viable and sustainable town centre environment for all, whether they are an independent family run business or a large multi national brand.

We also support the wider community, with events based around community group involvement and interaction.

Over the last 5 years we have developed a wide variety of projects which has made a direct impact to existing businesses in the town centre, and created opportunities for community groups to raise vital funding.

Our portfolio of projects covers;

Urban Design Project

In 2013 we worked alongside Monmouthshire County Council and with Mountford Piggot Architects, to produce a modern and new regeneration plan for Caldicot town centre. We utilised an empty premises to hold public engagement and had well over 600 responses and visitors. The plans at the time were quite a stark difference to how the town centre was at the time.

Plans were reviewed in 2014 and 2016 with Roberts Limbrick Architects and funding was being sought by Monmouthshire County Council, public engagement of 12 days have taken place surrounding these plans, with both positive and negative responses from the public. Honest and open conversations with the public are vital to our work and we welcome everyone who wants to discuss projects, the town centre, parking issues, markets or anything else that is relevant to what we do.

These plans, have been adopted by Monmouthshire County Council who are working to bring them to life, with the first phase of the plans

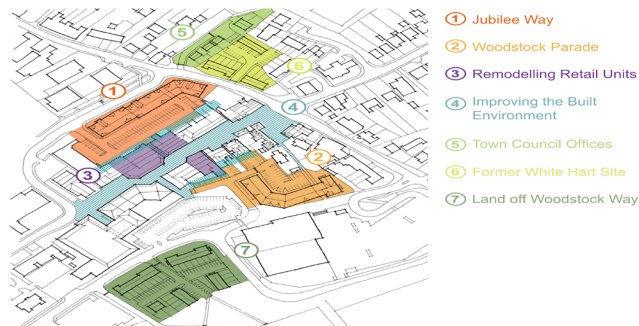
in 2019 down at the Church Road/Chepstow Road/Cross Junction. Monmouthshire County Council have worked with Welsh Government to apply for TRI (Targeted Regeneration Investment) funding, which will cover a significant part of the £9.1million pound regeneration project planned for Caldicot town centre.

WHAT ARE WE PROPOSING?



Page 93

Identified Projects



This masterplan illustrates our initial thoughts as a direct response to the issues and opportunities we have identified in the analysis of Caldicot Town Centre and its surroundings. The masterplan can be broken down in a number of projects as shown on the left hand side, which will be explained in further detail.

We believe that whilst cosmetic environmental improvements are important, a more contemporary and forward thinking approach is required. Therefore, we propose a more profound remodelling of the town centre by creating new frontages to the outside, rationalising existing car parking and servicing arrangements, extending and merging existing retail units, allowing for the creation of an enhanced linkage between ASDA and the town centre as well as relocating the library/one stop shop/ Town Council as an important attractor into a purposely fitted unit in the heart of the town centre.



Back in 2017 Caldicot Town Team entered a competition to win 5 Gumdrop Bins for our town centre.

We were fortunate enough to win the competition, which enabled us to start the project we had been working on for some months. Gumdrop bins are bright pink balls, used to hold discarded chewing gum. Sounds gross right? However the bins when full are sent away and recycled into a multitude of items, from pencils and pens to drinks cartons and even wellies!

Since starting the project, we have recycled 5 large bins and over 30 mini keyring bins have been handed out. The project will continue into 2019 as there has been a reduction in the amount of chewing gum discarded on the floor of our town centre.

We have started a similar project with Cigarette bins. We have placed 4 bins around the town centre so far. These are collected and emptied by our volunteers and sent away to be recycled. The fibres from the butts can be recycled into plastics and cigarette ashtrays and other items.

These projects help us make our town a better, cleaner and more pleasant place to live. We have received great comments from the public about these two small projects and will continue over the next few years.

We have also employed painters and decorators to improve how our town looks. We have repainted the bollards, lamp-posts, seating and notice boards. With little changes like these, we can improve where we live.

The Christmas lights switch on event has always been a staple event in the diary. Over the last 3 years we have funded new Christmas lighting for our town centre. The zig zag style lighting makes a huge difference to the festiveness of the town centre, adding much needed sparkle to compliment the existing Christmas lights that are put in place by Caldicot Town Council. Our contract finishes at the end of 2018, but will be working with the Town Council in the future to help develop the town centre even further at Christmas time.



Page 95

 Michaila Goodwin reviewed [Caldicot Town Team](#) - 5★
A fabulous team heading up a brilliant community. Supporting small business and bringing life to a lovely town
[Caldicot Town Team](#), Lynda Crowley and 1 other



Royal Wedding Street Party

To celebrate the royal wedding between Prince Harry and Meghan Markle, We threw the largest street party in Caldicot. With a massive 26sqm LED screen, lines of tables and gazebos the event was set to be a great event. Over 2,500 attended the event, bringing along plates and plates of food and nibbles for all to share. Even the weather was kind to us!

Street Food Feast

We have held 3 street food feast's which have all had good success. With a mixture of food traders offering food from around the world and local ales and gins on offer, the atmosphere has always been a friendly one. We have had lots of local acts perform for us, including Dylan Hannan, Andrew Merrett, Lucas Alexander and many more. Local businesses such as Clarkes Butchers and Bargain Booze noticed a spike in trade during the events and is always well received by local businesses.



Jacqui Ryan reviewed **Caldicot Town Team** – 5★
8 July · 🌐



Would like to say a massive thank you to the Caldicot town team for all there hard work on Friday for the Street Feast what a wonderful turn out, it brought lots of people into the village and in turn supported the local shops as the manager of bargain booze we done a wonderful trade that day 💎 and a massive thank you to the staff @ Bargain Booze for your hard work 💎 x Caldicot Town Team have arranged many an event in the village and with loads more to come which in turn supports or local shops 💎 keep up the good work guys in bringing our little village back to life it was so lovely to see so many people enjoying this fantastic event xx💎💎💎

👍❤️ Dan Cooke, Cathy Edwards and 6 others



Countryflowers Caldicot

19 May · 🌐

We've had a really busy week in the shop and a wonderful day today 😊. We've sold over 60 bows, 100 flags and dozens of packs of bunting to schools, Shops, clubs and the community of Caldicot who all entered into the spirit of the day. It's been a great day of community spirit and a real coming together of the people around our little town. Thank you to everyone who supported us this week, we've made some lovely new friends and seen lots of our regulars enjoying the atmosphere, sunshine and vibrancy today has brought. Fabulous day....when's the next one? 😊



Family Fun Days

The team have hosted 4 family fun days over recent years, all located in Caldicot town centre. Held during the school holidays in the summer, these are a great place for families to spend a day enjoying themselves, locally and with friends. We always try to bring unique entertainment to the event, with a Dunk Tank, F1 Simulator Car and even a land train! The event is well attended and costs are kept as low as possible to allow families to make the most of the attractions on offer. We also host an arena where community groups come together to perform for the masses, raise their profile and raise funds for their cause. Our staple and most popular attraction has to be our Live Dinosaurs, which have been with us for the last few years. They sometimes scare the wits out of the children, but its always well received. Although, we do need to watch the dinosaur doesn't get into the butchers again!

999 Emergency Services Day

Most of us know what an amazing job the emergency services do on a day to day basis, however how many of them have we actually met, and do the public know just how much they cover. We wanted to help bring the links together from the emergency services and the public, so provide an annual event for those who work in the emergency services to attend meet and greet and interact with the public in a fun and natural environment. We have been fortune enough to have attendees from Gwent Police, south Wales fire and rescue, Longtown mountain rescue, SARA and many many more from the world of emergency services, the event is free for the public to attend and has been growing the in the 3 years we have run the event. We will continue to run this wonderful event in the beautiful grounds of Caldicot Castle in 2019 and beyond.



Martin Lewis  recommends Caldicot Town Team.



Superb organization of the family fun day on Friday 3rd August. St Josephs Caldicot ABC were thrilled to be asked to take part and do an expo. Great group of friendly people organizing great events for the community.



