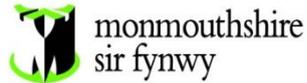


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Neuadd y Sir  
Y Rhadyr  
Brynbuga  
NP15 1GA

Dydd Llun, 16 Chwefror 2026

**Hysbysiad a Gyfarfod :**

## **Pwyllgor Craffu Pobl**

**Dydd Mawrth, 24ain Chwefror, 2026 at 10.00 am,  
Council Chamber, County Hall, The Rhadyr USK**

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

### **AGENDA**

<b>Rhif yr Eitem</b>	<b>Eitem</b>	<b>Tudalen nau</b>
1.	Ymddiheuriadau am absenoldeb	
2.	Datganiadau o Fuddiant	
3.	Fforwm Agored i'r Cyhoedd	
4.	<b>Strategaeth Rhianta Corfforaethol</b> Cynnal craffu cyn-penderfyniad	
5.	<b>Adduned Hyderus o ran Anabledd</b> Adroddiad yn amlinellu camau gweithredu ar gyfer y tair blynedd nesaf.	1 - 20
6.	<b>Blaengynllun Gwaith a Rhestr Weithredu Pwyllgor Craffu Pobl</b>	21 - 26
7.	<b>Blaenraglen Gwaith y Cyngor a'r Cabinet</b>	27 - 34
8.	<b>Cymeradwyo cofnodion y cyfarfod blaenorol</b>	35 - 42
9.	<b>Cyfarfod nesaf: 31 Mawrth 2026</b>	

**Paul Matthews**

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**Prif Weithredwr**

MONMOUTHSHIRE COUNTY COUNCIL  
CYNGOR SIR FYNWY

MAE CYFANSODDIAD Y PWYLLGOR FEL A GANLYN:

County Councillor Jan Butler, Goetre Fawr;, Welsh Conservative Party  
County Councillor Christopher Edwards, St. Kingsmark;, Welsh Conservative Party  
County Councillor Simon Howarth, Llanelly Hill;, Independent Group  
County Councillor Penny Jones, Raglan;, Welsh Conservative Party  
County Councillor Maureen Powell, Pen Y Fal;, Welsh Conservative Party  
County Councillor Sue Riley, Bulwark and Thornwell;, Welsh Labour/Llafur Cymru  
County Councillor Maria Stevens, Severn;, Welsh Labour/Llafur Cymru  
County Councillor Jackie Strong, Caldicot Cross;, Welsh Labour/Llafur Cymru  
County Councillor Martyn Groucutt, Lansdown;, Welsh Labour/Llafur Cymru

## Gwybodaeth I'r Cyhoedd

Gofynnir i chi nodi y bydd Cyngor Sir Fynwy yn ffilmio'r cyfarfod hwn ac y bydd ar gael i'w weld ar-lein ar ffurf fyw ac archif. Mae'n bosibl y gellid ffilmio ardaloedd lle mae'r cyhoedd yn eistedd a drwy fynd i mewn i'r Siambr rydych yn cydsynio i gael eich ffilmio a defnydd posibl y delweddau hynny a recordiad sain ar gyfer dibenion gwe-ddarlledu. Os ydych yn gwneud sylw i'r cyfarfod bernir eich bod wedi cydsynio i gael eich ffilmio.

Caiff recordiadau o'r cyfarfod eu cadw yn unol â pholisï'r Cyngor ar gadw data. Dim ond os yw'r Swyddog Monitro yn ystyried bod angen hynny oherwydd bod y cyfan neu ran o gynnwys y gwe-ddarllediad yn neu'n debygol o fod yn groes i unrhyw ddarpariaeth statudol neu athrawiaeth cyfraith gyffredin, er enghraifft deddfwriaeth Diogelu Data a Hawliau Dynol neu ddarpariaethau yn ymwneud â gwybodaeth gyfrinachol neu eithriedig, y caiff gwe-ddarllediau neu rannau o we-ddarllediau a archifwyd eu tynnu o wefan y Cyngor.

### **Mynediad i gopïau papur o agendâu ac adroddiadau**

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

### **Edrych ar y cyfarfod ar-lein**

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

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

# Nodau a Gwerthoedd Cyngor Sir Fynwy

i ddod yn sir ddi-garbon, gan gefnogi lles, iechyd ac urddas i bawb ar bob cam o'u bywydau.

Amcanion rydym yn gweithio tuag atynt

- Lle teg i fyw lle mae effeithiau anghydraddoldeb a thlodi wedi'u lleihau;
- Lle gwyrdd i fyw a gweithio gyda llai o allyriadau carbon a gwneud cyfraniad cadarnhaol at fynd i'r afael â'r argyfwng yn yr hinsawdd a natur;
- Lle ffyniannus ac uchelgeisiol, lle mae canol trefi bywiog a lle gall busnesau dyfu a datblygu;
- Lle diogel i fyw lle mae gan bobl gartref maen nhw'n teimlo'n ddiogel ynddo;
- Lle cysylltiedig lle mae pobl yn teimlo'n rhan o gymuned ac yn cael eu gwerthfawrogi;
- Lle dysgu lle mae pawb yn cael cyfle i gyrraedd eu potensial.

## Ein gwerthoedd

- **Bod yn agored:** anelwn fod yn agored ac onest i ddatblygu perthnasoedd ymddiriedus
- **Tegwch:** anelwn ddarparu dewis teg, cyfleoedd a phrofiadau a dod yn sefydliad a adeiladwyd ar barch un at y llall.
- **Hyblygrwydd:** anelwn fod yn hyblyg yn ein syniadau a'n gweithredoedd i ddod yn sefydliad effeithlon ac effeithiol.
- **Gwaith tîm:** anelwn gydweithio i rannu ein llwyddiannau a'n methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd i gyflawni ein nodau.
- **Caredigrwydd** – Byddwn yn dangos caredigrwydd i bawb yr ydym yn gweithio gyda nhw, gan roi pwysigrwydd perthnasoedd a'r cysylltiadau sydd gennym â'n gilydd wrth wraidd pob rhyngweithio.

## Canllaw Cwestiynau Craffu Sir Fynwy

### Rôl y Cyn-gyfarfod

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

### Cwestiynau'r Cyfarfod

Craffu ar Berfformiad

1. Sut mae perfformiad yn cymharu â'r blynyddoedd blaenorol? Ydy e'n well/yn waeth? Pam?
2. Sut mae perfformiad yn cymharu â chynghorau eraill/darparwyr gwasanaethau eraill? Ydy e'n well/yn waeth? Pam?
3. Sut mae perfformiad yn cymharu â thargedau gosodedig? Ydy e'n well/yn waeth? Pam?
4. Sut cafodd targedau perfformiad eu gosod? Ydyn nhw'n ddigon heriol/realistig?
5. Sut mae defnyddwyr gwasanaethau/y cyhoedd/partneriaid yn gweld perfformiad y gwasanaeth?
6. A fu unrhyw awdid ac archwiliadau diweddar? Beth oedd y canfyddiadau?
7. Sut mae'r gwasanaeth yn cyfrannu at wireddu amcanion corfforaethol?
8. A yw gwelliant/dirywiad mewn perfformiad yn gysylltiedig i gynnydd/ostyngiad mewn adnodd?  
Pa gapasiti sydd yna i wella?

Craffu ar Bolisi

1. Ar bwy mae'r polisi yn effeithio ~ yn uniongyrchol ac yn anuniongyrchol? Pwy fydd yn elwa fwyaf/leiaf?
2. Beth yw barn defnyddwyr gwasanaeth /rhanddeiliaid? Pa ymgynghoriad gafodd ei gyflawni? A wnaeth y broses ymgynghori gydymffurfio ag Egwyddorion Gunning? A yw rhanddeiliaid yn credu y bydd yn sicrhau'r canlyniad a ddymunir?
3. Beth yw barn y gymuned gyfan – safbwynt y 'trethdalwr'?
4. Pa ddulliau a ddefnyddiwyd i ymgynghori â'r rhanddeiliaid? A oedd y broses yn galluogi pawb â chyfran i ddweud eu dweud?
5. Pa ymarfer ac opsiynau sydd wedi eu hystyried wrth ddatblygu/adolygu'r polisi hwn? Pa dystiolaeth sydd i hysbysu beth sy'n gweithio? A yw'r polisi yn ymwneud â maes lle mae diffyg ymchwil cyhoeddedig neu dystiolaeth arall?
6. A yw'r polisi'n ymwneud â maes lle ceir anhydraddoldebau hysbys?
7. A yw'r polisi hwn yn cyd-fynd â'n hamcanion corfforaethol, fel y'u diffinnir yn ein cynllun corfforaethol? A yw'n cadw at ein Safonau Iaith Gymraeg?
8. A gafodd yr holl ddatblygu cynaliadwy, y goblygiadau cydraddoldeb a diogelu perthnasol eu hystyried?

Er enghraifft, beth yw'r gweithdrefnau sydd angen bod ar waith i amddiffyn plant?

