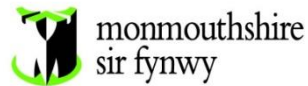


Public Document Pack



Neuadd y Sir
Y Rhadyr
Brynbuga
NP15 1GA

Dydd Mercher, 24 Chwefror 2021

Hysbysiad o gyfarfod

Pwyllgor Craffu Cymunedau Cryf

Dydd Iau, 4ydd Mawrth, 2021 at 10.00 am,
Remote Meeting

Nodwch y cynhelir rhag-gyfarfod 30 munud cyn dechrau'r cyfarfod ar gyfer aelodau'r pwyllgor

AGENDA

Rhif yr Eitem	Eitem	Tudalennau
RHAN A: MATERION CRAFFU A THROSEDD AC ANHREFN		
Dim materion l'w trafod.		
RHAN B – PWLLGOR DETHOL CYMUNEDAU CRYF		
1.	Ymddiheuriadau am absenoldeb	
2.	Datganiadau o Fuddiant	
3.	Fforwm Agored Cyhoeddus.	
4.	Craffu ar Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol 2019-20.	1 - 36
5.	Y wybodaeth ddiweddaraf am faterion y mae'r Adran Cynnal a Chadw Priffyrdd wedi'u hwynebu yn ystod pandemig Covid-19, a'r cyfeiriad o ran symud ymlaen ar gyfer y gwasanaeth hwn (adroddiad i ddilyn).	
6.	Cadarnhau cofnodion y cyfarfod blaenorol	37 - 44
7.	Blaenraglen Waith y Pwyllgor Dethol Cymunedau Cryf.	45 - 46
8.	Blaenraglen Waith y Cabinet a'r Cyngor.	47 - 56
9.	Cadarnhau dyddiad ac amser y cyfarfod nesaf.	

Paul Matthews

Prif Weithredwr

MONMOUTHSHIRE COUNTY COUNCIL
CYNGOR SIR FYNWY

MAE CYFANSODDIAD Y PWYLLGOR FEL A GANLYN:

Y Cynghorwyr Sirol:

L.Dymock
D. Batrouni
P. Clarke
A. Easson
L. Guppy
V. Smith
J.Treharne
A. Webb

Gwybodaeth I'r Cyhoedd

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

Cymunedau Cynaliadwy a Chryf

Canlyniadau y gweithiwn i'w cyflawni

Neb yn cael ei adael ar ôl

- Gall pobl hŷn fyw bywyd da
- Pobl â mynediad i dai addas a fforddiadwy
- Pobl â mynediad a symudedd da

Pobl yn hyderus, galluog ac yn cymryd rhan

- Camddefnyddio alcohol a chyffuriau ddim yn effeithio ar fywydau pobl
- Teuluoedd yn cael eu cefnogi
- Pobl yn teimlo'n ddiogel

Ein sir yn ffynnu

- Busnes a menter
- Pobl â mynediad i ddysgu ymarferol a hyblyg
- Pobl yn diogelu ac yn cyfoethogi'r amgylchedd

Ein blaenoriaethau

- Ysgolion
- Diogelu pobl agored i niwed
- Cefnogi busnes a chreu swyddi
- Cynnal gwasanaethau sy'n hygyrch yn lleol

Ein gwerthoedd

- **Bod yn agored:** anelwn fod yn agored ac onest i ddatblygu perthnasoedd ymddiriedus
- **Tegwch:** anelwn ddarparu dewis teg, cyfleoedd a phrofiadau a dod yn sefydliad a adeiladwyd ar barch un at y llall.
- **Hyblygrwydd:** anelwn fod yn hyblyg yn ein syniadau a'n gweithredoedd i ddod yn sefydliad effeithlon ac effeithiol.
- **Gwaith tîm:** anelwn gydweithio i rannu ein llwyddiannau a'n methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd i gyflawni ein nodau.

Canllawiau Pwyllgorau Craffu Sir Fynwy

Rôl y Rhag-gyfarfod

1. Pam mae'r Pwyllgor yn craffu ar hyn? (cefndir, materion allweddol)
2. Beth yw rôl y Pwyllgor a pha ganlyniad y mae Aelodau am eu cyflawni?
3. A oes digon o wybodaeth i gyflawni hyn? Os na, pwy allai ddarparu hyn?
 - Cytuno ar y drefn holi a pha Aelodau fydd yn arwain
 - Cytuno ar gwestiynau i swyddogion a chwestiynau i'r Aelod Cabinet

Cwestiynau ar gyfer y Cyfarfod

Craffu ar Berfformiad

1. Sut mae perfformiad yn cymharu â blynyddoedd blaenorol? A yw'n well neu'n waeth? Pam?
2. Sut mae perfformiad yn cymharu â pherfformiad cynghorau eraill/darparwyr gwasanaethau eraill? A yw'n well neu'n waeth? Pam?
3. Sut mae perfformiad yn cymharu â thargedau penodol? A yw'n well neu'n waeth? Pam?
4. Sut y pennwyd targedau perfformiad? Ydyn nhw'n ddigon heriol/realistig?
5. Sut mae defnyddwyr gwasanaeth/y cyhoedd/partneriaid yn gweld perfformiad y gwasanaeth?
6. A fu unrhyw archwiliadau ac arolygiadau diweddar? Beth oedd y canfyddiadau?
7. Sut mae'r gwasanaeth yn cyfrannu at gyflawni amcanion corfforaethol?
8. A yw'r gwelliant/dirywiad o ran perfformiad yn gysylltiedig â chynnydd/gostyngiad mewn adnoddau? Pa gapasiti sydd i wella?

Craffu ar Bolisiau

1. Ar bwy mae'r polisi'n effeithio ~ yn uniongyrchol ac yn anuniongyrchol? Pwy fydd yn elwa fwyaf/lleiaf?
2. Beth yw barn defnyddwyr gwasanaeth/rhanddeiliaid? A ydynt yn credu y bydd yn cyflawni'r canlyniad a ddymunir?
3. Beth yw barn y gymuned gyfan - safbwynt y 'trethdalwr'?
4. Pa ddulliau a ddefnyddiwyd i ymgynghori â rhanddeiliaid? A wnaeth y broses alluogi pawb sydd â buddiant i ddweud eu dweud?
5. Pa arferion a dewisiadau a ystyriwyd wrth ddatblygu/adolygu'r polisi hwn? Pa dystiolaeth sydd ar gael i lywio'r hyn sy'n gweithio?
6. A yw'r polisi hwn yn cyd-fynd â'n hamcanion corfforaethol, fel y'u diffinnir yn ein cynllun corfforaethol?
7. A ystyriwyd yr holl oblygiadau datblygu cynaliadwy, cydraddoldeb a diogelu perthnasol? Er enghraifft, beth yw'r *gweithdrefnau y mae angen eu rhoi ar waith i amddiffyn plant*?
8. Faint fydd y gost hon i'w gweithredu a pha ffynhonnell ariannu sydd wedi'i nodi?
9. Sut bydd perfformiad y polisi'n cael ei fesur a'r effaith yn cael ei gwerthuso.

Cwestiynau i'r Pwyllgor, i orffen ...

A oes gennym y wybodaeth angenrheidiol i ffurfio casgliadau/gwneud argymhellion i'r weithrediaeth, y Cyngor, partneriaid eraill? Os nac oes, a oes angen i ni:

- (i) Ymchwilio i'r mater yn fanylach?
- (ii) Cael rhagor o wybodaeth oddi wrth dystion eraill – Aelod Gweithredol, arbenigwr annibynnol, aelodau o'r gymuned leol, defnyddwyr gwasanaethau, cyrff rheoleiddio ...
- (iii) Cytuno ar gamau pellach i'w cymryd o fewn amserlen/adroddiad monitro yn y dyfodol...

SUBJECT: MCC Strategic Equality Plan Annual Monitoring Report 2019 - 2020

MEETING: Strong Communities Select

DATE: 4th March 2021

1. PURPOSE:

- 1.1 The Equality Act 2010 was introduced in April 2011 and within its specific duties is the requirement to publish an annual report on the Council's performance against its commitments made in its Strategic Equality Plan. The Strategic Equality Plan in question SEP (2) was superseded by the council's third Strategic Equality Plan SEP(3) on the 30th April 2020. This particular report looks at the performance of the final year of SEP (2).

2. RECOMMENDATIONS:

- 2.1 That members scrutinise the final Strategic Equality Plan Annual Monitoring Report for SEP (2) which covers the period 2019– 2020.

3. KEY ISSUES:

- 3.1 Members need to be aware that due to the fact that this report is looking at the progress made in the final year of four of the SEP (2) that many of the actions in the action plan have already been completed and thus there is little to report from that standpoint. That said there are many examples of good innovative practice in relation to projects, events, etc that demonstrate that officers are aware of their responsibilities to the Equality Act 2010 and to the residents of Monmouthshire that have protected characteristics.
- 3.2 As the 3rd Strategic Equality Plan 2020 – 2024 has already been in operation for almost a year it may be timely for elected members to be reminded of some of the key areas that the new SEP committed to address and the progress made on the accompanying actions. I have attached the update as

an appendix to this covering report . A full report in the form of the first annual monitoring report on SEP 3 will be presented to Strong Communities Select later in the year.

4. REASONS:

- 4.1 To ensure compliance with the Equality Act 2010 and that the residents of Monmouthshire with protected characteristics are protected from discrimination and their needs are fully considered in the services that we as a council provide.

5. RESOURCE IMPLICATIONS:

- 5.1 There are no resource implications within the SEP.

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

- 6.1 By its very nature, the Equality Objectives and the accompanying action plan and the Strategic Equality Plan within which they sit will have positive implications for all the protected characteristics.

7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS

There are no implications within this plan.

8. CONSULTEES:

Strong Communities Select Committee, Access 4 All Forum, Twitter, Facebook, MCC website.

9. BACKGROUND PAPERS:

MCC Strategic Equality Plan (2) 2019 - 2020.

10. AUTHOR:

Alan Burkitt, Policy Officer Equalities and Welsh Language.

11. CONTACT DETAILS:

Tel: 01633 644010

E-mail: alanburkitt@monmouthshire.gov.uk

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Monmouthshire Strategic Equality Plan 3 - 2020 – 2024.

Progress report

Monmouthshire County Council has produced its third Strategic Equality Plan. This gained agreement by Council on the 5th March 2020. This particular document gives some examples of the desired outcomes, the actions and the progress made so far.

Objective 1: Give children the best possible start in life overcoming barriers to attainment and opportunity

Outcome: Children & young people have sufficient opportunity to participate in play and physical activity

Action: Carry out an annual Play sufficiency assessment. (PSA)

Progress: The previous PSA Action Plan gained approval in May 2019 and progress has been good (a full report is now available). A new plan is in place for 2021/22 with the next full 3-year review scheduled for 2022. A new target has been identified which relates to increasing the number of fixed play opportunities for wheelchair users.