Quiz Nights

To improve relationships within the business community, the team have organised 3 quiz nights at both Christmas and Valentines. The quizzes are held in Caldicot Choir Hall and provides a fun evening of light entertainment, hot food, free nibbles and a DJ. The quizzes are popular and will be continuing in the future to provide a fun environment for businesses and the community to interact and mingle.

We have also been involved with other events over the years, working with various organisations Such as Caldicot Events Committee on the Caldicot Carnival and Christmas Light Switch On. Monmouthshire Country Council and the Events Team on the Fireworks display in Caldicot Castle, We have been a part of the Fireworks for 5 years now, helping to resurrect the event when the original team pulled out in 2013. The event has grown from strength to strength and our volunteers provide a vital part of the organisation and running of the event. 21 of our volunteers helped on the evening of the event in 2018.



Testimonials

Its been a pleasure to see the events in the village and the community spirit is coming together. The organisers deserve recognition for all there efforts and deserve a real pat on the back. So enjoyable and a delight to see

- Betfred

Well done guys, Excellent work, A thankless job that you all do well. People dont realise how much hard work you put into the events. Once again well done and Thank you.

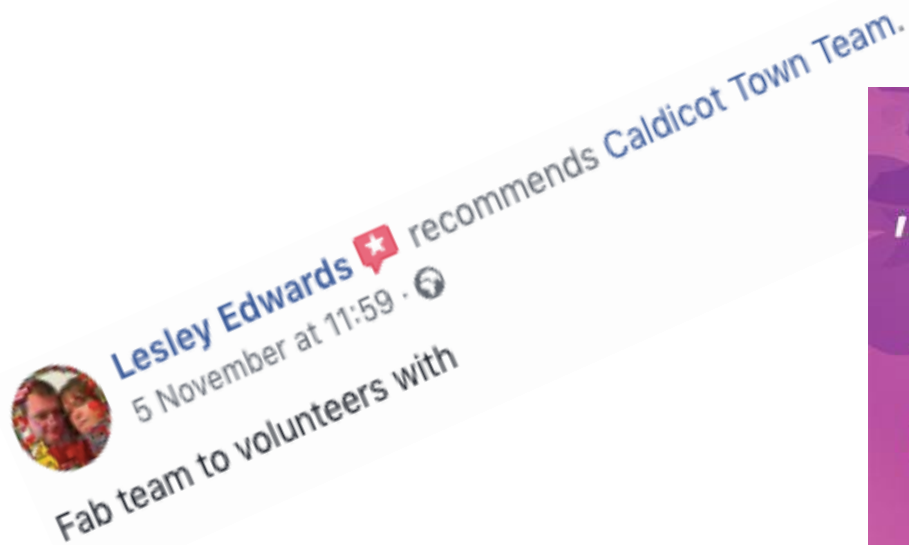
- Bargain Booze

Markets

Since 2015 Caldicot Town Team have been organising Specialised markets in Caldicot town centre. These events have ranged from small garden markets to large and busy Christmas markets. Caldicot market has been in decline over the last 10 years or so, we are trying to combat this by offering specialised and more general markets, usually taking place on the first Saturday of the month. Our markets run from March to December.

To date we have organised and run 21 markets over 3 years, with over 280+ market traders we are thrilled the markets have been so successful. We have another 6 markets booked for 2019 that will ensure the specialised markets go from strength to strength. We have also been lucky enough to use a large empty premises in the town centre in recent months for our markets, bringing traders and customers indoors, out of the elements and into a warm and cosy environment.

Volunteer time for our markets account for 672 hours. Without our volunteers we would not be able to successfully arrange and organise these markets. New volunteers are always welcome.



*"Volunteers are not paid
-- not because they are
worthless, but because
they are priceless."*



We have worked with many partners over the last 5 years and continue to build strong relationships between them.

Our partners include Caldicot Town Council, who enable us to work in the town centre, with support and help from council members. Without the support of the town council we wouldn't have been able to achieve half of what we have since we started. We are proud to have a strong working relationship with them and this will continue growing over coming years. A representative for town council attends all of our meetings, which helps feed back information to both parties, ensuring we are all well informed at all times.

Monmouthshire County Council departments have played a huge role in the work we do, the events we run and the projects we organise. Our working relationship with Highways, Enterprise and Markets are helpful to us and is something we are proud of.

Monmouthshire County Council Events Team have also helped us significantly in making the majority of our events successful and we would like to thank them for their support and help.

We have been lucky enough to receive financial funding from partners, including Monmouthshire Housing Association, Waitrose, The Tudor Trust, The Co-operative and many more. Without vital funding from these partners projects wouldn't be successful and we thank them for their continued support.

We have also received generous amount of equipment hire from other partners, who we are proud to work with, including Protech, MG Tool Hire, AJ Rentals, FES Caldicot and Car Care to mention just a few

There are many community groups doing fantastic work in and around Caldicot. These groups cover a wide variety of areas and should all be proud of the work they do. We work with other groups such as Caldicot Events Committee, Friends of Caldicot Library, Churches Together groups and more.

Our work cannot continue without volunteers to get involved with any of our projects, markets or our events we would be happy to hear from you.



Page 105



Philip Blatchly & Son
Funeral Directors

The **co-operative**



Waitrose



First Town Team set up in Wales

CIC Status Since June 2014

Market traders – 163 New Traders - 286 Traders in Total over 21 markets – totalling on average 672 volunteer hours on a market day alone.

162,000 website hits since Jan 2014

240 days of empty shop usage through Caldicot Goes Pop! a

45 days of Free Community shop usage days through Caldicot Goes Pop!

Over 15 days of public consultation on action plans and urban design project

Over 25,000 people have attended events within the last 4 years.

Family Fun Day, 8,000

999 Day 10,000

Street Food – 2,500

Royal Wedding – 2,500

Easter Hunts – 2,000

Designed plans for urban design project with Mountford Piggot in 2014, Developed and renewed plans in 2016 and worked with Roberts Limbrick and Chris Jones Regeneration.

Developed Caldicot In Bloom including 32 hanging baskets for town centre

Family Fun Day in its 4th Year

999 Day in its 3rd Year

Easter Hunt in its 3rd Year

Other Improvements

Gum Drop Bins

Cigarette Bins

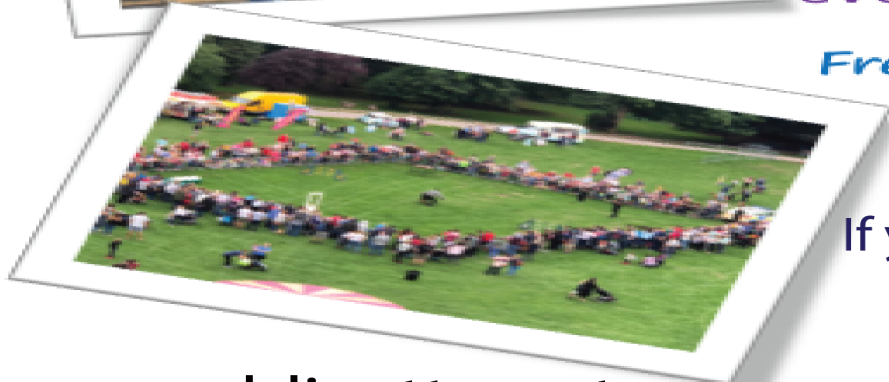
4 Treasure hunts in businesses in the town centre

Organised a street party

Been involved with the running and organisation of Caldicot Fireworks, Carnival, Christmas Light Switch On, Eisteddfod.

Run Hoggin the Bridge giving £13,500 to charities locally and nationally.

Run 2 Quiz nights in Caldicot Choir hall, catering for almost 200 people.



Volunteers

Give a little, Get a lot!

Caldicot Town Team are looking for volunteers to help make Caldicot a better place to work, live and play.

Whether your running a local business or are a resident, you can help us make a difference.

We have many roles available, so are sure we can find something that is suitable for you.

Be part of a fun, energetic team of like minded people.