9. Faint fydd y gost hon i'w gweithredu a pha ffynhonnell ariannu sydd wedi'i nodi?

10. Sut fydd perfformiad y polisi yn cael ei weithredu a'r effaith yn cael ei gwerthuso?

## Cwestiynau Cyffredinol:

### Grymuso Cymunedau

- Sut ydym ni'n cynnwys cymunedau lleol a'u grymuso i ddylunio a darparu gwasanaethau i gyd-fynd ag angen lleol?
- A ydym ni'n cael trafodaethau rheolaidd gyda chymunedau am flaenoriaethau'r gwasanaeth a pha lefel o wasanaeth y gall y cyngor fforddio ei ddarparu yn y dyfodol?
- A yw'r gwasanaeth yn gweithio gyda dinasyddion i egluro rôl gwahanol bartneriaid wrth ddarparu gwasanaeth a rheoli disgwyliadau?
- A oes fframwaith a phroses gymesur ar waith ar gyfer asesu perfformiad ar y cyd, gan gynnwys o safbwynt dinesydd, ac a oes gennych chi drefniadau atebolrwydd i gefnogi hyn?
- A oes Asesiad Effaith Cydraddoldeb wedi'i gynnal? Os felly a all yr Arweinydd a'r Cabinet /Uwch Swyddogion roi copïau i'r Aelodau ac eglurhad manwl o'r Asesiad o'r Effaith ar Gydraddoldeb (EQIA) a gynhaliwyd mewn perthynas â'r cynigion hyn?
- A all yr Arweinydd a'r Cabinet/Uwch Swyddogion sicrhau aelodau bod y cynigion hyn yn cydymffurfio â deddfwriaeth Cydraddoldeb a Hawliau Dynol? A yw'r cynigion yn cydymffurfio â Chynllun Cydraddoldeb Strategol yr Awdurdod Lleol?

### Galwadau'r Gwasanaeth

- Sut fydd newid polisi a deddfwriaeth yn effeithio ar y ffordd mae'r cyngor yn gweithredu?
- A ydym ni wedi ystyried demograffeg ein cyngor a sut bydd hyn yn effeithio ar ddarparu gwasanaethau a chyllid yn y dyfodol?
- A ydych chi wedi adnabod ac ystyried y tueddiadau tymor hir a allai effeithio ar eich maes gwasanaeth, pa effaith allai'r tueddiadau hyn ei chael ar eich gwasanaeth/allai eich gwasanaeth ei gael ar y tueddiadau hyn, a beth sy'n cael ei wneud mewn ymateb?

### Cynllunio Ariannol

- A oes gennym ni gynlluniau ariannol canolig a hirdymor cadarn yn eu lle?
- A ydym ni'n cysylltu cyllidebau â chynlluniau a chanlyniadau ac adrodd yn effeithiol ar y rhain?

### Gwneud arbedion a chynhyrchu incwm

- A oes gennym ni'r strwythurau cywir ar waith i sicrhau bod ein dulliau effeithlonrwydd, gwelliant a thrawsnewid yn gweithio gyda'i gilydd i sicrhau'r arbedion mwyaf posibl?

- Sut ydym ni'n gwneud y mwyaf o incwm? A ydym ni wedi cymharu polisiau eraill y cyngor i sicrhau'r incwm mwyaf posibl ac wedi ystyried yn llawn y goblygiadau ar ddefnyddwyr gwasanaeth?

- A oes gennym ni gynllun gweithlu sy'n ystyried capasiti, costau, a sgiliau'r gweithlu gwirioneddol yn erbyn y gweithlu a ddymunir?

Cwestiynau i'w gofyn o fewn blwyddyn i'r penderfyniad:

- A gafodd canlyniadau arfaethedig y cynnig eu cyflawni neu a oedd canlyniadau eraill?
- A oedd yr effeithiau wedi'u cyfyngu i'r grŵp yr oeddech chi ar y dechrau yn meddwl fyddai wedi cael ei effeithio h.y. pobl hŷn, neu a gafodd eraill eu heffeithio e.e. pobl ag anabledau, rhieni â phlant ifanc?
- A yw'r penderfyniad yn dal i fod y penderfyniad cywir neu a oes angen gwneud addasiadau?

## Cwestiynau i'r Pwyllgor ar ddiwedd y cyfarfod ...

A oes gennym ni'r wybodaeth angenrheidiol i ffurfio casgliadau/i wneud argymhellion i'r pwyllgor gwaith, cyngor, partneriaid eraill? Os nad oes, a oes angen i ni:

- (i) Ymchwilio i'r mater yn fwy manwl?
- (ii) Gael rhagor o wybodaeth gan dystion eraill - Aelod o'r Bwrdd Gweithredol, arbenigwr annibynnol, aelodau o'r gymuned, defnyddwyr gwasanaeth, cyrff rheoleiddio...

Cytuno ar gamau pellach sydd i'w cymryd o fewn amserlen/adroddiad monitro yn y dyfodol.







**SUBJECT: DISABILITY CONFIDENT EMPLOYER SCHEME**

**MEETING: PEOPLE SCRUTINY COMMITTEE**

**DATE: 24<sup>th</sup> FEBRUARY 2026**

**DIVISION/WARDS AFFECTED: ALL**

## **1. PURPOSE:**

- 1.1 To provide the committee with an opportunity to examine the Disability Confident Level 2 Self-Assessment (Employer Evidence Template).

## **2. RECOMMENDATIONS:**

- 2.1 That members scrutinise the Disability Confident Level 2 Self-Assessment (Employer Evidence Template).

## **3. KEY ISSUES:**

- 3.1 Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how we recruit, retain and develop disabled people. Being Disability Confident is a unique opportunity to lead the way and show that we are a disability inclusive employer.
- 3.2 The Disability Confident scheme is designed as a continuous learning journey, encouraging employers to evolve and improve with every step. It's not about achieving a static level of the scheme; it's about embracing a mindset of growth and adaptation. Using the scheme resources, we are better equipped to nurture a workforce where every member feels valued and empowered to contribute their unique talents.
- 3.3 There are 3 levels:
- Disability Confident Committed (Level 1)
  - Disability Confident Employer (Level 2)
  - Disability Confident Leader (Level 3)

Membership for a Disability Confident Employer is for three years. We must complete each level before moving on to the next and we are encouraged to progress to Disability Confident Leader – Level 3 as soon as we are ready which will re-start the three-year membership period.

- 3.4 On the 14<sup>th</sup> May 2024 we were accepted as a Disability Confident Employer (Level 2). In signing up to be a Disability Confident Employer, we have agreed to carry out a self-assessment, testing ourselves against a set of statements about employing disabled people. This self-assessment sets a baseline, designed to enable us to focus on what we are doing well at this stage and what additional steps we may need to take to comply with the Level 2

criteria. During the three-year period, we review our self-assessment quarterly and add evidence to it.

3.5 The self-assessment is grouped into two themes:

- Theme 1 – Getting the right people for your business
- Theme 2 – Keeping and developing your people

Within the two themes, we need to provide evidence demonstrating how we are meeting the list of core actions. This will help us to identify areas where additional work is needed and assists us in planning how to address them. One activity per theme is the minimum requirement, but many Disability Confident employers undertake multiple activities to demonstrate their commitment to creating inclusive workplaces.

3.6 In our self-assessment (Employer Evidence Template), we have committed to the following:

- Actively attracting and recruiting disabled people to help fill opportunities (including jobs, apprenticeships, internships, work experience, etc.)
- Providing a fully inclusive and accessible recruitment process
- Offering an interview to disabled people who meet the minimum criteria for the job
- Being flexible when assessing people so disabled job applicants have the best opportunity to demonstrate that they can do the job
- Proactively offering and making reasonable adjustments as required
- Encouraging our suppliers and partner firms to be Disability Confident
- Ensuring employees have sufficient disability equality awareness training
- Providing work experience and apprenticeships
- Providing an environment that is inclusive and accessible for staff, clients and customer
- Supporting employees to manage their disabilities or health conditions
- Ensuring there are no barriers to the development and progression of disabled staff
- Ensuring managers are aware of how they can support staff who are sick or absent from work
- Valuing and listening to feedback from disabled staff
- Identifying and sharing good practice

3.7 Our top priorities at present are:

- Ensuring existing disabled colleagues have a voice and are supported through a Disability Colleague Network.
- Encouraging colleagues to undergo the training on the Social Model of Disability and Reasonable Adjustments in the Workplace on our E-Learning platform.
- Ensuring the recruitment process is accessible for all

3.8 Some achievements so far have been:

- Providing face to face training on the Social Model of Disability as well as making it available on Thingi together with Reasonable Adjustments in the Workplace
- Reviewing the accessibility at County Hall and ensuring it is accessible for all
- Setting up a Disabled Colleague Network where colleagues feel safe to talk, share information or raise issues

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

4.1 The updated actions within the Employer Evidence Template outline how we are addressing the criteria stipulated by the Disability Confident Employer status.

The Disability Confident Employer Self-Assessment is by its very nature a plan that is looking to address, mitigate and positively address identified issues for disabled employees and disabled applicants.

## **5. EVALUATION CRITERIA**

- 5.1 The activity described in our self-assessment is a summary of all the initiatives we are undertaking to foster an inclusive workplace. It allows us to evaluate the progress we are making towards inclusivity and identify areas for improvement.

## **6. REASONS:**

- 6.1 The Authority has committed to become a Disabled Confident Employer within its Strategic Equality Plan 2024-28. This status will end on 11<sup>th</sup> May 2027 when we would anticipate that the Authority will gain Disability Confident Leader (Level 3) status.

## **7. RESOURCE IMPLICATIONS:**

- 7.1 The scheme can be afforded within the authority's existing budgets.

## **8. CONSULTEES:**

- 8.1 The Accessibility Inclusion Group has been repurposed to evaluate and contribute to the self-assessment. The group includes colleagues from Human Resources, Equalities, Employment and Skills, Workforce Development and Disabled/Neurodiverse employees.

## **9. BACKGROUND PAPERS:**

- 9.1 Disability Confident Level 2 Self-Assessment (Employer Evidence Template).

## **10. AUTHOR:**

Pennie Walker – Equality and Welsh Language Manager

## **11. CONTACT DETAILS:**

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

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

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## Employer Evidence Template

Use this template to record your evidence, further actions or comments for consideration as you go through your self-assessment. The amount of evidence required will vary depending on the size and nature of your business.