Outcome: Children with disabilities are able to access sporting activities.

Action: Put an action plan in place to achieve the Disability Sports Gold Award.

Progress: Mon Life's Health, Communities & Inclusion Development Officer is establishing the starting point for the pathway to Gold through reflections and review of feedback from Silver accreditation and developing a consultation process and Monmouthshire's Vision for Gold. Four sector partners identified as being key areas for progress are, Education, Health, Social Services and Mon Life's wider service area.

Objective 2: Overcome inequalities in access to economic prosperity

Outcome: People have the opportunity to raise their household income.

Action: Work as part of the Cardiff Capital Region to attract high skill, high wage jobs.

Progress: There are regular monthly update meetings held with the Director of the Cardiff Capital Region. These meetings attended by our Leader, Chief Executive, Chief Officers for Resource and Enterprise and Head of Enterprise and Community Animation discuss further opportunities for inward investment and job growth in the County

Outcome: Households are able to maximise their incomes and minimise their outgoings.

Action: Continue to develop a tackling poverty plan for the county aligned to the aspirations of the Social Justice Strategy.

Progress: The Tackling Poverty and Inequality Action Plan is to be presented to Cabinet for approval on 3rd March 2021 as part of the third revision of the Social Justice Strategy

Objective 3: Create cohesive communities

Outcome: Better data is available about hate-based bullying.

Action: Improve recording of incidents of hate-based bullying and piloting appropriate interventions.

Progress: The Bullying Inclusion Task + Finish Group is looking to introduce the Welsh Government recording process across the county. The aim is to ensure a level of consistency in the data collected and once the system is finalised it will be disseminated to all schools.

Outcome: A reduction in the effects of loneliness and isolation

Action: To deliver the outcomes under the Connected Monmouthshire Plan.

Progress: Engagement with Town and Community Councils were key in understanding local approaches to supporting those affected by this agenda – what exists and where does it take place, who attends and conversely, what does not exist, why not and who needs it. Engagement with our older population has been straightforward and pre- Covid, there were many opportunities for this particular cohort to stay engaged and take part in community activities of interest to them. Similarly, engagement with our younger people has taken place via our Monmouthshire Youth Forum and other youth groups. This has been an easy process to undertake.

It has been widely acknowledged that we need to better understand those that sit in the middle of these two cohorts; our working-age population. Steps have been taken to try and understand the ‘measures of loneliness,’ and a survey was developed with two themes on loneliness and isolation (L & I):

1. L & I within the work environment,
2. L & I within the community where individuals live

The demographics have been analysed in order to measure whether there is any correlation between the two.

Council employees were utilised as the ‘pilot’ for the survey and there was approval given by all relevant Trade Unions for this approach. There have been several attempts made to push the survey out across all teams and departments,

recognising that not all staff have access to digital communications. The current situation is that the survey is still open, and all colleagues are welcome to participate, anonymously, to help inform possible actions the council may need to implement.

Outcome: (2) Improve the support for workforce mental health

Action: Improve the support for workforce mental health.

Progress: There is a range of support that is accessible to all colleagues e.g. – counselling/ the GO TO group/ informal peer- to - peer conversation / coaching/ mentoring/ counselling/ Occupational Health.

Objective 4: To provide services that are accessible to our public and support our workforce.

Outcome: A fully accessible website providing information about council services.

Action: Refresh the council's website to ensure it meets the latest web content accessibility guidelines.

Progress: The council website has been subject to the WCAG 2.1 website accessibility project. The results show a remarkable increase in its accessibility rating according to the scoring criteria. Funding to enable this excellent project to continue for 2021 – 2022 is available.

Outcome: Improved services for dealing with mental health in Monmouthshire

Action: Improve the support for workforce mental health

Progress: There is a range of support that is accessible to all colleagues e.g.– counselling/ the GO TO group/informal peer to peer conversation/ coaching/mentoring/counselling/Occupational Health.

Objective 5: Create a diverse and inclusive workforce.

Outcome: Those working in key sectors such as home care are less likely to experience in-work poverty.

Action: Continue to pay the living wage to all council employees.

Progress: MCC's Pay Policy for 2021/22 states MCC's commitment to the Living Wage. This will be going to Council for ratification on the 11th of March 2021.

Outcome: More people with disabilities are applying to work for the county council.

Action: Deliver the action plan to attain Disability Confident Committed status

Progress: After discussions with colleagues from DWP, we are confident that we have achieved Level 1 Committed and can begin work towards progressing to Level 2 Employer status. DWP have agreed to act as a critical friend in this process and to assist us in attaining level 2.

Outcome: People are able to access more services fully using the Welsh language.

Action: Proactively target new job opportunities at Welsh speakers.

Progress: There has been a recent review taken of the council recruitment process and the ability to speak Welsh is now included in the standard person specification section thus enabling those skills to be counted towards the scoring process for the shortlisting stage. Welsh language training will also be available for staff who are lacking confidence or need to enhance existing skills in order to increase the number of Welsh speakers that can provide a service to Welsh speaking members of the public.

The Equality and Welsh Language Officer is currently in the process of discussing with managers of front line services about arranging a pilot for 10 members of staff to take part in a fast track Welsh Language course thus further adding to the existing members of staff who speak Welsh.

Objective 6: Reduce the Gender pay gap in Monmouthshire County Council

Outcome: Understand Gender pay differences in our organisation.

Action: Gather and analyse gender data.

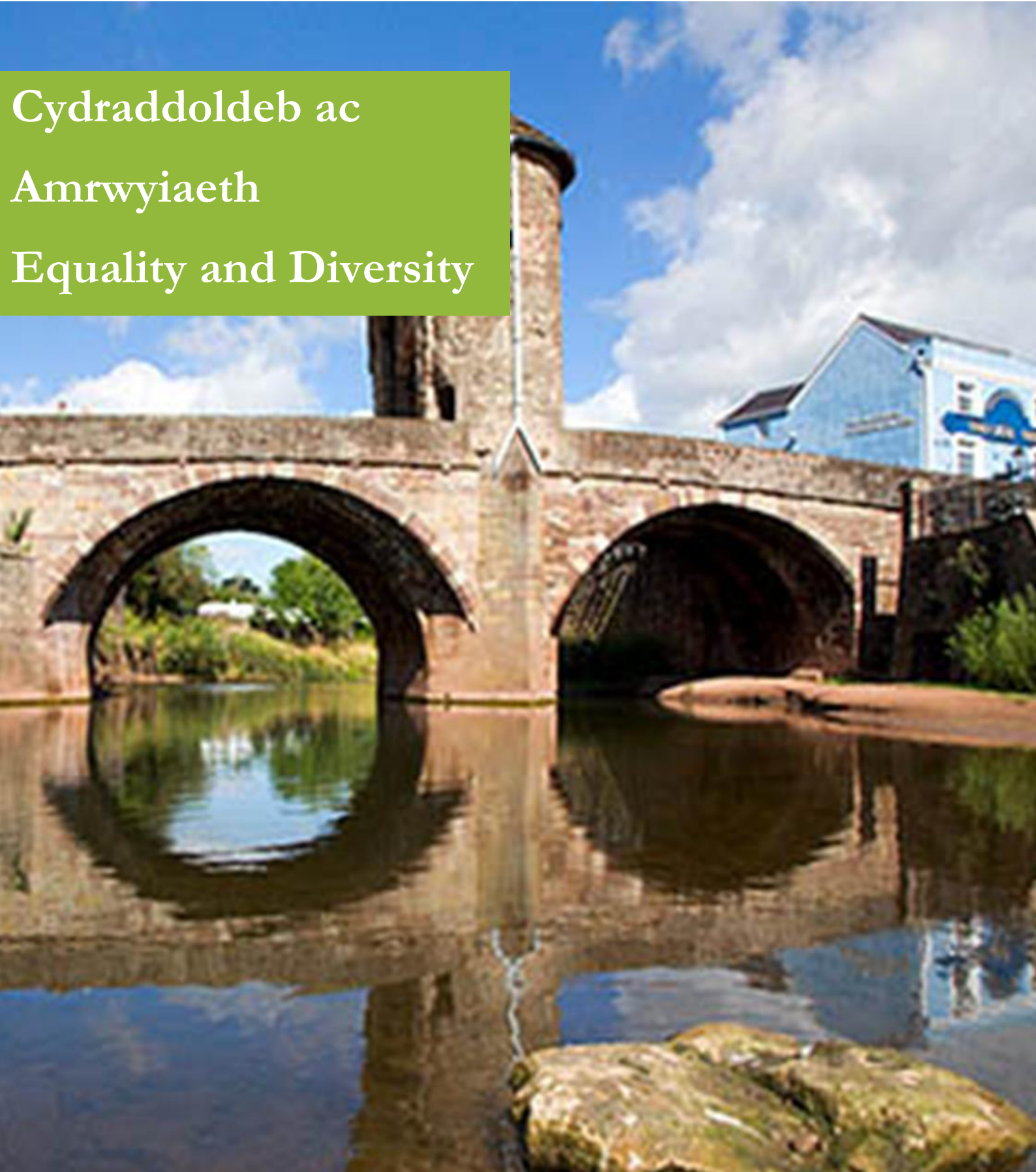
Progress: A statutory requirement of the Equality Act 2010 is to report annually on the Gender Pay Gap.

Outcome: Equal pay for work of equal value.

Action: Revise the People Strategy ensuring that data on the gender pay gap is utilised to inform the strategy.

Progress: The Single Status Agreement and Job Evaluation process ensures equal pay for equal value work. When the People Strategy is due for review, our gender pay gap data will be utilised to inform this.

Cydraddoldeb ac
Amrwyiaeth
Equality and Diversity



Strategic Equality Plan
Annual Report
2019 – 2020



monmouthshire
sir fynwy

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Version Control

Title	Monmouthshire County Council Strategic Equality Plan 2 fourth Annual Monitoring Report 2019 – 2020
Purpose	Legal document required under the Equality Act 2010
Owner	Equality and Welsh Language Policy Officer
Approved by	Strategic Equality Plan 2 originally approved by Council
Date	18/12/2020
Version Number	1.0
Status	Approved or unapproved
Review Frequency	Annual
Next review date	18/12/2021
Consultation	Access For All Forum, 50 + Forum, Strong Communities Select, Monmouthshire Inclusion Groups x 2, Management Teams, Internal (The Hub), external (Council website and social media).