Help plan and organise local events

Free training opportunities on offer

Flexible hours, to suit your lifestyle and commitments

If you can help, please get in touch with us;

Phone/Text: 07716 557289

E:mail: caldicottownteam.co.uk



www.caldicottownteam.co.uk

SUBJECT: Corporate Plan: Objectives for 2019-20

MEETING: Council

DATE: 21st February 2019

DIVISIONS/WARDS AFFECTED: All

1 PURPOSE

- 1.1 To approve the continuation of the five goals set in the Corporate Plan in 2018 as the Council's objectives for 2019-20 to comply with the Local Government (Wales) Measure 2009.

2 RECOMMENDATIONS

- 2.1 To adopt the goals contained in the Corporate Plan 2017-22, as shown in Appendix 1, as the Council's Improvement Objectives for 2019-20 in order to comply with the requirements of the Local Government (Wales) Measure 2009.

3. KEY ISSUES

- 3.1 In February 2018, Cabinet and Council approved the Council's Corporate Plan 2017-22 titled 'A Monmouthshire that works for everyone'. The plan re-states the Council's long-standing purpose of building sustainable and resilient communities and sets five priority goals. Each of the goals includes a number of programmes of work, twenty-two in total, which the council is committed to delivering between now and 2022. The goals are also the Council's Well-being Objectives meeting requirements under the well-being of future generations act.
- 3.2 Under the Local Government (Wales) Measure 2009 the Council must set annual improvement objectives. The Corporate Plan was developed based on a range of evidence and a year into the plan the goals and commitments identified, as shown in appendix 1, continue to be the organisations focus and it is recommended that these continue to serve as the Council's Improvement Objectives for 2019-20 for the purposes of complying with the Local Government (Wales) Measure 2009.
- 3.3 Combining the requirements in a single set of clear objectives provides clarity of focus for staff, members and the public on what the Council is striving to achieve and will help ensure these are delivered as efficiently and effectively as possible. The Welsh Government is planning to repeal Part 1 of the Local Government Measure 2009 which could remove the requirement to approve these annually in future and will be consulting on future performance requirements.
- 3.4 The Corporate Plan provides further detail on the evidence on which the goals were set, how the ambition and direction will be delivered alongside details on how these will be measured and evaluated.
- 3.5 A report providing an update on progress made at the six-month stage of 2018/19 to deliver the commitments set out in the Corporate Plan was presented to Cabinet in December 2018. This also included the performance measures that are being used

to track progress and the contribution of each goal to the national well-being goals and ways of working set out within the Well-being of Future Generations Act.

- 3.6 The Corporate Plan is an ambitious programme, with many areas focused on the longer-term future of the county and which addresses many complex challenges. There will be programmed scrutiny at the end of 2018/19 on progress with the five goals. An annual report will also be presented to Council in autumn 2019 that will provide a more detailed evaluation of performance against the Corporate Plan and wider arrangements. A similar report will then be produced each year until 2022. When assessing progress we will need to take account that progress made on some activity may not be clearly demonstrable over short timescales and some activity will be in the early stage or not yet commenced.
- 3.7 The Corporate Plan also provided a context and direction for the revision of the Council's enabling strategies and plans – i.e. People, Digital and Technology, Commercial and Assets and alignment to the objectives set for Monmouthshire by the Public Service Board.

4. OPTIONS APPRAISAL

- 4.1 The option of setting separate Improvement Objectives to the Corporate Plan goals was not pursued. Having a single set of clear objectives provides clarity of focus for staff, members and the public, on what the Council is striving to achieve and will help ensure these are delivered as efficiently and effectively as possible.
- 4.2 Each of the programmes of activity in the Corporate Plan have been considered against the other choices that could have been made; the Corporate Plan contains further information on the process to develop it. Some of these commitments, such as the building of new schools, have already been approved by council as part of an agreed policy position, while others are in the early stages of development. Each new proposal brought forward to deliver against the goals will be subject to an individual decision in accordance with the council constitution.

5. EVALUATION CRITERIA

- 5.1 The Corporate Plan sets out clearly the council's purpose. It contains five specific goals that can be evaluated over time. This includes a mix of process, output and satisfaction measures; the latest progress on these measures was provided in the 2018/19 six month progress report on the Corporate Plan.
- 5.2 Further information on the activity being undertaken to deliver the Corporate Plan is contained in relevant service business plans of individual teams, and progress can be tracked at this level through regular service updates on the Council's intranet, the Hub.

6. REASONS

- 6.1 To improve the economic, social, environmental and cultural well-being of the county through delivery of the goals.
- 6.2 To comply with the Local Government (Wales) Measure 2009

7. RESOURCE IMPLICATIONS

- 7.1 This report restates the goals as already approved in the Corporate Plan. Following the approval of the Corporate Plan, a financial strategy is being developed. This will apply a strategic lens to the council's finances and across the medium term, both revenue and capital, develop further the approach around the MTFP (Medium Term Financial Plan) and budget setting process, and align to the delivery of the Corporate Plan to ensure its aspirations are sustainable.

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

- 8.1 The Corporate Plan goals include activity the council is undertaking in relation to the Future Generations Act, equalities, safeguarding, corporate parenting and social justice.
- 8.2 An Equalities and Future Generations Evaluation form was completed on the Corporate Plan when it was approved in 2018 and was available as part of the [Council](#) papers.

9. CONSULTEES:

- 9.1 A range of evidence was used to develop the Corporate Plan, this included the Monmouthshire well-being assessment, which was informed by contributions from more than 1,400 people, along with a wide range of data and evidence. Information was gathered by Councillors on the issues raised most frequently on the doorstep during the election campaign and ward surgeries, along with issues people reported through community hubs, the contact centre and the My Monmouthshire App.

10. BACKGROUND PAPERS:

Monmouthshire County Council [Corporate Plan 2017-2022](#)

11. AUTHOR:

Matthew Gatehouse, Head of Policy and Governance
Richard Jones, Performance Manager

12. CONTACT DETAILS:

E-mail: MatthewGatehouse@monmouthshire.gov.uk
Telephone: 01633 644397

Appendix 1 – Corporate Plan Goals 2017-22

Corporate Plan Goal A. Best possible start in life

- 1) the council invests in future schools
- 2) the council has a plan for raising standards in schools
- 3) the council carries out a strategic education review
- 4) the council implements a model of early intervention and prevention for children and families
- 5) the council ensures permanent accommodation and support for looked-after children

Corporate Plan Goal B. Thriving and well-connected county

- 6) the council develops and delivers a new economy and enterprise strategy
- 7) the council maximises economic potential through delivering the Cardiff capital region city deal
- 8) the council delivers better infrastructure connectivity & opportunity
- 9) the council provides more opportunities for local living, working & leisure
- 10) the council unlocks economic value of its spending power

Corporate Plan Goal C. Maximise the Potential of the natural and built environment

- 11) the council develops & delivers a sustainable plan for enhancing the local environment
- 12) the council produces 'green and clean' energy
- 13) the council keeps rural roads and areas safe
- 14) the council enhances local heritage through community ownership and development of arts and cultural services.

Corporate Plan Goal D. Lifelong well-being

- 15) the council enables connected and caring communities supporting people to live independently
- 16) the council delivers on social justice, better prosperity and reducing inequality
- 17) the council enables better local services through supporting volunteers and social action
- 18) the council boosts leisure, recreation and wellbeing

Corporate Plan Goal E. Future-focused Council

- 19) council enables and provides good sustainable local services whilst delivering an excellent customer experience across all channels
- 20) council opens up democratic engagement & collective decision-making
- 21) the council delivers a sustainable and resilient organisation and relevant, viable and valued public services
- 22) the council puts people at heart of all it does and inspires excellence in workplace and employees

SUBJECT:	Asset Management Strategy update – Commercial Investments
MEETING:	County Council
DATE:	
DIVISION/WARDS AFFECTED:	All

1. PURPOSE:

To explore the definition of commercial investments and obtain approval to supplement traditional “bricks and mortar” acquisitions with consideration of other prudent and sensible investment types.