This will also help you if you want to become a Disability Confident Leader and have your self-assessment validated.

**This is for your records and you do not need to send it to us.**

<b>Employers name</b>	Monmouthshire County Council
<b>Disability Confident Reference number (DSC000...)</b>	DSC014489
<b>Date</b>	16.02.26
<b>Completed by and contact details</b>	Pennie Walker – Equality and Welsh Language Manager penniewalker@monmouthshire.gov.uk

**Theme 1 – Getting the right people for your business**  
The employer must have agreed **to all of the following** actions.

<b>Criteria</b>	<b>Evidence</b>	<b>Comments or further action required</b>
<b>As a Disability Confident employer, our business is:</b>		
1. Actively attracting and recruiting disabled people to help fill your opportunities (including jobs, apprenticeships, internships, work experience, etc.)	The Disability Confident Employer badge is displayed on all job adverts. If you meet the essential criteria of the vacancy, and are disabled, you are guaranteed an interview.	The work experience policy has been reviewed and in place. This will be added to PageTiger once it goes live. (PageTiger is a tool for designing and creating immersive, interactive content that we can use to connect with all colleagues.)

		<p>We are talking with Job Centre Plus about the possibility of supporting disabled people in work placements.</p> <p>Apprentice First has been implemented. Any new post that is graded A-D must give consideration as to whether it can be considered for an apprenticeship post. Managers will be challenged as to whether consideration has been given and, if not, why not – all responses will be collated for data purposes.</p>
<p>2. Providing a fully inclusive and accessible recruitment process.</p>	<p>Video applications available on Talentlink (Talentlink is our new recruitment system).</p>	<p>Video applications are available on Talentlink. Other formats on request. Recruiters are encouraged to provide reasonable adjustments (inc. Face to Face to help with application).</p> <p>Reasonable Adjustments training will feature in the Leaders/Managers Development Pathway and is available on Thinqi, our E-Learning platform, for all colleagues. All managers are encouraged to ask if applicants need reasonable adjustments.</p>
<p>3. Offering an interview to disabled people who meet the minimum criteria for the job.</p>	<p>We offer an interview to disabled people who meet the minimum criteria.</p>	<p>This is in place – recruiters are encouraged to review interview times,</p>

		<p>reasonable adjustments etc for people to prepare for interviews.</p> <p>Awareness has been raised to recruiting Managers. Guidance on processes has been updated, and training on Talentlink is available to all recruiting managers via Thingi, our E-Learning platform.</p>
<p>4. Being flexible when assessing people so disabled job applicants have the best opportunity to demonstrate that they can do the job.</p>	<p>This is made clear on the council's recruitment page which specifies:</p> <p>If you are disabled, have a sight or hearing loss, have a learning difficulty, or are neurodiverse, for example, and you would like to explore employment opportunities with Monmouthshire County Council please do get in touch. We value unique skillsets and across the organisation have a broad range of careers. See <a href="https://www.monmouthshire.gov.uk/jobs-employment/">https://www.monmouthshire.gov.uk/jobs-employment/</a></p>	<p>This has been reviewed through Talentlink and reasonable adjustments are offered.</p> <p>People are also referred to the Employment and Skills Team. They can then be signposted to Disability Can Do (open to residents of Monmouthshire) and Maximus (Working Health Programme).</p> <p>From April 2026, a new DWP funded programme called Connect to Work will launch. The programme, operational until 2030 – will support a minimum of 136 individuals with health barriers and disabilities into employment using the Supported Employment model and delivered in-house through the Employment &amp; Skills Team.</p> <p>57 disabled residents have been supported on Communities for Work +</p>

		<p>Programme (individuals who declare they are ready to work) since April 2023. Out of those 57, 15 have entered employment. 11 are still being supported.</p> <p><u><a href="#">Home - Monmouthshire Employment and Skills (mccemployskills.co.uk)</a></u></p> <p><u><a href="#">Disability Can Do – Breaking Down Barriers</a></u></p> <p><u><a href="#">Employability - Maximus UK</a></u></p>
<p>5. Must proactively offer and making reasonable adjustments as required.</p>	<p>This is made clear on the council’s recruitment page which specifies:</p> <p>If you have seen a vacancy advertised but have concerns that aspects of the role may present challenges, please do get in touch with the Recruitment Manager for that vacancy and we can start a discussion on how we could work together. If you meet the essential criteria of the vacancy, and are disabled, you are guaranteed an interview. See: <a href="https://www.monmouthshire.gov.uk/jobs-employment/">https://www.monmouthshire.gov.uk/jobs-employment/</a></p>	<p>Our Wellbeing and Attendance at Work Policy has been reviewed, which includes our approach to reasonable adjustments. It is currently in its draft form but will be available once completed. Expected to be February 2026.</p> <p>Enquiries are encouraged through the Human Resources Business Team and guidance from Occupational Health.</p> <p>We have developed Reasonable Adjustment training for Leaders/Managers Development Pathway, which is also available for all colleagues on Thingi, our E-Learning platform.</p>

		<p>We are also developing a toolkit, so managers know what reasonable adjustments are available e.g. software, screen filters.</p> <p>There is the possibility of developing an Adjustments Passport for colleagues in the future.</p>
6. Encouraging our suppliers and partner firms to be Disability Confident.	<p>This sits with the Strategic Procurement Manager / Employer Engagement &amp; In-work Mentor – 39 Disability Confident Businesses (Level 1) and 7 Disability Confident Employers (Level 2) within Monmouthshire</p>	<p>The Disability Employment Adviser Lead for Department of Work and Pensions (DWP) attended the quarterly meeting of the Disability Confident Group on 29th April 2025. She covered the Health Adjustment Passport, the Hiring Chain and Access to Work.</p> <p>We are reaching out to current Disability Confident businesses to understand how they incorporate the principles of Disability Confident within their organisation. This work has only just started, and we have received 5 responses to our questionnaire.</p>
7. Ensuring employees have sufficient disability equality awareness training.	<p>Available on Thingi: Mandated Equality Training Understanding Autism (3 modules) Understanding ADHD</p>	<p>Equality Training is mandated on Thingi, our E-Learning platform.</p> <p>We have also developed Equality training for the Leaders/Managers Development Pathway. This includes:</p>

	<p>Understanding Tourettes Syndrome</p> <p>Reasonable Adjustments</p> <p>Social Model of Disability</p>	<p>Protected Characteristics, Intersectionality, Inclusion and Belonging, Inclusive Language and Unconscious Bias.</p>
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**Theme 1 – Getting the right people for your business**

You must agree to **at least one of the following activities.**

Activity	Evidence (only for the activities you have agreed to in your self-assessment)	Comments or further action required
1. Providing work experience.	The work experience policy has been reviewed and in place.	<p>We are talking with Job Centre Plus about the possibility of supporting disabled people in work placements.</p> <p>Adult Employment and Skills Lead is gathering case studies. See below for two video case studies.</p> <ol style="list-style-type: none"> <li>1. <u>Adrian Oakley</u> - Hearing impairment</li> <li>2. <u>Leesa Dyte</u> – Visual Impairment</li> <li>3. <u>Ben Waters</u> – Neurodivergent</li> </ol> <p>We are working with the Learning Disability Team to offer Work Experience/ Volunteer work for people with learning disability. This is in its inception.</p> <p>The Disability Employment Adviser Lead for DWP attended the quarterly meeting of the Disability Confident Group on 29th April 2025. They have</p>

**Theme 1 – Getting the right people for your business**

You must agree to **at least one of the following activities.**

Activity	Evidence (only for the activities you have agreed to in your self-assessment)	Comments or further action required
		asked that we can work with them to give people on their books work experience. We are developing this.
2. Providing work trials.	We don't provide these yet	
3. Providing paid employment (permanent or fixed term).	We do provide paid employment for people who apply and are successful.	We currently have 76 (2.04%) colleagues who identify as disabled.  Further data gathering is to be carried out and colleagues are encouraged to fill in their equality data on our internal self-service portal, which has recently been updated to provide more detail of disabilities.
4. Providing apprenticeships.	Organisational Workforce Development Manager has reviewed the Work Experience Policy which includes information on providing apprenticeships.	Circa 87 existing staff are working toward a qualification on the apprenticeship framework with 6 'traditional' new to the organisation apprentices.

**Theme 1 – Getting the right people for your business**

You must agree to **at least one of the following activities.**

Activity	Evidence (only for the activities you have agreed to in your self-assessment)	Comments or further action required
		<p>We are linking in with the new Apprenticeship Programme and how this can involve disabled people.</p> <p>We need to raise awareness of the apprenticeships available.</p>
5. Providing a traineeship.	We don't currently provide traineeships.	<p>Venture Graduate Programme ended.</p> <p>We need to look at how we can offer traineeships.</p>
6. Providing paid internships or support internships (or both).	Not currently offered.	<p>We need to explore providing short paid internships (maybe through Social Services). Also, through Cardiff University for marketing.</p>
7. Advertising vacancies and other opportunities through organisations and media aimed particularly at disabled people.		<p>We have looked into advertising on:</p> <p><a href="https://www.evenbreak.co.uk/">https://www.evenbreak.co.uk/</a></p> <p><a href="#">Disability Jobsite - Official Site for UK Disability Employment</a></p> <p><a href="#">Resources for equality and employment   RNIB   RNIB</a></p>