Alternative Formats

This document is available on the Council's website at

<https://www.monmouthshire.gov.uk/equality-and-diversity>

If you require a hard copy of this document or a copy in a different format, e.g. large print, Braille, audio version, word format for screen readers etc. please contact:

Policy Officer Equality and Welsh Language
Monmouthshire County Council
County Hall
Y Rhadyr
Usk
NP15 1XJ

Phone: 01633 644010

Email: alanburkitt@monmouthshire.gov.uk

Foreword

Monmouthshire County Council is committed to building sustainable and resilient communities. The actions we take as a council help shape the place where we live and work. Monmouthshire is often perceived to be affluent but that often masks significant variations in peoples experiences. We believe in social justice and are committed to a fair and equal society. Our Strategic Equality Plan describes the activities we will deliver to make this a reality. This progress report covers the objectives within the plan approved by Council back in 2016. Its publication is a legal requirement under the Public Sector Equality Duty but more importantly, we do this because we are committed to being accountable for our actions.

Public services are facing challenging times, we can only help people and communities achieve their potential if we work with everyone, drawing on the diversity of expertise, experience and energy that Monmouthshire is blessed with. It is vital that we ensure our policy decisions, service provision and behaviours fully take into account the impact they make on people or groups of people with protected characteristics.

I hope you can see from our examples of good practice in this report that the council continues to work exceptionally hard to deliver for its citizens who come under the umbrella of the protected characteristics. Alongside this we have begun to model the potential cumulative impacts of changes on groups and have enhanced our integrated impact assessment tool to take account of the new socio-economic duty.

I encourage you to take a look at this plan and see for yourself some of the things we have been doing.



Councillor Sara Jones
Cabinet Member for Social Justice and Community Development

Introduction

This annual monitoring report covers progress during the year ending March 2020. The objectives which it covers have since been superceeded by our third strategic equality plan but it remains important that we report back on progress made so that we can be held accountable for delivering our aims and to use the evaluation to help us target future improvements.

You can access the latest Strategic Equality Plan at <https://www.monmouthshire.gov.uk/equality-and-diversity/>

Links to strategies

The Council's Strategic Equality Plan 2016 – 2020 was approved by Council on the 3rd March 2016. It is important to note that it is not a standalone plan and has close links to a number of other key council, partnership and national strategies, plans and policies. Some of these are specifically focussed on equality and others have included equality as one of the key themes. Examples being:

- Social Justice Strategy 2017 - 2022
- Welsh Language (Wales) Measure 2011
- “Strategaeth Mwy na geiriau”/”More than words strategy” 2011 and 2016
- Monmouthshire Local Development Plan 2011-21
- Strategy for Older People Wales Phase 3
- Monmouthshire County Council Well-being Plan 2018
- Well Being of Future Generations Act 1st April 2016
- Social Care and Well-being (Wales) Act 2014

The Equality Act 2010 not only requires the Council to comply with its general and specific duties highlighted below, but also provides an opportunity for it to demonstrate its commitment to the principles of equality which have been a feature of its functions prior to the implementation of the Act.

Our Social Justice Strategy

The Council's Social Justice Strategy demonstrates our commitment to address inequalities and improve outcomes for the county's people and communities. It has been driven by the council's desire to tackle the inequality highlighted in the well-being and population needs assessments carried out by local authorities and health boards following the passing of The Social Services and Well-being (Wales) Act 2014.

The strategy has three objectives:

- Give Children the Best Start In Life, Overcoming Barriers To Attainment and Opportunity.
- Overcome Inequalities in Access to Economic Prosperity
- Tackle The Scourge of Loneliness and Isolation

The strategic equality plan dovetails with this strategy, providing greater detail on some of the activities we will deliver to address inequality in the county

The General Duty of the Equality Act 2010

In exercising its functions the Council must have due regard to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
2. advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
3. foster good relations between people who share a protected characteristic and those who do not;

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Specific Duties in Wales

The broad purpose of the specific duties is to help public bodies, such as this Council, in their performance of the general duty, and to aid transparency. In Wales the specific duties are set by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

The following are the specific duties:

- Setting equality objectives and publishing strategic equality plans
- Engagement
- Assessment of impact
- Equality information
- Employment information, pay differences and staff training
- Procurement
- Reporting and publishing

Monmouthshire's strategic equality objectives 2016-20

The objectives that were in place during the period to 2016 to 2020 were:

1. **Making a difference** – Working in partnership on projects that have a positive impact on people or groups of people with protected characteristics.
2. **Keeping our focus** – Despite challenging times we have to keep our focus on the more vulnerable people we provide services to.
3. **Celebrating and Commemorating**– it is important that we celebrate/recognise key equality events/campaigns that raise public awareness and show our respect as an organisation.
4. **Educating and guiding** – working closely with both staff and Elected Members offering training, advice and guidance to enable them to make informed decisions.
5. **Doing the basics** – we must do what were are required to do under the Equality Act 2010

Strategic Equality Objectives: Progress 2019-20

This section describes some of the specific things we have done which are aligned with the objectives set in the Strategic Equality Plan 2016-20. This was the final year of the plan and many of these actions were introduced following the publication of the original document. The annual monitoring reports for previous years can be accessed on the council's website for an overview of activity in previous years.

Making a difference

Working in partnership on projects that have a positive impact on people or groups of people with protected characteristics.

A Post Office was opened in the Usk Hub in May 2019. This is the first time ever that a post office has been operated by a local authority with the aim of retaining a key service. Post Offices have a high user base amongst older people while retention of local services is also very important for those with a disability.

MonLife, the Council's leisure service, was awarded the Disability Sport Wales insport Development Silver Accreditation by an independent panel. The insport Development programme aims to support and deliver inclusivity for disabled people through a toolkit developed by Disability Sport Wales. It supports the inclusive thinking, planning, development and delivery of a range of services. MonLife Active staff can now deliver across the spectrum to disabled and non-disabled people at whatever level they wish to participate or compete.

By achieving this standard, opportunities are widened, participation will increase, disabled people become more active and engaged and we have a nation who are hooked on sport for life. This will deliver a cultural change in attitude, approach and provision of physical activity and wider opportunities for disabled people.

The Council were accepted for the Disability Confident Committed pledge in 2019. This is a commitment made by the Council to promote opportunities for people with disabilities to apply for roles within the Council and to actively support existing staff who are disabled or have acquired a disability.

A guaranteed interview scheme for Armed Service Leavers, spouses, and reservists was introduced in 2019. This was to ensure that those disadvantaged by their time in service, or due to mobility issues are not disadvantaged when seeking meaningful employment. Policies and the ability to capture relevant data are currently being developed internally and monitoring will take place annually in order to ensure the scheme fulfils its purpose and is working effectively.

Monmouthshire Museums organised intergenerational memory cafes

A Menopause Café was organised in June 2019 at Usk Community Hall and the council signed up to the Menopause Café <https://www.menopausecafe.net/>

The Council reaffirmed its commitment to working with its armed forces community with a Covenant re-signing ceremony, together with our five Town Councils (Abergavenny, Monmouth, Usk, Caldicot and Chepstow) who signed the Covenant for the first time. We believe this makes Monmouthshire the only local authority in the UK to have the principal authority and all town councils signing the covenant in unison.

The Reading Well for Mental Health scheme was launched in Wales in June 2019 (to join Reading Well for Dementia which started the year before). The books are available from all of our Community Hubs.

Protected Characteristics

Age	x	Religion or belief	
Disability	x	Sex	x
Gender reassignment	x	Sexual orientation	
Marriage or civil partnership		Welsh Language	
Pregnancy or maternity		Poverty	
Race			

Keeping our Focus

Despite challenging times we have to keep our focus on the more vulnerable people we provide services to

We were very aware that older people and those with disabilities were likely to be disproportionately affected by the the COVID-19 pandemic. The COVID-19 Volunteer Action Group Virtual Network was established with 60 volunteer groups and colleagues across many service areas focussed on residents need; an estimated 700 volunteers supported their local groups. At our peak 76 committed colleagues from 15 different teams and three external organisations were supporting the community response.

Our Community Cohesion Team worked closely with the Test Trace Protect Service to raise awareness amongst the BAME community which early research indicated was likely to be disproportionately affected by coronavirus.

We are preparing for any future challenges COVID-19 may pose and working on new projects with partners such as a Digital Skills Development and a Telephone Befriending based shopping service.

Protected Characteristics

Age	x	Religion or belief	x
Disability	x	Sex	
Gender reassignment		Sexual orientation	
Marriage or civil partnership		Welsh Language	
Pregnancy or maternity	x	Poverty	
Race	x		

Celebrating and Commemorating

It is important that we celebrate/recognise key equality events/campaigns that raise public awareness and show our respect as an organisation.

The Youth Service's Pride event took place in July at Caldicot Castle. The event was a hive of activity with live music and special guests including Lisa Power Co-founder of Stonewall and Emile Harris, Britain's Got Talent semi-finalist. The free event was part of the two day Monmouthshire Diversity Festival with a Family Fun Day taking place on the Sunday as part of the Diversity Weekend.

We held a Holocaust Memorial event at Chepstow Community Hub in January to remember the millions killed in the Holocaust, under Nazi persecution and in subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur. Chepstow School pupils talked about their visit to the Sachsenhausen concentration camp in Berlin and, from the Holocaust Memorial Day web site, we showed a film clip about the Nazi persecution of disabled people. To mark the 75th anniversary of the liberation of the Auschwitz-Birkenau concentration camp, there was a reading from "The Boy Who Followed His Father into Auschwitz" by Jeremy Dronfield. A short presentation from iNEED, the local refugee support charity, brought the event up-to-date.

VAWDASV (Violence against women domestic abuse and sexual violence) organised an event Caldicot Castle 25th Nov 2019.

Our library service purchased books to celebrate LGBT, the collection has a mixture of adult and young adult fiction titles.

Protected Characteristics

Age	x	Religion or belief	x
Disability	x	Sex	x
Gender reassignment	x	Sexual orientation	x
Marriage or civil partnership	x	Welsh Language	
Pregnancy or maternity	x	Poverty	
Race	x		

Educating and Guiding

Working closely with both staff and Elected Members offering training, advice and guidance to enable them to make informed decisions

We regularly review and improve the Equality Impact Assessment process in conjunction with the requirements of the Well-being of Future Generations (Wales) Act 2015 and consider poverty issues in advance of the adoption of the Socio – economic Duty.

We undertake a cumulative impact assessment as part of the annual budget setting process. This looks at proposals which considered in isolation may have limited impact on groups, but when the impacts are aggregated, the potential impact could be more significant and result in disproportionate impacts on groups with protected characteristics.

