

# Public Document Pack



County Hall  
Rhadyr  
Usk  
NP15 1GA

Wednesday, 3 July 2024

## Notice of meeting:

### Place Scrutiny Committee

Thursday, 11th July, 2024 at 10.00 am,  
The Council Chamber, County Hall, Rhadyr, Usk, NP15 1GA with remote attendance

### AGENDA

Item No	Item	Pages
1.	Election of Chair.	
2.	Appointment of Vice-Chair.	
3.	Apologies for Absence.	
4.	Declarations of Interest.	
5.	Public Open Forum.  <b>Scrutiny Committee Public Open Forum ~ Guidance</b>  Our Scrutiny Committee meetings are live streamed and a link to the live stream will be available on the meeting page of the Monmouthshire County Council <a href="#">website</a>  If you would like to share your thoughts on any proposals being discussed by Scrutiny Committees, you can submit your representation in advance <a href="#">via this form</a>  Please share your views by uploading a video or audio file (maximum of 4 minutes) or; Please submit a written representation (via Microsoft Word, maximum of 500 words)  You will need to register for a <a href="#">My Monmouthshire account</a> in order to submit the representation or use your log in, if you have registered previously.	

The deadline for submitting representations to the Council is 5pm three clear working days in advance of the meeting.

If representations received exceed 30 minutes, a selection of these based on theme will be shared at the Scrutiny Committee meeting. All representations received will be made available to councillors prior to the meeting.

If you would like to attend one of our meetings to speak under the Public Open Forum at the meeting, you will need to give three working days' notice by contacting [Scrutiny@monmouthshire.gov.uk](mailto:Scrutiny@monmouthshire.gov.uk).

The amount of time afforded to each member of the public to speak is at the chair's discretion, but to enable us to accommodate multiple speakers, we ask that contributions be no longer than 3 minutes.

If you would like to suggest future topics for scrutiny by one of our Scrutiny Committees, please do so by emailing [Scrutiny@monmouthshire.gov.uk](mailto:Scrutiny@monmouthshire.gov.uk)

<b>6.</b>	<b>Petitions received - to recommend actions to Cabinet:</b>	
<b>6.1.</b>	<b>Restore night shelter in Monmouth.</b>	1 - 2
<b>6.2.</b>	<b>Change of use of empty retail and commercial property in Monmouth Town Centre.</b>	3 - 4
<b>6.3.</b>	<b>Introduce an 'Engagement Ring' system and triage process.</b>	5 - 6
<b>7.</b>	<b>Strategic Equality Plan 23/24 Monitoring Report - To scrutinise the Council's progress.</b>	7 - 34
<b>8.</b>	<b>Place Scrutiny Committee Forward Work Programme and Action List.</b>	35 - 42
<b>9.</b>	<b>Council and Cabinet Work Planner.</b>	43 - 64
<b>10.</b>	<b>To confirm the minutes of the previous meeting.</b>	65 - 70
<b>11.</b>	<b>Next Meeting: 24th July 2024 at 4.30pm.</b>	

**Paul Matthews**

**Chief Executive**

MONMOUTHSHIRE COUNTY COUNCIL  
CYNGOR SIR FYNWY

THE CONSTITUTION OF THE COMMITTEE IS AS FOLLOWS:

County Councillor Louise Brown	Shirenewton;	Welsh Conservative Party
County Councillor Emma Bryn	Wyesham;	Independent Group
County Councillor Tomos Dafydd Davies	Llanfoist & Govilon;	Welsh Conservative Party
County Councillor Lisa Dymock	Portskewett;	Welsh Conservative Party
County Councillor Jane Lucas	Osbaston;	Welsh Conservative Party
County Councillor Maria Stevens	Severn;	Welsh Labour/Llafur Cymru
County Councillor Jackie Strong	Caldicot Cross;	Welsh Labour/Llafur Cymru
County Councillor Laura Wright	Grofield;	Welsh Labour/Llafur Cymru
County Councillor Tudor Thomas	Park;	Welsh Labour/Llafur Cymru

## Public Information

### Access to paper copies of agendas and reports

A copy of this agenda and relevant reports can be made available to members of the public attending a meeting by requesting a copy from Democratic Services on 01633 644219. Please note that we must receive 24 hours notice prior to the meeting in order to provide you with a hard copy of this agenda.

### Welsh Language

The Council welcomes contributions from members of the public through the medium of Welsh or English. We respectfully ask that you provide us with adequate notice to accommodate your needs.

# Aims and Values of Monmouthshire County Council

## Our purpose

To become a zero-carbon county, supporting well-being, health and dignity for everyone at every stage of life.

## **Objectives we are working towards**

- Fair place to live where the effects of inequality and poverty have been reduced.
- Green place to live and work with reduced carbon emissions and making a positive contribution to addressing the climate and nature emergency.
- Thriving and ambitious place, where there are vibrant town centres and where businesses can grow and develop.
- Safe place to live where people have a home where they feel secure in.
- Connected place where people feel part of a community and are valued.
- Learning place where everybody has the opportunity to reach their potential.

## Our Values

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

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

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

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

**Kindness:** We will show kindness to all those we work with putting the importance of relationships and the connections we have with one another at the heart of all interactions.

**Monmouthshire Scrutiny Question Guide**

<b>Role of the Pre-meeting</b>	
<ol style="list-style-type: none"> <li>1. Why is the Committee scrutinising this? (background, key issues)</li> <li>2. What is the Committee’s role and what outcome do Members want to achieve?</li> <li>3. Is there sufficient information to achieve this? If not, who could provide this?</li> </ol> <p>- Agree the order of questioning and which Members will lead                      - Agree questions for officers and questions for the Cabinet Member</p>	
<b>Questions for the Meeting</b>	
<p><u>Scrutinising Performance</u></p> <ol style="list-style-type: none"> <li>1. How does performance compare with previous years? Is it better/worse? Why?</li> <li>2. How does performance compare with other councils/other service providers? Is it better/worse? Why?</li> <li>3. How does performance compare with set targets? Is it better/worse? Why?</li> <li>4. How were performance targets set? Are they challenging enough/realistic?</li> <li>5. How do service users/the public/partners view the performance of the service?</li> <li>6. Have there been any recent audit and inspections? What were the findings?</li> <li>7. How does the service contribute to the achievement of corporate objectives?</li> <li>8. Is improvement/decline in performance linked to an increase/reduction in resource? What capacity is there to improve?</li> </ol>	<p><u>Scrutinising Policy</u></p> <ol style="list-style-type: none"> <li>1. Who does the policy affect ~ directly and indirectly? Who will benefit most/least?</li> <li>2. What is the view of service users/stakeholders? What consultation has been undertaken? Did the consultation process comply with the Gunning Principles? Do stakeholders believe it will achieve the desired outcome?</li> <li>3. What is the view of the community as a whole - the ‘taxpayer’ perspective?</li> <li>4. What methods were used to consult with stakeholders? Did the process enable all those with a stake to have their say?</li> <li>5. What practice and options have been considered in developing/reviewing this policy? What evidence is there to inform what works? Does the policy relate to an area where there is a lack of published research or other evidence?</li> <li>6. Does the policy relate to an area where there are known inequalities?</li> <li>7. Does this policy align to our corporate</li> </ol>

	<p>objectives, as defined in our corporate plan? Does it adhere to our Welsh Language Standards?</p> <p>8. Have all relevant sustainable development, equalities and safeguarding implications</p> <p>9. been taken into consideration? For example, what are the procedures that need to be in place to protect children?</p> <p>10.</p> <p>11. How much will this cost to implement and what funding source has been identified?</p> <p>12.</p> <p>13. How will performance of the policy be measured and the impact evaluated</p>
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**General Questions:**

- Empowering Communities
- How are we involving local communities and empowering them to design and deliver services to suit local need?
  - Do we have regular discussions with communities about service priorities and what level of service the council can afford to provide in the future?
  - Is the service working with citizens to explain the role of different partners in delivering the service, and managing expectations?
  - Is there a framework and proportionate process in place for collective performance assessment, including from a citizen’s perspective, and do you have accountability arrangements to support this?
  - Has an Equality Impact Assessment been carried out? If so, can the Leader and Cabinet/Senior Officers provide members with copies and a detailed explanation of the EQIA conducted in respect of these proposals?
  - Can the Leader and Cabinet/Senior Officers assure members that these proposals comply with Equality and Human Rights legislation? Do the proposals comply with the Local Authority’s Strategic Equality Plan?
- Service Demands
- How will policy and legislative change affect how the council operates?
  - Have we considered the demographics of our council and how this will impact on service delivery and funding in the future?
  - Have you identified and considered the long-term trends that might affect your service area, what impact these trends could have on your service/your service could have on these trends, and what is being done in response?
- Financial Planning
- Do we have robust medium and long-term financial plans in place?
  - Are we linking budgets to plans and outcomes and reporting effectively on these?

*Making savings and generating income*

- Do we have the right structures in place to ensure that our efficiency, improvement and transformational approaches are working together to maximise savings?
- How are we maximising income?
- Have we compared other council's policies to maximise income and fully considered the implications on service users?
- Do we have a workforce plan that takes into account capacity, costs, and skills of the actual versus desired workforce?

*Questions to ask within a year of the decision:*

- Were the intended outcomes of the proposal achieved or were there other results?
- Were the impacts confined to the group you initially thought would be affected i.e. older people, or were others affected e.g. people with disabilities, parents with young children?
- Is the decision still the right decision or do adjustments need to be made?

**Questions for the Committee to conclude...**

Do we have the necessary information to form conclusions/make recommendations to the executive, council, other partners? If not, do we need to:

- (i) Investigate the issue in more detail?
- (ii) Obtain further information from other witnesses – Executive Member, independent expert, members of the local community, service users, regulatory bodies...

Agree further actions to be undertaken within a timescale/future monitoring report...





## Petition 1 – 144 signatures



## PETITION

### RESTORE NIGHT SHELTER IN MONMOUTH

#### PETITION TO THE COUNCILLORS OF MONMOUTHSHIRE COUNTY COUNCIL (MCC)

We, the undersigned, are supporting There's NO PLACE Like Home proposal to reinstate the Night Shelter based at Market Hall, Priory St, Monmouth NP25 3XA, under the management of Churches In Monmouth Housing Group, for the purpose of providing emergency, temporary accommodation, and 'out of hours' advice and support, to vulnerable people.

Churches In Monmouth Housing Group had responsibility for the management of Monmouth Nightshelter until the Covid Pandemic lockdown in 2020 when the building was taken back under the control of Monmouthshire County Council. Prior to the pandemic, Churches in Monmouth Housing Group had provided furniture, equipment (kitchen, dining, etc.,) through fundraising and community donations. These resources are still stored within the building, but have not been used for nearly 4 years.

Given the increasing level of hidden and recorded homelessness in Monmouth, it is a travesty that the Nightshelter building and resources are no longer used, forcing homeless and vulnerable people to sleep out on the streets, in subways and churchyards or other unsuitable accommodation e.g. fleeing abusive relationships. Returning the management of the property to the Churches in Monmouth Housing Group would provide a much needed warm and safe accommodation at very little cost to MCC as the Nightshelter was staffed by qualified volunteers. In addition, it would demonstrate community compassion, potentially reducing criminality, antisocial behaviour and restoring dignity and hope to homeless and vulnerable people.

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## Petition 2 – 142 signatures

QInAc.



### CHANGE OF USE OF EMPTY RETAIL & COMMERCIAL PROPERTY IN MONMOUTH TOWN CENTRE

#### PETITION TO THE COUNCILLORS OF MONMOUTHSHIRE COUNTY COUNCIL (MCC)

We, the undersigned, are supporting There's NO PLACE Like Home proposal to MCC to undertake a review in 2024 of empty retail & commercial property in Monmouth Town Centre to ascertain suitability for change of use to Domestic & Residential, thereby increasing accommodation stock in the town.

The number of retail and commercial properties which are unoccupied in Monmouth have increased considerably over the past few years. While these properties lie empty, the number of households making homeless applications for social housing has been steadily increasing with 347 applications MCC had a homeless duty to provide accommodation for in the period 1<sup>st</sup> April 2023-31<sup>st</sup> December 2023.

Of these, 169 households were provided with B&B accommodation, whilst 185 were in temporary (not always suitable) accommodation. The average time priority groups (Band 1) spend on the Homesearch Housing Register is 10.7 months – many spend much longer. In addition to this cohort, 1,041 households received housing support.

At the end of January 2024, an additional 50 households are in B&B accommodation, and a further 85 households are waiting for housing support. Yet, properties which could potentially be adapted for residential use, in a fairly short time period, lie empty year after year. B&B and temporary accommodation is extremely costly, both to the taxpayer financially, and for the households involved in terms of their physical and mental well-being.

Children in these households may suffer from 'outsider syndrome' attending multiple different schools as they have no stable home base. They are more likely to be bullied at school and find it difficult to form friendships, something that often stays with them for life. Overall, they are extremely vulnerable making them easy targets for abusers and organised criminal gangs.

A review is long overdue to address these issues, working in conjunction with Social Housing providers, to deliver much needed housing stock where it is needed. In the short term, desk research will identify empty properties – location, length of time vacant, etc., followed by primary research to evaluate potential cost of refurbishment of the properties to meet the standard required for residential housing, and plans drawn up to achieve this standard. It is feasible for this activity to be completed in less than the average time households spend on the Homesearch Register, with budgets allocated for refurbishment work to begin in the next financial year, factoring in the cost-saving from not using B&Bs or temporary accommodation.

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## Petition 3 – 119 signatures



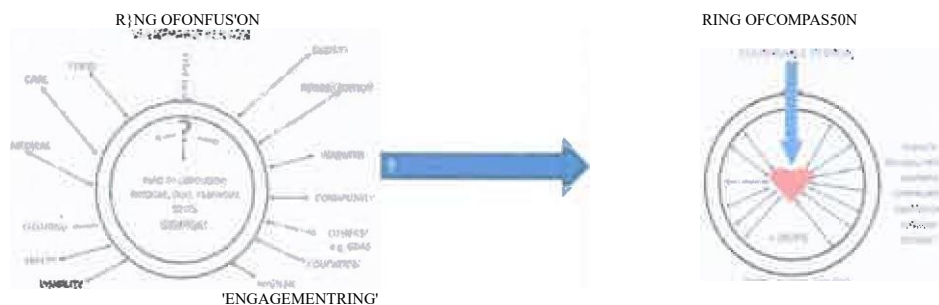
### INTRODUCE AN 'ENGAGEMENT RING' SYSTEM & TRIAGE PROCESS

#### PETITION TO THE COUNCILLORS OF MONMOUTHSHIRE COUNTY COUNCIL (MCC)

We, the undersigned, are supporting There's NO PLACE Like Home proposal for MCC to introduce an **ENGAGEMENT RING** – a simple process with a single initial 24/7 point of contact based in Monmouth and triage system for vulnerable people, to identify their needs and develop a clear pathway which will result in a process which is faster and more targeted, reducing stress and trauma, and restoring dignity to the individual in need.