2. RECOMMENDATIONS:

2.1 To approve a widened definition of Commercial Investment that allows Investment Committee to consider opportunities that meet return expectations not simply limited to land and building acquisitions.

2.2 So it would be appreciated if Members could consider each bullet point separately with regard to whether it wishes to extend the definition to

- Allow consideration of commercial loan facilities
- Allow consideration to use investment budget to build or renovate investment portfolio holdings
- Allows consideration of an equity or debenture interest

3. BACKGROUND:

3.1 Full Council, in agreeing the Asset Management Strategy on 10th May 2018, approved the following in respect of Commercial Investment,

- To agree to the adoption of the Asset Investment Policy and the approval of up to £50,000,000 of prudential borrowing to fund acquisitions over a three year period.
- The delegation of authority to an Investment Committee to approval Business Cases and agree to the acquisition of land and property assets in line with agreed evaluation criteria and subject to annual performance reviews.

3.2 The Investment Committee mechanism agreed by Members at full Council effectively gives Investment Committee a delegation to manage a £50m investment portfolio, appreciating that this would allow Members to pragmatically consider individual proposals involving commercially sensitive information in a time sensitive manner.

3.3 In practice the volume of suitable proposals considered by investment Committee remains fairly restricted, because realistic opportunities are limited when compared against a test of suitability and risk appetite. To date the Investment Committee has prudently only taken forward the acquisition of Castlegate Business Park, as it derived a sufficient return after repaying borrowing costs. The revenue stream involves the sublet of the building to tenant businesses, primarily Mitel.

4 KEY ISSUES

4.1 Council colleagues have remained conscious of the commercial investments aspirations within Monmouthshire, also appreciating that draft 2019-20 budget proposals include a £570k income generation motivation. As a result they have received a couple of proposals that interpretively wouldn't fit within a simple "land and property" assets definition, being more financial assets, yet would meet Council net return criteria whilst also having the advantage of facilitating business growth within the locality.

4.2 There is an incongruence to manage in trying to give Members enough in principle information on which to form an opinion whether to extend commercial investment consideration beyond simplistic land and buildings needing to be balanced against the commercial nature of such proposals and the likelihood of being outbid/upstaged if greater detail were put in a public forum at this stage.

So in summary examples of situations where a widening of commercial investment definition is requested, include,

- Short term (5-10 year window) fully repayable loan to a company providing communication infrastructure within Monmouthshire for the benefit of businesses and residents. On loan based investments, the essence of proposals effectively utilises the differential between borrowing rates available to local authorities and the repayment made by the business concerned at a demonstrable commercial rate. Councils traditionally already have the ability to stimulate economic growth under their economic development powers, however it is felt more appropriate to consider things like state aid consideration and the business case for such an investment under the Investment Committee of the Council as the investment is discretionary rather than statutory in nature. By way of explanation, **State aid** is to be avoided, and is regarded as any advantage granted by public authorities through **state** resources on a selective basis to any organisations that could potentially distort competition and trade in the European Union (EU). The charging of market loan rates (so rates available elsewhere), more easily allows any local authority to transparently demonstrate its actions neutral to issues of competition.
- Using the investment fund to build upon land either owned or acquired (through the investment fund) by Council to either achieve sufficient anticipated return in the form of capital appreciation from subsequent sale, or an improved annualised rental stream. The risk associated with progressing a significant build element, is around the ability to service the borrowing costs initially as there would be no obvious revenue until the asset is completed and utilised or sold. Longer term that wouldn't be so much of an issue, in being able to utilise other commercial investment returns, similar to how holistic treasury management works.

- Consider an equity (shareholder) or debenture (creditor) interest in a business sector start up company to promote inward sector growth, with dividends forming the return on investment.

- 4.3 At present, officers would pass up the opportunity to present such proposals for formal consideration by Investment Committee's, despite the benefits perceived to Monmouthshire residents and returns anticipated.
- 4.4 If useful background, proposals presented to Investment Committee seek to describe the opportunity being considered from the perspective of the cashflows anticipated, and net returns quantified, any qualitative benefits evaluated, reasonableness of assumptions made, any risks/volatility anticipated against those assumptions, and provides the risk mitigation action proposed should those risks crystallise. There is a skewed emphasis towards the risk mitigation aspect of any proposal, not because highly speculative opportunities are being presented to investment committee, but instead recognising that any investment has a degree of speculation and despite commercial investment being an increasingly common aspect for local authorities to address declining central government resourcing, the stewardship of public funds and security of investment remains a key consideration to any local authority decision making.
- 4.5 The scrutiny mechanism assigned to review the Commercial Investments sub committee will be the Audit Committee, it will receive an annual report concerning activity and performance.
- 4.6 In considering the legal arrangements around the powers to undertake commercial investments. Council did receive the following external legal advice to the effect that,
- *Section 120 of the Local Government Act 1972 provides powers to enable land acquisition for the purposes of investment. This includes investments outside of a local authority's area.*
 - *Section 1 of the Local Government Act 2003 provides powers for borrowing of funds to achieve investments.*

Lawyers report that "whilst traditionally both powers have been narrowly interpreted, in recent years the direction of travel has been to adopt a wider interpretation in order to encourage innovation. England benefits from a general power of competence. This power in England has resulted in a number of local authorities investing in property portfolios, generating income to supplement budgets (see Mansfield District Council, Spelthorne District Council, Sevenoaks District Council, and Southampton City Council). The Welsh Government has a stated intention to introduce such powers in Wales. This supports a contention that the general direction of travel in Wales is towards a wider interpretation of the powers available."

They conclude "The use of existing powers is however not without risk. Case law suggests that challenges are likely to come when investments perform poorly, rather than in a rising market. There is of course a risk that investments do not yield any income but require expenditure (e.g. at times of economic recession). Such circumstances may encourage courts to revert to a more traditional and narrow interpretation of local authority powers. Such economic circumstances are likely to increase levels of public scrutiny. It is extremely important that the Local Authority is able

to demonstrate that investments are prudent and reasonable, based on sound decision making and that they are well managed.

Experience of English councils would suggest there is a relatively low risk of challenge from disgruntled private sector competitors to local authority activity in this area. We are not aware of any such reports in England to date.

- 4.7 The widening definition of commercial assets can be read as consistent with that legal advice, although it appreciated that when advice was sought, it wouldn't have explicitly covered such proposals.
- 4.8 Details of investment committee activities have been shared with WAO colleagues previously, as part of periodic briefing to explain new aspects or significant new considerations. To date their approach not to provide any feedback, recognising to do so, potentially fetters their independence when it comes to their Statement of Account considerations.
- 4.9 The main change in emphasis in considering financial type assets, is that the consideration and risk mitigation would tend to be more contractually and legally secured recognising the Council would not have a tangible asset that it can influence or realise as with traditional bricks and mortar investment.

In a traditional bricks and mortar consideration for instance, the risks associated with rent loss (void levels) being different than assumed, can reasonably be mitigated through the sale, remodelling or reletting of the asset as the Council has bought a tangible asset.

Interestingly despite this, financial investments can actually provide less risk in reality than property investment, as the Council avoids the liabilities commonly associated with asset ownership, and is more removed from the nuances/volatility of the property market. It can also be the case that returns on investments can be realised more quickly in the form of short to medium term loan repayments, and at a higher return rate than that commonly available with property which tends to be a more long term consideration, and that longer term nature with respect to property ownership increases the probability of subsequent market reality being different than initial business plan assumptions.

- 4.10 No consideration of investment would be complete without reflection upon Brexit and its effect on commercial investment proposals. It is very difficult to get any professional immutable view on the consequences to Brexit or the effect on particular businesses, and whether it's a sensible time or otherwise to undertake particular commercial investments. However members can draw some comfort that there is some similarity in the disciplines attached to commercial investment consideration and our more commonplace cashflow and treasury considerations, in that both ought to consider security, liquidity and yield of prospective investment.