The Social Justice Group established two task and finish groups to examine areas where members were lacking the appropriate level of information to inform policy choices. The Bullying Inclusion and Disability Inclusion Groups will report analyses and conclusions to the group. The remit of the two groups were agreed as a result of evidence arising out of the EHRC “Is Wales Fairer Report 2018” and the Well Being Assessment

The 'Equality Street' project, which originally started as an LGBTQ+ group, has since evolved into supporting a wide range of young people and provides a safe environment for people to relax, be themselves and help their peers and the wider community. The project has successfully helped its members develop communication skills and gain confidence, resulting in the group working to produce Gwent's first young person's Pride event – which was attended by more than 750 people. The project received a national award at the Youth Work Excellence Awards held in North in June 2019.

As part of Hate Crime Awareness Week – an educational puppet show was commissioned and took place in six Monmouthshire primary schools

Hate Crime Awareness training sessions were run for staff as part of the Talent Lab programme of staff development

Protected Characteristics

Age	x	Religion or belief	x
Disability	x	Sex	x
Gender reassignment	x	Sexual orientation	x
Marriage or civil partnership		Welsh Language	
Pregnancy or maternity	x	Poverty	x
Race	x		

Doing the Basics

We must do what we are required to do under the Equality Act 2010

The recruitment and selection policy was reviewed and amended from an equality perspective and specifically to recognise the Disability Confident pledge and the Armed Forces Covenant

Produce an Annual Monitoring Report for the Welsh Language Standards

A new Community Cohesion Officer was appointed

A range of drop in sessions and open evenings were arranged for European Nationals affected by the European Settlement Status. The sessions provided an opportunity to gain an understanding of the Settlement Scheme, how to apply and how it could affect individuals, families and businesses.

Protected Characteristics

Age	x	Religion or belief	x
Disability	x	Sex	x
Gender reassignment	x	Sexual orientation	x
Marriage or civil partnership	x	Welsh Language	x
Pregnancy or maternity	x	Poverty	x
Race	x		

Discharging the Specific Duties

The broad purpose of the specific duties is to help public bodies, such as this Council, in their performance of the general duty, and to aid transparency. In Wales the specific duties are set by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. This section describes how we have discharged these duties.

Setting equality objectives and publishing strategic equality plans

The strategic Equality Plan is part of the Council's Policy Framework within the constitution and must be approved by full council. The Strong Communities Select (Scrutiny) Committee annually reviews the annual monitoring report. A Social Justice Advisory Group has also been established, chaired by the Cabinet member, this group gives direction to the agenda and ensures that the council is progressing in its agreed aims.

Engagement

A detailed overview of the engagement undertaken, and how this was targeted to maximise update of groups with protected characteristics, is contained as appendix 2 of this report. Specific groups that we engage with include:

Access For All Forum, Action 50+ Abergavenny, Monmouth Visually Impaired Group.

The Access For All Forum restarted on the 23rd November 2018. The group has acted as a valued critical friend to the council and allowed disabled groups and individuals to discuss issues that affect them and ask questions of the council. More recently there have been issues in getting the public to engage and there are ongoing discussions on how to re-vitalise this important engagement forum.

The 50+ Forum has been rejuvenated and affords the members the opportunity to be a 'voice' for older people in Monmouthshire through consultations, questionnaires, surveys, dissemination of information, interaction between service users and service supplier, relating to the development and delivery of service.

Assessment of impact

Since the Equality Act introduced the requirement for organisations to conduct impact assessments of its decisions the council has repeatedly updated its guidance, templates and challenge processes to ensure that assessments are robust, up to date with any developments and user friendly. The current version includes the following legislative requirements to become a unified assessment document:

- Equality Act 2010 and the consideration of the needs of those with Protected characteristics,
- Well Being of Future Generations Act April 2016,
- Welsh Language (Wales) Measure 2011
- Corporate Parenting
- Safeguarding
- Poverty (updated to reflect Socio-Economic Duty during 2020-21)

To ensure that the EQIA's are sufficiently robust to allow elected members to make properly informed decisions a sub group consisting of the Equality and Welsh Language Officer, the Sustainability Policy Officer and the Performance Manager are consultees on all reports sent to Cabinet or Council. They review and advise on the quality and robustness of all EQIA's accompanying reports requiring a decision. The group meet monthly to conduct further quality assurance and learn lessons

This small group plays a key role in scrutinising the proposals for savings in the annual budget setting process advising senior officers and managers on the quality of their reports, EQIA assessments and also the potential negative cumulative impact brought about by increases in fees and charges upon those least able to pay. This important piece of work has been introduced in anticipation of the forthcoming arrival of the Socio-economic Duty.

Equality information

For the Council the collection of relevant equality information is essential when it comes to knowing our service users, their needs and shaping the services that we need to provide. It is widely recognised that there remain significant challenges when it comes to collecting accurate information in relation to equality and diversity, particularly for some of the more "sensitive" of the protected characteristics such as sexual orientation and gender reassignment. We have developed a database on our intranet site to improve the availability of information on groups with the protected characteristics to improve the quality of our integrated impact assessments. The Council has remained firm in its support of the principles of the Equality Act 2010.

Employment information, pay differences and staff training

We have an on-line data collection system which provides all the information the council needs to understand the makeup of its staff in respect of the protected characteristics. Information on new starters is automatically entered on the system. The system itself is sufficiently robust; however the historic records are missing some key information where staff have not completed monitoring forms fully resulting in an incomplete understanding of the number of staff who have protected characteristics. All of the information that we are required to publish can be found on the council's website in the Equality and Diversity section at <https://www.monmouthshire.gov.uk/equality-and-diversity/>

Discipline and Grievance information 1 April 2019 – 31 March 2020:-	
Number of employees who raised grievances	18
Number of employees had grievances raised against them	9
Number of employees subject to discipline procedures	42

Appendix 1 at the end of this document is the Council's Gender Pay Report for 2019 – 2020.

The Council's staff induction programme has a specific section which deals with the Equality Act 2010, equalities in general and the Welsh Language Standards. During the Covid-19 pandemic, face-to-face training was replaced by on line training.

Procurement

The Council's Procurement process uses the documentation of the Welsh Purchasing Consortium which has been developed to be fully compliant with the Equality Act 2010. Also Cabinet approved the sign up to the Code of Practice Ethical Employment in Supply Chains

Reporting and publishing

This report is being published as per the requirements of the Equality Act 2010 and will be available in alternative formats upon request from the 18th December 2020.

Strategic Equality Plan 2020 - 2024.

April 2020 saw the council's third Strategic Equality Plan (SEP) adopted. It will run to the 31st March 2024 and aims to build on the good work carried out since the first SEP which was adopted in 2012. The latest plan has a set of strategic objectives which are designed to address issues that are recognised as having an adverse impact on people in Monmouthshire with protected characteristics.

This third version has taken in to account the very rigorous evidence base provided in the form of the Well being Assessment, Population Needs Assessment and the EHRC's "Is Wales Fairer 2018" report. This plan is far more focussed on addressing issues that have been identified as existing in Monmouthshire and involve a considerable element of partnership working to achieve those outcomes.

- **Objective 1:** Give children the best possible start in life overcoming barriers to attainment and opportunity
- **Objective 2:** Overcome inequalities in access to economic prosperity
- **Objective 3:** Create cohesive communities
- **Objective 4:** To provide services that are accessible to our public and support our workforce.
- **Objective 5:** Create a diverse and inclusive workforce
- **Objective 6:** Reduce the gender pay gap

Covid 19

The Coronavirus pandemic which began taking a hold in early to mid March 2020 has posed an unprecedented challenge to well-being and people's way of life. Some planned activity has needed to be paused as staff have been redeployed and spending targeted towards the council's coronavirus response.

Our purpose has evolved to reflect the new challenges, strategic aims have been developed to address the new challenge, and the organisation has been tasked with delivering these. It was vital that every person or family in crisis were aware that they could access support. This included providing hub schools for the children of key workers during lockdown, phoning all 3000 of the shielded households in the county, paying millions of pounds in grants to support local jobs businesses and co-ordinating community volunteering. Hundreds of members of staff were re-deployed so that the council could continue to safely deliver core services like waste collection and home care. If any good has come out of this pandemic it may be that it has magnified the vulnerability of people in times of crisis and has hopefully made the council and society more aware of their needs and the difficulties that are faced when times are hard.

GENDER PAY GAP REPORT 2020

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Introduction

The Gender Pay Gap Information Regulations require all employers with 250 or more employees to report their Gender Pay Gap annually, publishing on a national Government website as well as the organisations website. The Gender Pay Gap Information Regulations apply to employers in the public and private sector.

In addition to these new regulations, employers in the public sector are subject to a specific public sector equality duty in respect of their functions - The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The regulations apply to all employers with 250 or more employees on the "snapshot" date. The "snapshot" date for the public sector is 31 March each year. Therefore, the Council is required to publish its gender pay gap for each year on the Monmouthshire County Council website and on the Government website (GOV.UK), no later than 31 March of the following year. Therefore, for the "snapshot" date of 31 March 2020, the findings must be published no later than 31 March 2021. The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency. The Office for National Statistics (ONS) reported: The gender pay gap among all employees was 15.5% in 2020, down from 17.4% in 2019. Among fulltime employees the gender pay gap in April 2020 was 7.4% down from 9.0% in April 2019.

The gender pay gap is an analysis of gender distribution across the workforce. We must see our Gender Pay Gap Report as one important strand of our wider diversity & inclusion agenda. We believe that gender identity is broader than just 'men and women' and although the regulations require us to report in this way at Monmouthshire County Council we recognise and welcome colleagues of all gender identities.

Monmouthshire County Council is committed to the principle of equal pay for all employees by ensuring that it meets the requirements of the Equality Act. To achieve this the Council introduced Single Status and uses the Greater London Provincial Council (GLPC) job evaluation scheme to assess the value of all National Joint Council (NJC) jobs across the organisation, which provides evidence in support of the banding of each job within our grading structure. Salaries are paid according to band and incremental annual progression within the band occurs irrespective of an employee's gender.

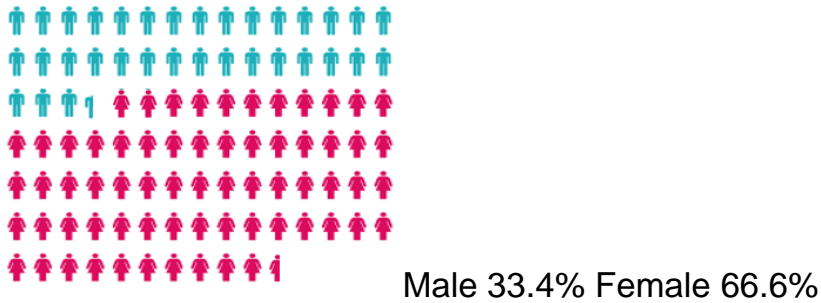
What do we have to report?