**Theme 1 – Getting the right people for your business**

You must agree to **at least one of the following activities.**

Activity	Evidence (only for the activities you have agreed to in your self-assessment)	Comments or further action required
		<p><u>Promoting Equality &amp; Diversity in Jobs and Career - VERCIDA</u></p> <p>There is a cost to use each of these sites. However, we have used the information provided on these sites to inform better practice when advertising job roles.</p>
<p>8. Engaging with Jobcentre Plus, Work and Health programme providers and local disabled people’s user led organisations (DPULOs) to access support when required.</p>	<p>The Adult Employment Skills Lead meets with DWP on regular basis.</p> <p>Equality Manager working with Disability Employment Adviser Lead at DWP.</p>	<p>The Working Health Programme is attended bi-annually as part of the Employability Partnership - as of September 2024. However, the programme is no longer taking referrals. The Welsh Government are in the process of reviewing support offered.</p>
<p>9. Providing an environment that is inclusive and accessible for staff, clients and customer.</p>	<p>The Council has modern office buildings in place that are fully accessible. In a large number of roles staff have flexibility regarding where they work from.</p>	<p>We have reviewed access at County Hall. The building is now accessible for all colleagues.</p>

**Theme 1 – Getting the right people for your business**

You must agree to **at least one of the following activities.**

<b>Activity</b>	<b>Evidence (only for the activities you have agreed to in your self-assessment)</b>	<b>Comments or further action required</b>
10. Offering other innovative and effective approaches to encourage disabled people to apply for opportunities and supporting them when they do.	Job adverts offer support by way of: “Please tick this box if you’d like to have a chat with us about your disability” on application form.	We are linking in with Disabled Groups throughout Monmouthshire’s Communities.  <u><a href="http://mccemploymentskills.co.uk">Home - Monmouthshire Employment and Skills (mccemploymentskills.co.uk)</a></u>

**Theme 2 – Keeping and developing your people**

The employer must have agreed to **all of the following** actions.

Criteria	Evidence	Comments or further action required
<p><b>As a Disability Confident employer, my business is:</b></p>		
<p>1. Providing an environment that is inclusive and accessible for staff, clients and customer.</p>	<p>Disability Confident Committed Employer</p>	<p>We need to actively promote Disability Confidence through raising awareness on Thingi. This has started through the training that is available.</p> <p>We need to further develop a Comms campaign internal and external; What this means for you as an employer, employee and prospective employee.</p>
<p>2. Supporting employees to manage their disabilities or health conditions.</p>	<p>We have a few communication and support groups in place including a colleague ‘Go To’ group, and forums for people with different characteristics e.g. (Cancer survivors / dyslexia, menopause)</p> <p>There is also occupational health, counselling, Go To Group provided by Head of Organisation Workforce Development.</p>	<p>This is provided by self-referral or a line manager, who refer to Organisational Development and/or HR.</p> <p>Colleagues have been surveyed and a Disability Colleague Network has been established. 2 meetings have been held to date.</p>

<p>3. Ensuring there are no barriers to the development and progression of disabled staff.</p>	<p>Workforce Planning is in the early stage of development.</p>	<p>We will ensure that there are no barriers to the development and progression of disabled staff within the Workforce Planning, which is in development.</p>
<p>4. Ensuring managers are aware of how they can support staff who are sick or absent from work.</p>		<p>Our Wellbeing and Attendance at Work Policy has been reviewed, which includes our approach to reasonable adjustments. It is currently in its draft form but will be available once completed. Expected to be February 2026.</p>
<p>5. Valuing and listening to feedback from disabled staff.</p>	<p>Existing groups are: Disability Colleague Network Dyslexia in the Workplace Group Menopause Cafe monthly Monmouthshire Colleagues Connect</p>	<p>A Disability Colleague Network has been established. 2 meetings have been held to date.  There is interest in a Neurodiverse Network. The first meeting will be held on 19<sup>th</sup> March and promoted during Neurodiversity Week (16<sup>th</sup> to 20<sup>th</sup> March). We will build and support on this.  HR will assign a support officer to each Network once they are developed.</p>
<p>6. Reviewing this Disability Confident employer self-assessment regularly. (At least annually)</p>	<p>Reviewed quarterly</p>	<p>Quarterly meetings are held and this self-assessment is reviewed and updated.</p>

**Theme 2 – Keeping and developing your people.**

The employer must have agreed to take **at least one** of the following activities.

Activity	Evidence (only for the activities you have agreed to in your self-assessment)	Comments
1. Providing mentoring, coaching, buddying and or other support networks for staff.	Some of this is in place e.g. Go To Group, Digital Cwtch, Dyslexia Group, Menopause Café, Monmouthshire Colleagues Connect	The Colleague Networks (as mentioned above) will be a safe, supportive place for colleagues. We will continue to develop these further. We will also raise awareness through our internal newsletter, Compass and the Digital Cwtch which has approximately 100-200 attendees.  We will further raise awareness through PageTiger to reach our frontline colleagues.
2. Including disability awareness equality training in our induction process.	Equality Training is provided at Induction	Training will now provide information on Reasonable Adjustments and Inclusivity via Thingi.
3. Guiding staff to information and advice on mental health conditions.	Counselling service and Occupational Health services are provided and advertised on the People Hub - <a href="#">Wellbeing</a>	We deliver mental health awareness and first aid, initially for residents on their projects, but recently delivered to other teams such as MonLife and Community Hub Staff (Aber/Caldicot). Accredited – half a day.

		<p>Mental Health is a 2 day course which needs to be Face to Face.</p> <p>10 people received accredited qualification certificates for First Aid:</p> <p>3 from Training Team</p> <p>1 from Achievement and Learning Infrastructure</p> <p>1 from 21<sup>st</sup> Century Schools</p> <p>2 from HR Business Partners</p> <p>3 from Neighbourhood Services</p>
4. Providing occupational health services if required.	Occupational health services are in place	
5. Identifying and sharing good practice.	We have revitalised the Accessibility Inclusion Group.	We will share good practice via our internal newsletter, Compass, Digital Cwtch and PageTiger.
6. Providing human resource managers with specific Disability Confident training	No training at present.	<p>All HR partners received face to face training in the Social Model of Disability. The E-Learning module has been disseminated to all managers.</p> <p>Meeting held 21<sup>st</sup> October 2025 to share self-assessment with all HR colleagues and</p>

		raise awareness. 3 members of HR attend the quarterly meetings.
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## Monmouthshire's Scrutiny Forward Work Programme 2025-26

People Scrutiny Committee				
Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
24 <sup>th</sup> February 2026	<b>Disability Confident Pledge</b>	Report outlining actions for the next three years.	Pennie Walker	Policy Development
	<b>Corporate Parenting Strategy</b>	To conduct pre-decision scrutiny.	Jane Rodgers Dianne Corrister	Pre-decision Scrutiny
31 <sup>st</sup> March 2026 To be confirmed				
To be confirmed	<b>Poverty and Inequality</b>	To be confirmed	Lucinda Boyland	
To be confirmed	<b>Youth Service</b>	To review the service.	Josh Klein	Service Review
	<b>Monmouthshire Public Library Strategy 2025-30</b>  <b>Invite Place Members?</b>	To scrutinise the Monmouthshire Public Library Strategy 2025-30 following public consultation.	Richard Drinkwater	Policy Development
<i>To be confirmed</i>	<b>WESP (Welsh in Education Strategic Plan) – Invite P&amp;O Members</b>	To scrutinise performance against the plans.	Sharon Randall Smith Will McLean Cllr Wright	Performance Monitoring
<i>New Year – to be confirmed</i>	<b>Homelessness Update</b>	To scrutinise a progress update.	Ian Bakewell Rebecca Cresswell	Policy Development

## Monmouthshire's Scrutiny Forward Work Programme 2025-26

People Scrutiny Committee				
Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
<i>To be confirmed</i>	<i>To scrutinise performance against the action plan.</i>	<i>Lucinda Boyland Cllr Sandles</i>	<i>Performance Monitoring</i>	
<i>To be confirmed</i>	<i>Planning and Provision of School Places</i>	<i>To scrutinise data and projections for pupil places and the impact of future housing development.</i>	<i>Will Mclean Matthew Jones</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>Participatory Budgeting Programme</b>				
<b>Race equality action plan for Wales</b>				
<b>LGBTQ+ action plan</b>				
<b>Disability Action Plan</b>				
<b>Gender Equality Action Plan</b>				
<b>Homes for Social Rent and work to bring empty properties back into use</b>				

## Monmouthshire's Scrutiny Forward Work Programme 2025-26

People Scrutiny Committee				
Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
Review and update shared housing allocations policy				
Rapid Rehousing approach/rapid rehousing action plan delivery				
Care without profit – increase in-county placement options				
Support effective discharge from hospital – integration between health and social care				
Provide a high-quality residential care facility for people with dementia				
Chief Officer for Social Care and Health Annual Report				

## Monmouthshire's Scrutiny Forward Work Programme 2025-26

People Scrutiny Committee				
Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
Safeguarding Performance Report				
Develop a broader 14-19 education offer through collaboration with partners				

## Performance and Overview Scrutiny Committee

### Action List

21<sup>st</sup> January 2026

<b>Minute Item:</b>	<b>Subject</b>	<b>Officer / Member</b>	<b>Outcome</b>
4/5	To provide the number of children who have never attended school, or have not done so for more than a year.	Sharon Randall-Smith, Sonia Morgan, Suzanne Challenger	