Numerous agencies, organisations and individuals in and around Monmouth work to resolve issues of homelessness, poverty and loneliness, including supporting people with mental health issues and addiction. This work is extremely valuable to the community; however, lack of synergy and productivity loss due to disparate processes leads to ineffective use of limited resources available, delays, frustration and decreasing levels of physical, mental, psychological and emotional wellbeing for the people it is 'designed' to help. Where progress is made, this is jeopardised through lengthy formal 'processing' of individuals and families to establish their status, e.g. homeless (Usk/Newport), benefits entitlement (Abergavenny), etc., resulting in recidivism, antisocial behaviour, hopelessness, returning to abusive relationships, a feeling of being 'invisible' and ultimately, suicidal tendencies. Whether lonely, poor or homeless, vulnerable people are traumatised, and under the current stand-alone processes, they are forced to relive their experience at every stage in the cycle.

This RING OF CONFUSION must be transformed into a RING OF COMPASSION – **ENGAGEMENT RING**



Using technology, systems can be simplified and 2-way communication established between support providers resulting in speedy decision making and timely interventions. This can be achieved by introducing a 24/7 heart at the centre of the ring which will provide a one-stage contact for the vulnerable person, **using a triage based process which requires only one re-telling of their story**. For people finding themselves in a desperate situation, lengthy, multiple processes simply add to their misery.

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**SUBJECT: STRATEGIC EQUALITY PLAN ANNUAL MONITORING REPORT 23-24**

**MEETING: PLACE SCRUTINY COMMITTEE**

**DATE: 11<sup>TH</sup> JULY 2024**

**DIVISION/WARDS AFFECTED: ALL**

## 1. PURPOSE:

- 1.1 To provide the committee with an opportunity to examine progress against the commitments made in the Strategic Equality Plan 20-24 during the period March 2023 to March 2024.

## 2. RECOMMENDATIONS:

- 2.1 That members scrutinise the Strategic Equality Plan Annual Monitoring Report.

## 3. KEY ISSUES:

- 3.1 Tackling inequality is one of the Council's biggest priorities. If we are to achieve our ambition, it is important that we value and make the most of the abilities and contributions of everyone in our communities, irrespective of age, gender, race, sexual orientation or any of the other characteristics that make us who we are.

The Equality Act 2010 was introduced in April 2011. Within its specific duties is the requirement to publish an annual report on the council's performance against the commitments made in its Strategic Equality Plan.

The Council approved a new Strategic Equality Plan and objectives in March of this year, covering the period April 2024 to March 2028. The first progress report against those objectives will be received in July 2025. In the meantime, this annual monitoring report covers the final year of the 2020 – 2024 strategy.

- 3.2 The objectives in place during that period were:

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

### 3.3 Here are some highlights from the year:

- We have developed the Building Stronger Families Team to work with families in a voluntary capacity around family goals and outcomes. This has resulted in children and families receiving preventative support in situations where initial concerns have been identified, helping to divert the need for statutory intervention.
- We have introduced a guaranteed interview scheme for Monmouthshire care leavers, as long as they meet the basic criteria of the person specification. This is continuing. We have the same scheme in place for disabled people. We have also achieved level 2 of the Department of Work and Pensions Disability Confident Employer scheme.
- Holocaust Memorial Day (HMD) has continued to be commemorated annually in Monmouthshire with presentations and guest speakers. The most recent event, held on Saturday 27<sup>th</sup> January in line with HMD, was hosted by Friends of Monmouth Library and supported by the Library Service and Monmouth Comprehensive School.
- This year saw the new Web Content Accessibility Guidelines (WCAG) introduced around the UK - Significant progress has been made improving the accessibility of the council's website. We now track the progress of this project monthly using the free Silk Tide index tool. Our continued updates to the site see us improving month by month.
- We introduced the Apprentice Graduate and Intern Strategy (AGI) to support and increase the number of opportunities across the council. Work continues on this as an integral part of strategic workforce planning.

3.4 The monitoring report has been attached as an appendix to this covering report.

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

The updated actions within the Monitoring Report are presented in a way that enables the reader to understand the impacts of actions taken within the year to March 24. The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics.

## **5. OPTIONS APPRAISAL**

We are required to publish the Strategic Equality Plan Annual Monitoring Report.

## **6. EVALUATION CRITERIA**

N/A

## **7. REASONS:**

To comply with legislation



**8. RESOURCE IMPLICATIONS:**

N/A

**9. CONSULTEES:**

The Monitoring Report provides the roles of officers within Monmouthshire County Council who have contributed.

**10. BACKGROUND PAPERS:**

**11.** [Strategic Equality Plan 2020-24 \(monmouthshire.gov.uk\)](http://monmouthshire.gov.uk)

**12. AUTHOR:**

Pennie Walker – Equality and Welsh Language Manager

**13. CONTACT DETAILS:**

**Tel:** 07813 994768 / 01633 64 (4413)

**E-mail:** penniewalker@monmouthshire.gov.uk

## Is my report exempt?

In some instances it may be necessary to submit a report to a committee but withhold the whole report, or part of that report, due to the sensitive nature of information contained within it.

There are specific circumstances in which a report may be considered exempt which are set in legislation. When writing your report bear in mind the following circumstances to consider whether your report should be exempt;

*Local Government Act, Schedule 12A, Part 4;*

12. Information relating to a particular individual
13. Information which is likely to reveal the identity of an individual
14. Information relating to the financial or business affairs of any particular person (including the authority holding that information)
15. Information relating to any consultation or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
16. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings
17. Information which reveals that the authority proposes –
  - a. To give under any enactment a notice under or by virtue of which requirements are imposed on a person; or
  - b. To make an order or direction under any enactment
18. Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

If you are unsure if the report should be exempt or not you should contact Democratic Services or the Monitoring Officer for further advice and guidance. The principal to bear in mind however is that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

If your report is to be exempt you should let Democratic Services know as soon as possible if you have not already done so when adding the item to the forward plan of the relevant committee.

When submitting your report to Democratic Services for publication with the agenda you must also include an exemption certificate which give details as to why the report is exempt and not for publication. This certificate will be publicly available with the agenda in place of the report so the reasoning for the exemption should be made clear on this form. The exemption certificate is available overleaf.

Further information on definitions and exemptions is available within the Local Government Act at the following link; <http://www.legislation.gov.uk/ukpga/1972/70/schedule/12A>



**SCHEDULE 12A LOCAL GOVERNMENT ACT 1972  
EXEMPTION FROM DISCLOSURE OF DOCUMENTS**

**Meeting and Date of Meeting:** **Insert date and meeting**

**Report:** **Insert report title**

**Author:** **Insert author**

I have considered grounds for exemption of information contained in the background paper for the report referred to above and make the following recommendation to the Proper Officer:-

**Exemptions applying to the report:**

[Enter the section and reason of the exemption, as defined by the Local Government Act set out above e.g – This report will be exempt under paragraph 12 of Schedule 12A – Information relating to a particular individual]

**Factors in favour of disclosure:**

Openness & transparency in matters concerned with the public

**Prejudice which would result if the information were disclosed:**

[Give a brief indication of what information would be disclosed and the impact of its disclosure]

**My view on the public interest test is as follows:**

Factors in favour of disclosure are outweighed by those against.

**Recommended decision on exemption from disclosure:**

Maintain exemption from publication in relation to report

Date: **Insert date**

Signed: **Signed by report author**

Post: **Insert post**

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I accept/I do not accept the recommendation made above

Signed: **[Signed by Chief Officer / Head of Service / Chief Executive]**

Date: **Insert Date**

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**Strategic Equality Plan**  
**Annual Monitoring Report**  
**1<sup>st</sup> April 2023-31<sup>st</sup> March 24**

# Introduction and Policy Context

This annual monitoring report covers progress during the year ending March 2024. It reports progress on the Council's Strategic Equality Plan which was approved by Council on the 5<sup>th</sup> of March 2020. You can access the latest Strategic Equality Plan on the Council's website at: <https://www.monmouthshire.gov.uk/equality-and-diversity/>

## Links to strategies

This 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:

- Community and Corporate Plan 2022-28
- Welsh Language (Wales) Measure 2011
- Cymraeg 2050 (1 million Welsh speakers by 2050)
- Strategaeth Mwy na geiriau/More than words strategy
- Monmouthshire Local Development Plan 2011-21
- Strategy for Older People Wales
- 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.

## Monmouthshire's strategic equality objectives 2020-2024

The strategic objectives that have been agreed in the new Strategic Equality Plan are:

- Give children the best possible start in life overcoming barriers to attainment and opportunity
- Overcome inequalities in access to economic prosperity
- Create cohesive communities
- Provide services that are accessible to our public and support our workforce.
- Create a diverse and inclusive workforce
- Reduce the gender pay gap

This report provides an update on progress against these objectives. It also contains links to other documents like the gender pay report.

# Legislative Context

## 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



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

### Protected Characteristics

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

### Actions

Outcome	Action	Responsibility	Progress
Children, young people and families are supported to improve their well-being	Develop an integrated early intervention and prevention pathway to support children and families at the earliest opportunity and reduce the need for statutory intervention to keep people safe in particular those with Adverse Childhood Experiences (ACEs).	Head of Children's Services	<p>We have set up a multi-agency panel to receive and discuss children where concerns have arisen about their wellbeing or potential family vulnerabilities. The panel members include services provided by the council (such as social care, education and youth services); health services (including Children and Adolescent Mental Health Service) and a range of third sector and voluntary organisations (such as Action for Children). The panel approach has resulted in a coordinated response to referrals which helps to ensure that the family receive the right help, first time from the service that is best placed to provide it.</p> <p>We have developed the Building Stronger Families Team to work with families in a voluntary capacity around family goals</p>

			<p>and outcomes. This has resulted in children and families receiving preventative support in situations where initial concerns have been identified, helping to divert the need for statutory intervention.</p> <p>We have also commenced a Welsh Government funded pilot - Early Years Integrated Transformation Programme. The pilot is a county wide programme for children aged 0 to 7 including prenatal support. This partnership pilot aims to devise a new early years system that removes the geographical and age barriers currently in place for Flying Start. It also embraces the Marmot approach of proportionate universalism for families with young children ensuring that support is provided by the right person, at the right time by using a “what matters” approach. More information about the Marmot approach is available here: <a href="#">Fair Society Healthy Lives (The Marmot Review) - IHE (instituteofhealthequity.org)</a></p> <p>All MCC schools (bar one) have at least one trained Emotional Literacy Support Assistant supporting pupils, in total we have around 70 active ELSAs making daily impact on the lives of pupils.</p> <p>This work is ongoing.</p>
Children attain their full potential	Map the current provision to support pupils eligible for Free School Meal (eFSM) through the Education Achievement Service (EAS) and Monmouthshire; identify any gaps and work with the EAS and wider partners to develop a cohesive strategy to raise the attainment of FSM pupils and close the gap between FSM and non FSM pupils.	Head of Achievement and Attainment.	<p>The majority of our schools have engaged positively with the regional Tackling Aspects of Poverty (TAP) strategy led by the Education Achievement Service. As a result, many schools have developed a range of effective strategies to support FSM pupils. These have been shared with other schools at regional events.</p> <p>Estyn reinstated their programme of inspections in April 2022. Estyn reports from that date indicate that vulnerable learners, including pupils eligible for free school meals, are making good progress in their learning. However, improving the attendance of FSM pupils in has been highlighted as a recommendation in both secondary schools inspected.</p> <p>Attendance of FSM pupils continues to improve across both</p>

			sectors and the last data collection point at the end of the spring term 2024, primary FSM attendance in primary schools is 89.4% and 80.0% in secondary schools.
Children, young people and families are supported to improve their well-being	Develop an effective 0 - 25 Partnership for Children and Young People	Strategic Partnership Manager	<p>A draft framework has been produced in anticipation for a newly formed Children &amp; Young People's (CYP) Strategic Partnership structure. This will be developed alongside a collective wellbeing offer for the county, for which the mapping and review is currently underway.</p> <p>The implementation of the new CYP Partnership structure is also paused whilst the Gwent Public Services Board agrees its priority workstreams. This is to ensure that the required structures will be developed appropriately and will be fit for purpose, ensuring there is synergies with regional structures and work programmes, it will minimise duplication, and ensure alignment of delivery, whilst maximising resources available.</p> <p>It will also be key to ensure that the development of a Children &amp; Young People's Strategic Partnership (CYPSP) approach has due regard for Monmouthshire Corporate and Community plan and Welsh Governments Child Poverty strategy, 2024.</p>
Children, young people and families are supported to improve their well-being (narrowing the gap outcome)	Continue to develop the Community Focused School Scheme	Community Partnerships and Wellbeing Lead	<p>A Community Focused Schools Coordinator is in post. They are developing various projects to support schools and communities in Monmouthshire, such as Grub Club, Fun Family Fitness, intergenerational experiences, and funding applications.</p> <p>Schools are working to become more community focused by collaborating with local organisations, churches, businesses, and groups to provide surplus food, clothing, equipment, and musical instruments to the community. They are also working with the Educational Achievement Service (EAS) to achieve a Heart in the Community Award.</p> <p>Schools and communities are supported with the cost-of-living crisis and mental health issues: The coordinator signposts schools to organisations or sessions that can help families with</p>