The regulations require employers to publish the following information:

- The mean gender pay gap;
- The median gender pay gap;
- The mean bonus pay gap;
- The median bonus pay gap;
- The relative proportions of male and female employees in each quartile pay band.

Workforce Profile

As of the 'snapshot date' of 31 March 2020 the Councils workforce profile for the purposes of this report was as follows:



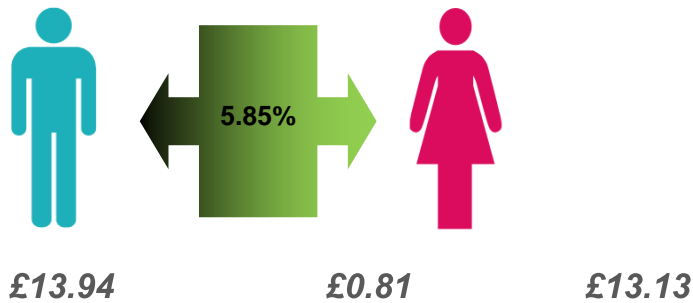
The Full Time and Part Time gender ratios were:

Part Time 5.48:1

Full Time 1:1.34

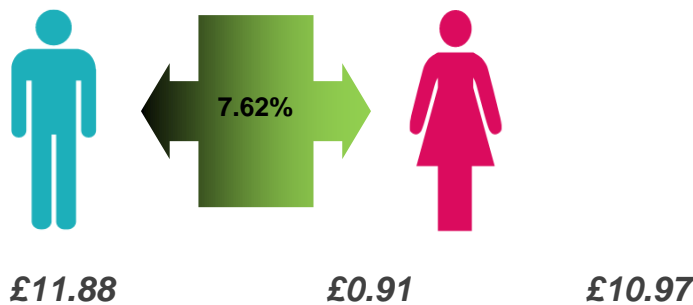


Mean Gender Pay Gap



The mean gender pay gap is the difference between the average hourly earnings of men and women. National figure 7.4% (ONS)

Median Gender Pay Gap



The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women.



Bonus Pay

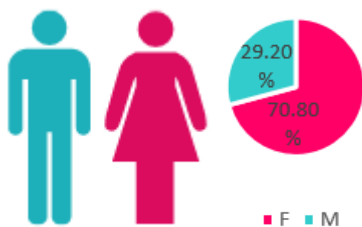
Monmouthshire County Council has not operated any bonus schemes since 2009 - upon the introduction of Single Status.

Bonus Pay Gap 0%

Quartile Pay Bands

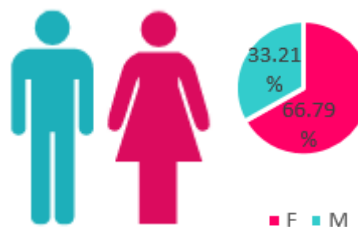
Lower Pay Quartile

£7,524.23 - £20,343.99



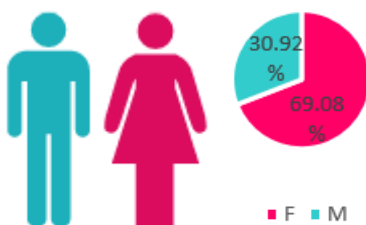
Lower Middle Pay Quartile

£20,343.99 - £23,836



Upper Middle Pay Quartile

£23,836 - £30,507.11



Upper Quartile

£30,507.11 - £116,744.29



Conclusions

Quartile Analysis shows, that in the Upper Middle there has been an decrease in the percentage of males from 33.72% to 30.92%, however there is a relatively stable proportion of female to male as you would expect based on the overall proportion of workers being 33.40% male to 66.60% female. The proportion of males to females increases in the Upper quartiles.

Factors affecting the Gender Pay Gap

The pay gap is strongly affected by the makeup of the Council's workforce and its distribution.

The majority of the Council's staff are in the lower grades, this means that the overall pay gap is distorted, reflecting workforce composition rather than pay inequalities. This is particularly evident in Cleaning, Catering and Social Care, which has a large female workforce who in general terms work more part time hours, as opposed to roles dominated by males in areas such as Highways, Waste and Landscape who tend to work full time hours. Therefore, the Gender Pay Gap is as much a societal gap as a pure pay gap.

The Council has a very stable workforce and for 2019/2020 had a low turnover rate at **9.43%**, meaning there are only a few vacancies that give an opportunity for changes in the makeup of the workforce.

Evidence from the Annual Survey of Hours and Earnings (ASHE) and the Labour Force Survey suggests that coronavirus factors did not have a notable impact on the gender pay gap in 2020, and that changes reported reflect underlying employment patterns.

What we have done

Monmouthshire County Council is committed to equality in the workplace having already taken several measures to ensure that it is a fair and equitable employer by:

- Ensuring equal pay for work of equal value using job evaluation.
- Monmouthshire County Council's grading structure has 13 grades with five increments in ten of the grades, three increments in two of the grades and four increments in one of the grades. Grades span across SCP 1- 51 with associated salaries from £17,842 (SCP 1) to £55,195 (SCP 51). More information about the GLPC and the grades can be found in the Council's Single Status Collective Agreement.
The implementation of the new pay spine (with effect from 1 April 2019) introduced a minimum spinal column point of £9.00 per hour (£9.25 with effect from 1 April 2020).
- Promoting and supporting flexible working for employees within the organisation, irrespective of gender. Examples include: job share, part time working, flexible working, flexible retirement, term-time working, and working from home.

The Council is therefore confident that its gender pay gap does not stem from paying male and female employees differently for the same or equivalent work. Rather its gender

pay gap is the result of the roles in which male and females work within the Council and the salaries that these roles attract.

Appendix 2

Communications to Monmouthshire residents with protected characteristics 2019-20

May 2019

- A Boot decorating, upcycling and planting community engagement project was held at Tintern Old Station to encourage people to visit Tintern Old Station as part of their training for the MacMillan Mighty Hike. All ages were welcome to come along to enjoy the craft and gardening activity over Whitsun half term. This was popular with the Old Station volunteer group and families with young children. Planted and decorated boots were displayed at the Old Station all summer E.g.
<https://www.facebook.com/523872957647147/videos/2324885337532744>

June 2019

- Celebrating volunteers of all ages and abilities as part of Volunteers week, encouraging other people to volunteer for their wellbeing. Link to Bridges Community Car scheme and volunteering. E.g.
<https://www.facebook.com/523872957647147/videos/430510830833179>
- ACE Time to be Kind campaign – this was targeted at children and young people. Link to ACE Support Hub Cymru e.g.
<https://www.facebook.com/523872957647147/videos/542704256134712>
- Owls and Acorns Intergenerational project with children meeting elderly people to enjoy crafting – e.g.
<https://www.facebook.com/523872957647147/videos/194964854781093>

July 2019

- Monmouthshire Games – promoting summer activities for children
<https://www.facebook.com/523872957647147/videos/2278842008864339>
- Local Development Replacement Plan Engagement across all channels – everyone asked to share their thoughts and feedback either online or at community drop in sessions e.g.
<https://www.facebook.com/523872957647147/videos/324101125208273>

August 2019

- School Holiday Enrichment Programme - Flying start summer play scheme e.g.
<https://www.facebook.com/523872957647147/videos/2496491103740809>

September 2019

- Usk Show – Marquee at Usk Show to engage with the community and celebrate services and encourage people to get involved in their community inc. MonLife, Volunteering, Countryside, Recycling and Waste. Foster carer fostering event held at thank you event in the Marquee at the end of the Show to thank existing foster carers.
- Accessing council services digitally as part of recycling week – promoting Monty (Monmouthshire’s Bilingual ChatBot) and the My Monmouthshire app.
<https://www.facebook.com/523872957647147/videos/391227954896729>

October 2019

- Give Dog Fouling the Red Card – a campaign to encourage dog owners to pick up after their dogs – particularly on sports fields where children will be playing e.g. <https://www.facebook.com/523872957647147/videos/2615962525127983>
- Official Opening of the Reuse Shop in Llanfoist – encouraging people to recycle and buy reused items at Llanfoist’s Civiv Amenity site e.g. <https://www.facebook.com/523872957647147/videos/2828928400453491>
- Community and Partnership Development Team – encouraging people to get involved in community engagement e.g. <https://www.facebook.com/523872957647147/videos/462257084389841> all groups with different needs across the County were involved both digitally and face to face.
- Monmouthshire celebrated the European Day of Languages in Monmouthshire’s Schools – e.g. <https://www.facebook.com/523872957647147/videos/388340035194944>

November 2019

- Caldicot Fireworks – face to face engagement with visitors at Caldicot Castle’s Fireworks display to promote opportunities to become a home carer or foster carer in Monmouthshire. Flyers distributed and people invited to drop in sessions the following week.
- Home Meals Team – how they are helping to tackle loneliness, a call for people to get in touch
- <https://www.facebook.com/523872957647147/videos/761058381023672>

December 2020

- Remembering Day – support for people who have been bereaved at Christmas. Call to action featured for any in need of bereavement help and support e.g. <https://www.facebook.com/523872957647147/videos/2451613041719377>

Monmouthshire County Council Budget Engagement 2020 / 2021

The budget engagement process incorporated a suite of communications to; provide information on the financial situation, share the proposed ideas and enable residents to share their views.

Opportunities were created for communities to become informed so that they were able to participate and engage with us at a level appropriate for them. Our mechanisms allowed people to receive as much or as little information as they felt necessary.

Website

A Budget 20/21 page was published <https://www.monmouthshire.gov.uk/budget-2020-2021/>

The page provided a comprehensive overview of the financial situation and links to the proposals from the cabinet reports. It included a video presentation along with list of public meetings for residents to attend.

Social media

Opportunities were created for people to engage (digitally or face to face). A Social media video was produced highlighting the key elements -

<https://www.facebook.com/523872957647147/videos/704735143266154>

Press release

A press release was issued to local media outlets, Wales wide and national media. The release contained information on some of the key proposals that would affect residents.

Online Survey

A short online survey was available for residents to feedback thoughts on the proposals.

Public meetings

They were held at the following times and locations:

- 14th January at Chepstow Library
- 22nd January at Abergavenny Library

Targeted meetings

An Access for All meeting was held on 17th January for people with disabilities, parents of children with disabilities, older people and interested organisations to join and share their thoughts and feedback.

Engage to change

The Council met with young people from across Monmouthshire's schools Engage to Change Group to capture their feedback on the budget proposals at their Youth Conference event on 24th January

Twitter and Facebook

The council's social media channels were used to share information about the range of opportunities residents could find out more and get involved in the budget engagement process.