Similarly if helpful, the Council's treasury advisors, in providing advice on our lending and borrowing portfolio in the current uncertain climate, is that it remains sensible to seek diversity and derive a blended portfolio of fixed and variable interest rates, using both short term and longer term instruments, to mitigate market conditions and avoid putting too great

an emphasis on any one product/sector. The discipline regarding commercial investments needs to be similar to Treasury investment considerations, in that any evaluation needs to have regard for the “SLY” principles in prioritising consideration of Security, Liquidity and Yield. So this advice would seem sensible to also consider in relation to commercial investments, in that it is more prudent to derive a mixture of investment opportunities rather than being solely reliant on acquisitions of office or retail land and buildings appreciating other assets likely to derive shorter term higher rate returns, or that flexibility to allow for build/betterment works has the potential to generate greater capital appreciation or more sustainable revenue rentals.

- 4.11 The differing nature of these investment proposals would still necessitate the same robust business case as traditional prebuilt bricks and mortar acquisitions to satisfy the existing rate of return tests i.e. minimum 2% above borrowing costs and 7% target rate of return per annum. The immutable consideration being a demonstrable surplus after financing and any operating costs.

5. REASONS

- 5.1 This report seeks to obtain the full Council's view whether it would be sensible to extend the definition of investment into non tangible assets as indicated, in order to diversify the commercial investments portfolio and be able to consider other opportunities that meet financial benefits tests.

6. RESOURCE IMPLICATIONS:

- 6.1 The effect of a widened consideration would increase the number of proposals available for consideration by Investment committee.
- 6.2 Such decisions still needing to meet the existing tests of consideration and afforded within the existing £50m approval by full Council.

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

- 7.1 There are no identified negative impacts arising, a widened volume of proposal opportunities may allow net revenue returns to further support Council's core activities appreciating that 2019-20 draft budget proposals recognises a need to derive £400k net income from its commercial investment returns.
- 7.2 This report is not anticipated to have any direct safeguarding or corporate parenting implications.

8. CONSULTEES:

SLT
Cabinet
Head of Legal Services

Chief Officer for Resources

9. BACKGROUND PAPERS:

None

9. AUTHOR: Mark Howcroft Assistant Head of Finance

10. CONTACT DETAILS:

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E-mail: markhowcroft@monmouthshire.gov.uk

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SUBJECT: Capital Programme Considerations 2018-19
Capitalisation of revenue expenditure and addition of schemes

MEETING: County Council

DATE: 21st February 2019

DIVISION/WARDS AFFECTED: All

1. PURPOSE:

- 1.1 To explain to full Council the resourcing priorities associated with recent extra Welsh Government capital resourcing provided during 2018-19.
- 1.2 The Council's Constitution regards that any addition to the capital programme is a consideration of Full Council.

2. RECOMMENDATIONS:

- 2.1 To approve a capitalisation of revenue expenditure totalling £444k as described in month 7 financial monitoring shared with Cabinet and 4 Select Committees and included below in resourcing section.
- 2.2 To endorse additional capital spending in relation to Highways maintenance (£150k) and classroom creation (£30k)
- 2.3 To endorse the balance of extra funding (£716k), be utilised to provide further capitalisation opportunities to assist with a beneficial outturn position and allow extra capacity to replenish reserve levels.

3 KEY ISSUES

- 3.1 The Council has recently received confirmation that it will receive from Welsh Government an extra £1.34 million to be utilised within 2018-19.

An extra £50m capital for local authorities' general capital fund – this is the first instalment of a £100m increase over three years to the general capital fund.”

- 3.2 The revenue forecast explained that the outturn prediction included an assumption to utilise £444k of this extra funding, pending full Council's agreement, to capitalise expenditure that would meet the definitions of capital expenditure e.g.
- Either , that creates a tangible fixed asset
 - Significantly extends the useful life of an asset,
 - Significantly increases its value,
 - Or significantly enhances its use.
- 3.3 Originally the month 7 monitoring position provided to Cabinet and Select Committees, presumed the balance of available funding be used to assist in mitigating the potential overspend on Future schools tranche A programme. However the council gets more benefit in funding such via borrowing over the economic useful life of those assets and instead advantaging the year end outturn to allow greater opportunity to replenish reserves

So after allowing for additional highway maintenance spend (£150k) and extra classroom provision (£30k), the remainder of the extra capacity (£716k) is proposed to be utilised as follows,

Further £80k capitalisation of passenger transport major vehicle revenue repairs
Further £250k capitalisation of Highways revenue works that meet capital definitions
£200k capitalisation in respect of restatement of gulley and culvert revenue works
£186k capitalisation of revenue asset costs e.g. material property maintenance

4 REASONS

- 4.1 This report seeks to obtain the full Council's endorsement of the financing assumption made in recent monitoring reports shared with Members.

5. RESOURCE IMPLICATIONS:

- 5.1 Month 7 monitoring report predicted £316k surplus outturn, based upon an assumed £444k capitalisation of precommitted revenue expenditure. In not utilising this capacity in this fashion would alter the outturn prediction to £128k deficit.
- 5.2 The presumption also identified additional works not currently incurred that require approval to add to capital programme. This included extra highway maintenance works (£150k) and provision of an additional classroom at Y Fenni primary school (£30k) to address demand for places.

5.3 This report also revises the use for the residual unallocated amount as evidenced in para 3.3 above, to provide the following collective combined use,

Service Area	Nature	Amount
		£'000
Enterprise - Passenger transport	Major vehicle repairs capitalisation	230
Enterprise - Garage	Major vehicle repairs capitalisation	44
	Caldicot Depot refurbishment capitalisation	50
Enterprise – Highways & Grounds	Additional maintenance works	150
	Capitalising highway maintenance works	250
	Capitalising restatement of gulleys and culverts	200
Social Care – Adult	SWIFT system invest to save reserve repayment capitalised	40
Resources – Estates	Innovation House 2 nd flr refit capitalisation	20
	Solar farm expenditure capitalisation	15
Children & young people – Gilwern School	Reception improvements capitalisation	32
Children & young people – Y Fenni School	Additional classroom	30
Children & young people – King Henry VIII school	IT replacement capitalisation	30
Children & young people – schools general	IT replacement capitalisation	63
Resources –Property Maintenance	Capitalisation of material asset maintenance (tbc)	186
Total		1,340

5.4 Outside of the normal periodic financial monitoring schedule, Finance staff will be undertaking month 10 monitoring forecast for Senior Leadership Team to provide an update on likely outturn activity, and check whether presumption to use extra resourcing remains valid and on track.

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

6.1 This report is not anticipated to have any direct safeguarding, equalities, future generations or corporate parenting implications.

7. CONSULTEES:

SLT
Cabinet
Head of Legal Services
Chief Officer for Resources

8. BACKGROUND PAPERS:

None

9. AUTHOR: Mark Howcroft Assistant Head of Finance

10. CONTACT DETAILS:

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SUBJECT: PUBLICATION OF PAY POLICY STATEMENT AS REQUIRED BY THE LOCALISM ACT

MEETING: Council

DATE: 21 February 2019

1. PURPOSE:

To approve the publication of Monmouthshire County Council's Pay Policy, in compliance with the Localism Act.

2. RECOMMENDATIONS:

1. That Council approves the Pay Policy for the year 1st April 2018 to 31st March 2019.
2. That Council approves to pay the nationally negotiated and agreed pay award of the Joint National Council (JNC) for Local Authority Chief Executive Officers. Chief Executive Officer terms and conditions of employment and pay are prescribed by the JNC for Local Authority Chief Executive Officers. The individual basic salaries of all officers within the scope of the JNC for Chief Executives of Local Authorities increased by 2% with effect from 1 April 2018 and 2% with effect from 1 April 2019. This pay agreement covers the period 1 April 2018 to 31 March 2020.
3. That Council approves to pay the nationally negotiated and agreed pay award for those employees who come under the Joint National Council (JNC) for Chief Officers. Chief Officers' terms and conditions of employment and pay are prescribed by the JNC for Local Authority Chief Officers. The individual basic salaries of all officers within the scope of JNC for Chief Officers of Local Authorities increased by 2% with effect from 1 April 2018 and 2% with effect from 1 April 2019. The pay agreement covers the period 1 April 2018 to 31 March 2020. The Council employs Chief Officers under JNC terms and conditions, which are incorporated into contracts of employment. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with contractual requirements.