			<p>financial and emotional challenges. Four 'Schools and Communities Together' events are planned at the four comprehensive schools. A project with the Sustainable Food Partnership team is offered to schools with a low uptake of free school meals.</p> <p>A new Tackling Poverty and Inequality Lead is now in post. The lead is meeting the cluster head teachers to address the needs of schools and their communities in Monmouthshire.</p>
Children & young people have sufficient opportunity to participate in play and physical activity	Carry out an annual Play sufficiency assessment.	Play Development Lead	<p>The latest annual play sufficiency assessment was carried out in June 2022 and is available at on the <a href="#">Council's website</a>.</p> <p>Annual reviews and action plan were submitted in June 23. Another annual review and updated action plan will be completed in June 24. The full assessment needs to be completed again in 2025 and so work has begun on planning for consultations and competition.</p>
Children & young people have sufficient opportunity to participate in play and physical activity	Deliver the playmaker leadership programme to year 5 and 6 pupils to support confidence, motivation, well-being and promote active citizenship	Sports & Community Team Lead	We have delivered a continual roll out of the Sports Leaders UK playmaker programme to all year 5 pupils on an annual basis for the last 6 year period. This has resulted in circa 6,000 young people being given the opportunity to attend the workshop and support health and wellbeing provision across primary education before transitioning to secondary education and our associated leadership academy pathway to post 16 employment. This is a rolling part of our delivery plan to provide these opportunities.
Children & young people have sufficient opportunity to participate in play and physical activity	Reduce the inequalities in physical activity rates between males and females with the Girls Can and Ladies Stronger Together programmes	Sports & Community Team Lead	We have delivered a targeted series of programmes focused on participation for underrepresented groups. This has seen an increase in participation, membership update and direct pathways to support physical activity. This is a rolling part of our delivery plan to provide these opportunities.
Children and young people are supported to	Working in partnership with the regional DSW officer. Working in	MonLife Sports Development/Play	Disability Sport Wales has moved to a regional delivery model, and we work closely with them to provide case studies and

<p>improve their well-being. Children with disabilities are able to access sporting activities</p>	<p>partnership with local health services to sign post referrals from the health pathway to community provision in Monmouthshire.</p>	<p>Team</p>	<p>signpost referrals from health partners. This programme is monitored and monthly catch ups are held with the relevant officers.</p> <p>Our commitment to fully inclusive provision remains and we have seen significant progress in fully inclusive schemes, such as the Action For Children Playschemes, to support this ongoing priority. Through holiday provision we are working closely with MCC children’s disability team and organisations such as Ready, Steady, Go to provide inclusive holiday activities.</p>
<p>Young people who are threatened with homelessness have improved access to accommodation and support</p>	<p>Establish a positive pathway to identify potential homelessness at an early stage.</p> <p>Review services through Housing Support Grant</p>	<p>Housing and Communities Manager</p> <p>Flexible Funding Manager</p>	<p>The Housing Support Gateway (HSG) services are being reviewed and will be recommissioned in 2024-2025, taking into account the needs of young people.</p> <p>The Compass project, which provides support and accommodation for young people, has been restructured and integrated into the HSG team. The Compass coordinator is also working to support neurodivergent young people.</p> <p>Additionally, the Monmouthshire Youth Homelessness Information Panel met to map the homelessness journey of young people and identify improvements.</p> <p>An Early Identification Tool has been developed and implemented in secondary schools to identify young people at risk of homelessness.</p> <p>Monmouthshire has adopted a Rapid Rehousing approach to homelessness, with a strong emphasis on prevention. The website has been improved to provide more information and resources for young people and homelessness prevention.</p>

## Objective 2: Overcome inequalities in access to economic prosperity

### Protected Characteristics

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

### Actions

Outcome	Action	Responsibility	Progress
More people have access to high-speed broadband	Increase the availability and take up of broadband across the county to address digital exclusion.	Head of Rural Development, Housing and Partnerships	<p>The ability to access broadband is an imperative for many citizens, particularly in terms of reducing travel costs and carbon impact or to access online services to address the cost-of-living crisis.</p> <p>The last Open Market Review data revealed a much-improved situation in Monmouthshire, with further improvements to be made over the next three years.</p> <p>From 2010, UK Government policy focused on the roll-out of 'superfast' broadband – usually defined as broadband with download speeds of 30 Megabits per second.</p> <p>In 2019 2,494 or 5.1% of all premises in Monmouthshire (our 'digital deprivation rate') did not have access to broadband at over 30 Mbps. By 2021 this had improved to 1,238 or 2.5% of households. This is around half of the Wales average which stood at 5.1% in 2021. These are the latest figures released by Welsh</p>

			<p>Government as they only conduct the exercise on a sporadic basis.</p> <p>Several broadband providers, including BT, Sky and Virgin Media, offer cheaper long term tariffs for those receiving benefits such as Universal Credit and Pension Credit.</p> <p>There are also new operators e.g. Voneus and Telet who, are seeking to address rural broadband connectivity issues in the County.</p>
People have the opportunity to raise their household income	Work as part of the Cardiff Capital Region to attract high skill, high wage jobs	Chief Officer, Communities and Place	<p>The Cardiff Capital Region Skills Partnership continue to work with employers to understand their needs and advised Welsh Government on future prioritisation – with the goal of stimulating innovative approaches to maximising the impact of future skills activity and funding.</p> <p>Gross weekly pay for Monmouthshire residents was £695.30 in 2023 compared to £731.70 in 2022, 4.79% reduction. However, Monmouthshire still maintains the highest average earnings in Wales and above the Great Britain average. The Welsh Average in 2023 was £636.10 compared to 2022 was £604.30. The male average reduced slightly to £699.20 in 2023 compared to £771.20 in 2022. The Welsh average for males slightly increased to £671.30 in 2023 compared to £633.10 in 2022. The female average in 2023 is £653.00 compared to £621.00 in 2022, a slight increase of 5.15%.</p> <p>The Economy, Employment and Skills Strategy was approved by Cabinet on 7<sup>th</sup> February 2024. One of the objectives is to equip people with skills and qualifications to enter employment and enable employment progression. Progress will be monitored through the strategy action plan.</p>
People have the opportunity to raise their household income	<p>Delivery of UK Gov't SPF projects (CELT+ &amp; Multiply) and Welsh Government's Communities for Work + programme to:</p> <p>Support Economically Inactive people close to the labour market through a number of interventions (mentoring,</p>	Adult Employment & Skills Lead	<p>Continue providing Employability support and upskilling opportunities through externally funded programmes that run until March 2025.</p> <p>In the last year the following projects have delivered:</p> <p>Communities for Work+</p>

	<p>upskilling, counselling) (CELT+)</p> <p>Support unemployed people who are ready to work with mentoring and training opportunities to upskill. (CfW+)</p> <p>Support people who do not have a C at GCSE/lost confidence in Numeracy to upskill through a variety of interventions (GCSE's, Budgeting Workshops, 1:1 support, support for parents with KS1 children to support with Numeracy) (Multiply)</p>		<ul style="list-style-type: none"> <li>• Engagements - 201</li> <li>• Number of people supported in to work – 115</li> </ul> <p>CELT+</p> <ul style="list-style-type: none"> <li>• Engagements – 165</li> <li>• Outcomes (various) – 131</li> </ul> <p>Multiply</p> <ul style="list-style-type: none"> <li>• Engagements - 330</li> <li>• Participating in a course - 208</li> </ul>
Households are able to maximise their incomes and minimise their outgoings	Continue to deliver activities which seek to address inequality and poverty in the County, in line with the objectives of the Community and Corporate Plan.	Head of Economy, Employment and Skills	<p>A new cost of living campaign has been developed offering localised support and information. Regular social media campaigns have been sent out through the authorities' social media accounts. We have seen an increase in the number of "engagement clicks" through social media campaigns and visitors to the cost-of-living pages. Localised flyers and posters are also now available to distribute across the County.</p> <p>The existing Tackling Poverty and Inequality Action Plan (2020) is also being refocused to align with the Community and Corporate Plan. This will include the work already started with the refocusing of the Tackling Poverty and Inequality Network and Tackling Poverty and Inequality Dashboard.</p>
A reduction in the number of people not in education, training or employment (NEET)	Provide learning, training and employability opportunities for 11 to 24 year olds	Youth Employment and Skills Lead	<p>NEET figures vary annually and range between 1% -2% across all year groups (and have done since 2016). An example of this, during Covid, the figures were close to the 2% margin due to Year 13's not going to University. Our aim is to drive down NEET numbers year on year but they do fluctuate between this 1-2% (for example in Year 11, 8 students = 1%).</p> <p>What we have done:</p> <p>Each school has a dedicated full time Inspire Engagement Worker –</p>



			<p>who's role it is to support 14-16 year olds to maintain attendance and help in identifying and supporting Post 16 opportunities (College, Sixth Form, Traineeships, Apprenticeships and Employment).</p> <p>For individuals (and there have been a significant rise since Covid) who attend school less than 50% we have an outreach inspire worker going into homes to support with post 16 options).</p> <p>If they have identified as NEET (or become NEET during Year 12-13) our Post 16 worker works closely with Careers Wales to support young people back into a provision.</p>
More people with disabilities and care leavers in employment	Provide access to the labour market for disabled people and care leavers	Apprentice Graduate and Intern Co-ordinator.	We have introduced a guaranteed interview scheme for Monmouthshire care leavers, as long as they meet the basic criteria of the person specification. This is still continuing. We have the same scheme in place for disabled people. We have also achieved level 2 of the Department of Work and Pensions Disability Confident Employer scheme.
Overcoming the barriers to accessing transport in rural areas	Work with technology companies to develop digital solutions for rural transport in Monmouthshire using funding from the Cabinet Office GovTech Catalyst Programme.	Chief Officer People, Performance and Partnerships	<p>Following investment from the Cabinet Office a private sector technology company was awarded a contract to conduct research and development to develop a digital solution. This included an integrated transport planner, a booking system for demand responsive community transport and a ride-share scheme.</p> <p>The work was disrupted by the pandemic and, in a separate decision the UK Government discontinued the programme. The user research and testing concluded that the product would not be commercially viable. Other products have now been made available by alternative providers and would be available to the authority should we choose to use them. The research identified useful lessons which can be applied to future projects.</p>

## Objective 3: Create cohesive communities

### 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		

### Actions

Outcome	Action	Responsibility	Progress
Better data is available about hate-based bullying	Improve recording of incidents of hate-based bullying and piloting appropriate interventions.	Healthy Schools and Bullying Inclusion Group	A spreadsheet has been issued to schools to record Rights, Respect, and Equality (RRE) issues. Schools that have trialled the spreadsheet have found it beneficial, as it allows for filtering by various parameters and proactive and preventive use of data. The aim of the spreadsheet is not to show zero reports of bullying or other issues, but to ensure that schools have a system in place to recognize and address such concerns.  Training on RRE anti bullying is part of the Vulnerable Learner Lead (VLL) offer. Four online sessions were offered in Autumn 2023 and Spring term of 2024. The training will move to being recorded, and on the SharePoint Inclusion training portal and so available at all times to all those
Increased awareness of the effect of hate-based bullying amongst young children in school	Hold awareness sessions in the Chepstow cluster initially. Then arrange for the sessions across the county.	As above with Connected Communities Manager / Community Cohesion Officer	

			with a staff Hwb email.
Increased awareness of the consequences of hate and discrimination in society	Hold an annual Holocaust Memorial Commemorative event in Community Hubs	Community Hub Officers	Holocaust Memorial Day (HMD) has continued to be commemorated annually in Monmouthshire with presentations and guest speakers. The most recent event, held on Saturday 27 <sup>th</sup> January in line with HMD, was hosted by Friends of Monmouth Library and supported by the Library Service and Monmouth Comprehensive School.
Increased awareness amongst children of the dangers of bullying in all of its forms	Promote Anti-Bullying Week on an annual basis	Communication and Engagement Team. Children and Young People Directorate	This is supported by schools and informed by their own school councils etc. It is also promoted by the lead for wellbeing with a termly diary of events and newsletter promotion. Working jointly with Educational Achievement Service (EAS) consortia and also input from Safeguarding board, via the Lead Officer for Safeguarding in Education. The Education Welfare Service (EWS) also support in terms of their role.  The Local Authority Children and Young People Vulnerable Learner Lead approach is around the Rights Respect and Equality agenda and promotes the recording of concerns regarding bullying and one-off incidents against protected characteristics and preventative strategic work on a year round basis, not just the anti-bullying week. There are also links into other teams to analyse the act of parental choice reasons for moving schools via in year transfer applications, via the access (admission) team.
A reduction in the effects of loneliness and isolation	To deliver the outcomes under the Connected Monmouthshire Plan.	Community Development Team	An on-going programme of work is being delivered through Community Development Coordinators. The team have recently been redesigned to the Community Development Team, now operating geographically across the County. The team operate as North, Central and South, offering localised support focusing on early intervention and prevention.

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

### 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		

### Actions

Outcome	Action	Responsibility	Progress
Ensure that we consider our diverse audience when we communicate as a council.	Continually adhere to the National Principles of Public Engagement	Communications and Engagement Team	During 23/24 we have published our participation strategy content online which talks to various elements of engagement - more information can be seen here ( <a href="#">Participation Strategy - Monmouthshire</a> ). Any communication is issued in a variety of formats to ensure maximum reach. Where consultations and engagement take place a combination of digital, face to face and written formats are encouraged to increase participation. A digital 'communications team briefing form' has been developed for internal use to provide consistency of message across services. As a team we are currently exploring new digital systems to explore amplifying our reach and expect progress in this space throughout 24/25. At all times adhering to and embedding the national principles of public engagement is

			at the forefront of our work.
A fully accessible website providing information about council services	Refresh the council's website to ensure it meets the latest web content accessibility guidelines	Digital Marketing Officer	This year saw the new Web Content Accessibility Guidelines (WCAG) introduced around the UK - Significant progress has been made improving the accessibility of the council's website. We now track the progress of this project monthly using the free Silk Tide index tool. Our continued updates to the site see us improving month by month. However, there are still some problems with the site, most notably the issues with PDF files on the website, details can be viewed here: <a href="https://www.monmouthshire.gov.uk/accessibility/">https://www.monmouthshire.gov.uk/accessibility/</a>
More services are available digitally thereby improving accessibility	Continue to make more services available digitally through the council's app and the Chatbot	Digital Programme Office Manager,	<p>More services have been made available via the My Monmouthshire app and usage has remained high, albeit users have expressed some frustrations with the design of forms. We have conducted a review of customer service and are actively working through steps to improve the experience.</p> <p>In late 2023, we moved over to the GDS (Government Digital Service) to be in line with the Government design principles. This maintains a clear, easy to navigate, welcoming front door to Monmouthshire.</p> <p>The Council's chatbot has around 1600 unique users each month but there is a limit to the range of questions that can be answered by the Artificial Intelligence so there remains a reliance on agent 'takeovers'.</p> <p>The authority continues to promote and resource access to services through community hubs and its telephone contact centre.</p>
New and improved face-to-face access to council services	Open a new Community Hub in Abergavenny with significantly improved access	Head of Commercial and Landlord Services	The new Community Hub opened in the refurbished Abergavenny Town Hall in the autumn of 2022 offering improved access to an integrated service offer in the heart of Abergavenny. The Hub continues to remain open.
Residents of	Continue to fund Monmouthshire	Chief Officer	The authority continues to provide grant funding to Citizens

Monmouthshire have access to independent advice	Citizens Advice Bureau Work closely with the Disability Advice Project to access advice from the Big Lottery funded project	People, Performance and Partnerships Equality and Welsh Language Officer.	Advice Monmouthshire. Their latest impact report shows that the service increased incomes by £838,261 in the fourth quarter of 2023-24. The project assisted 987 people with 3834 problems solved), 56% were female and 44% male. 8% of those assisted had a disability.
Improved services for dealing with mental health in Monmouthshire	Continue to work with MIND on delivering the rural mental health project. Improve the support for workforce mental health	Human Resources Manager Organisational Development Lead	Mind Monmouthshire was successful in winning a grant from the National Lottery Community Fund for an innovative Rural Workers Project. The project supports those in the farming community and allied industries in a wide range of issues.  An increased range of support is available for staff including counselling, the 'Go-To' group of staff who offer peer-to-peer support and a self-directed resources such as <a href="https://www.melo.cymru/">https://www.melo.cymru/</a> . These are referred to through Human Resources and Organisational Development.
Support for women suffering from post-natal depression	Deliver the Flying Start – 1000 days project.	Flying Start Manager	The Early Years Integration and Transformation Programme (EYITP) is providing increased funding for prenatal and perinatal care in Monmouthshire, with a focus on infant and maternal mental health. The program is supporting community groups and maintaining a supply of infant formula for families in financial crisis.  A new Early Years Core Programme is being co-delivered, with support available for mothers both through referral and self-request.  An evidence-based antenatal program is now available to all parents in the authority, with positive results so far. A Dads Advisor has also been recruited to provide support and advice.