Short You Tube clip

A councillor was filmed explaining to residents the impact of the budget situation and answering some of the important queries that have emerged from residents. The clip was well received and was shared on social media, You Tube and embedded in to the budget page of the website. -

<https://www.facebook.com/523872957647147/videos/704735143266154>

January 2020

- 20 Reasons to Foster in 2020 – targeting people who could offer children and young people a kind, loving home
- Community Café connecting people and ending loneliness – opportunity for people of all ages to pop in for a cuppa and catch-up

<https://www.facebook.com/523872957647147/videos/650907412367467>

February 2020

- Voice technology to help people of all abilities to connect with the council's Alexa service – e.g.

<https://www.facebook.com/523872957647147/videos/237168427318568>

March 2020 - COVID Response – support for everyone and a call out for community volunteers to get involved.

<https://www.facebook.com/523872957647147/videos/1241277702910120>

- Existing digital channels that were proven and tested were quickly used to engage with people:
 - The Chief Executive set the leadership agenda from his personal Twitter account, leading the strategic response, connecting with partners and setting a personal tone to encourage people to get involved.
 - @MonmouthshireCC's Facebook and Twitter channels were an excellent way to communicate with the target demographic group of 25 – 45 year olds.

- Videos, graphic social media tiles, video diaries and Facebook Lives created awareness, engagement and encouraged people to get involved.
- All communications were linked back to the monmouthshire.gov.uk website.
- Monty, Monmouthshire's Facebook Chatbot responded to all requests 24/7.
- Emails were sent to existing volunteers, colleagues, members and town and community councillors to get involved.
- An on-going Public relations plan was delivered to all local press to raise awareness, reinforce key messages and reassure people without access to digital communications.
- 586 people contacted MCC needing support with shopping, prescriptions, dog walking and a friendly person to speak to. This, ultimately, kept people alive.
- 246 volunteers were recruited directly through MCC (23% over target), hundreds more approached the COVID-19 groups directly within two weeks of the launch.
- Communications enabled a comprehensive network of 60 volunteer groups to be set up across Monmouthshire made up of 700 volunteers who contacted the groups directly.
- One COVID-19 volunteer group in Chepstow, for example, averaged 700 errands a month for isolated people during March, April and May.
- The neighbourhood networks created connected people, improved their wellbeing and sense of belonging - new friendships were made.

Monmouthshire Select Committee Minutes

Meeting of Strong Communities Select Committee held at Remote Meeting on Thursday, 28th January, 2021 at 10.00 am

Councillors Present

County Councillor L.Dymock (Chairman)
County Councillor (Vice Chairman)

County Councillors: D. Batrouni, P. Clarke,
A. Easson, L. Guppy, V. Smith, J.Treharne

Officers in Attendance

Hazel Ilett, Scrutiny Manager
Robert McGowan, Policy and Scrutiny Officer
Jonathan Davies, Central Accountancy Finance
Manager
Dave Loder, Finance Manager

Also in attendance County Councillors: P. Murphy
, Cabinet Member for Whole Authority Resources

APOLOGIES: None

1. Apologies for absence

There were no apologies for absence.

2. Declarations of Interest

Linda Guppy declared a non-prejudicial interest as Rogiet Community Council has a shared car park with the authority.

3. Open Public Forum

No members of the public were present.

4. Budget Monitoring: Scrutiny of the budget monitoring capital and revenue position at Month 7, setting the context for scrutiny of budget proposals.

Jonathan Davies and Dave Loder presented the report and answered the members' questions, with additional comments from Cabinet Member Phil Murphy.

Challenge:

To date, has any reclaimed money for car parking been offered to Rogiet Community Council for Severn Tunnel car parking?

We submit quarterly claims to Welsh Government regarding income loss for car parks. The claim is based on actual activity this year vs. last year. We will have to discuss the way forward with Rogiet with the Car Parking manager.

Regarding profits and deficits, there's nothing in the report about profits from solar panels?

We are underspending against the solar farm and the sustainability section. Our income targets are being met so we are marking the required returns on the solar farm.

Can the position with Capita Gwent be clarified – did we not part company with them years ago?

Yes, the final steps to dissolve the agreement has taken quite a while. This now is very much the final stage of ending the partnership – this is just the final administrative phase, and getting the funds back to the various partners.

Part of the way we're balancing the budget is by keeping positions open – surely that is not sustainable in the long term for providing services properly?

It is specific to the service. Yes, it is not sustainable long-term but this year, more than ever, with staff diverted to dealing with the pandemic there hasn't been the resource to fill those vacancies where required. Behind the scenes, we are looking towards the recovery phase and what shape those services need to take at that stage. Those services might look different then, with different demands on them, and we have to be prepared to shape and reform them to meet demand.

For years, we have taken a 2% vacancy factor. It's a way of sharpening up the department, and enables us to assess whether a post is actually required. If a department has done without the post for a substantial time to achieve that 2% saving then it begs the question as to whether the post should be there in the first place. That was true several years ago but is certainly not true now: a vacancy factor in many departments is no longer appropriate, especially in Social Care. We have accepted this as a pressure.

What are our agency or consultancy costs, therefore?

We don't have a figure to hand for this committee's area. Those that have been using agency costs have benefitted from the flexibility of that. In many areas, those contracts have been flexible and we've been able to call on them as required. But we know we need to fill the vacancies for long-term sustainability.

There is a £72k saving on streetlights – has the rollout of LEDs been completed? Has the remote switching firm's contract been removed?

We're on target to finish the installation completely this financial year. The majority of our inventory will then be LEDs. The £72k underspend this year won't affect the budget next year – the same amount of budget this year will be carried forward because in the next financial year we will have to pay the full amount of the annual loan repayments.

How will that saving affect the budget for the future of lighting?

The underspend is made up of 3 areas. We're starting to see the benefit of the LEDs on the reduction of electricity consumption. We've also benefitted from an actual reduction in energy price increase this financial year – we have built in quite a large budgeted increase for this year – and we're seeing the

benefit of installing the LEDs and the reduction of energy, but we don't have to start repaying the loan for some of those LEDs until next year.

Are there any plans to look at lighting facilities in older streets with poor lighting, where LEDs aren't as efficient?

We can't really answer this question – it will have to go to the officer.

How long do we have to pay off the loan, and will the budget surplus be sufficient to cover that?

We're paying off the loan over 15 years, which is the lifetime of the asset. As we don't increase non-paid budgets by inflation, the only problem we will have is the cost of energy: if it goes up over the next 5 years, we will have to build that into our budget as a pressure.

5. Budget Scrutiny: Scrutiny of the budget proposals for 2021/22.

Jonathan Davies and Dave Loder delivered the presentation and answered the members' questions, with additional comments from Cabinet Member Phil Murphy.

Challenge:

When comparing Welsh Government funding for Blaenau Gwent and Monmouthshire, should more context not to be given i.e. that the former has much more deprivation?

We are conscious that our demographics in Monmouthshire are quite different from some of the other authorities but the funding formula itself is supposed to deal with all of those. We are aware that that formula doesn't benefit us in many ways, and we are looking to have a dialogue with Welsh Government over its reform. Regarding the proposed settlement for next year, the areas where we have benefitted, comparatively, are from population numbers, pupil numbers and equalisation of resource – Welsh Government has gone some way to recognising that Monmouthshire has the largest proportion of funding from council tax, which isn't sustainable for residents over the long term. Comparison between Blaenau Gwent and Monmouthshire is very useful for the public, so is included here principally for the public consultation.

What was Welsh Government offsetting through its grants? Homelessness, for example?

We are awaiting specific grant settlement figures. The pressure recognises that we haven't had the confirmation from Welsh Government yet, so the pressure you see in the papers is the gross pressure and doesn't recognise the further support that we expect to receive on homelessness and the housing grant. The current homelessness pressure is £875k. We've had information regarding additional grants for the next financial year; one is an increase in the housing support grant of £667k. We can't apportion a lot of that homelessness cost to that additional funding – that's being used up elsewhere – but Welsh Government has released another £4m across Wales to help deal with the homelessness issue. Housing officers think that we can move about £275k of that £875k against this funding. So Welsh Government has agreed to fund the first 6 months our homelessness costs via the Hardship Fund. Therefore, the £875k has come down to £600k.

We're increasing fees and charges in line with inflation – could we have the precise figures? Are we going for an average? What's the bigger picture?

There is a detailed breakdown of the fees and charges in Appendix 2 of the budget papers. There isn't an overall increase; the increases are specific to services. The average increase is 2.5%, which is a little over current inflation. Officers set their price increases based on what they think the market will afford. They take into consideration the effect on the public etc.

To clarify: we will increase council tax by 4.95%, and, as an average, increase charges that the market can handle, at 2.5% – 'the market' presumably being our residents. Is that accurate?

Yes, on average, for the services in this portfolio, there is a 2.5% increase. In the detailed appendix listing the fees and charges, there is a percentage against each one. Not all services have been increased. Across this portfolio, we're expecting to only pull in £10k more of income.

There has been a significant increase in free school meals. What are our contingencies for feeding families in the holidays, especially in the summer?

In our settlement from Welsh Government, there is an amount for FSMs. The further commitment to support those meals during the holidays comes from a Welsh Government policy commitment specifically – we get funding for that through the Hardship Fund. We continue to make those payments and to meet that policy commitment. Moving into next year, we will continue with our existing provision for FSMs. We are seeing an increase in numbers, which has been reflected as we've moved through this financial year. We certainly need to accommodate that pressure as we proceed.

Environmental health staff are doing extra work and have been redeployed. Where's our backfill and where's the money coming from for that?

Waste relates to the environmental health team, falling within our public protection, alongside trading standards etc. But yes, a lot of staff have been redeployed to Track And Trace. Those costs will be reclaimable through Track And Trace funding, via the Health Board.

Extra I.T. provision is needed in schools. Where's the money coming from to help them?

We will have to defer this question to the Education Finance Officer, and respond later.

There is a deficit in CYP concerning looked-after children and safeguarding but not enough money seems to be put in. Is there any extra provision to help families with looked-after children?

Yes, this was discussed at CYP Select last week. It's important to note that there is provision in the draft budget for an additional £1.46m for support for looked-after children costs, which goes some way towards meeting those commitments. The service works very closely with Health in ensuring that there is early intervention, where possible. Also, we aren't making staff efficiencies and applying a vacancy factor to that service in 2021-22, so we recognise that there is additional pressure in that area.

It's very positive that some hotels have opened up for homelessness and domestic abuse pressures. Homelessness is not in our portfolio but what money is being put towards that?

We are putting provision into next year's budget to cover as much of the homelessness budget as we can. We hope to receive further funding to offset that pressure. Questions concerning the suitability of rooms should probably be directed to the Housing Officer.