3. KEY ISSUES:

Monmouthshire County Council recognises the need to have a clear written policy on pay and reward for employees, and that having a policy provides a framework to ensure that employees are rewarded fairly, objectively and without discrimination.

The policy is underpinned by the Single Status Agreement signed as a collective agreement with the Trades Unions on 2nd December 2010 and other nationally agreed terms and conditions for employees of the Council.

Guidance from the Welsh Government has been issued which details the type of information that 'must' be included and suggested information that 'should' be included. This policy has been drafted to include both forms of information.

The policy will not directly impact on staff across the Council as it includes the existing and agreed (single status) arrangements for pay and reward of employees in a single policy. The Trades Unions have been consulted on the proposed policy and understand the need for such arrangements to be in place.

This is the eighth publication of the policy.

Should the Council at any time decide that it does not wish to implement the nationally negotiated JNC and NJC (National Joint Council) pay increases, the Pay Policy Statement would need to be amended again to reflect the decisions, which are taken by Council.

2. OPTIONS APPRAISAL

There is a statutory requirement to produce and publish an annual pay policy statement.

3. EVALUATION CRITERIA

An evaluation assessment is provided at the end of this document.

4. REASONS:

The Council has a statutory requirement under s.38 of the Localism Act 2011 to prepare a pay policy statement on an annual basis. The statement needs to be in place by 31st March each year. The proposed Pay Policy will ensure compliance with this legislation.

5. RESOURCE IMPLICATIONS:

The Council's budget includes the cost of its employees while the pay details for Chief Officer posts is published on an annual basis as part of the Statement of Accounts.

Those officers employed under Chief Officer's terms and conditions of employment receive national pay awards, irrespective of any pay awards to the Chief Executive Officer. The pay awards for the CEO and Chief Officers saw a 2% increase with effect from 1 April 2018 and 1 April 2019.

The pay award for local government employees saw a 2% increase effective 1 April 2018 and 1 April 2019.

The National Joint Council Pay Deal of December 2017 provided for implementation of the pay award in two phases, in April 2018 and April 2019. The 2018 phase involved only percentage increases to each of the 28 SCPs within the current NJC grading pay structure and was implemented by the Council with effect from 1 April 2018. The second phase of

the pay deal involves not only a percentage increase for all pay points it also introduces a new pay spine.

Monmouthshire County Council introduced the Real Living Wage in April 2014 in line with the rate set by the Living Wage Foundation. The implementation of the new pay spine (with effect from 1 April 2019) will introduce a minimum spinal column point of £9.00 per hour. This is in line with the rate set by the Living Wage Foundation.

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

The Wellbeing and Future Generations and Equality Impact Assessment is attached.

7. CONSULTEES:

Chief Executive Officer
Head of Finance/Section 151 Officer
Monitoring Officer
UNISON
GMB

8. BACKGROUND PAPERS:

None

9. AUTHOR:

Sally Thomas - HR Manager

CONTACT DETAILS:

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E-mail: sallythomas@monmouthshire.gov.uk

Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

Title of Report:	Pay Policy
Date decision was made:	February 2019
Report Author:	Sally Thomas

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

All employees of the County Council will be paid in accordance with the information set out in the annual Pay Policy Statement

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

All employees of the County Council will be paid in accordance with the information set out in the Pay Policy Statement

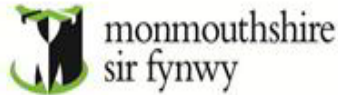
What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?

Council budget accounts for pay awards to staff as part of budget monitoring and forecasting procedures.

Any other comments

Statutory requirement to produce and publish an annual Pay Policy Statement

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MONMOUTHSHIRE COUNTY COUNCIL PAY POLICY 2018/19

1. INTRODUCTION

The purpose of a Pay Policy Statement is to increase accountability in relation to payments made to senior employees in the public sector by enabling public scrutiny.

Monmouthshire County Council recognises that in the context of managing scarce public resources remuneration at all levels needs to be adequate to secure and retain high quality employees dedicated to the service of the public, but at the same time needs to avoid being unnecessarily generous or excessive.

The publication of a Pay Policy supports Monmouthshire County Council's values of openness and fairness. This policy aims to ensure that all staff are rewarded fairly and without discrimination for the work that they do. It will reflect fairness and equality of opportunity, the need to encourage and enable staff to perform to the best of their ability and the desire to operate a transparent pay and grading structure.

Monmouthshire County Council recognises that pay is not the only means of rewarding and supporting staff and offers a wider range of benefits, e.g. flexible working, access to learning and a wide range of family friendly policies and procedures.

It is important that local authorities are able to determine their own pay structures in order to address local priorities and to compete in the local labour market.

In particular, it is recognised that senior management roles in local government are complex and diverse functions in a highly politicised environment where often national and local pressures conflict.

Monmouthshire County Council's ability to continue to attract and retain high calibre leaders capable of delivering this complex agenda, particularly during these times of financial challenge is crucial.

2. LEGISLATION

Under Section 112 of the Local Government Act 1972, the Council has the 'power to appoint officers on such reasonable terms and conditions as the authority thinks fit'. This Pay Policy statement sets out the Council's approach to pay policy in accordance with the requirements of section 38 of the Localism Act 2011.

The Localism Act requires local authorities to develop and make public their pay policy on all aspects of Chief Officers remuneration (including when they cease to hold office), and that of the 'lowest paid' in the local authority. It also explains the relationship between

the remuneration for Chief Officer and other groups of staff. The Act and supporting guidance provides details of matters that must be included in this statutory pay policy, but also emphasises that each local authority has the autonomy to take its own decisions on pay.

The Pay Policy must be approved formally by Council by the end of March each year, but can be amended in year, and must be published on the Monmouthshire County Council's website and must be complied with when setting the terms and conditions for Chief Officers and employees.

In determining the pay and remuneration of all its employees, Monmouthshire County Council will comply with all relevant legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, Agency Workers Regulations 2010 and where relevant the Transfer of Undertakings (Protection of Earnings) Regulations (TUPE). With regard to the Equal Pay requirements contained within the Equality Act, the Council ensures that all arrangements can be objectively justified through the use of job evaluation techniques.

In its application, this policy seeks to ensure that there is no discrimination against employees either directly or indirectly on grounds prohibited by the Equality Act 2010 which covers age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. This policy is inclusive of partners of the opposite or same sex.

3. SCOPE AND DEFINITIONS

This Pay Policy includes-

- The level of remuneration for Chief Officers
- The remuneration of the lowest paid employees
- The relationship between the remuneration of Chief Officers and other officers
- Other specific aspects of Chief Officers' remuneration, fees and charges, and other discretionary payments.

The Localism Act 2011 defines '**Chief Officers**' as being -

The Head of Paid Service. This is the Chief Executive Officer.

Statutory Chief Officers. In Monmouthshire County Council these are the-

- Chief Officer, Children and Young People
- Chief Officer, Social Care and Health
- Head of Finance (incorporating statutory Section 151 Officer role)
- Head of Law & Monitoring Officer

Non-statutory Chief Officers – These are non-statutory posts that report directly to the Head of Paid Service. In Monmouthshire County Council these are the-

- Chief Officer, Enterprise
- Chief Officer, Resources

Deputy Chief Officers – These are officers that report directly to statutory or non-statutory Chief Officers.