## Objective 5: Create a diverse and inclusive workforce

### 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		

### Actions

Outcome	Action	Responsibility	Progress
Those working in key sectors such as home care are less likely to experience in-work poverty	Continue to pay the living wage to all council employees	Chief Officer, Resources / Chief Officer Social Care, Health and Safeguarding	<p>Monmouthshire County Council introduced the Real Living Wage in April 2014 and continues the ongoing commitment to pay at least in line with the Real Living Wage. The pay policy captures this commitment (refer to section 18 – discretionary payments) and is available on our website.</p> <p>All staff that fall under NJC (National Joint Council) terms and conditions (local government employees), have seen pay awards in recent years that have been based on a lump sum increase across all pay scales. The effect of this most recent pay award (2023-24) has seen the lowest paid employees having a 22 per cent (£4,033) pay rise in the two years since 2021.</p>
More people with	Deliver the action plan to attain	Equality and Welsh	Disability Confident Employer status was attained in 2022 and runs

disabilities are applying to work for the county council	Disability Confident Employer status	Language Officer	through to 2025. Officers are presently developing an action plan to achieve level 2 status, to be completed by June 2024 and new status applied for.
People are able to access more services fully using the Welsh language	Proactively target new job opportunities at Welsh speakers	Equality and Welsh Language Officer.	Key front-line posts, and those which are Welsh language essential are advertised in Welsh language publications and we have seen an increased number of applications from Welsh speakers where vacancies are targeted in this way. We had approx. 649 vacancies in 23/24, 24 Welsh Essential (3.70%) and 625 Welsh Desirable (96.30%). We received 16 Welsh Application Forms for Welsh Schools via E Teach.
A more diverse workforce	Introduce more graduate and intern and cadetship opportunities to increase workforce diversity	Apprentice Graduate and Intern Co-ordinator.	We introduced the Apprentice Graduate and Intern Strategy (AGI) to support and increase the number of opportunities across the council. Work continues on this as an integral part of strategic workforce planning.



## Objective 6: Reduce the gender pay gap in Monmouthshire County Council

### Protected Characteristics

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

### Actions

Outcome	Action	Responsibility	Progress
Contribution towards breaking the cycle of Gender Stereo-typing that exists in society and has a negative impact on gender pay equality.	<p>Publish an annual Gender Pay Report</p> <p>Look at alternative ways of recruiting staff to break down the barriers of gender stereotyping.</p>	<p>Human Resources Manager</p> <p>Equality and Welsh Language Officer.</p> <p>Communication, Marketing and Engagement Manager / Human Resources Manager.</p>	<p>The gender pay report is published annually and reported to Council, based on a snapshot on 31<sup>st</sup> March each year. Mean earnings for males were £13.66 compared to £12.93 for females, a gap of 73 pence. This is slightly lower than 2022 (0.1%).</p> <p>The pay gap is strongly affected by the make-up of the Council's workforce and its distribution. The majority of the Council's employees are in the lower grades. This is particularly evident across social care, cleaning and catering service areas which have 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 Grounds as an example, who tend to work full time hours. Therefore, the Gender Pay Gap is as much a societal gap as a pure pay gap.</p> <p>There is now a gender balance amongst elected councillors which acts</p>

			<p>as a positive signal to potential recruits.</p> <p>The new Manager Reset/Training will include consideration of gender equality.</p>
Understand Gender pay differences in our organisation	Gather and analyse gender data	Head of Human Resources / Head of Organisation and Workforce Development	The publication of the annual gender pay report provides a better understanding of pay differences. The full report is available at <a href="#">Gender-Pay-Gap-Report-2024 - Monmouthshire</a>
Equal pay for work of equal value	Revise the People Strategy ensuring gender pay gap data is used to inform the strategy.	Head of Organisation and Workforce Development	The People Strategy is currently being revised following the adoption of the new Community and Corporate Plan by Council in April 2023. The gender pay report will be a key part of the evidence base.
Reduced gender pay difference in the County	Measures added to the Community and Corporate Plan	Head of Human Resource	A new Community and Corporate Plan was approved by Council in April 2023. It contains measures covering the gender pay gap and a commitment to disaggregate more data to identify differences in the experiences of, and services provided to groups of people who possess different protected characteristics.

## Monmouthshire's Scrutiny Forward Work Programme 2024-25

Place Scrutiny Committee				
<b>11<sup>th</sup> July 2024 at 10am</b>	<b>Elect Chair and Vice Chair</b>			
	<b>Petitions (3)</b>	To agree whether to refer to the Executive or full Council for action.		
	<b>Strategic Equality Plan 23/24 Monitoring Report</b>	To scrutinise the Council's progress.	Pennie Walker Cllr Sandles	Performance Monitoring
<b>Special Meeting 24<sup>th</sup> July 2024 at 4.30pm</b>	<b>Proposals for Gypsy and Travellers</b>	Pre-decision Scrutiny of proposals.	Ian Bakewell Cllr Griffiths(?)	Pre-decision Scrutiny
<b>Special Meeting 3<sup>rd</sup> September 2024 at 2pm</b>	<b>*Additional item if required *</b>			
	<b>Buildings at Risk</b>	To scrutinise a report on buildings in the Council's ownership at risk.	Amy Longford Cllr Callard(?)	Policy Update
<b>10<sup>th</sup> October 2pm 2024</b>	<b>RLDP Deposit Plan</b>	To scrutinise the RLDP Deposit Plan prior to Council endorsement for public consultation.	Craig O'Connor Cllr Griffiths	Pre-decision Scrutiny
<b>7<sup>th</sup> November 2024</b>				
<b>December 2024</b>	<b>Local Flood Strategy</b>	Pre-decision scrutiny of adoption of the Local Flood Strategy.	Craig O'Connor Cllr Maby	Pre-decision Scrutiny

## Monmouthshire's Scrutiny Forward Work Programme 2024-25

Place Scrutiny Committee				
<b>Joint Meeting with Public Services Scrutiny</b>	<b>(joint with Public Services)</b>			
<b>5<sup>th</sup> December 2024</b>				
<b>To be confirmed – deferred from 11<sup>th</sup> July 2024</b>	<b>Poverty Action Plan</b>	To scrutinise performance against the action plan.	Lucinda Boyland Cllr Sandles	Performance Monitoring
<b>To be confirmed (end 24/early 25)</b>	<b>Abergavenny Placemaking Plan</b>	<i>To conduct pre-decision scrutiny prior to adoption of Plan by Cabinet.</i>	<i>Daniel Fordham Cllr Griffiths</i>	<i>Pre-decision Scrutiny</i>
<b>To be confirmed (end 24/early 25)</b>	<b>Monmouth Placemaking Plan</b>	<i>To conduct pre-decision scrutiny.</i>	<i>Daniel Fordham Cllr Griffiths</i>	<i>Pre-decision Scrutiny</i>
<b>To be confirmed (end 24/early 25)</b>	<b>Magor Placemaking Plan</b>	<i>To conduct pre-decision scrutiny.</i>	<i>Daniel Fordham Cllr Griffiths</i>	<i>Pre-decision Scrutiny</i>
<b>To be confirmed (2025)</b>	<b>Road Safety Strategy</b>	<i>To scrutinise the Road Safety Strategy.</i>	<i>Geraint Roberts Paul Keeble Cllr Maby</i>	<i>Pre-decision Scrutiny</i>
<b>To be confirmed</b>	<b>Pavement Café Policy</b>	<i>To scrutinise the pavement café policy as the basis for making decisions on applications for licences.</i>	<i>Paul Keeble Cllr Griffiths</i>	<i>Policy Development</i>

## Monmouthshire's Scrutiny Forward Work Programme 2024-25

Place Scrutiny Committee				
<b>To be confirmed</b>	<b>Electric Vehicle Charging Strategy</b>	<i>To scrutinise progress of the strategy prior to Cabinet decision.</i>	<i>Deb Hill-Howells Ian Hoccom Cllr Maby</i>	<i>Pre-decision Scrutiny</i>
<b>To be confirmed</b>	<b>Monlife Heritage Strategy</b>		<i>Tracey Thomas</i>	
<b>To be confirmed</b>	<b>Active Travel Plans</b>	<i>Across Highways and MonLife</i>		
<b>To be confirmed (2024, no clear date yet. Take with STEAM)</b>	<b>Destination management Plan*</b>	<i>To conduct pre-decision scrutiny.</i>	<i>Matthew Lewis</i>	<i>Pre-decision Scrutiny</i>
<b>To be confirmed (take with Destination Management Plan)</b>	<b>Scrutiny of STEAM*</b>	<i>Scrutiny of Monmouthshire STEAM (tourism volume and value) figures.</i>	<i>Nicola Edwards Matthew Lewis Cllr Sandles Cllr Griffiths</i>	<i>Policy Development</i>
<b>Corporate and Community Plan Items for the Committee's consideration for inclusion into the People Scrutiny Forward Plan:</b>				
<b>Inclusive Cultural Strategy</b>				
<b>Increase the use of local produce in schools and care homes and new food strategies</b>				

## Monmouthshire's Scrutiny Forward Work Programme 2024-25

Place Scrutiny Committee				
and policies approved by Cabinet				
Nature Isn't Neat expansion				
Development of Active Travel routes				
Development of a new station at Magor and improvements at Severn Tunnel Junction Creating plans for a metro that links Monmouthshire to Bristol, Newport and Cardiff				
RLDP submission for examination				
Develop a county-wide digital solution that matches those who need to travel				

## Monmouthshire's Scrutiny Forward Work Programme 2024-25

Place Scrutiny Committee				
with those who have car spaces				
RLDP for adoption				
Find new ways to progress refurbishment of Caldicot Leisure Centre				
Deforestation and school meals procurement - Food Strategy - Jointly with P&O				
<b>Workshop</b>	<b>Economic Development Strategy Update</b>	<i>To consider progress ahead of Cabinet decision.</i>	<i>Craig O'Connor</i>	<i>Scrutiny Workshop</i>
<b>Workshop</b>	<b>Local Transport Plan Update</b>	<i>To consider progress ahead of Cabinet decision.</i>	<i>Craig O'Connor</i>	<i>Scrutiny Workshop</i>
<b>Workshop</b>	<b>Affordable housing</b>		<i>Craig O'Connor</i>	<i>Scrutiny Workshop</i>
<b>Workshop</b>	<b>Climate Change and Net Zero ready homes</b>		<i>Craig O'Connor</i>	<i>Scrutiny Workshop</i>
<b>Workshop</b>	<b>Renewables</b>		<i>Craig O'Connor</i>	<i>Scrutiny Workshop</i>

## Monmouthshire's Scrutiny Forward Work Programme 2024-25

Place Scrutiny Committee				
<i>Workshop</i>	<i>Retail</i>		<i>Craig O'Connor</i>	<i>Scrutiny Workshop</i>
<i>Workshop</i>	<i>Tourism</i>		<i>Craig O'Connor</i>	<i>Scrutiny Workshop</i>
<i>Workshop</i>	<i>Deposit Plan</i>		<i>Craig O'Connor</i>	<i>Scrutiny Workshop</i>



## Place Scrutiny Committee

### Action List

10<sup>th</sup> April 2024

<b>Minute Item:</b>	<b>Subject</b>	<b>Officer / Member</b>	<b>Outcome</b>
4	To send details of MCC buildings and places in which lights are left on (e.g. Monmouth comprehensive, Raglan depot) to Cllr Maby and Ian Hoccom	Cllr Lucas	

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Committee / Decision Maker	Meeting date / Decision due	Report Title	de	Purpose	Author	Date item added to the planner
Cabinet	Jan-25	2025/26 Draft Revenue and Capital Budget Proposals	Ben Callard - Resources		Jon Davies	4-Jun-24
Council	01-Jul-25	RLDP for Adoption	Paul Griffiths - Sustainable Economy	To adopt the RLDP following receipt of the Inspector's report, making it the County's Development Plan as defined by S38(6) of the Planning and Compulsory Purchase Act 2004	Mark Hand / Rachel Lewis	23-Aug-22
ICMD	09-Apr-25	Welsh Church Fund Working Group - meeting 4	Ben Callard - Resources			
Council	06-Mar-25	2025/26 Final Budget sign off including CT resolution	Ben Callard - Resources		Jon Davies	13-Jun-24
Council	06-Mar-25	2025/26 Capital Strategy & Treasury Strategy	Ben Callard - Resources		Jon Davies	13-Jun-24
Cabinet	05-Mar-25	2025/26 Final Revenue and Capital Budget Proposals	Ben Callard - Resources		Jon Davies	4-Jun-24
Cabinet	05-Mar-25	2024/25 Revenue and Capital Monitoring Month 9	Ben Callard - Resources		Jon Davies	4-Jun-24
Cabinet	05-Mar-25	2025/26 WCF/Mon Farm Strategy	Ben Callard - Resources		Jon Davies	4-Jun-24
ICMD	29-Jan-25	2025/26 Community Council and Police Precepts final	Ben Callard - Resources			
Council	23-Jan-25	Council Tax Reduction Scheme 2025/26	Ben Callard - Resources		Jon Davies	13-Jun-24

