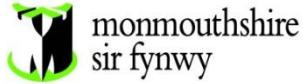


Public Document Pack



Neuadd y Sir
Y Rhadyr
Brynbuga
NP15 1GA

County Hall
Rhadyr
Usk
NP15 1GA

Tuesday, 23 November 2021

Dear Councillor

CABINET

You are requested to attend a **Cabinet** meeting to be held at **County Hall, Usk - Remote Attendance** on **Wednesday, 1st December, 2021**, at **3.00 pm**.

AGENDA

1. Apologies for Absence
2. Declarations of Interest
3. To consider the following reports (Copies attached):
 - i. **CORONAVIRUS STRATEGY: PROGRESS AND NEXT STEPS** 1 - 30
Division/Wards Affected: All

Purpose: To provide an overview of progress on the strategic aims set by Cabinet in the latest *plan on a page* and to endorse an updated whole authority strategy that will be in place until May 2022 when a longer-term plan will be produced by the incoming administration to replace the Corporate Plan 2017-22.

Authors: Matthew Gatehouse, Head of Policy Performance and Scrutiny
Emma Davies, Performance Officer

Contact Details: matthewgatehouse@monmouthshire.gov.uk;
emmadavies@monmouthshire.gov.uk
 - ii. **REVENUE & CAPITAL MONITORING 2021/22 FORECAST OUTTURN STATEMENT - MONTH 6** 31 - 84
Division/Wards Affected: All

Purpose: To provide Members with an updated forecast of the revenue and capital outturn position for the current financial year.

This report will also be considered by Select Committees as part of their responsibility to,

- assess whether effective budget monitoring is taking place,

- monitor the extent to which budgets are spent in accordance with agreed budget and policy framework,
- challenge the reasonableness of projected over or underspends, and
- monitor the achievement of predicted efficiency gains or progress in relation to savings proposals.

To provide an update on the financial impact of Covid-19 on the Council.

Authors: Peter Davies, Chief Officer for Resources (Section 151 officer)
Jonathan Davies, Acting Assistant Head of Finance (Deputy S151 officer)

Contact Details: peterdavies@monmouthshire.gov.uk;
jonathandavies2@monmouthshire.gov.uk

- iii. **BUDGET PROCESS AND TIMETABLE 2022/23** 85 - 92
Division/Wards Affected: All

Purpose: To agree the process and timetable for developing the budget for 2022/23.

Authors: Peter Davies, Chief Officer for Resources (Section 151 officer)

Contact Details: peterdavies@monmouthshire.gov.uk;

- iv. **EMPTY PROPERTY ACTION PLAN**
Division/Wards Affected: All

Purpose: To consider and comment on a proposed Empty Property Action Plan, as required by Welsh Government.

Author: Ian Bakewell, Housing & Communities Manager

Contact Details: ianbakewell@monmouthshire.gov.uk

- v. **THE PRINCIPLES OF A REGIONAL APPROACH TO EMPLOYABILITY** 93 - 126
Division/Wards Affected: All

Purpose: To seek endorsement for the principle of a locally delivered regionally coordinated approach to employability post- EU. 1.2 To seek endorsement for the Framework for Future Employability in the Cardiff Capital Region (CCR) as shown in Appendix 1. The Framework has been approved by the Regional Skills Partnership and Regional Business Council.

Author: Hannah Jones – Strategic Lead for Employment and Skills

Contact Details: hannahjones@monmouthshire.gov.uk

- vi. **METHODOLOGY FOR PRIORITISING HIGHWAY RESURFACING AND MAINTENANCE PROJECTS** 127 - 150
Division/Wards Affected: All

Purpose: To seek approval of the methodology for prioritising highway resurfacing and maintenance projects

Author: Mark Hand (Head of Placemaking, Regeneration, Highways and Flooding)
Paul Keeble (Group Engineer – Highways)

Contact Details: markhand@monmouthshire.gov.uk;
paulkeeble@monmouthshire.gov.uk

vii. **WELSH CHURCH FUND WORKING GROUP**

151 -
166

Division/Wards Affected: All

Purpose: The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications for the Welsh Church Fund Working Group meeting 6 held on the 04th November 2021.

Author: David Jarrett – Senior Accountant – Central Finance Business Support

Contact Details: davejarrett@monmouthshire.gov.uk

Yours sincerely,

Paul Matthews
Chief Executive

CABINET PORTFOLIOS

County Councillor	Area of Responsibility	Ward
Richard John	<p>Leader Lead Officer – Paul Matthews, Matthew Gatehouse</p> <p>Whole Authority Strategy and Direction Whole authority performance review and evaluation CCR Joint Cabinet & Regional development Regional working Government relations LGA, WLGA and Public Service Board lead</p>	Mitchel Troy
Sara Jones	<p>Cabinet Member for Economy, Deputy Leader Lead Officer – Frances O’Brien</p> <p>Economic resilience and growth Place-making and Regeneration Town Centre investment and stewardship Development Management and Building Control Public relations / communications / marketing Skills and Employment Community broadband connectivity</p>	Llanover
Robert Greenland	<p>Cabinet Member for Governance & Strategic Planning, Deputy Leader Lead Officers – Frances O’Brien, Matthew Phillips, Matthew Gatehouse</p> <p>Local Development Plan and Strategic Development Plan Council and Executive decision-making Constitution review and implementation of change Law, ethics and standards Democracy promotion and citizen engagement Community Hubs and Contact Centre Whole authority customer service and experience</p>	Devauden
Philip Murphy	<p>Cabinet Member for Resources Lead Officers – Peter Davies, Frances O’Brien, Matthew Phillips, Jane Rodgers</p> <p>Finance Digital and Information technology (including SRS) Human Resources, Payroll, Health and Safety Emergency Planning Strategic Procurement Land and Buildings (including - Estate, Cemeteries, Allotments, Farms) Fleet Management</p>	Caerwent