In Monmouthshire County Council, posts on Chief Officers' terms and conditions are -

- Head of Achievement & Resources
- Head of Achievement & Extended Services
- Head of Tourism, Leisure & Culture
- Head of Planning, Housing & Place Shaping
- Head of Enterprise & Community Delivery
- Head of Commercial & Integrated Landlord Services
- Head of Policy & Governance
- Head of People & Information Governance
- Head of Public Protection
- Head of Integrated Services
- Head of Children's Services
- Head of Business Transformation
- Head of Waste & Street Services

Senior Leadership Team.

In Monmouthshire County Council, our Senior Leadership Team consists of:

Chief Executive Officer

Chief Officer, Children & Young People

Chief Officer, Enterprise

Chief Officer, Resources

Chief Officer, Social Care & Health

Head of Law & Monitoring Officer

Gender make-up: 4 male; 2 female

The Localism Act 2011 requires the Council to define its 'lowest paid employee' within our pay policy statement. Within Monmouthshire County Council our lowest paid employees are those paid in accordance with the Living Wage.

The Localism Act 2011 defines remuneration as 'salary, bonuses, charges, fees or allowances payable, any benefits in kind, increase or enhancement of pension entitlement. This definition is adopted for the term "pay" used in this policy.

4. PAY INFORMATION – PAY RANGES for NJC (National Joint Council) 'GREEN BOOK' STAFF

All National Joint Council (NJC) 'Green Book' positions within Monmouthshire County Council have been subject to a job evaluation (JE) process using the Greater London Provincial Council (GLPC) scheme back dated to 1 April 2009 following the signing of a collective agreement with UNISON and GMB on 2 December, 2010.

Monmouthshire County Council has linked the scores from the job evaluation results directly to the NJC pay structure and we have expanded the range from Spinal Column Point (SCP) 49 up to SCP 57.

Monmouthshire County Council's grading structure has 13 grades with 5 increments in each grade that span across SCP's 6 - 57 with associated salaries from £16,394 (SCP 6) to £52,665 (SCP 57). More information about the GLPC and the grades can be found in the Council's Single Status Collective Agreement.

When negotiating the Single Status Collective Agreement it was agreed that within Monmouthshire County Council we would not use the lowest point of SCP4 and so we have deleted that from our pay range. This has had a positive impact on the lowest paid staff of the Council.

Monmouthshire County Council introduced the real Living Wage in April 2014. The Living Wage payment is higher than the National Living Wage (£8.21 April 2019), and is set independently by the Living Wage Foundation and is calculated according to the basic cost of living in the UK. Employers choose to pay on a voluntary basis. Monmouthshire County Council isn't accredited for the Living Wage, and it is optional for Monmouthshire to apply any Living Wage pay increases when they arise. The implementation of the new pay spine (with effect from 1 April 2019) will introduce a minimum spinal column point of £9.00 per hour. This is in line with the rate set by the Living Wage Foundation.

On 9 January 2019, Monmouthshire County Council Cabinet approved the new pay spine (which will be effective 1 April 2019)

The National Joint Council Pay Deal of December 2017 provided for implementation of the pay award in two phases, in April 2018 and April 2019. The 2018 phase involved only percentage increases to each of the 28 SCPs within the current NJC grading pay structure and was implemented by the Council with effect from 1 April 2018. The second phase of the pay deal involves not only a percentage increase for all pay points it also introduces a new pay spine. The new pay spine applicable 1 April 2019 will be based on:

A bottom hourly rate of £9.00 meant to reduce the supplements we currently pay for the Living Wage.

A reduction of the number of pay points from 49 to 43, (although MCC has an extended pay spine currently to SCP 57)

Roughly equal steps between pay points in relation to hourly rates

As a result of the above, a merger of current pay points at the bottom end of the scale e.g. current points 6 and 7, 8 and 9, 10 and 11, 12 and 13, 14 and 15, and 16 and 17 up to the top of the current Band C.

As a consequence of the equal steps, inclusion of 5 new pay points between the current points 20 and 21, 22 and 23, 24 and 25, 25 and 26, 27 and 28. In effect introducing a 'new' pay band overall. Whilst the headline statement was a two year pay deal based on an uplift of 2% in 2018 and 2019 the reality is somewhat different and is a consequence of the new pay spine. The percentage increases from April 2018 to April 2019 range

between the minimum of 2% to a maximum of around 7 % for spinal column points 1 to 29. All SCP's above SCP 29 will have an increase of 2%.

5. PAY INFORMATION – CHIEF EXECUTIVE OFFICER ON CHIEF EXECUTIVE TERMS AND CONDITIONS

The salary for the Chief Executive Officer is a local grade established following an analysis of the degree of responsibility in the role and market rates at the time the post was last advertised (2009) and approved by Council. The salary for the Chief Executive Officer is £114,455 (as at 1 April 2018). The individual basic salaries of all officers within the scope of the JNC for Chief Executives of Local Authorities increased by 2% with effect from 1 April 2018 and 2% with effect from 1 April 2019. This pay agreement covers the period 1 April 2018 to 31 March 2020.

There are no additional bonus, performance, honoraria or ex gratia payments. The salary is subject to nationally agreed pay rises for JNC for local authority Chief Executive Officers.

In Monmouthshire County Council, the role of the Electoral Registration Officer and Returning Officer is held by the Chief Executive Officer. The fee for parliamentary, European Union, Welsh Government, Police and Crime Commissioner Elections and all referenda are set by legislation. Local Authorities have the discretion to set the fee for local elections. In the Council, the fee for local elections is set in line with the fee agreed for the Welsh Government elections.

6. PAY INFORMATION – CHIEF OFFICERS & HEADS OF SERVICE ON CHIEF OFFICER TERMS AND CONDITIONS

Monmouthshire County Council employs Chief Officers under Joint National Council (JNC) for chief officers' terms and conditions, which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of same is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises, and this Council will therefore pay these as and when determined in accordance with contractual requirements. The individual basic salaries of all officers within the scope of JNC for Chief Officers of Local Authorities increased by 2% with effect from 1 April 2018 and 2% with effect from 1 April 2019. The pay agreement covers the period 1 April 2018 to 31 March 2020. With effect 1 April 2018, all salaries within this range are as follows:

POST	RANGE	SALARY
Chief Executive Officer	N/A	£114,455
Deputy Chief Officer,	Band A+ Points 1-3	£87,559 £88,726 £89,893

Chief Officer, Children & Young People (CYP) Chief Officer, Enterprise (3 year fixed term post) Chief Officer, Resources Chief Officer, Social Care & Health (SCH)	Band A: Points 1 – 4	£80,554 £81,721 £82,888 £84,056
Head of Law & Monitoring Officer Head of Finance/Section 151 Head of Operations Head of Integrated Services Head of Children’s Services Head of People & Information Governance	Band B: Points 1 – 4	£70,047 £71,214 £72,381 £73,549
Head of Public Protection Head of Achievement and Resources Head of Achievement & Extended Services Head of Tourism, Leisure & Culture Head of Enterprise & Community Delivery Head of Planning, Housing & Place Shaping Head of Policy & Governance Head of Commercial & Integrated Landlord Services Head of Business Transformation Head of Waste & Street Services	Band C: Points 1 – 4	£60,123 £62,458 £64,793 £67,128

There are no other additional elements of remuneration in respect of overtime, flexi-time, bank holiday working, stand-by payments etc., paid to these senior staff, as they are expected to undertake duties outside their contractual hours and working patterns without additional payments. There is no performance related pay and no bonuses. As an equal opportunity employer all posts are advertised.

Posts at Chief Officer and Heads of Service level are employed on JNC Chief Officer terms and conditions. Chief Officers and Heads of Service whose grades offer incremental progression must achieve at least a ‘satisfactory’ judgement in their annual appraisal process to advance to the next incremental point within grade.

Monmouthshire County Council publishes pay details for Chief Officers on the website. The information can be found in the 'Statement of Accounts.'

Monmouthshire County Council is the 'host' local authority for the employment of the **Cardiff Capital Region City Deal – Programme Director**. This appointment is on a 3 year fixed term basis (with effect from 1 August 2018) on a salary of £111,447 per annum, on JNC chief officer terms and conditions of employment. This temporary post is being hosted by Monmouthshire County Council on behalf of the City Deal Partnership and is wholly funded by the City Deal Partnership. Under the Local Authorities (Standing Orders) (Wales) Regulations 2006, as amended in 2014, this post has been reported and approved by Council and has been the subject of a referral to the Independent Remuneration Panel.