ICMD	15-Jan-25	Welsh Church Fund Working Group - meeting 3	Ben Callard - Resources		Dave Jarrett	13-Jun-24
ICMD	18-Dec-24	2025/26 Community Council and Police Precepts draft	Ben Callard - Resources		Jon Davies	13-Jun-24
ICMD	18-Dec-24	Council Tax Base 2025/26	Ben Callard - Resources		Ruth Donovan	
Cabinet	04-Dec-24	2024/25 Revenue and Capital Monitoring Month 6	Ben Callard - Resources		Jon Davies	4-Jun-24
Cabinet	06-Nov-24	Local Flood Risk Management Strateg			Mark Hand	19-Feb-24
Cabinet	06-Nov-24				Hannah Jones	4-Sep-23
Cabinet	06-Nov-24	Monmouthshire NEET Prevention Strategy			Louise Wilce	10-Jun-24
Cabinet	06-Nov-24	Shire Hall Museum, Monmouth		To update Cabinet on progress of the National Lottery Heritage Fund development phase and consider options for the stage 2 delivery bid	Tracey Thomas	23-May-24
Council	24-Oct-24	Safeguarding report – Social Care & Health			Jane Rodgers	4-Jun-24
Council	24-Oct-24	Chief Officer report – Social Care & Health			Jane Rodgers	4-Jun-24
ICMD	23-Oct-24	Welsh Church Fund Working Group - meeting 2	Ben Callard - Resources		Dave Jarrett	13-Jun-24

Cabinet	02-Oct-24	Adoption of Abergavenny Placemaking Plan	Paul Griffiths - Sustainable Economy	To adopt the Abergavenny Placemaking Plan, co-produced with Abergavenny Town Council, to inform future regeneration priorities and grant bids	Mark Hand / Dan Fordham	3-Oct-22
Cabinet	02-Oct-24	Adoption of Magor Placemaking Plan	Paul Griffiths - Sustainable Economy		Mark Hand / Dan Fordham	3-Oct-22
Cabinet	02-Oct-24	Adoption of Monmouth Placemaking Plan	Paul Griffiths - Sustainable Economy	To adopt the Monmouth Placemaking Plan, co-produced with Monmouth Town Council, to inform future regeneration priorities and grant bids	Mark Hand / Dan Fordham	3-Oct-22
Cabinet	02-Oct-24	Road Safety Strategy	Catrin Maby	To adopt the Road Safety Strategy	Mark Hand / Paul Keeble	4-Oct-22
Cabinet	25-Sep-24	2025/26 Revenue and Capital MTFP update and process			Jon Davies	4-Jun-24
Cabinet	25-Sep-24	2024/25 Revenue Monitoring Month 4	Ben Callard - Resources		Jon Daviea	4-Jun-24
Council	19-Sep-24	Home to School Transport – response to consultation			Deb Hill Howells	4-Jun-24
Council	19-Sep-24	Self-assessment report – People, Performance and Partnerships			Matt Gatehouse	4-Jun-24
Council	19-Sep-24	RLDP submission for examination	Paul Griffiths - Sustainable Economy	To endorse the submission of the Deposit RLDP to the Welsh Government for examination by an independent Inspector. By agreeing, Council will be saying it wants this document to be the adopted RLDP for Monmouthshire.	Mark Hand / Rachel Lewis	23-Aug-22
Council	19-Sep-24	Gov & Audit Annual Report			Andrew Blackmore	21-Jun-24
Cabinet	11-Sep-24	Home to School Transport – response to consultation	Paul Griffiths - Sustainable Economy			4-Jun-24

Cabinet	11-Sep-24	Pavement Café Policy	Paul Griffiths - Sustainable Economy	To adopt the pavement café policy as the basis for making decisions on applications for licences	Mark Hand / Paul Keeble	4-Oct-22
Cabinet	11-Sep-24	Measurement Framework	Mary Ann Brocklesby - Whole Authority Strategy	To approve an update to the measurement framework that enables Cabinet to track progress against the priorities in the community and corporate plan	Matt Gatehouse	7-Jun-24
Cabinet	11-Sep-24	GRT sites	Ian Chandler - Social Care & Safeguarding			4-Jun-24
ICMD	21-Aug-24	Welsh Church Fund Working Group - meeting 1	Ben Callard - Resources		Dave Jarrett	6-Jun-24
Council	18-Jul-24	Older People's Champion	Ian Chandler - Social Care & Safeguarding	<b>To formally appoint to the role of Age Friendly champion in line with the commitment made by Council in January of this year and to provide a brief update on work done towards making Monmouthshire an age friendly county</b>	Matthew Gatehouse / Jane Rodgers	27-Jun-24
Council	18-Jul-24	Chief Officer report – Children and Young People			Will McLean	4-Jun-24
Council	18-Jul-24	Medium Term Financial Strategy	Ben Callard - Resources		Jon Davies	4-Jun-24
Cabinet	17-Jul-24	Budden Crescent business case	Ian Chandler - Social Care & Safeguarding		Jane Rodgers	4-Jun-24
Cabinet	17-Jul-24	Feedback from P&O Scrutiny				26-Jun-24
Cabinet	17-Jul-24	Connected Care report – Social Care and Health (possible Sept)	Ian Chandler - Social Care & Safeguarding		Jane Rodgers	4-Jul-24
Cabinet	17-Jul-24	Digital and Data Strategy	Ben Callard - Resources			10-Jun-24

Cabinet	17-Jul-24	Revenue and Capital monitoring outturn report (including early update on 2024/25)	Ben Callard - Resources		Jon Davies	10-May-24
ICMD	10-Jul-24	SPEED LIMIT PROPOSALS – AMENDMENT ORDER NO. 14	Catrin Maby - Climate Change and Environment	This report seeks Cabinet Member approval to proceed with several Traffic Orders throughout the County.	Graham Kinsella	
Cabinet	05-Jun-24	Whole Authority Strategic Risk Assessment		To provide cabinet with an overview of the current strategic risks facing the authority and to agree the revised strategic risk management policy	Richard Jones	26-Apr-24
Cabinet	05-Jun-24	People Strategy	Ben Callard - Resources	To seek Cabinet approval of a revised people strategy, which is one of a suite of enabling strategies that sit underneath the community and corporate plan to ensure the authorities resources are aligned with the delivery of its purpose.	Matt Gatehouse	1-May-24
Cabinet	05-Jun-24	Consultation on the relocation of Ysgol Gymraeg Y Fenni	Martyn Groucutt - Education	To receive feedback on the statutory consultation concerning the proposed relocation and increase in capacity of Ysgol Gymraeg Y Fenni.	Matthew Jones	26-Feb-24
Cabinet	22-May-24	Feedback from P&O Scrutiny		Performance and Overview Scrutiny Committee – Feedback to Cabinet of Meeting held on 14th May 2024	Hazel Ilett	14-May-24
Cabinet	22-May-24	Strategy for Commissioned Domiciliary Care in Monmouthshire	Ian Chandler - Social Care & Safeguarding		Ceri York	24-Apr-24
ICMD	22-May-24	Council Tax Assistance for MCC Foster Carers	Ian Chandler - Social Care & Safeguarding	The purpose of this paper is to present the case for providing Monmouthshire County Council foster carers with a subsidy on their council tax.	Jane Rodgers	8-May-24
ICMD	22-May-24	Florence Jones Report & FGE	Paul Griffiths - Sustainable Economy	to consider the options in relation to the collection of monies secured under a land charge on land at and- including Upper House Farm, Wonastow, Monmouth	Amy Longford	30-Apr-24
Council	16-May-24	Political Balance Report	Angela Sandles - Engagement		James Williams	
Council	16-May-24	Appointments to Committees	Angela Sandles - Engagement		James Williams	

Council	16-May-24	Outside Bodies	Angela Sandles - Engagement		James Williams	
Cabinet	15-May-24	Uploading S106 Capital Sums into 2024/25 Capital Budget	Ian Chandler - Social Care & Safeguarding		Mike Moran	9-Apr-24
Cabinet	15-May-24	Development of a Supported Accommodation Project for care experienced young people	Ian Chandler - Social Care & Safeguarding		Jane Rodgers	24-Apr-24
Cabinet	15-May-24	Repurposing of Severn View Residential Home, Chepstow	Paul Griffiths - Sustainable Economy	To seek approval for the repurposing of Severn View Residential Home to support policy objectives around temporary accommodation, in accordance with the Rapiit Rehousing Strategy.	Nick Keyse/Cath Fallon	
Cabinet	15-May-24	Local Housing Market Assessment	Paul Griffiths - Sustainable Economy	The LHMA provides a review of the need for affordable and market housing across Monmouthshire and an overview of the current housing market.	Sally Meyrick	8-Jan-24
Cabinet	15-May-24	Local Flood Strategy	Paul Griffiths - Sustainable Economy		Carl Touhig	9-Oct-23
Cabinet	15-May-24	Local Transport Plan	Catrin Maby	To adopt the Local Transport Plan	Debra Hill-Howells / Christian Schmidt	4-Oct-22
Cabinet	15-May-24	Climate and Nature Emergency		To receive an update on progress made towards the Climate and Nature Emergency Strategy and to agree the new overarching Climate and Nature Emergency Strategy and action plan format	Hazel Clatworthy	19-Oct-23
Cabinet	15-May-24	Greenfingers Report	Ian Chandler - Social Care & Safeguarding		Jane Rodgers	26-Mar-24
Cabinet	15-May-24	Local Housing Market Assessment Refresh 2022-2037		To provide an overview of the Local Housing Market Assessment Refresh 2022-2037 which provides an estimation of the additional affordable housing need across Monmouthshire.	Sally Meyrick	15-Apr-24
Cabinet	15-May-24	Local Food Strategy			Marianne Elliot	18-Apr-24



Council	18-Apr-24	Placement Development Strategy	Ian Chandler - Social Care & Safeguarding	To set out a strategy for the expansion and development of in-county residential and supported accommodation placements for children who are looked after. To make recommendations about i) changing the use of 3	Jane Rodgers / Diane Corrister	8-Jan-24
ICMD	17-Apr-24	ICMD Report - 20 mph Speed Limit Revocation Order	Catrin Maby - Climate Change and Environment		Graham Kinsella	22-Mar-24
ICMD	17-Apr-24	ICM report - Florence Jones DEFERRED	Paul Griffiths - Sustainable Economy		Amy Longford	11-Mar-24
Cabinet	10-Apr-24	Public Spaces Protection Order Dog Controls	Paul Griffiths - Sustainable Economy		Huw Owen	19-Feb-24
Cabinet	10-Apr-24	Primary School catchment areas consultation feedback	Martyn Groucutt - Education	For Members to receive feedback on the consultation relating to a review of Primary School catchment areas and determine whether to implement proposals	Matthew Jones	20-Nov-23
Cabinet	10-Apr-24	Sustainable Communities for Learning Strategic Outline Programme update	Martyn Groucutt - Education	To provide members with details of the revisions to the Strategic Outline Programme for the Sustainable Communities for Learning Programme which will inform the development of projects within the rolling programme of	Debbie Graves	12-Sep-23
ICMD	27-Mar-24	Welsh Church Fund Working Group	Ben Callard - Resources		Dave Jarrett	
ICMD	27-Mar-24	Experimental TRO Prohibition of driving except for access Goldwire Lane Monmouth	Catrin Maby - Climate Change and Environment		Graham Kinsella	
ICMD	13-Mar-24	Increase in building control charges	Paul Griffiths - Sustainable Economy		Craig O'Connor	
Cabinet	06-Mar-24	To consider a Business Case for the acquisition of a property for use as a registered children's home	Ian Chandler - Social Care & Safeguarding		jane Rodgers	13-Feb-24
Council	29-Feb-24	Agree the name of the new Welsh-medium Primary School in Monmouth	Martyn Groucutt - Education	Agree the name of the new Welsh-medium Primary School in Monmouth	Debbie Graves	15-Nov-23

Council	29-Feb-24	Standards Committee Appointment			James Williams	6-Feb-24
Council	29-Feb-24	Strategic Equality Plan 2024		To seek approval of a new Strategic Equality Plan for the period 2024-28, incorporating MCCs contribution to national action plans on race equality, LGBTQ and other protected characteristics	Matthew Gatehouse	15-Nov-23
Council	29-Feb-24	Appointment of Monmouthshire Local Access Forum		To secure the appointment of members to the Monmouthshire Local Access Forum for its next 3 year period.	Matthew Lewis	18-Jan-23
Council	29-Feb-24	Final Budget Proposals	Ben Callard - Resources		Jon Davies	
Council	29-Feb-24	Capital and Treasury Strategy	Ben Callard - Resources		Jon Davies	
Council	29-Feb-24	Council Diary	Angela Sandles - Engagement		John Pearson	
ICMD	28-Feb-24	WCF/Trust Treasury Fund Investment	Ben Callard - Resources			
Cabinet	28-Feb-24	2023/24 Revenue and Capital Monitoring - Month 9	Ben Callard - Resources		Jon Davies	27-Apr-23
Cabinet	28-Feb-24	2023/24 Final Revenue and Capital Budget Proposals	Ben Callard - Resources		Jon Davies	
Cabinet	07-Feb-24	Economic Development Strategy		REFRESHING THE MONMOUTHSHIRE BUSINESS GROWTH & ENTERPRISE STRATEGY and action plan in setting the economic ambition for the county and providing a strategic framework that guides future economic	Hannah Jones	9-Jan-23
ICMD	24-Jan-24	Amendment to Street Naming and Numbering Policy regarding Replacement or additional Street nameplate signs for Existing Streets	Catrin Maby - Climate Change and Environment		Mark Hand	2-Jan-24