There has been a lot of flytipping and recycling workers have been moved elsewhere: where is that in this budget, and is there further provision for them not moving back anytime soon?

With recycling centres closed, there has probably been an increase in flytipping, and our teams will be doing their utmost to keep on top of it. It will probably cost us more money to get rid of it, and is an unfortunate consequence of the centres being closed. We recognise that Covid is having a very large impact on services not just monetarily, but in terms of resources too.

An uptake of free schools meals entitles a school to additional funding. Where does that additional funding come from?

The settlement for any financial year from Welsh Government will include an amount based on the data that we submit.

How will schools attendance affect the contract hand-back with taxis etc.?

It is a problem. Sometimes there are contract hand-backs because the operator goes out of business or they feel that they can't run the service on the contract that we have given to them. The Passenger Transport Team does a very good job in managing that, dealing with sudden dropouts from operators at short notice. Going forward, there is a potential risk that we won't be able to put on a service but so far, the Passenger Transport Service has managed any problem that it has encountered.

There is a £65k saving on sweepers: is there a part-funding arrangement for these? If so, how will this affect us?

The part-funding offer sent to community councils wasn't taken up much. £65k is the cost of the machine that is operating. It won't affect the service, as far as we are aware.

Caldicot Town Council has an arrangement with town centre sweeping that includes the use of a sweeper. Could that be considered?

It's probably best to refer that directly to the Commercial and Operations Manager for an answer.

How many outstanding loans do we have with Welsh Government for street lighting?

There are currently 4 outstanding loans. Each has a different payment period, as some were taken out earlier than others.

What is the status of council tax collection this year? Have we put in place contingencies – do we expect to collect as much next year?

Early indications, when the pandemic first broke, were that there would be problems in terms of collection. As the year has progressed, we are returning to our usual levels. We don't foresee an overall issue. The total council tax collection usually takes a long time to manifest – we probably won't know

the final position on that for quite some time. But it's important to note that Welsh Government is supporting local authorities with some specific funding that will come in February. We don't know yet how much that will be. We should get an allocation to support us with any shortfalls that we will face. As we move into next year, the signs are that our collection rates won't deteriorate and we shouldn't be affected in totality.

Is a 4.95% council tax increase sufficient?

We are proposing to support the budget this year with reserve usage and looking to limit the impact on council taxpayers as much as possible. As we move towards the final budget our commitment to that reserve usage will remain. The point of putting last year's surplus into reserves was for it to be used in circumstances such as these. No one likes to see council tax go up – 4.95 is about the absolute maximum that we could countenance under present circumstances. It will cause difficulties for some, which is why there are reliefs. It is better to use reserves rather than hit the public with more than we need to.

Chair's Summary:

Item 4:

Councillor Guppy asked a question regarding income lost on car parks, specifically funding for the Rogiet Community Council's shared car park. The officers will check and respond. The Councillor also asked about profits on solar panels. The officers didn't have the details to hand but confirmed that we are making a return. Councillor Smith asked for an update about Capita Gwent. We were advised that it is an ongoing situation and we are in the final phase of the relationship.

Councillor Batrouni asked about agency and consultancy costs, and whether this policy is sustainable. It is not a long-term solution; with staff diverted from frontline services, resources haven't been available. The officers confirmed that they would come back to the committee with a breakdown of agency costs. Councillor Batrouni asked if we are looking at a restructure of the teams due to the pressures. There is no specific restructure of teams owing to the pressures but we will have to continue to monitor the situation.

Councillor Easson asked about the saving on street lighting, if the rollout of LED lights has been completed, and the remote switching contract has ended. Officers believe the contract was extended for this year but will check with the street lighting manager and update the committee with the response. Officers advised that we won't have to start repaying the loan until next year, once the rollout has been completed.

Councillor Easson also asked if it will change the future of the budget – the answer is no, because of the loan that we are due to start repaying. Given the poor lighting in some streets, it was asked if there are plans to review the lighting – this will go to Carl Touhig, the responsible officer. Officers explained that we have 15 years in which to repay the loan. There are 4 loans; officers will give the committee a breakdown of loans and terms.

Item 5:

Councillor Batrouni asked why we are comparing Blaenau Gwent and Monmouthshire given the disparity in deprivation between them. Officers confirmed that they are conscious that our demographic is different from other local authorities but the funding formula doesn't recognise the difference. The largest proportion of funding from council tax and Welsh Government recognises this. We compare ourselves to other authorities because it helps the public to understand the difference between what we and other authorities get. The councillor also asked about Welsh Government offsetting through its grants for homelessness – officers confirmed that we are awaiting grant settlement figures but that will come under the Adults Select committee. A breakdown of fees and charges in line with inflation was requested – officers confirmed that a detailed breakdown is available in Appendix 2 of the budget. Clarity was sought as to whether we're increasing council tax and charges by 2.5%. Officers confirmed that not all services are being increased, but on average, there is a 2.5% increase.

Councillor Guppy asked questions about free school meals. Officers confirmed that there is an increase in the number of applicants for FSMs and we will get a settlement from Welsh Government for that. The councillor also asked where the money is coming from for waste pressures, with environmental health being redeployed to Track And Trace: these costs will be reclaimed through Track And Trace. With regard to looked-after children, there is a provision of £1.46m. Hotel costs, homelessness and domestic abuse: it has been put provisionally into next year's budget to receive further funding from Welsh Government.

Councillor Easson asked about contract hand-backs, which the officers confirmed can be problematic, and there has been a risk to services, but so far, Transport has not failed to support the services. Officers asked that the Councillor direct his question regarding the sweeper to Nigel Leaworthy.

Councillor Guppy also asked if we expect to see as much council tax coming in next year. Officers advised that there were indications of issues collecting council tax at the start of last year, however things seem to be more consistent now, and there are allocations from Welsh Government. Councillor Guppy also requested that we make communications to residents about council tax relief very clear.

6. To confirm minutes of the following meetings:

- **12th November 2020**
- **12th January 2021 (Special)**

The minutes were confirmed and signed as an accurate record.

7. Strong Communities forward work programme

Note that the original date has moved from 11th to 4th March. Councillor Batrouni asked if the committee could receive a briefing about numbers of FSMs in the context of Social Justice, and its effect on families. He acknowledged that it would normally fall under CYP, and officers agreed to put in the request.

8. Cabinet & Council forward work programme

9. Date and time of next meeting

Thursday 4th March.

The meeting ended at **11.50 am**

Monmouthshire's Scrutiny Forward Work Programme 2020-21

Strong Communities Select Committee				
Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
4 th March 2021	Strategic Equality Plan Annual Report 2019-20	Scrutiny of the Annual Report 2019-20 for the second SEP to consider progress against strategic objectives. To consider a progress update on actions undertaken during the first year of the new (third) Strategic Equality Plan.	Alan Burkitt	Performance Monitoring
	Highways Maintenance	To provide an update on issues the department has faced during Covid 19 and the forward direction for this service.	Carl Touhig	Performance Monitoring
29 th April 2021	Public Toilet Strategy	To scrutinise progress on implementing the Public Toilet Strategy prior to updating Welsh Government.	David Jones	Performance Monitoring

Future Agreed Work Programme Items: Dates to be determined

- × Annual monitoring of Public Protection in May, a half year exception report, highlighting any gaps in service delivery, to be scheduled in November of each year.
- × Registrars Service ~ annual monitoring in May
- × Air Pollution Monitoring Report ~ Multiple departments – Autumn
- × Social Justice Policy update
- × Open Space Review ~ review of open spaces and the prioritisation and management of highways ~ strategic review rather than operational.
- × Civil Parking Enforcement ~ members seminar in Autumn
- × Welsh Language Report ~ return of data
- × Cremations and Burials ~ 3 Members to investigate/report back. Social issues and financial.

Emerging issues/topics to be raised with the committee before inclusion ~ some reports to be received by email for comment rather than in-depth scrutiny

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Cabinet, Council and Individual Cabinet Member Decisions (ICMD) Forward Plan

Monmouthshire County Council is required to publish a forward plan of all key decisions to be taken. Council and Cabinet items will only be considered for decision if they have been included on the planner no later than the month preceding the meeting, unless the item is considered urgent.

Committee / Decision Maker	Meeting date / Decision due	Subject	Purpose	Author	Date item added to the planner	Date item originally scheduled for decision
Council	01/10/23	LDP for Adoption		Mark Hand	23/01/20	
Council	01/02/23	LDP submission for examination		Mark Hand	23/01/20	
Council	01/07/22	LDP Deposit Plan endorsement for consultation	Endorsement of Deposit Plan	Mark Hand	23/01/20	
Cabinet	01/12/21	Review of Monmouthshire's Destination Management Plan 2017-2020	Purpose: to approve the revised Destination Development Plan	Matthew Lewis	22/09/20	
Cabinet	01/09/21	LDP Preferred Strategy endorsement post consultation		Mark Hand	20/05/20	
Cabinet	02/06/21	Budget Monitoring outturn report	The purpose of this report is to provide Members with information on the forecast outturn position of the Authority at end of month reporting for 2020/21 financial year	Peter Davies/Jon Davies	02/04/20	
Cabinet	05/05/21	Active Travel Network Maps		Paul Sullivan	13/11/20	
Council	01/05/21	LDP Preferred Strategy endorsement for consultation		Mark Hand	21/09/20	

Cabinet	14/04/21	Shire Hall / Monmouth Museum – to consider the outcome of the feasibility study		Matthew Lewis/Ian Saunders	05/02/21	
Cabinet	14/04/21	Welsh Church Fund Working Group meeting	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2020/21 - meeting 9 held on 4th March 2021	Dave Jarrett	02/04/20	
Cabinet	14/04/21	Play Sufficiency Action Plan		Mike Moran	14/10/20	
Cabinet	14/04/21	Abergavenny CRC (Racecourse Farm)		Mike Moran	14/10/20	
ICMD	24/03/21	SPG S106 Supplementary Planning Guidance	To Clarify how S106 contributions are calculated/ deferred from 13/1/21 and 24/02/21	Phil Thomas/Mark Hand	01/05/19	
Council	11/03/21	Appointments to outside bodies	To appoint a representative to the Wye Navigation Advisory Committee	Matt Gatehouse	08/02/21	
Council	11/03/21	Council Tax Resolution Report		Ruth Donovan	02/04/20	
Council	11/03/21	Treasury Strategy report		Jon Davies	15/12/20	
Council	11/03/21	Constitution Review		Matt Phillips	14/08/19	
Council	11/03/21	The Annual Pay Policy		Sally Thomas	11/02/21	