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Committee / Decision Maker	Meeting date / Decision due	Report Title	Cabinet member	Purpose	Author	Date item added to the planner
Cabinet	Deferred	Pavement Café Policy	Paul Griffiths - Sustainable Economy	To adopt the pavement café policy as the basis for making decisions on applications for licences	Carl Touhig	4-Oct-22
Council	24-Sep-26	Self-Assessment Report 2025/26	Mary Ann Brocklesby - Whole Authority Strategy	To seek Council approval of the self-assessment report 2025/26 to ensure that members have a clear and transparent assessment of the authority's performance during the year ending 31 March 2026 in line with requirements outlined in the Local Government and Elections (Wales) Act 2021.	Hannah Carter	10-Feb-26
Council	05-Mar-26	PUBLICATION OF PAY POLICY STATEMENT AS REQUIRED BY THE LOCALISM ACT	Ben Callard - Resources	To approve the publication of Monmouthshire County Council's Pay Policy, in compliance with the Localism Act.	Philippa Green	14-Jan-26
Council	05-Mar-26	2026/27 Capital Strategy and 2026/27 Treasury	Ben Callard - Resources	To approve the Council's 2026/27 Capital and	Jon Davies	3-Dec-25
Council	05-Mar-26	COUNCIL TAX RESOLUTION and REVENUE AND CAPITAL BUDGETS FOR 2026/27	Ben Callard - Resources	thompson	Jon Davies	3-Dec-25
Council	05-Mar-26	Corporate Parenting Strategy 2025 - 2028	Ian Chandler - Social Care & Safeguarding	Reason is to endorse a new Corporate Parenting Strategy for 2025 - 2028	Jane Rodgers	24-Oct-25
Cabinet	04-Mar-26	Monmouthshire Draft Local Growth Fund Investment Plan	Paul Griffiths - Sustainable Economy	To present to elected members UK Government's new Local Growth Fund and Monmouthshire Draft Fund Investment Plan.	Hannah Jones	12-Feb-26
Cabinet	04-Mar-26	Revenue and Capital Budget 2026-27 – Final proposals following scrutiny and public consultation	Ben Callard - Resources	To update Cabinet with the consultation responses to the draft budget proposals issued in respect of the Capital and Revenue budgets for 2026/27. To make recommendations to Council on the Capital and Revenue budgets including the level of Council Tax for 2026/27. To receive the statutory report of the Responsible Financial Officer on the budget process and the adequacy of reserves. To receive the Responsible Financial Officer's Prudential Indicator calculations for capital financing.	Jon Davies	3-Dec-25
Cabinet	04-Mar-26	Property Acquisition for use as Temporary Accommodation - <b>withdrawn 11/02/26</b>	Sara Burch	To seek authorisation to proceed with the purchase of a residential 3 bed property and continue to use it as a House in Multiple Occupation (HMO) to support pressures linked to the availability of temporary accommodation.	Louise Corbett	2-Feb-26
Cabinet	04-Mar-26	Castlewood - Low Cost Homeownership Future Use	Sara Burch	To consider the purchase of a Low Cost Home Ownership (LCHO) property Castlewood, Usk following receipt of the owner's intent to sell	Louise Corbett	2-Feb-26
Cabinet	04-Mar-26	2026-27 WCF/Mon Farm treasury strategy	Ben Callard - Resources	To present to Cabinet for approval the 2026/27 Investment and Fund strategy for Trust Funds for which the Authority acts as sole or custodian trustee.  To approve the 2026/27 grant allocation to Local Authority beneficiaries of the Welsh Church Fund.	Jon Davies	12-Jun-25

ICMD	25-Feb-26	Submission of Section 6 Biodiversity duty report to WG	Catrin Maby - Climate Change and Environment	To submit report outlining how the Council maintains and enhances biodiversity and promote the resilience of ecosystems	Craig O Connor	7-Jan-26
Cabinet	11-Feb-26	Development of a Supported Accommodation Provision for Care Experienced Young People	Ian Chandler - Social Care & Safeguarding	To provide details and seek approval for the acquisition and refurbishing of a residential property in Monmouth for the purpose of developing a supported accommodation provision for care experienced children.	Jane Rodgers	16-Jan-26
Cabinet	11-Feb-26	2025/26 Budget - Financial update 3	Ben Callard - Resources	To provide the third update of the financial year of the Councils progress against the 2025/26 revenue and capita budget	Jon Davies	12-Jun-25
Cabinet	11-Feb-26	26/27 Placemaking Delivery	Paul Griffiths - Sustainable Economy	To agree funding allocations for Welsh Government Transforming Towns and Pride in Place. Impact Fund.	Craig O Connor	19-Dec-25
Cabinet	11-Feb-26	Cultural Strategy	Sara Burch		Tracey Thomas	20-May-25
ICMD	28-Jan-26	Local Government (Wales) Act 1994 The Local Authorities (PRECEPTS)(WALES) Regulations 1995 - Determination of Payment Schedule	Ben Callard - Resources	To determine the schedule of precept payments to precepting authorities for 2026/27 as required by statute and following the results of the consultation process.	Ruth Donovan	28-Jan-26
Council	22-Jan-26	Council Tax Reduction Scheme 2026/27	Ben Callard - Resources	The purpose of this report is to: <ul style="list-style-type: none"> <li>• present arrangements for the implementation of the Council Tax Reduction Scheme and to approve it for 2026/27.</li> <li>• agree to adopt the amendments to the Regulations, proposed by Welsh Government,</li> <li>• affirm that annual uprating amendments will be carried out each year without a requirement to adopt the whole Council Tax Reduction Scheme.</li> </ul>	Ruth Donovan	28-Nov-25
Cabinet	21-Jan-26	2026/27 Draft Revenue & Capital budget proposals	Ben Callard - Resources		Jon Davies	12-Jun-25
Cabinet	21-Jan-26	Review of Nursery provision at Durand Primary School	Laura Wright - Education	To seek permission to enter into statutory consultation processes regarding proposals to replace the Local Authority Nursery at Durand Primary School with a non maintained setting.	Matthew Jones	23/12/25
Cabinet	21-Jan-26	Disposal of two farm cottages at Leechpool Holdings	Ben Callard - Resources	To seek approval for the disposal of two vacant farm cottages located in Leechpool Holdings, Portskewett, identified as surplus to requirements following internal review with services that no longer have an identified need.	Nick Keyse	26-Nov-25
Cabinet	21-Jan-26	Agree S106 Funding for Caldicot Multi-User Route that connects the newly constructed Caldicot Links/Greenway Active Travel route with the Country Park	Sara Burch	To agree additional funding for the Caldicot Multi-User Route	Colette Bosley	15-Oct-25
ICMD	14-Jan-26	Annual Health and Safety Report 2024/25	Ben Callard - Resources	To seek the cabinet members approval of the 2024/25 Annual Health and Safety Report including priorities for 2025/26	Kate Thompson	19-Dec-25
ICMD	14-Jan-26	Revoking the Usk Air Quality Management Area Order 2005	Angela Sandles - Engagement	To inform the Cabinet Member (Cllr Angela Sandles) of the need to revoke the Usk Air Quality Management Area Order 2005 and agree the principal steps for doing so.	Huw Owen	17-Dec-25

ICMD	14-Jan-26	Welsh Church Fund Working Group	Ben Callard - Resources	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications for the Welsh Church Fund Working Group Meeting 3 held on Thursday 04th December 2025	Dave Jarrett	10-Dec-25
ICMD	14-Jan-26	Museum Service - Collections Rationalisation	Sara Burch - Rural Affairs, Housing and Tourism	To agree the removal of 2 collections - one of newspapers and one of books from the museum collections, to offer to more appropriate homes. (This is part of a series of similar decisions)	Rachael Rogers	2-Dec-25
ICMD	17-Dec-25	Various Traffic Regulation Orders - Amendment Order No 18	Catrin Maby - Climate Change and Environment	The report seeks Cabinet Member approval to proceed with the making and implementation of the MCC Traffic Regulation, speed limit and parking regulations Consolidation Order 2019 (Amendment Order No.18) 2025	Gareth Freeman	26-Nov-25
ICMD	17-Dec-25	Council TaxBase 2026/27 and associated matters	Ben Callard - Resources	To agree the Council Tax base figure for submission to Welsh Government, together with the collection rate to be applied for 2026/27 and to make other necessary related statutory decisions.	Ruth Donovan	28-Nov-25
ICMD	17-Dec-25	Annual Performance Report - Planning	Paul Griffiths - Sustainable Economy	Report the Annual Performance Report to Welsh Government	Andrew Jones	15-Oct-25
ICMD	17-Dec-25	Section 6 Report to Welsh Government on Biodiversity and resilience of ecosystems	Catrin Maby - Climate Change and Environment	Report of Councils actions taken to help maintain and enhance biodiversity	Kate Stinchcombe/Colette Bosley	15-Oct-25
Cabinet	10-Dec-25	Public Services Ombudsman for Wales Annual letter 2024-25	Angela Sandles - Engagement	1) To consider the data in this letter, to understand MCC's performance on complaints, including any patterns or trends and our compliance with recommendations made by the PSOW's office. 2) To inform the PSOW of the outcome of MCC's considerations and any proposed actions on the above matters.	Annette Evans	
Cabinet	10-Dec-25	Joint Committee of the National Adoption Service and Foster Wales	Ian Chandler - Social Care & Safeguarding	Joint Committee of the National Adoption Service and Foster Wales - to consider a Deed of Variation to the current Joint Committee Agreement regarding the required quoracy level for committee meetings	Jane Rogers	24-Oct-25
Cabinet	10-Dec-25	Socially Responsible Procurement Policy	Ben Callard - Resources	1. To approve the adoption of the Socially Responsible Procurement Policy. 2. To delegate authority to approve any	Cath Fallon	20-Oct-25
Cabinet	10-Dec-25	Strategic Risk Assessment	Ben Callard - Resources	To provide Cabinet with an overview of the current strategic risks facing the authority.	Hannah Carter	29-Oct-25
Cabinet	10-Dec-25	Approval of Placemaking Plans - Monmouth, Abergavenny, Magor and Undy	Paul Griffiths - Sustainable Economy	Approval of Placemaking Plans - Monmouth, Abergavenny, Magor and Undy	Craig O Connor	17-Nov-25
Cabinet	10-Dec-25	Community and Corporate Plan - Q2 Progress Update	Mary Ann Brocklesby - Whole Authority Strategy	To provide Cabinet with an update on the progress that has been made to deliver the commitments set out in the Community and Corporate Plan 2022-28.	Hannah Carter	29-Oct-25
Council	04-Dec-25	Appointment of Paul Matthews to the board of CCR Energy Ltd			James Williams	27-Oct-25
Council	04-Dec-25	Annual Report of the Standards Committee 2024/25	Angela Sandles - Engagement		James Williams	27-Oct-25