ICMD	24-Jan-24	Community Council & Police Precepts - Determination	Ben Callard - Resources		Jon Davies	
Council	18-Jan-24	Introduction of Council Tax Premiums for Second homes from 1 <sup>st</sup> April 2024	Ben Callard - Resources	Council to re affirm their decision on the Second Home Premium	Ruth Donovan	5-Dec-23
Council	18-Jan-24	Council Tax Reduction Scheme	Ben Callard - Resources		Ruth Donovan	
Council	18-Jan-24	Asset Management Strategy			Nick Keyse	28-Sep-23
Cabinet	17-Jan-24	Community & Corporate Plan performance update	Mary Ann Brocklesby - Whole Authority Strategy	To provide cabinet with the latest performance report of commitments in the Community and Corporate Plan	Richard Jones	5-Sep-23
Cabinet	17-Jan-24	REPURPOSING OF ACCOMMODATION IN THE COUNTY FARMS PORTFOLIO TO SUPPORT HOMELESSNESS AND OTHER POLICY OBJECTIVES		To seek approval for the repurposing of vacant cottages held within the County Farms Portfolio to support policy objectives such as alleviating pressures with homelessness and to address the reliance on unsuitable temporary accommodation.	Nick Keyse	4-Dec-23
Cabinet	17-Jan-24	consultation on the relocation of Ysgol Gymraeg Y Fenni	Martyn Groucutt - Education		Matthew Jones	23-Aug-23
Cabinet	17-Jan-24	Approval of the revised MCC Counter Fraud, Corruption & Bribery Policy	Rachel Garrick - Resources		Jan Furtek	2-Nov-23
Cabinet	17-Jan-24	Draft Budget Proposals	Ben Callard - Resources		Jon Davies	29-Sep-23
ICMD	03-Jan-24	Welsh Church Fund Working Group - meeting 3 held on 7th December 2023 Meeting didn't happen	Rachel Garrick - Resources		Dave Jarrett	30-Mar-23
ICMD	20-Dec-23	Community Council & Police Precepts - Proposed payment schedule	Ben Callard - Resources		Jon Davies	

ICMD	20-Dec-23	Additional resources for the Revenues and Benefits Shared Service'	Ben Callard - Resources		Ruth Donovan	
ICMD	20-Dec-23	Council Tax Base Report	Ben Callard - Resources		Ruth Donovan	
ICMD	20-Dec-23	LDP Annual Monitoring Report	Paul Griffiths - Sustainable Economy	To endorse the LDP Annual Monitoring Report for submission to WG	Mark Hand / Rachel Lewis	16-Jan-23
Cabinet	13-Dec-23	King Henry VIII 3 – 19 School Funding Formula	Martyn Groucutt - Education	To update Cabinet with the consultation feedback regarding the proposed fair funding formula for King Henry 3 – 19 School in Abergavenny.	Nikki Wellington	23-Nov-23
Cabinet	13-Dec-23	Children's Services: Foster Carer Recruitment and Retention – Foster Friendly Policy	Ian Chandler - Social Care & Safeguarding	The purpose of the report is to outline a proposal to create a policy that supports MCC employees who are existing foster carers or wish to become foster carers through offering an appropriate leave entitlement.	Dr Charlotte Drury	9-Nov-23
Cabinet	13-Dec-23	Primary catchment review			Matthew Jones	23-Jun-23
Cabinet	13-Dec-23	Whole Authority Strategic Risk Assessment	Mary Ann Brocklesby - Whole Authority Strategy	To provide Cabinet with an overview of the current strategic risks facing the authority and to seek approval of the strategic risk assessment	Richard Jones	5-Sep-23
Cabinet	13-Dec-23	2023/24 Revenue and Capital Monitoring - Month 6	Rachel Garrick - Resources		Jon Davies	27-Apr-23
Council	07-Dec-23	Relocation of PRS in South Monmouthshire	Martyn Groucutt - Education	Relocation of South Monmouthshire PRS	Morwenna Wagstaff	13-Nov-23
Council	07-Dec-23	DIRECTOR'S ANNUAL REPORT		to provide Council with an overview of SOCIAL CARE AND HEALTH directorate with a focus on year 2022 – 2023.	Jane Rodgers	31-Jul-23
Council	07-Dec-23	SAFEGUARDING ANNUAL EVALUTION REPORT		To provide Council with the annual self-evaluation of safeguarding from a whole authority perspective.	Jane Rodgers / Diane Corrister	31-Jul-23

ICMD	29-Nov-23	Whole Authority Safeguarding Policy	Ian Chandler - Social Care & Safeguarding		Naomi Lovesay	3-Nov-23
ICMD	29-Nov-23	Museums - Accredited			Rachael Rogers	12-Oct-23
ICMD	29-Nov-23	A013 Highway Traffic Regulation Amendment Order	Catrin Maby - Climate Change and Environment	Speed limit changes at Caerwent Brook/Dewstow Road	Mark Hand	18-Sep-23
ICMD	29-Nov-23	A012 Highway Traffic Regulation Amendment Order	Catrin Maby - Climate Change and Environment		Mark Hand	18-Sep-23
ICMD	15-Nov-23	Planning Annual Performance Report	Paul Griffiths - Sustainable Economy	To endorse the Planning Department Annual Performance Report for submission to WG	Mark Hand / Rachel Lewis	16-Jan-23
ICMD	15-Nov-23	A012 Highway Traffic Regulation Amendment Order <b>MOVED TO 29TH NOV</b>		Double yellows at Main Road, Portskewett, leading to S	Mark Hand	18-Sep-23
ICMD	15-Nov-23	A013 Highway Traffic Regulation Amendment Order <b>MOVED TO 29TH NOV</b>			Mark Hand	18-Sep-23
Cabinet	15-Nov-23	DEVELOPING THE FUTURE MY DAY MY LIFE BASES	Ian Chandler - Social Care & Safeguarding	This report presents the findings of the final options appraisal for the proposed future My Day, My Life bases in Abergavenny, and to seek approval of the recommended base.	Jane Rodgers	7-Nov-23
Cabinet	15-Nov-23	Budget Process and timetable	Rachel Garrick - Resources		Jon Davies	
Cabinet	08-Nov-23	Public Services Ombudsman for Wales Annual letter 2022-23 to Monmouthshire County Council		The purpose is to fulfil the expectation of the Public Services Ombudsman for Wales that their report is brought to the attention of Cabinet.	Annette Evans/Matthew Gatehouse	17-Oct-23
Cabinet	08-Nov-23	RIPA Review		To review RIPA strategy and arrangements	Geraint Edwards	25-Sep-23

Cabinet	08-Nov-23	2023/24 Revenue and Capital Monitoring - Month 5	Rachel Garrick - Resources		Jon Davies	
Council	26-Oct-23	Monmouthshire County Council Self- assessment 2022/23		to seek Council approval of the Self-Assessment report 2022/23 in line with requirements outlined in the Local Government and Elections (Wales) Act 2021 and to ensure that members have a clear and transparent assessment of the	Richard Jones	4-Jul-23
Council	26-Oct-23	RPB Area Plan			Jane Rodgers	4-Jul-23
Council	26-Oct-23	RLDP Preferred Strategy consultation report	Paul Griffiths - Sustainable Economy	To endorse the RLDP Preferred Strategy including any proposed changes arising from the public consultation.	Mark Hand / Rachel Lewis	3-Oct-22
ICMD	25-Oct-23	Welsh Church Fund Working Group - meeting 2 held on 21st September 2023	Rachel Garrick - Resources		Dave Jarrett	30-Mar-23
Cabinet	11-Oct-23	Disposal of Land at Natgavenny Lane	Rachel Garrick - Resources	To seek Cabinet approval for the disposal of a parcel of land adjacent to the Nantgavenny Lane Busines Park, Mardy, Abergavenny	Nick Keyse	
Cabinet	11-Oct-23	Developing a base for My Day My Life in Monmouth and Abergavenny	Ian Chandler - Social Care & Safeguarding	Further to the recommendations from the Practice Solutions review, the report sets out the criteria and decision making in respect of which bases to develop for the My Day My Life in both Monmouth and Abergavenny, and makes a recommendation on the	Ceri York	25-Sep-23
ICMD	11-Oct-23	<b>MEMORANDUM OF UNDERSTANDING – TCBC AND MCC HERITAGE SERVICES IN RELATION TO MAMHILAD NYLON SPINNERS LISTED BUILDING.</b>	Paul Griffiths - Sustainable Economy	The purpose of this report is to propose that MCC join into an MoU in relation to the provision of Heritage Advice to consider the ongoing management of the Nylon Spinners listed building at Mamhilad.	Amy Longford	22-Sep-23
Cabinet	04-Oct-23	Gypsy, Roma and Traveller Consultation			Cath Fallon	4-Sep-23
ICMD	27-Sep-23	Extending Public Spaces Protection Order (PSPOs) to tackle Anti Social Behaviour (ASB)		To seek approval to extend three Public Spaces Protection Orders (PSPO) in respect of Bailey Park, Abergavenny; Lower Abergavenny (including Castle Meadows) and Monmouth Town (including Chippingham	Andrew Mason	31-Aug-23
Council	21-Sep-23	REPORT ON JOINT SCRUTINY ARRANGEMENTS FOR CORPORATE JOINT COMMITTEES			Hazel Ilett	4-Sep-23

Council	21-Sep-23	Governance and Audit Committee Annual Report 2022/23	Paul Griffiths - Sustainable Economy	To inform Council of the work and conclusions of the Governance and Audit Committee from 1st April 2022 to 31st March 2023	Chair of Governance and Audit Committee, Andrew Blackmore	27th July 2023
Council	21-Sep-23	Standards Committee Annual Report		This report is the first annual report from the Standards Committee to Council as required by the change in law set out in the Local Government and Elections Act 2021. It has to report on the discharge of the Committee's	Matt Phillips	10-Oct-22
ICMD	13-Sep-23	Highway Traffic Regulation Amendment Order 12 MOVED TO 25TH OCTOBER 2023	Catrin Maby - Climate Change and Environment	'Agreement to make the traffic order - parking/waiting restrictions at Justins Hill and Wyesham Avenue, Wyesham; Main Road and Castle Way, Portskewett; lane leading to Sugarloaf Llanwenarth car park; and Wonastow	Mark Hand	
ICMD	13-Sep-23	Proposed Changes to the Membership of the School Budget Funding Forum	Martyn Groucutt - Education		Nikki Wellington	
ICMD	13-Sep-23	'Highways Traffic Regulation Amendment Order 12 <b>deferred to September 13th</b>		Agreement to make the traffic order - parking/waiting restrictions at Justins Hill and Wyesham Avenue, Wyesham; Main Road and Castle Way, Portskewett; lane leading to Sugarloaf Llanwenarth car park; and Wonastow	Mark Hand	24-May-23
Cabinet	06-Sep-23	Respite review for people with learning disabilities			Jane Rodgers	31-Jul-23
Cabinet	06-Sep-23	Home to School Transport Policy 2024/25		To consider the adoption of the proposed Home to School Transport Policy for the academic year 2024/25	Deh Hill Howells	
Cabinet	06-Sep-23	Proposal to establish a Welsh medium seedling school in Monmouth		Cabinet to consider objection report and make final determination on how to proceed.	Debbie Graves	27-Mar-23
ICMD	16-Aug-23	Castle Wood Usk Low Cost Home Ownership Future Use	Sara Burch - Inclusive and Active Communities			
ICMD	16-Aug-23	electric vehicle charging rate for public and staff at EV	Catrin Maby - Climate Change and Environment		Deb Hill Howells	20-Jul-23
ICMD	16-Aug-23	Highways Traffic Regulation Amendment Order 11	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order - Exception Orders to identify those restricted roads that will remain 30mph in September 2023 instead of defaulting to 20mph	Mark Hand	

ICMD	16-Aug-23	Highways Traffic Regulation Amendment Order 10	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order - prohibition of driving Pwll Du, Llanelly Hill and Belmont Close/Belmont Road Abergavenny	Mark Hand	
ICMD	02-Aug-23	Welsh Church Fund Working Group - meeting 1 held on 22nd June 2023	Rachel Garrick - Resources		Dave Jarrett	
ICMD	02-Aug-23	Highways Traffic Regulation Amendment Order 10 <b>deferred to August 16th</b>	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order - Exception Orders to identify those restricted roads that will remain 30mph in September 2023 instead of defaulting to 20mph	Mark Hand	3-Oct-22
Cabinet	26-Jul-23	Implementation of the My Day My Life review recommendations			Ceri York	
Cabinet	26-Jul-23	Gypsy and Traveller Site Identification			Ian Bakewell	12-Jul-23
Cabinet	26-Jul-23	•Review of the Respite Opportunities Service			Ceri York	14-Mar-23
Cabinet	26-Jul-23	2023/24 Revenue budget progress – early update			Jon Davies	8-Jun-23
Cabinet	26-Jul-23	S016 Funding Castle Park and Arch Bishop Rowan Williams Schools.			Cath Saunders	13-Jun-23
Council	20-Jul-23	Gifts & Hospitality Report			Matt Phillips	12-Jun-23
Council	20-Jul-23	Freedom of the Borough Presentation			Joe Skidmore	5-May-23
Council	20-Jul-23	Recruitment of Local Access Forum		To agree arrangements for the recruitment of the Monmouthshire Local Access Forum for the next 3 year period of appointment	Matthew Lewis	21-Jun-23



ICMD	12-Jul-23	Highways Traffic Regulation Amendment Order 10 <b>DEFERRED TO 16TH AUG</b>	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order - prohibition of driving Pwll Du, Llanelly Hill	Mark Hand	19-May-23
ICMD	12-Jul-23	transfer the school balances for both Deri View and King Henry VIII School to the new King Henry VIII 3 – 19 School.	Rachel Garrick - Resources	Both King Henry VIII School and Deri View Primary school are closing on 31 <sup>st</sup> August 2023 and the new King Henry VIII 3 – 19 School will open on 1 <sup>st</sup> September 2023, under a statutory closure of schools the financial balances transfer to the Local Authority,	Nikki Wellington	4-Apr-23
	05-Jul-23	Reopen Monmouth Cemetery for new burials			Rhian Jackson	
Cabinet	05-Jul-23	RESERVATION OF GRAVE PLOTS		To seek cabinet approval to cease the provision of reserving grave spaces (not incl cremated remains plots) in Llanfoist Cemetery	Rhian Jackson	7-Nov-22
Cabinet	05-Jul-23	2022/23 Revenue and Capital Monitoring - Outturn Report	Rachel Garrick - Resources		Jon Davies	27-Apr-23
ICMD	28-Jun-23	Highway Traffic Regulation Order	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order - making permanent the part-time prohibition of driving on Cross Street and Market Street Abergavenny	Mark Hand	6-Jun-23
Council	22-Jun-23	Gwent Public Services Board Well-being plan		To approve the Public Services Board's Well-being Plan that sets out the steps being taken collaboratively by public services to improve wellbeing in Gwent ahead of approval by the Gwent Public Services Board.	Richard Jones	20-Jan-23
Council	22-Jun-23	Chief Officer Children and Young People's Report 2023			Will McLean	14-Feb-23
Cabinet	07-Jun-23	Adoption of Transforming Chepstow Masterplan	Paul Griffiths - Sustainable Economy	To adopt the Transforming Chepstow Masterplan, co-produced with Chepstow Town Council, to inform future regeneration priorities and grant bids	Mark Hand / Dan Fordham	3-Oct-22
Cabinet	07-Jun-23	Transforming Towns Strategic Grant regeneration priorities and LUF3 bid	Paul Griffiths - Sustainable Economy	To agree the priority projects for bids for WG Strategic grant funding to 24/25 and the submission for round 3 of Levelling Up Funding	Mark Hand / Dan Fordham	3-Oct-22
Cabinet	07-Jun-23	Proposal to establish a Welsh medium seedling school in Monmouth		Cabinet to consider the results of the consultation, recommendations and decide whether to publish statutory notices.	Debbie Graves	27-Mar-23