ICMD	10/03/21	disposal of land for consideration	Awaiting notification re inclusion DEFERRED UFN	by Cllr Murphy/ Ben Thorpe	09/02/21	
ICMD	10/03/21	Wye Valley AONB Management Plan 2021-26		Matthew Lewis/Richard John	10/02/21	
Cabinet	03/03/21	•EAS Business Plan		Sharon Randall Smith	21/09/20	
Cabinet	03/03/21	Final revenue and capital budget proposals		Peter Davies	21/09/20	
Cabinet	03/03/21	Social Justice Strategy Update		Cath Fallon	17/09/20	
Cabinet	03/02/21	Welsh Church Fund Working Group meeting	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2020/21 - meeting 5 held on 14th January 2021	Dave Jarrett	02/04/20	
Cabinet	03/02/21	Apprenticeship Pay Rates		Gareth James	08/01/21	
Cabinet	03/02/21	Outdoor Adventure Provision at Gilwern		Marie Bartlett	30/11/20	30/11/20
Cabinet	03/02/21	Proposed Disposal of MCC Cottages		Nicola Howells	15/12/20	
ICMD	27/01/21	Approval on Local Government (Wales) Act 1994 - The Local Authorities (Precepts) (Wales) Regulations 1995	Deferred from 13/1 to 27/1	Jon Davies		

Cabinet	20/01/21	•Draft revenue and capital budget proposals for consultation		Peter Davies	21/09/20	
Cabinet	20/01/21	Chippenham Mead Play Area, Monmouth		Mike Moran	15/12/20	
Cabinet	20/01/21	Play Area Assessments and Future Play Area Policy	to advise members of play area assessments carried out last year and suggest a rationalisation of provision	Matthew Lewis	22/09/20	
Cabinet	20/01/21	BUS EMERGENCY SCHEME (BES) – REQUEST TO ALL COUNCILS TO SIGN UP TO THE BES2 SCHEME		Roger Hoggins	24/12/20	
Council	14/01/21	Council Diary 2021/22		Nicola Perry		
Council	14/01/21	Council Tax Reduction Scheme		Ruth Donovan	07/04/20	
Council	14/01/21	Annual Safeguarding Report		Jane Rodgers	21/09/20	
ICMD	13/01/21	Minerals Regional Technical Statement Second Revision (RTS2)		Rachel Lewis	17/12/20	
ICMD	13/01/21	Museum Service Collection Review	To propose the deaccessioning of and disposal actions for the proposed items in line with Section 4 of the Museums Association Disposal Toolkit	Matthew Lewis/Rachael Rogers	22/09/20	
ICMD	13/01/21	Minimum Energy Efficiency Standards in the Private Rented Sector		Gareth Walters	15/12/21	

ICMD	13/01/21	Staffing Changes: Business Support	To seek approval for the voluntary redundancy of the Chief Executive's Personal Assistant, reducing the cost of administrative support arrangements for the senior management team and contribute to budget savings during the 2021-22 financial year./Paul Jordan	Matt Gatehouse	15/12/21	
Cabinet	06/01/21	Budget Monitoring Report - month 7 (period 2)	The purpose of this report is to provide Members with information on the forecast outturn position of the Authority at end of month reporting for 2020/21 financial year.	Peter Davies/Jon Davies	02/04/20	
Cabinet	06/01/21	RIPA Policy		Matt Phillips	21/10/20	
Cabinet	06/01/21	Gypsy Traveller Accommodation Assessment 2020		Mark Hand	23/06/20	
ICMD	23/12/20	Wye Valley AONB Management Plan 2020-2025	To approve the review of the Wye Valley AONB Management Plan 2020-2025 Deferred awaiting new date	Matthew Lewis	22/09/2020/	
Cabinet	16/12/20	Welsh Church Fund Working Group meeting	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2020/21 - meeting 7 held on 3rd December 2020	Dave Jarrett	02/04/20	
Cabinet	16/12/20	Proposal to pause work on a proposed Development Company		Deb Hill Howells	21/10/20	
Cabinet	16/12/20	Local Housing Market Assessment Update		Mark Hand	04/11/20	
Cabinet	16/12/20	Growth Options to Cabinet for endorsement for non-statutory consultation		Mark Hand	21/09/20	
Cabinet	16/12/20	Review of school places in Caldicot town		Matthew Jones	21/10/20	

ICMD	09/12/20	Shire Hall/Monmouth Museum	Paul Jordan	Matthew Lewis	deferred from 11/11	
IMCD	09/12/20	Consultation on Local Government (Wales) Act 1994 - The Local Authorities (Precepts) (Wales) Regulations 1995	To seek Member approval of the proposals for consultation purposes regarding payments to precepting authorities during the 2021/22 financial year as required by statute.	Jon Davies		
IMCD	09/12/20	Council Tax base and associated matters	To agree the Council Tax Base figure for submission to the Welsh Government, together with the collection rate to be applied for 2021/22 and to make other necessary related statutory decisions	Ruth Donovan	02/04/20	
Council	03/12/20	Corporate Joint Committee: Consultation Response'	To discuss and endorse a council response to consultation about draft regulations which will create four regional Corporate Joint Committees. These are a statutory mechanism for regional collaboration by local government.	Matt Gatehouse	16/10/20	
Council	03/12/20	Updated Asset Investment Policy		Peter Davies	21/09/20	
Council	03/12/20	Statutory Director of Social Services annual report		Julie Boothroyd	14/08/20	
Cabinet	02/12/20	InFuSe		Cath Fallon	10/11/20	
Cabinet	02/12/20	Clydach Ironworks Enhancement Scheme Revision/S106 Funding, Cae Meldon		Matthew Lewis	22/09/20	
ICMD	25/11/20	Homesearch Allocations Policy and Amendments	INCLUDED ON 11/11 AGENDA	Louise Corbett	22/10/20	
ICMD	11/11/20	WELSH LANGUAGE COMMISSIONER'S MONITORING WORK 2019-20		Matt Gatehouse		

ICMD	11/11/20	LDP Annual Monitoring Report/ and Annual Performance Report for Planning Service		Rachel Lewis/Phil Thomas	19/10/20	
ICMD	11/11/20	Housing Register Review		Mark Hand	23/06/20	
Cabinet	04/11/20	Outdoor Adventure Service		Marie Bartlett/Ian Saunders	13/10/20	
Cabinet	04/11/20	Public Service Ombudsman's annual letter	To provide Cabinet with a copy of the Public Service Ombudsman's annual letter to inform understanding of the council's performance in handling complaints	Matt Gatehouse	09/09/20	
Cabinet	04/11/20	Welsh Church Fund working group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2020/21 - meeting 4 held on 22nd October 2020	Dave Jarrett	02/04/20	
Cabinet	04/11/20	Three Fields Site Magor – Lease Arrangements		Mike Moran	14/10/20	
Cabinet	04/11/20	Coronavirus Strategic Aims: Progress and Next Steps	To provide an overview of progress against the strategic aims set by Cabinet in July, and communicate an updated version of the plan on a page	Matt Gatehouse	26/08/20	
Cabinet	04/11/20	Section 106 Funding – The Hill, Abergavenny		Mike Moran	20/02/19	
Council	22/10/20	Corporate Plan Annual Report 2019/20		Richard Jones	25/08/20	
Council	22/10/20	MCC Audited Accounts (formal approval)	To notify Council of completed Audit process and resultant accounts - To go to Audit Committee	Peter Davies/Jon Davies	02/04/20	

Council	22/10/20	ISA 260 report - MCC Accounts - attachment above	Deferred from september	Peter Davies/Jon Davies	02/04/20	
Council	22/10/20	Future Data Hall and Data Hosting Arrangements		Peter Davies	16/09/20	
Council	22/10/20	LDP revised Delivery Agreement including LDP timetable and community involvement strategy		Craig O'Connor	03/07/20	
Cabinet	21/10/20	Revenue and Capital Monitoring 2020/21 Forecast Outturn Statement – Month 5		Peter Davies	16/09/20	
Cabinet	21/10/20	MTFP and Budget Process 2021/22 to 2024/25		Peter Davies	16/09/20	
Cabinet	21/10/20	Review of Garden Waste Service		Laura Carter	23/07/20	
ICMD	14/10/20	PUBLIC TOILET PROVISION - GRANTS TO LOCAL COUNCILS AND FUTURE PROVISION IN ABERGAVENNY	DEFERRED	Roger Hoggins	25/09/20	
ICMD	14/10/20	Closure of Capita Gwent Consultancy and distribution of Reserves		Roger Hoggins	25/09/20	
ICMD	14/10/20	Extension of PSPO	To seek approval to extend three Public Spaces Protection Orders (PSPO) in respect of Bailey Park,	Andrew Mason	23/09/20	
Cabinet	07/10/20	Future Data Hall and Data Hosting Arrangements		Peter Davies	16/09/20	

Cabinet	07/10/20	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2020/21 - meeting 2 held on 28th July 2020 and meeting 3 held on 10th September 2020.	Dave Jarrett	02/04/20	
Cabinet	07/10/20	Future Provision of HWRCs including the closure of Usk recycling centre		Carl Touhig	14/09/20	
ICMD	23/09/20	SCM Collaboration with TCBC Heritage Services		Amy Longford	24/08/20	
ICMD	23/09/20	SCM Collaboration with TCBC Heritage Services		Amy Longford	24/08/20	
Council	10/09/20	Audit Committee Annual Report		Philip White	11/08/20	
Cabinet	29/07/20	Digital Infrastructure Action Plan		Cath Fallon	08/07/20	
Cabinet	29/07/20	'Revenue and Capital Monitoring 2020/21 Forecast Outturn Statement – Month 2		Jonathan S Davies	12/06/20	
Cabinet	29/07/20	Coronavirus Risk Management Update'		Peter Davies	10/07/20	
Cabinet	29/07/20	Welsh Church Fund Working Group meeting	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2020/21 - meeting 1 held on 30th June 2020	Dave Jarrett	02/04/20	
Cabinet	29/07/20	Outdoor Education - Service Update		Marie Bartlett	09/07/20	

Cabinet	29/07/20	Public Toilets				
Cabinet	29/07/20	5G Rural test bed		Cath Fallon/Frances O'Brien		
Council	16/07/20	Climate Emergency Update		Hazel Clatworthy	10/06/20	
Council	16/07/20	CEx Report		Matt Phillips	18/06/20	
Council	16/07/20	Cabinet decision re Gilwern		Matt Phillips	27/05/20	
ICMD	08/07/20	Archaeology Planning Advice	Adoption post-guidance	Mark Hand	19/09/19	Deferred
Cabinet	01/07/20	COVID-19 Evaluation of Recovery Phase and Establishing Aims for Response Stage			17/06/20	
Cabinet	01/07/20	Home to School Transport Policy	Deferred		20/05/20	
Cabinet	01/07/20	Household Waste Recycling Centres	Deferred		20/05/20	