Council	04-Dec-25	Annual Safeguarding Report	Ian Chandler - Social Care & Safeguarding		Diane Corrister	18-Jul-25
Council	04-Dec-25	Regional Partnership Board Annual Report 2024/2025	Ian Chandler - Social Care & Safeguarding		Natasha Harris (Torfaen)	24-Oct-25
Council	04-Dec-25	Director's Annual Report	Ian Chandler - Social Care & Safeguarding		Jane Rogers	18-Jul-25
ICMD	26-Nov-25	LOCAL GOVERNMENT (WALES) ACT 1994 THE LOCAL AUTHO	Ben Callard - Resources	To seek Member approval of the proposals for consultation purposes regarding payments to precepting authorities during the 2026/27 financial year as required by statute	Peter Davies	7-Nov-25
Cabinet	19-Nov-25	Medium Term Financial Plan update - November 2025	Ben Callard - Resources		Jon Davies	4-Nov-25
Cabinet	19-Nov-25	2025/26 Revenue & Capital Monitoring Update 2	Ben Callard - Resources		Jon Davies	12-Jun-25
Cabinet	19-Nov-25	Destination Management Plan	Sara Burch & Paul Griffiths		Collette Bosley	17-Apr-25
Cabinet	19-Nov-25	Car Parking Review	Paul Griffiths - Sustainable Economy	That Cabinet endorses the following recommendations 1.That Cabinet agrees the strategic objectives for the Council's parking strategy 2.That Cabinet agrees the proposed MCC actions in response to the recommendations made in the Monmouthshire car parking review	Craig O Connor	9-Oct-25
Cabinet	19-Nov-25	Inclusion Strategy and Additional Learning Needs Policy	Laura Wright - Education	The purpose of this report is to provide Cabinet with an opportunity to consider the Inclusion Strategy and the Additional Learning Needs (ALN) Policy to ensure that they are fit for purpose and meet the local priorities as outlined in the Learning Place section of the Community and Corporate Plan.	Morganna Wagstaff	13-Oct-25
Cabinet	19-Nov-25	Panel Performance Assessment	Mary Ann Brocklesby - Whole Authority Strategy	To provide an update on the proposed approach for the Council's Panel Performance Assessment which is a requirement under the Local Government and Elections (Wales) Act 2021.	Matt Gatehouse	28-Aug-25
Council	23-Oct-25	RLDP for Adoption	Paul Griffiths - Sustainable Economy		Rachel Lewis	17-Apr-25
Cabinet	15-Oct-25	2025/26 Revenue Monitoring Update 1	Ben Callard - Resources		Jon Davies	12/76/25
Cabinet	15-Oct-25	Connect to Work and Future Focus programmes	Paul Griffiths - Sustainable Economy		Hannah Jones / Rory Clifford	21-Jul-25
Cabinet	15-Oct-25	A strategy to take forward a whole authority approach to wellbeing and prevention	Ian Chandler - Social Care & Safeguarding		Jane Rogers	19-Jun-25
ICMD	08-Oct-25	WELSH CHURCH FUND WORKING GROUP	Ben Callard - Resources	1.1 The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications for the Welsh Church Fund Working Group Meeting 2 held on Thursday 18th September 2025.	Dave Jarrett	
ICMD	24-Sep-25	Health & Safety Annual Report	ben Callard - Resources		Kate Thompson	5-Aug-25
Council	18-Sep-25	Self-assessment 2024/25		To seek Council approval of the self-assessment report 2024/25 in line with requirements outlined in the Local Government and Elections (Wales) Act 2021.	richard Jones	10-Jun-25

Cabinet	17-Sep-25	Proposed endorsement of the Monmouthshire Local Area Energy Plan	Catrin Maby - Climate Change and Environment	Welsh Government commissioned the production of Local Area Energy Plans for Local Authority areas which will be used to develop a regional and national Energy Plan. The Local Area Energy Plan for Monmouthshire provides data on the energy requirements of the county and the transition that will be required to support carbon neutrality of the energy demands. The report seeks Cabinets endorsement of the Local Area Energy Plan to enable the development of the regional Area Energy Plan and a supporting Investment Prospectus.	Deb Hill Howells	28-Jul-25
Cabinet	17-Sep-25	Real Living Wage Employer Accreditation	ben Callard - Resources	Further to Cabinet's decision on Wednesday 6th November 2024, and an evaluation of the authority's supply chain, to bring forward a further report detailing the plan to pay the real living wage rate to employees of third parties contracted to work at the authority's sites, and to seek approval to pursue accreditation as a Real Living Wage employer.	Philippa Green	13-Jun-25
Cabinet	17-Sep-25	County of Sanctuary Strategy	Angela Sandles - Engagement	To approve a county of sanctuary strategy which establishes clear principles which will run through all council services and which promotes inclusion and welcome across the wider community.	Sharran Lloyd and Jane Harvey	27-May-25
Cabinet	17-Sep-25	Review of Housing Support Grant Programme.	Sara Burch		Ian Bakewell	23-May-25
ICMD	20-Aug-25	Highway Traffic Regulation Amendment Order No 17	Catrin Maby - Climate Change and Environment		Gareth Freeman	4-Aug-25
ICMD	23-Jul-25	Lloyds tour of Britain Stage 5 Pontypool to Tumble	Angela Sandles - Engagement		Nick John	2-Jul-25
ICMD	23-Jul-25	Welsh Church Fund Working Group	Ben Callard - Resources		Dave Jarrett	2-Jul-25
Council	17-Jul-25	Chepstow Integrated Transport LUF project			Deb Hill Howells	24-Jun-25
Council	17-Jul-25	Strategic Director's Report, Children, Learning, Skills and the Economy'	Laura Wright - Education		Will Mclean	18-Jun-25
Cabinet	16-Jul-25	2024/25 Revenue & Capital monitoring Outturn (incl early update on 2025/26)	Ben Callard - Resources		Jon Davies	12-Jun-25
Cabinet	16-Jul-25	2026/27 Revenue & Capital MTFP update and process	Ben Callard - Resources		Jon Davies	12-Jun-25
Cabinet	16-Jul-25	<b>ADD AS FIRST ITEM</b> Social Partnership and Public Procurement (Wales) Act 2023: Monmouthshire County Council's Annual Report	Ben Callard - Resources	To seek approval of the Social Partnership Duty Report 2025, setting out how the Council will build on existing practice, and work collaboratively with trade unions, to ensure compliance with the Social Partnership and Public Procurement (Wales) Act 2023.	Philippa Green	6-Jun-25
Cabinet	16-Jul-25	Play Sufficiency Update	Angela Sandles - Engagement	Play sufficiency assessment update.	Nick John	28-Mar-25
Cabinet	16-Jul-25	Shire Hall Delivery Stage - Financial Approval	Ben Callard - Resources		Tracey Thomas	25-Mar-25
Council	26-Jun-25	Strategic Officer/Leadership and Organisation Structure changes	Mary Ann Brocklesby - Whole Authority Strategy		Paul Matthews	5-Jun-25
Council	26-Jun-25	Separation of Licensing Functions	Angela Sandles - Engagement		Linda O Gorman	28-May-25
Council	26-Jun-25	Appointments to Outside Bodies	Angela Sandles - Engagement		John Pearson	23-May-25
Council	26-Jun-25	Licensing Act Policy 2025	Angela Sandles - Engagement	Policy has to be approved by Full Council and it needs to be in place by 1 <sup>st</sup> July 2025	Linda O Gorman	10-Jan-25