Cabinet	07-Jun-23	Socially Responsible Procurement Strategy	Rachel Garrick - Resources	To endorse the Socially Responsible Procurement Strategy	Scott James	22-Aug-22
ICMD	24-May-23	Highway Traffic Regulation Amendment Order 9	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order - including Llantrisant 20mph village lane, 40mph through road, possibly Llantrisant (Usk to Wentwood) 50mph; 20mph Gilwern and surrounding villages	Mark Hand	14-Apr-23
Council	18-May-23	Political Balance Report		The Council is required to review at, or as soon as practicable after, the Council's annual meeting, the representation of different political groups on the bodies to which the Council makes appointments.	Matt Phillips	2-Feb-23
Council	18-May-23	Outside Bodies Report		To appoint representatives to serve on outside	Matt Phillips	2-Feb-23
Council	18-May-23	Appointments to Committees		To appoint committees together with their membership and terms of reference in accordance with the Council's Constitution.	Nicola Perry	2-Feb-23
Council	18-May-23	Constitution update		For the Monitoring Officer to bring proposed amendments and highlight changes made over the previous 12 months	Matt Phillips	2-Feb-23
Council	18-May-23	Corporate Parenting Strategy			Diane Corrister	24-Aug-22
Cabinet	17-May-23	Review of Home to School Transport Policy 24/25.	Martyn Groucutt - Education	The purpose: Is to seek approval to commence consultation on proposed amendments to the Home to School Transport Policy for the academic year 2024/25.	Deb Hill Howells	12-Apr-23
Cabinet	17-May-23	Monnow Street public realm improvements	Paul Griffiths - Sustainable Economy	To agree how we proceed with proposals for Monnow Street public realm following consultation	Mark Hand / Dan Fordham	6-Mar-23
ICMD	10-May-23	Highways Traffic Regulation Amendment Order 9 MOVED TO 24TH MAY	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order - including Llantrisant 20mph village lane, 40mph through road, possibly Llantrisant (Usk to Wentwood) 50mph; 20mph Gilwern and surrounding villages	Mark Hand	3-Oct-22
Council	20-Apr-23	Motion for the Rivers and Oceans update		Deferred - new date to be advised	Hazel Clatworthy	10-Jan-23

Council	20-Apr-23	Community and Corporate Plan		To seek approval of a new Community and Corporate Plan that sets the direction for the council and county of Monmouthshire, articulating the authority's purpose and priorities alongside the steps we will take to deliver these, the	Matt Gatehouse	6-Feb-23
ICMD	12-Apr-23	Welsh Church Fund Working Group - meeting 4 held on 9th March 2023	Rachel Garrick - Resources		Dave Jarrett	
Cabinet	05-Apr-23	Rapid Rehousing Transition Plan	Sara Burch - Inclusive and Active Communities	To agree a plan to transition the delivery of homelessness that minimises the use of and the time homeless applicants spend in temporary accommodation	Rebecca Cresswell / Ian Bakewell	24-Jan-23
ICMD	22-Mar-23	Non Domestic Rates application for Hardship Relief - RESTRICTED	Rachel Garrick - Resources		Ruth Donovan	
ICMD	22-Mar-23	Highways Traffic Regulation Amendment Order 8	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order - including Monmouth Road, Raglan no right turn onto A40; resi permit parking at Exmouth Place, Chepstow and Ross Road, Abergavenny; 3T weight restriction on Old Wye Bridge Chepstow; waiting	Mark Hand	
Council	09-Mar-23	Pay Policy		To approve the publication of Monmouthshire County Council's Pay Policy, in compliance with the Localism Act."	Sally Thomas	1-Feb-23
Council	09-Mar-23	Council Tax Premiums			Peter Davies	18-Jan-23
Council	09-Mar-23	Capital Strategy & Treasury Strategy			Jon Davies	17-May-22
Council	09-Mar-23	Youth Council			Jade Atkins	7-Dec-22
ICMD	08-Mar-23	Proposed amendment to primary school catchment area – Llandenny Village	Martyn Groucutt - Education		Debbie Graves	10-Jan-23
ICMD	08-Mar-23	Highways Traffic Regulation Amendment Order 8 DEFERRED TO 22 MARCH	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order - including Monmouth Road, Raglan no right turn onto A40; resi permit parking at Exmouth Place, Chepstow and Ross Road, Abergavenny; 3T weight restriction on Old Wye Bridge Chepstow; waiting	Mark Hand	

Council	02-Mar-23	Final Budget Sign Off including Council Tax Resolution			Jon Davies	
Cabinet	01-Mar-23	2023/4 Final Revenue and Capital Budget Proposals			Jon Davies	17-May-22
Cabinet	01-Mar-23	2023/4 WCF/Trust Treasury Fund Investments			Dave Jarrett	17-May-22
Cabinet	01-Mar-23	Month 9 budget monitoring report			Jon Davies	6-Feb-23
Cabinet	01-Mar-23	Monmouthshire ECO Flex 'Joint Statement of Intent' and Memorandum of Understanding"			Steve Griffiths	16-Nov-22
Cabinet	01-Feb-23	Tudor Street				9-Jan-23
ICMD	25-Jan-23	Highway Traffic Regulation Amendment Order No 7	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order	Mark Hand	15-Dec-22
ICMD	25-Jan-23	Community Council and Police Precepts - final	Rachel Garrick - Resources		Jon Davies	17-May-22
Council	19-Jan-23	'To determine the name for the new 3-19 School in Abergavenny		'To determine the name for the new 3-19 School in Abergavenny	Cath Saunders	28-Nov-22
Council	19-Jan-23	Council Diary		To confirm the Council Diary 23/24	John Pearson	14-Dec-22
Council	19-Jan-23	Appointments		A report for Council to appoint or ratify a number of appointments to bodies and positions	Matt Phillips	

Council	19-Jan-23	Community and Corporate Plan				
Council	19-Jan-23	Tudor Road Call-In			Nicola Perry	3-Jan-23
Council	19-Jan-23	Council Tax Reduction Scheme			Ruth Donovan	31-May-22
Cabinet	18-Jan-23	Garden Waste			Carl Touhig	21-Dec-22
Cabinet	18-Jan-23	Draft Revenue & Capital Proposals			Jon Davies	
Cabinet	18-Jan-23	Council Tax Premiums Consultation - Long Term Empty Properties and Second Homes			Ruth Donovan	
Cabinet	18-Jan-23	Proposal to establish a Welsh Medium Seedling school in Monmouth		To seek cabinet approval to commence statutory consultation processes to establish a Welsh Medium seedling provision in Monmouth.	Debbie Graves	23-Sep-22
ICMD	11-Jan-23	Clydach Ironworks Enhancement	Sara Burch - Inclusive and Active Communities	To seek approval for the transfer of land associated with the Clydach Ironworks Enhancement Scheme	Matthew Lewis	8-Dec-23
ICMD	11-Jan-23	Welsh Church Fund Working Group			Dave Jarrett	17-May-22
ICMD	14-Dec-22	Council Tax Base report			Ruth Donovan	31-May-22
ICMD	14-Dec-22	2023/4 Community Council & Police Precepts - draft			Jon Davies	17-May-22

Cabinet	07-Dec-22	Regional Integration Fund		To consider the financial liabilities and implications of the Regional Integration Fund and its tapered funding model.	Jane Rodgers	21-Nov-22
Cabinet	07-Dec-22	National Adoption Services and Foster Wales Joint Committee			Jane Rodgers	9-Nov-22
Cabinet	07-Dec-22	2022/23 Revenue and Capital Monitoring report - Month 6			Jon Davies	17-May-22
Council	01-Dec-22	Corporate Safeguarding Policy.		For Council to endorse the revised Corporate Safeguarding Policy.	Jane Rodgers	10-Nov-22
Council	01-Dec-22	Governance & Audit Committee Annual Report 2021/22			Andrew Wathan	18-Oct-22
Council	01-Dec-22	RLDP Preferred Strategy	Paul Griffiths - Sustainable Economy	To seek Council endorsement of the new Preferred Strategy for eight week consultation	Mark Hand / Rachel Lewis	25-Jul-22
ICMD	30-Nov-22	<b>TUDOR STREET</b>		To seek a decision regarding the Council's forward use of the property located in Tudor Street ahead of the outcome of the wider review of MonLife	Jane Rodgers	14-Nov-22
ICMD	30-Nov-22	Govilon Section 106 Funding for Recreation & Play	Rachel Garrick - Resources		Mike Moran	8-Nov-22
ICMD	30-Nov-22	Highways Traffic Regulation Amendment Order 5	Catrin Maby - Climate Change and Environment		Mark Hand	3-Oct-22
ICMD	30-Nov-22	Planning Annual Performance Report (APR) Deferred to 30-Nov-22	Paul Griffiths - Sustainable Economy		Mark Hand Phil Thomas	3-Oct-22
ICMD	30-Nov-22	Highways Traffic Regulation Amendment Order 6	Catrin Maby - Climate Change and Environment	Agreement to make the traffic order	Mark Hand	23-Aug-22
Cabinet	09-Nov-22	Implementing Sharepoint online		To secure funding to implement the project	Sian Hayward	13-Oct-22
Cabinet	09-Nov-22	A County of Sanctuary		To set out the reasons why an earlier decision is required due to time restrictions associated with TAN 15	Matt Gatehouse	20-Sep-22
Cabinet	09-Nov-22	SPF Update Report			Hannah Jones	12-Sep-22
Cabinet	09-Nov-22	Revenue & Capital MTFP update and process			Jon Davies	17-May-22
Cabinet	09-Nov-22	MonLife Heritage Strategy (or ICMD)		DEFERRED	Matthew Lewis	10-Feb-22
Council	27-Oct-22	RESPONSE TO URGENT NEED FOR HOUSING ACCOMMODATION		To present a proposal to enable Council to respond flexibly and promptly to the urgent need for housing accommodation to address the	Cath Fallon	10-Oct-22
Council	27-Oct-22	Community and Corporate Plan		To seek endorsement of the new Community and Corporate Plan setting out the purpose, values	Matt Gatehouse / Paul Matthews	3-Oct-22
Council	27-Oct-22	Outside Bodies Appointment			John Pearson	3-Oct-22
Council	27-Oct-22	Annual Safeguarding Report			Kelly Turner	24-Aug-22
Council	27-Oct-22	Social Care & Health: Directors Report 2021/22			Jane Rodgers	6-Jul-22
ICMD	26-Oct-22	Welsh Church Fund Working Group			Dave Jarrett	14/7/22

Cabinet	19-Oct-22	PSOW annual letter		Present the Public Services Ombudsman For Wales' annual report as required by the letter	Matt Phillips	28-Sep-22
Cabinet	19-Oct-22	Regional Partnership Board - Gwent Market Position Statement		To provide a Market Stability Report produced by the Regional Partnership Board setting out a high	Phil Diamond Head of Regional Partnership Team	22-Sep-22
Cabinet	19-Oct-22	Community and Corporate Plan		To seek endorsement of the new Community and Corporate Plan setting out the purpose, values	Gatehouse / Paul Matt	20-Sep-22
Cabinet	19-Oct-22	22/23 Revenue and Capital Monitoring report - Month 4			Jon Davies	17-May-22
Cabinet	19-Oct-22	Land adjacent to Caldicot Comprehensive School - Housing Development Opportunity		To seek approval of the disposal of land at Caldicot Comprehensive School for the	Nick Keyse	
ICMD	12-Oct-22	Local Development Annual Monitoring Report (AMR)		<b>DEFERRED TO 26 OCT</b>	Rachel Lewis/Cllr Paul Griffiths	23/08/22
ICMD	12-Oct-22	Welsh Church Fund Working Group		<b>DEFERRED TO 26 OCT</b>	Dave Jarrett	14/07/22
ICMD	12-Oct-22	Ending Library Fines		enabling more people to enjoy reading without the worry of incurring a fine if they are unable to return	Cheryl Haskell/Fookes?	20-Sep-22
ICMD	28-Sep-22	Transport Policy			Deb Hill Howells - MG	22-Aug-22
ICMD	28-Sep-22	B4245 speed limit		DEFERRED TO 26 OCT	Mark Hand	18-Jul-22
Council	27-Sep-22				Nick John	24-Aug-22
Council	27-Sep-22	RLDP Options Report			Rachel Lewis	25-Jul-22
Council	27-Sep-22	Rivers and Ocean			Hazel Clatworthy	9-Jun-22
Council	27-Sep-22	Monmouthshire County Council self - assessment report 2021/2			Richard Jones	23-May-22
ICMD	14-Sep-22	Welsh Church Fund Working Group - meeting 2 held on 21st July 2022 (no meeting/no report -			Dave Jarrett	17-May-22
Cabinet	07-Sep-22	Transport Policy Consultation Update.			Deb Hill Howells	22-Aug-22
Cabinet	07-Sep-22	Cost Of Living			Matt Phillips	25-Jul-22
ICMD	31-Aug-22	MY DAY, MY LIFE SERVICE EVALUTATION			Ceri York	15-Aug-22
ICMD	31-Aug-22	Homesearch Policy & Procedure - Amendments & Welsh Translation Requirement			Ian Bakewell	
ICMD	03-Aug-22	Additional Resources in Educations Strategy		Resources required to develop and maintain schools education systems and the implementatin	Sian Hayward	14-Jun-22
ICMD	03-Aug-22	Designation of Secondary Catchment Areas			Matthew Jones	6-Jun-22
ICMD	03-Aug-22	Welsh Church Fund Working Group - meeting 1 held on 23rd June 2022 - <b>Moved to ICMD 3rd Aug 2022</b>			Dave Jarrett	
Cabinet	27-Jul-22	Wye Valley Villages Future Improvement Plan			Mark Hand	1-Jul-22
Cabinet	27-Jul-22	Regen Three Year Programme			Mark Hand	1-Jul-22