7. PAY INFORMATION – STAFF ON 'GREEN BOOK' TERMS AND CONDITIONS REFERRED TO AS "OPERATIONAL MANAGERS"

Operational Managers are those who fall within the definition of Deputy Chief Officer but who are paid on NJC (National Joint Council) terms and conditions rather than Chief Officers' terms and conditions. Their salaries span from Grades I – M, with the lowest being SCP 37 (£33,136) and the highest being SCP 57 (£52,665).

8. PAY INFORMATION – STAFF OTHER THAN 'GREEN BOOK' AND CHIEF OFFICERS

Monmouthshire County Council also has staff on other national terms and conditions, i.e. JNC Soul bury and Teacher terms and conditions. Pay for these is based on the relevant nationally agreed rates of pay.

National Pay Grades – Soul bury Committee. The Soul bury Committee has its own pay scales and includes the following groups of staff:

- Educational Inspectors and Advisers
- Educational Psychologists
- Youth & Community Service Officers

In addition to the annual pay increase, the Soul bury Committee determines the national salary framework. The Council will pay future pay rises as and when determined in accordance with contractual requirements

Teachers' Pay Policy – the Teachers pay Policy provides a framework for making decisions on Teachers' pay. It has been developed to comply with the requirements of the School Teachers' Pay and Conditions Document (STPCD) and has been the subject of consultation with teaching trade unions. A Policy is provided to all schools each year with a recommendation from the Council that the Governing Body adopt it.

9. INCREMENTAL PROGRESSION

For staff employed under NJC (National Joint Council) terms and conditions of employment, the 'Green Book', incremental progression is automatic. Increments are normally awarded on 1 April each year. Where Chief Officers and Heads of Service have incremental pay grades, progression is normally on 1 April each year.

10. SALARY ON APPOINTMENT

Posts are advertised on the agreed grade/range for that particular post. Information regarding the minimum and maximum pay is provided in the advert. In practice most appointments are made at the bottom of the range. However, there is discretion to appoint at a higher point on the range. This would normally only apply if there is a need to match a candidate's current level of pay.

11. PAY REVIEW – ALL STAFF

All pay is reviewed in line with the national pay awards negotiated for the cost of living increases when these occur.

12. MARKET SUPPLEMENTS

It is recognised that there will be exceptional occasions where the market rate for certain key jobs is higher than that provided for by the new pay and grading structure. In these circumstances, the grading of the post will be reviewed in accordance with the Market Forces Policy.

13. ADDITIONAL PAYMENTS – NJC (National Joint Council) 'GREEN BOOK' STAFF

Additional payments are made to this staff group as detailed in Monmouthshire County Council's single status agreement. The types of additional payments made include-

- Weekend Working payments are made for Saturday (time and a quarter) and Sunday (time and a half).
- Bank Holiday – Paid at double time or plain time plus a day off in lieu.
- Night Workers – Employees who work night shifts between the hours of 10.00 pm and 6.00 am are paid time and a third.
- Overtime can be paid for employees who are requested to work in excess of 37 hours and who are paid on NJC Bands A to E.

Examples of other payments that could be made are first aid allowance, and relocation payments. MCC does not reimburse the payment of professional registration or subscription fees, for any employee/group of staff.

14. ADDITIONAL PAYMENTS – CHIEF OFFICERS & HEADS OF SERVICE

- Business mileage incurred by the employee is refunded at the HMRC rate.
- Relocation – Monmouthshire County Council may provide financial assistance to new recruits as part of the employment package under the terms of our Relocation Scheme.
- Returning Officer Fees – the appointment of Electoral Registration Officer is required by S8 of the Representation of the People Act 1983 and the appointment of Returning officer by S35 of the Representation of the People Act 1983.
- In Monmouthshire County Council, the role of the Electoral Registration Officer and Returning Officer is held by the Chief Executive Officer. The fee for parliamentary, European Union, Welsh Government, Police and Crime Commissioner Elections and all referenda are set by legislation. Local Authorities have the discretion to set the fee for local elections. In the Council the fee for local elections is set in line with the fee agreed for the Welsh Government elections.
- Honorarium is paid to officers when carrying out duties in another local authority.

15. HONORARIA AND ACTING UP SCHEME

Monmouthshire County Council has a scheme for an additional payment to be made where an employee acts up into a post at a higher level of pay or where they undertake additional duties at a higher level of responsibility. This scheme is applicable for all employees.

16. MULTIPLIERS

The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton ‘Review of Fair Pay in the Public Sector’ (2010).

The Hutton report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government’s Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Local Authority’s workforce.

The multiples of pay for Monmouthshire County Council are as follows-

- Multiple between lowest paid FTE employee and CEO is 7:1 (same as previous year)
- Multiple between lowest paid FTE employee and average chief officer is 4:1 (same as previous year)

- Multiple between the median FTE employee and CEO is 5:1 (same as previous year)
- Multiple between the median FTE employee and the average chief officer is 3:1 (same as previous year)

17. PAYMENTS/CHARGES AND CONTRIBUTIONS

All Monmouthshire County Council employees (except teachers) are entitled to join the local government pension scheme (LGPS) which is offered by the Local Government Employers. If staff are eligible they will automatically become a member of the scheme under the auto enrolment provisions (to join they must have a contract for at least 3 months duration and be under the age of 75).

Employees can decide to opt out of the scheme within one month of auto enrolment. The benefits and contributions payable under the pension fund are set out in the LGPS regulations.

All employees who are members of the Local Government Pension Scheme make individual contributions to the scheme in accordance with the following table:

Annual Pensionable pay	% Contribution
Up to £14,100	5.5
£14,101- £22,000	5.8
£22,001- £35,700	6.5
£35,701- £45,200	6.8
£45,201- £63,100	8.5
£63,101- £89,400	9.9
£89,401- £105,200	10.5
£105,201- £157,800	11.4
Above £157,801+	12.5

(The contribution bands with effect from 1 April 2018. Final confirmation of % contribution rates for 2019-20 not yet released).

18. DISCRETIONARY PAYMENTS

The policy for the award of any discretionary payments is the same for all staff regardless of their pay level. The following arrangement applies for redundancy payments under regulation 5 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006.

- Payment of an overall lump sum of 1.7 times the statutory redundancy payment multiplier based on actual weeks' pay up to a limit of Spinal Column Point 49. This is payable to employees made redundant with 2 or more years local government

service regardless of their age, subject to them being eligible to join the pension scheme.

- Monmouthshire County Council introduced the real Living Wage in April 2014. Monmouthshire County Council isn't accredited for the Living Wage, and it is optional for it to apply any Living Wage pay increases when they arise. The implementation of the new pay spine (effective 1 April 2019) will introduce a minimum spinal column point of £9.00 per hour. This is in line with the rate set by the Living Wage Foundation.

19. DECISION MAKING

In accordance with the Constitution of the Council the Executive is responsible for the decision making in terms of pay, terms and conditions and severance arrangements in relation to employees of Monmouthshire County Council, except for the appointment of the Chief Executive Officer and the statutory chief officers which is a function of Council. Details of severance packages are reported and approved by the Chief Executive Officer and the relevant Chief Officer and Cabinet Member and have robust business cases justifying departure & representing value for money.

20. REVIEW OF THE POLICY

This Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed over the next year to ensure it meets the principles of fairness, equality, accountability and value for money for the citizens of Monmouthshire. The Policy will be reviewed annually and reported to Council in line with the requirement of the Localism Act 2011. In December 2016, the Public Services Staff Commission in Wales published observations and advice to Welsh Government in respect of the 'Transparency of Senior Pay in the Devolved Public Sector'. When reviewing the Pay Policy for 2019, much of the guidance is reflected in this policy.

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