Cabinet	25-Jun-25	Strategic Risk Assessment	Mary Ann Brocklesby - Whole Authority Strategy	To provide Cabinet with an overview of the current strategic risks facing the authority.	richard Jones	10-Jun-25
Cabinet	25-Jun-25	Nature Recovery Action Plan & Green Infrastructure Strategy	Catrin Maby - Climate Change and Environment		Collette Bosley	17-Apr-25
Cabinet	21-May-25	Placemaking Grant 25/26 & 26/27	Paul Griffiths - Sustainable Economy		Craig O Connor	29-Apr-25
Cabinet	21-May-25	Marches Forward Partnership	Mary Ann Brocklesby - Whole Authority Strategy		Peter Davies / Cath Fallon	1-Apr-25
Cabinet	21-May-25	Active Gwent Sports Partnership	Angela Sandles - Engagement	For Monmouthshire County Council to formally enter into the Active Gwent sport partnership.	Nick John	28-Mar-25
Cabinet	21-May-25	Digital, Data and Technology Collaboration	Mary Ann Brocklesby - Whole Authority Strategy	To develop proposals to build on existing collaborative arrangements in place for the provision of technology services through the Shared Resource Service. Expanding on these to include digital and data services will generate economies of scale enabling the authority to access expertise to accelerate progress against delivery of priorities set in the Community and Corporate Plan.	Peter Davies & Matt Gatehouse & Sian Hayward	14-Mar-25
Cabinet	21-May-25	Y Prentis Update	Paul Griffiths - Sustainable Economy		Hannah Jones	26-Feb-25
Council	15-May-25	SAC Membership Report	Martyn Groucutt - Education	To inform Council of SAC recommendations to appoint members of SAC	Sharon Randall-Smith	16-Apr-25
Council	10-Apr-25	Constitution Review	Angela Sandles - Engagement		James Williams	25-Mar-25
Council	10-Apr-25	Senior Pay Review	Ben Callard - Resources		Julie Anthony	3-Mar-25
ICMD	09-Apr-25	PSPO Lane Closure to prevent fly tipping & off roading	Catrin Maby - Climate Change and Environment		Mark Cleaver	13-Mar-25
ICMD	09-Apr-25	Welsh Church Fund Working Group - meeting 4	Ben Callard - Resources			
Cabinet	02-Apr-25	Marches Forward Partnership	Mary Ann Brocklesby - Whole Authority Strategy		Peter Davies - Lead (Cath Fallon)	3-Mar-25
Cabinet	02-Apr-25	Reponse to Boundary Commission Electoral Review Consultation	Angela Sandles - Engagement		John Pearson	12-Feb-25
ICMD	26-Mar-25	Proposal to increase the fee payments to Monmouthshire Foster Carers	Ian Chandler - Social Care & Safeguarding		Charlotte Drury	4-Feb-25
ICMD	12-Mar-25	Highway Traffic Regulation Amendment Order No 16	Catrin Maby - Climate Change and Environment			
Council	06-Mar-25	Appointment of Chief Officer - Head of Transport - Exempt info	Catrin Maby - Climate Change and Environment		Deb Hill Howells	21-Jan-25
Council	06-Mar-25	Publication of the Councils Pay Policy	Ben Callard - Resources	To approve the publication of Monmouthshire County Council's Pay Policy, in compliance with the Localism Act.	Matt Gatehouse / Pip Green	17-Jan-25
Council	06-Mar-25	Contract Procedure Rules	Ben Callard - Resources		Scott James	9-Jan-25
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	Approval of a Discretionary Policy for Council Tax Premiums	Ben Callard - Resources		Ruth Donovan	27-Jan-25
Cabinet	05-Mar-25	2025/26 Final Revenue and Capital Budget Proposals	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	26-Feb-25	County of Sanctuary: Homes for Ukraine	Angela Sandles - Engagement	To confirm future support arrangements for Ukrainian's living in Monmouthshire as part of the Homes for Ukraine Scheme following changes to the national arrangement for both funding & visas	Richard Drinkwater/Matt Gatehouse	7-Feb-25
ICMD	26-Feb-25	Housing Allocations Policy				
Cabinet	19-Feb-25	UK Shared Prosperity Fund post March 2025 – financial implications and impact	Paul Griffiths - Sustainable Economy		Hannah Jones	10-Jul-24
Cabinet	19-Feb-25	2024/25 Revenue and Capital Monitoring Month 9	Ben Callard - Resources		Jon Davies	4-Jun-24
ICMD	29-Jan-25	2025/26 Community Council and Police Precepts final	Ben Callard - Resources		Jon Davies	17-Dec-24
Council	23-Jan-25	Council Tax Reduction Scheme 2025/26	Ben Callard - Resources		Jon Davies	13-Jun-24
Council	23-Jan-25	Council Diary 2025/26	Angela Sandles - Engagement		John Pearson	
Council	23-Jan-25	GWENT REGIONAL PARTNERSHIP BOARD (RPB) AREA PLAN AND RPB ANNUAL REPORT 23/24	Ian Chandler - Social Care & Safeguarding		Natasha Harris (Torfaen)	
Cabinet	22-Jan-25	Business case for the purchase of a property in Abergavenny to develop supported accommodation for care experienced young people	Ben Callard - Resources		Jane Rogers	7-Jan-25
Cabinet	22-Jan-25	Education Middle Tier	Martyn Groucutt - Education		Will McLean	20-Nov-24
Cabinet	22-Jan-25	2025/26 Draft Revenue and Capital Budget Proposals	Ben Callard - Resources		Jon Davies	4-Jun-24
ICMD	15-Jan-25	Decision to transfer Dixton Archive from Monmouth Museum to Herefordshire Record Office			Rachael Rogers	9-Dec-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

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## Monmouthshire Select Committee Minutes

**Meeting of People Scrutiny Committee held at The Council Chamber, County Hall, The Rhadyr, Usk, NP15 1GA on Wednesday, 21st January, 2026 at 10.00 am**

### Councillors Present

County Councillor Jackie Strong (Chair)  
County Councillor Sue Riley, (Vice Chair)

County Councillors: Jan Butler,  
Christopher Edwards, Simon Howarth,  
Penny Jones, Maureen Powell, Sue Riley,  
Martyn Groucutt, Jill Bond, M. Newell, Paul Pavia  
and Peter Strong substituting for Maria Stevens

Also in attendance County Councillors: Jill Bond,  
Martin Newell, Paul Pavia

### Officers in Attendance

Hazel Ilett, Scrutiny Manager  
Robert McGowan, Policy and Scrutiny Officer  
Wendy Barnard, Democratic Services Officer  
Sharon Randall-Smith, Head of Achievement and  
Attainment  
Suzanne Challenger, Lead Education Welfare  
Officer  
Sonia Morgan, Support Officer - Elect Home  
Educated Pupils

**APOLOGIES:** County Councillors Maria Stevens, Steven Garratt, Meirion Howells and Alistair Neill

#### 1. Declarations of Interest.

None.

#### 2. Public Open Forum.

None.

#### 3. Elective Home Education - To scrutinise the performance report (the policy is delayed). Report to follow.

Items 4 and 5 considered at the same time.

Sharon Randall-Smith delivered a presentation, introduced the report and answered the members' questions with Sonia Morgan and Suzanne Challenger:

*Is an annual visit enough for Elective Home Education (EHE) learners?*

Annual visits are formal welfare and curriculum checks, but enrichment activities throughout the year provide additional opportunities to see children and families regularly. Newly deregistered learners receive an initial visit, followed by an annual visit about three months later, and ongoing contact is maintained via email or phone.

*How long do annual visits last?*

Visit duration varies, lasting from one to three hours depending on the family's needs and the information they wish to share.

*Is one dedicated officer enough given the increased number of EHE learners, and when will the limit be reached?*

The significant increase in EHE numbers is acknowledged. The wider EWS team is currently supporting EHE work, with hopes to increase capacity in the near future.

*Do enrichment activities allow for deeper assessment, and is a true picture of problem families obtained with only one hour a year? Would more time be ideal?*

Enrichment activities are valuable for building relationships and observing children in different settings, but the primary focus is ensuring that children are safe, happy, and developing necessary skills, rather than formal assessment.

*What percentage of families attend the enrichment activities?*

Attendance is very high. While no exact percentage was given, the response indicates that enrichment activities are “really well attended by pretty much most families.” The high attendance is attributed to strong relationships with families in Monmouthshire.

*Are the enrichment activities optional?*

Yes. Enrichment activities are entirely optional. Nothing is compulsory, but attendance remains strong due to the good engagement and rapport with families.

*What happens when parents or children will not engage with enrichment activities?*

Some families can be “difficult to engage,” but these cases are rare. There is no legal right to demand to see a child solely because they are home-educated. The team still attempts to maintain communication with these families and if there are concerns, we can work with other agencies to access and check on the child and family. If there are serious concerns about the education being provided, we can issue a School Attendance Order (SAO), which would require the child to return to school. SAOs are very rare, though, largely due to the strong work the team does with families.

*Are annual visits statutory (legally required)?*

No, annual visits are not statutory. There is no legal power to require a child to be seen. Engagement is encouraged through positive relationships rather than legal obligation.

*Can home-educated children may miss out on daily social interaction and learning to mix with peers, regardless of the quality of home teaching?*

Most home-educated learners in Monmouthshire attend various group activities, clubs, and enrichment opportunities, ensuring they have ample chances to socialize and build meaningful friendships. Even those in rural areas generally have good transport and are active in the community.

*Can you explain the acronym NSSA?*

NSSA stands for “not of statutory school age.”

*How is the suitability of home education judged, and are there objective criteria like the national curriculum?*

Suitability is judged by ensuring children develop literacy, numeracy, and a range of skills, but there is no set curriculum or objective criteria; many families follow the curriculum voluntarily, especially if aiming for GCSEs, but learning is tailored to each child.

*What do “lifestyle or ideological” reasons mean for families opting out of schooling?*

"Ideological" reasons generally refer to families believing their children are better educated outside the school system, often due to emotional or mental health needs, or to pursue specialized interests (e.g., sports). The term is more about lifestyle choice than strict ideology.

*Does reporting allow for different educational philosophies and distinguish between school-based and home education standards?*

The team does not compare home education directly to school standards but ensures that education is suitable and tailored; many home-educated children take GCSEs and some return to mainstream education or go to university.

*What is the team's training and experience in elective home education and school education, especially regarding identifying substandard education or safeguarding issues?*

The team is experienced, stays updated on different educational philosophies, and is trained in safeguarding to a high level.

*Are there numbers on children who have never attended school, or have not done so for more than a year (i.e. long-term home education)?*

The number of children who have never attended school is not currently available but can be provided.

#### **– ACTION**

*How many home-educated families are single-child families, and what about potential social isolation?*

Data on family composition (e.g., single-child families) is not routinely collected, but most families have siblings. The team checks for social isolation during visits and advises on community engagement if needed.

*How does the team address situations where a parent's anxieties may prevent a child from attending school, even if the child wishes to return?*

If a child expresses a desire to return to school, the team supports this, prioritizes pupil voice, and has facilitated returns to mainstream education when appropriate.

*Are most cases of home education due to anxiety or phobias a last resort after parents become frustrated with the authority?*

They are not always a last resort; parents often try various interventions in school first. Many report that their child's well-being improves after moving to home education, as it removes the source of anxiety.