Cabinet	27-Jul-22	Review of Chepstow High Street closure			Mark Hand	1-Jul-22
Cabinet	27-Jul-22	Home to School Transport Policy 2023-24.			Deb Hill Howells	27-Jun-22
Cabinet	27-Jul-22	MUCH (Magor & Undy Community Hall) report			Nick Keys	9-Jun-22
Cabinet	27-Jul-22	Shared Prosperity Fund Local Investment Plan and Regional Lead Authority Arrangements			Hannah Jones	23-May-22
Cabinet	27-Jul-22	Welsh Church Fund Working Group - meeting 1 held on 23rd June 2022 - <b>Moved to ICMD 3rd Aug 2022</b>			Dave Jarrett	17-May-22
Cabinet	27-Jul-22	2021/22 Revenue and Capital Monitoring outturn			Peter Davies/Jon Davies	17-Feb-22
Cabinet	27-Jul-22	Play Sufficiency Assessment and Action Plan 22/23			Matthew Lewis	10-Feb-22
Cabinet	27-Jul-22	Housing Support Programme Strategy (Homeless Strategy)			Ian Bakewell	
Cabinet						



## Monmouthshire Select Committee Minutes

**Meeting of Place Scrutiny Committee held at The Council Chamber, County Hall, Rhadyr, Usk, NP15 1GA with remote attendance on Wednesday, 10th April, 2024 at 10.00 am**

### Councillors Present

County Councillor Lisa Dymock (Chairman)  
County Councillors: Emma Bryn, Tomos Davies, Jane Lucas, Maria Stevens, Jackie Strong, Tudor Thomas, Laura Wright, Alistair Neill, Mary Ann Brocklesby and Catrin Maby

### Officers in Attendance

Hazel Ilett, Scrutiny Manager  
Robert McGowan, Policy and Scrutiny Officer  
Frances O'Brien, Chief Officer, Communities and Place  
Cath Fallon, Head of Economy and Enterprise  
Matthew Gatehouse, Chief Officer People, Performance and Partnerships.  
Ian Saunders, Chief Officer Customer, Culture and Wellbeing.  
Hazel Clatworthy, Sustainability Policy Officer  
Deb Hill-Howells, Head of Decarbonisation, Transport and Support Services  
Colette Bosley, Green Infrastructure Manager  
Marianne Elliott, Sustainable Food Projects Manager  
Matthew Lewis (Countryside), Interim Performance, Evaluation and Programme Development Lead for MonLife  
Kate Stinchcombe, Biodiversity & Ecology Officer  
Ian Hoccom, Decarbonisation Manager

**APOLOGIES:** Councillor Louise Brown

### **1. Declarations of Interest**

None.

### **2. Public Open Forum**

A contribution was received from a member of the public which can be accessed via the live stream. Cabinet Member Catrin Maby wished to follow up on the issues raised outside the meeting.

### **3. Climate and Nature Emergency Strategy 2024 - To scrutinise progress of the strategy prior to Cabinet decision.**

Cabinet Member Catrin Maby introduced the report, delivered a presentation and answered the members' questions with Colette Bosley, Matthew Lewis and Hazel Clatworthy.

### Key questions from Members:

- Do we keep a record of the trees removed, hedgerows lost, and trees fallen per year, and do we record Tree Protection Orders that have failed? Are there plans to have a hedgerow strategy?
- When is the dark skies policy likely to happen and what we are doing to protect the dark skies in the meantime?
- Would it be best to separate 'climate emergency' and 'nature recovery', and describe 'nature recovery' as an emergency, because applying the term 'emergency' to everything doesn't necessarily lead to the best planning and approach. It can confuse people and we need to take people with us and use our influence and distilled knowledge to inform people.
- The concern around electric vehicles is whether we are clear about the true nature of carbon emissions and the use of rare minerals in the production of the batteries for EV's leads to an entirely separate, but extremely important, set of questions, which is concerning if we pin our actions towards net zero solely on the use of electric vehicles.
- There is also the concern that Wales is being described as one of most nature-depleted countries on earth – tied to the UK being described as such in the 2023 State of Nature Report. The language used is somewhat apocalyptic and there is a danger in describing everything as disastrous and catastrophic, in terms of whether we will actually take people with us in terms of addressing the issue. We need to encourage and support residents and businesses and that's the bit that needs to be much stronger in this strategy because whilst this isn't about giving financial support, it is about doing everything possible to support residents and businesses to move in this direction and we know the scale of what 100,000 residents can achieve, as opposed to a council, so surely putting our efforts into that may well be much more productive than some of the other things. England also has a greater amount of urban concentration than Scotland and Wales, so could they offset some of the effects of urban sprawl?
- It's vital that we understand what we can do, what we have control over and are clear about that, for example bats and dark skies, the fact we have a Site of Special Scientific Interest bordering Monmouth, so we must ask ourselves whether we are really paying enough attention to it and what plans we have for it in future. We also have examples of dates and times when some of our buildings have lights on, wasting electric, when not needed and contributing to lighter skies, such as Monmouth Comprehensive School car park and building lights being left on and Raglan depot too, so these need to be addresses. **ACTION: Councillor Lucas to send details through to Councillor Maby and Ian Hocom.**
- The importance of flora and fauna, bees and other insect numbers, amongst a backdrop of declining numbers, and disease such as Ash dieback amongst trees, exacerbated by climate change, but there are signs of recovery and regeneration, so it's important to reflect the positives in this report too.
- There is concern about the impact of new housing development and the importance of compliance with habitat regulations.
- There are also concerns around the River Severn and the Caldicot sea wall, in terms of mitigation and adaptation for flood risk ~ have we lost sight of that?

- Pleased to see that tackling plastic waste features are prominently in the climate and nature emergency strategy, given that in the previous budget cycle back in 2023-2024, there was a budgetary concession in respect of some £253,000k, if recalled correctly, to support the council's enforcement efforts in respect of tackling the scourge of littering and fly tipping across the county. How has this additional resource has been deployed and how will it be deployed in in future? How will our enforcement powers and resources interact more broadly with supporting the climate and nature strategy? I endorse the ambition stated to support plastic free towns across the county though the aspiration, like many other aspirations in the strategy, will be contingent on having the support of the volunteers, so what more does the cabinet member think we can be doing as a Council to further unlock the potential and incentivize the immense civic capital that we have at our disposal to drive further meaningful progress, specifically in tackling litter, but also in supporting the wider aspirations of the climate and nature emergency strategy presented to us?
- The enthusiasm of the subject can lead to exaggerated terms in communicating it, such as Wales being described as one of most depleted countries, whilst nowhere does the state of nature report mention this – it refers to the UK. The key findings for Wales only look at a 7-year period, but it needs to be seen in context with the position for other countries which are starting at lower level, so it would be beneficial to emphasise the positives already achieved.

### **Chair's Summary:**

Thank you to Members for the questions and feedback. The report has been scrutinised in detail and the Cabinet Member and colleagues can consider the points raised. We discussed how Members wanted to understand how we're capturing the data of trees and hedgerows being felled and replanted and look at the replanting scheme and what we are doing in relation to preserving our dark skies and urban wildlife. There is a feeling we should not describe everything as an emergency – it doesn't provide the best planning approach. We need to encourage people to come with us and we don't want to overwhelm them with terms like 'emergency'. There is some concern we use Electric Vehicles as an answer to all, but it is not the only answer or resolution to the climate change emergency.

A very valid point was made with regards to Council building lights left on e.g. car park lights in schools and Raglan depot – this goes against our dark skies ambition and is also a wasteful use of electricity. We need to consider and reference the positives such as the ash dieback problem being managed by the Council, and obviously the natural regeneration will see a positive from this. Points were made about Caldicot Seawall and the River Nedern and its importance to residents in the Severnside area with regards to flooding and water quality. We were pleased to see plastic waste featured prominently and want to know how resource will be deployed within the strategy to tackle this.

#### **4. Nature Recovery - To scrutinise progress of the strategy prior to Cabinet decision.**

Colette Bosley delivered a presentation and answered the members' questions with Cabinet Member Catrin Maby.

### **Key questions from Members:**

- I was interested to review the forward plan objectives. Monmouthshire isn't just like any other part of the country, it's an area of outstanding beauty and one of the UK's finest rural counties, with key market towns benefitting from 360-degree transport links, so the recognition of this as a starting point in the objectives section of the report would be helpful. It may well be that a better set of objectives would embed biodiversity, because whilst it is a term frequently used, explaining what it means in real terms could provide as a starting point for us to reference that Monmouthshire is already one of the most outstanding and beautiful parts of the country. We want to ensure that residents and school children in every part of the county develop their engagement with nature and a greater emphasis put on embedding biodiversity in real terms could be better referenced to recognize what an extraordinary part of the country we are in and it would help to provide that 'distinctiveness' that you have referred to as being difficult to achieve.

### **Chair's Summary:**

Thank you to officers and Cabinet Member for presenting the report which clearly has the Committee's support. The feedback provided is for the officers and Cabinet Member to consider, namely, that Monmouthshire is one of the most outstanding rural counties is not recognised in the objectives, and that a way to embed biodiversity might be to develop residents and schoolchildren's engagement with nature.

### **5. Local Food Strategy - To scrutinise progress of the strategy prior to Cabinet decision.**

Leader Mary Ann Brocklesby introduced the report, Marianne Elliott delivered a presentation, and they answered the members' questions with Deb Hill-Howells and Craig O'Connor.

### **Key questions from Members:**

- Caldicot food bank need is growing, I am interested in the concept of community food and how to upskill residents and bring people together to perhaps use council lands as allotments – acknowledging the very successful community allotment in Caldicot.
- I am interested in the new Severn View care home which has a community allotment, the ethos being to bring the community in to facilitate and to provide a social element, emphasising that food is not just about nutrition. How can we support local residents to access council land and facilities? Where and how can this happen?
- In terms of the 'Cook along club', the local primary school had its first session this afternoon and there was a significant interest from parents.
- In reference to Free School Meals (FSM), the school meal budget and lunch food being wasted is a key concern – is there feedback as to why there's waste? Is it children's choices or nutrition?
- In relation to the uptake of FSM registration, could the number be compromised by residents or carers having to register online? Not everyone engages with social media, so could this be better facilitated via word of mouth? Parents have

asked how to register if they don't have the 'Scoop system' – could there be more options for relaying the message to parents?

- If pupils are registered for FSMs, is there an opportunity for grant fundings for uniforms?
- Is there a way to improve supply chains locally so that schools and care homes can be supplied with meat – 70% of sheep sold through Raglan market are sent to England to be processed as there is no local processing plant?
- There is a difference between what residents would see as words and actual actions.... “Monmouthshire stands out for” and “local can be seen as Monmouthshire, Gwent....”. I don't feel that Llandudno for example, is 'local'. We need to be more specific and in real terms, local should mean local and be defined as such. We need to separate out Monmouthshire from the rest of Wales.
- In terms of Climate Change and Nature Recovery, I recognise the importance of taking residents and businesses with us and this strategy clearly depends on their support, but the contract recently awarded to a milk supplier hundreds of miles away cuts directly across statements of ethical and local produce.
- I am pleased to see the new hydrogen electric vehicle is now serving meals on wheels to residents.
- Osbaston School: they are feeding back all of the good things that they do about food sourcing, which is brilliant to see – there are very good things and conversations happening but we recognise we have a long way to go.
- Can it be confirmed whether this local food strategy would have materially impacted the original decision to award the school milk contract to a business in Pembrokeshire?
- In terms of support for SMEs, microbusinesses and SMEs are the lifeblood of the county's food industry and these often struggle to scale up and are affected by high business rates. Welsh Government has cut rates to 40%, but can the Leader commit to write to the minister and implore him to reconsider?
- It's positive to hear about work with local growers. With 80% of land being grassland, it's inefficient compared to crop-growing – how much success have we had to transition to increase food production on land we own and therefore have control over?
- Sourcing local food is so important and is what residents and Councillors want. There are a number of county farms and smallholdings in Portskewett, who want to ensure they can continue, which is better for environment and shows the passion in rural communities. In terms of the disposal of MCC land for development, how will this be balanced with the demand for housing?

### **Chair's Summary:**

Thank you to Councillor Brocklesby and the officers for presenting this strategy. Members wanted to understand what we are doing to support and teach our communities and projects of upskilling residents to eat nutritious meals and how we can support and facilitate local residents to get access to Council land to grow their own produce. There is concern about the uptake of free school meals and what the Council is doing to ensure that people are aware of what is available to them. It was asked if there is any way we can improve supply chains locally to our nursing homes, schools, etc. in relation to processing that produce. There is a very real concern from recent

events that have caused members to discuss the procurement of food and milk. Council and residents will of course support a local food strategy, but we'd like a strategy to be more specific to Monmouthshire and maybe neighbouring borders. Local produce is key when considering climate change and we need our local food strategy to align.

There was praise from members for the hydrogen vehicles that are serving Meals on Wheels to our residents. There was a question asking if the local food strategy played any part in the recent procurement selection of Totally Welsh and we're looking for some support to lobby Welsh Government with regards to the business rate relief for RSMES in the county. There was a valid question as to how the Council will encourage sustainable farming going forward and the importance of aligning all our policies, whether that's the local food strategy, the climate change strategy, the RLDP tackling, the qualities, the list is endless.

**6. Place Scrutiny Committee Forward Work Programme and Action List.**

As discussed at the last meeting of Place committee, a number of items on the work programme have had to be deferred to later in the year. As no reports will be ready to be scrutinised at the next meeting on 23<sup>rd</sup> May, this will need to be cancelled. Petitions received will go to the July meeting.

**7. Council and Cabinet Work Planner.**

Noted.

**8. To confirm the minutes of the previous meeting.**

The minutes were agreed, proposed by Councillor Thomas and seconded by Councillor Lucas.

**9. Next Meeting: Thursday 23rd May 2024 at 10.00am.**

This meeting will be cancelled. The next meeting will therefore be 11<sup>th</sup> July 2024.

The meeting ended at 1.05 pm.