*What does the authority do if anxiety or phobias are identified early on, and is the goal to return the child to school?*

Schools and the authority offer significant support, including mental health interventions and referrals. If a child is home educated, they can still access support services. The decision to return to school depends on the child's needs and family choice; some do return with support.

*Are there still children missing from education who are "under the radar" and not known to the authority?*

Yes, despite best efforts, some children remain unaccounted for, but the authority is confident they are aware of the majority and are actively tracking and supporting them.

*What percentage of Year 11 home-educated learners sat GCSEs, and how does this compare to what would be expected if they were in school?*

About 30% of eligible Year 11 home-educated learners sat GCSEs with the authority. This is lower than the near-universal participation expected in schools.

*How does this relate to NEET (Not in Education, Employment, or Training) status, and is there tracking of long-term outcomes?*

Some learners may be classified as NEET if they do not achieve qualifications, but many pursue further education and take GCSEs later. The authority does not currently track long-term outcomes but recognizes the value in doing so as numbers grow.

*Is there a pattern in additional learning needs (ALN) among home-educated children, and is this linked to specific schools?*

ALN is present across all schools, not concentrated in any particular one. The definition of ALN in the report may not fully reflect current criteria, as it includes perceived barriers to learning, not just formal ALN status.

*What percentage of families attend enrichment activities, and are these activities optional? What happens if parents or children do not engage in these activities? Are any parts of the support compulsory, such as annual visits?*

Enrichment activities are very popular and well attended by most families, but participation is optional. There is no legal right for the authority to demand to see the child, but they strive to maintain communication. If there are concerns about a child's education or welfare, the authority can work with other agencies or issue a school attendance order if necessary, though this is rare. Annual visits are offered but not compulsory by law.

*The report notes higher prevalence of elective home education (EHE) in secondary schools, especially in years 10 and 11, with drivers such as emotional-based school avoidance, mental health, anxiety, trauma, and ALN. Could this also be a symptom of unmet need in mainstream education? If so, what preventative actions are being taken with secondary schools to reduce push factors into EHE?*

It is acknowledged that while some students historically opt out in Years 10 and 11 due to stress, the authority has invested significantly in training for schools on inclusion, EBSA (emotionally based school avoidance), trauma-informed practice, and neurodivergence. These efforts aim to support students and maintain their school placements. However, for some, home education is still chosen for well-being reasons, especially post-pandemic.

*Regarding children missing in education (CME), the policy refers to a usual four-week period for children coming off roll, but there is a risk of harm in that period. Is there a risk triage model to determine when immediate escalation is needed, and are there same-day referrals to police or children's services if required?*

If safeguarding issues are raised, the team can convene an emergency multi-agency strategy meeting within hours, involving police and children's services. There is a proactive approach to risk, and escalation happens rapidly when needed.

*CME requires a multi-agency approach. Are referrals from partner agencies (police, youth justice, housing) happening in a timely manner, and are there barriers to information sharing?*

Information sharing is robust, with regular referrals from housing, police (via Operation Encompass), and other agencies. The team has developed a training package for all stakeholders to improve awareness and protocols. Movement of children across borders is tracked with forms and direct confirmation with other authorities to ensure no child is lost in the system.

*When sending movement out of area forms to other authorities, is there confirmation that the receiving authority has picked up the referral, or could families be lost in the system?*

A case is not closed until we have received confirmation from the receiving authority that they have picked up the referral and will track the child into education.

*Reflecting on the historical context of the national curriculum as an entitlement for all children, is there still a concept of a core body of learning everyone should have, given the current focus on individual interests and bespoke learning?*

The Welsh curriculum is now fluid and bespoke to the learner, with schools offering contextually based curricula tailored to community and pupil needs. Both school and home education aim to develop broadly similar skills to enable children to thrive and have future options.

*There are concerns about looked-after children who may never have attended formal school. How is their learning directed and how they are supported to know what is important for future success, given the risk of "not knowing what you don't know."*

Both school and home education systems strive to meet individual needs, and the skills developed should enable all children, including looked-after children, to participate fully in society and have opportunities for success.

*What is the philosophical balance between the societal value of attending school and respecting children's and parents' choices for home education?*

We acknowledge the right of parents to choose home education or school, and would emphasise that both options are valid and should equip children with the skills needed for life.

*What additional data could be included in the report to help identify the root causes of increasing EHE numbers, and is there learning from other Welsh authorities regarding trends and best practices?*

Monmouthshire is among the highest in Wales for EHE visits and maintains regular contact with other authorities to share best practices and compare trends.

*Are schools doing enough to help young people thrive, especially regarding resilience and social-emotional learning? Is there enough proactive support before issues like bullying or anxiety arise, and is current provision (e.g., ELSA, CAMHS) sufficient?*

Many interventions are in place, but some children reach a saturation point where mainstream school is no longer suitable. EHE is then considered a viable option, and while schools do all they can to support attendance and well-being, some needs may exceed available resources.

*Are learning portfolios or evidence of ongoing performance maintained for EHE children to help avoid future NEET (Not in Education, Employment, or Training) status?*

Most families provide comprehensive reports, photos, and evidence of learning, which are uploaded to children's files. However, a small number of families decline to share work, citing Welsh Government policy, and officers have no legal right to demand it.

*Do officers have the capacity to follow up on all portfolios and ensure quality?*

While most families engage and provide evidence, capacity is stretched, and some families only submit email updates. The team is considering increasing resources to meet growing demand.

*What engagement do the Cabinet member and Education Director have with the EHE and CME teams, especially given increasing strain and financial pressures?*

Regular monthly meetings occur with Will McLean (Chief Officer, Children and Young People) and Laura Wright (Cabinet Member) to discuss attendance, EHE, CME, and related issues. Both are kept informed about rising EHE numbers and other pressing matters.

*Why was there a lack of response from the Education Director regarding EHE numbers at the last Council meeting, and can it be ensured that EHE figures are included in future annual reports to Council?*

Annual reporting of EHE figures to Council will be implemented, and we note that the EHE year does not align with academic, financial, or calendar years, which complicates reporting. The team will ensure updated figures and policy changes are brought to Council annually – **RECOMMENDATION**

*Are there instances where the recommended meeting between school and parents (when parents decide to home educate) does not happen, and would it be beneficial for a team member to attend these meetings?*

While it is recommended for schools to meet with families before deregistration, some parents refuse as they have already made their decision. Sonia Morgan sometimes attends reintegration meetings when children return to school, but it is not standard for her to be involved before deregistration.

*How is information about home-educated learners stored, and for how long is it kept?*

All data is kept securely under GDPR regulations. Files are closed when a child returns to school or reaches the end of statutory school age, but records are retained within the authority's SharePoint system for at least a decade.

*Regarding the CME policy, is the 15-day notification period too long, and what safeguards are in place if a child leaves a school without notice?*

While 15 days can be lengthy, pupils remain on the original school roll until accepted elsewhere, and schools are expected to maintain daily contact and safeguarding checks. Schools must keep the child on roll and update the CME officer, who confirms receipt and tracks the child's status.

*Are county lines or slavery considered when following up on missing children, and is this part of the remit?*

Such concerns are indeed included. If children cross county lines or there are safeguarding concerns (including slavery), children's services are involved immediately, and coordination with relevant authorities continues even if children move to other countries.

*What happens if access to a child is denied, and what is the process if a child is missing or not found (referencing CME policy page 32)?*

If a child cannot be located, their details are uploaded to a national database (School to School system) accessible by all authorities, and the case remains open until the child is found. If not found, children's services and police are involved. If denied access during a visit, a referral is made to children's services, and joint visits with social workers are attempted, escalating to child protection if necessary.

*Why does the CME policy not have an integrated impact assessment shared with the policy? Can we demonstrate that we are sure that all groups are treated equally and we are meeting the corporate plan aims by completing the risk assessment?*

Apologies that there is no integrated impact assessment. So we will look at that. The policy is very much grounded in Welsh Government guidance and therefore there would have been the expectation that it would have gone through those processes. But of course we will carry that out and it will be available when it is completed.

*Is there any means of assisting EHE (Elective Home Education) families with free school meals or food vouchers, given the high percentage of eligible children?*

There is no financial subsidy or transfer of free school meal funds for EHE families; parents take on full financial responsibility for educational costs, including meals, when they deregister their child from mainstream school.

*Have there been instances of parents taking children out of private schools to self-educate due to increased fees, and if so, how many?*

This does happen, but exact figures could not be provided without checking records. There are also cases of children moving from mainstream to private education.

*What is the outlook for funding for EHE after the current funding ends on March 31<sup>st</sup>?*

The team is currently looking at grants for next year and anticipates that funding will continue, but there is no firm answer yet.

**Chair's Summary:**

The Chair thanked the officers for their time and energy, on behalf of the members, noting how useful the reports have been.

Recommendation: that the team ensures updated figures and policy changes are brought to Council annually.

**4. Children Missing Education Policy - To scrutinise the policy ahead of adoption. Report to follow.**

This item considered with item 4 above.

**5. People Scrutiny Forward Work Programme and Action List.**

There are changes to the work programme since the agenda was published, with the next meeting including the Disability Confident Pledge and the Corporate Parenting Strategy, which is time-sensitive and will be prioritized. The Gypsy and Travellers Allocation Policy is pending confirmation and may be scheduled before other items if it becomes time-sensitive. Other items, such as the Youth Service and Public Library Strategy, have been moved down the schedule and will be confirmed later.

**6. Council and Cabinet Planner.**

Noted.

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

The minutes were agreed, moved by Councillor Groucutt and seconded by Councillor Jones.

**8. Next Meeting: Tuesday 10th February 2026.**

The meeting ended at **12.29 pm**

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