	<p>School and Community Transport (including commissioning and delivery) Property Maintenance Facilities Management (including Building Cleaning and Catering)</p>	
Paul Pavia	<p>Cabinet Member for Education Lead Officers – Will McLean, Ian Saunders</p> <p>Early Years education All age statutory education Additional learning needs / Inclusion Post 16 entitlement / offer School Standards & Improvement (incl Education Achievement Service commissioning) Community learning 21st Century Schools Programme Youth service / Outdoor Education Service / Duke of Edinburgh Award scheme</p>	Larkfield
Lisa Dymock	<p>Cabinet Member for Community Wellbeing and Social Justice Lead Officers – Frances O'Brien, Ian Saunders, Jane Rodgers, Matt Gatehouse</p> <p>Community inequality (health, income, nutrition, disadvantage, discrimination, isolation) Advancement of the welsh language Housing Strategy, delivery /Homelessness prevention Trading standards / Environmental Health / Animal Welfare / Public Health / Licensing Community safety (including Police liaison) Registrars Service Physical activity (including Leisure centres, Sport, Active travel, Play) Countryside, biodiversity, public rights of way Tourist Information /Museums / Theatre / Attractions</p>	The Elms
Penny Jones	<p>Cabinet Member for Social Care, Safeguarding and Health Lead Officer – Jane Rodgers</p> <p>Children's services Fostering & adoption Youth Offending Service Adult Services Whole authority safeguarding (children and adults) Disabilities Mental Health</p>	Raglan

Jane Pratt	<p>Cabinet Member for Infrastructure and Neighbourhood Services – Jane Pratt Lead Officer – Frances O’Brien, Matthew Gatehouse</p> <p>Whole authority climate change / decarbonisation lead Strategic Integrated Transport (including transport planning) Traffic network management (including road safety, car parking & civil enforcement) Public Transport Highways – County Operations / South Wales Trunk Road Authority (SWTRA) Waste collection / Recycling / Street Cleansing / Street Lighting Grounds Maintenance, parks, open spaces and public conveniences Flood alleviation, management and recovery</p>	Llanelly Hill
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Aims and Values of Monmouthshire County Council

Our purpose

Building Sustainable and Resilient Communities

Objectives we are working towards

- Giving people the best possible start in life
- A thriving and connected county
- Maximise the Potential of the natural and built environment
- Lifelong well-being
- A future focused council

Our Values

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

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

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

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



SUBJECT:	CORONAVIRUS STRATEGY: PROGRESS AND NEXT STEPS
MEETING:	Cabinet
DATE:	1st December 2021
DIVISION/WARDS AFFECTED:	ALL

1. PURPOSE:

- 1.1 To provide an overview of progress on the strategic aims set by Cabinet in the latest *plan on a page* and to endorse an updated whole authority strategy that will be in place until May 2022 when a longer-term plan will be produced by the incoming administration to replace the Corporate Plan 2017-22.

2. RECOMMENDATIONS:

- 2.1 That Cabinet assure themselves of the progress made against the purpose and strategic aims that have been in place in the *Re-Emergence* strategy and use this to inform future activity.
- 2.2 That Cabinet approve the latest interim strategy and accompanying actions which is attached as appendix 2

3. KEY ISSUES:

- 3.1 Over the past eighteen months Cabinet has established a series of interim strategies to provide clarity and ensure accountability through the changing and challenging circumstances of the pandemic. The fourth and latest of these, often referred to as the 'plan on a page' was approved in June 2021. This paper presents an opportunity to evaluate progress against those aims and approve the fifth of these documents, which will steer the organisation through the winter months and into the summer of 2022.
- 3.2 The virus is still with us, and we are increasingly viewing it as something we have to live with, at least for the foreseeable future. The fourth plan on a page had a focus on bringing people back together safely to improve well-being, encouraging people to be active and involved and helping local businesses to trade safely and successfully. Appendix 1 outlines some of the activity that has been delivered over the last few months:
 - Improving our active travel offer through a £1.4 million investment to improve walking and cycling routes;
 - Working alongside our Gwent partners to coordinate the delivery of the Test, Trace and Protect system, identifying residents who have been in contact with the virus to provide advice and request they self-isolate to minimise the spread of the virus.
 - More than 90% of the Monmouthshire population have now been double-jabbed and 25% have received their third, or booster dose.
 - Protecting care home residents from COVID-19 outbreaks, whilst considering their well-being and the importance of time spent with their families and loved ones;
 - Providing a summer full of outdoor activities for our children and young people, including the Monmouthshire Games, the School Holiday Enrichment Programme and outdoor theatre events at Abergavenny Castle grounds;

- Launching a new re-use shop at Five Lanes Recycling Centre, establishing four Libraries of Things in Abergavenny, Caldicot, Chepstow and Monmouth, and planting over 8,000 trees with the help of our children and young people.
- Securing investment of over £2 million in projects relating to climate change, economic growth, leisure and tourism following a number of successful bids to the Community Renewal Fund, a successor to European funding
- Launching our 'Shop Local at Christmas' campaign to encourage people to shop at independent retailers on Monmouthshire's high streets

3.4 The world is grappling with some very complex challenges. Over the next few months, we will be developing our thinking and ideas to address these longer-term challenges, working closely with community groups and others to understand what matters and ensure that we have bold and ambitious programmes of activity in areas including:

- Addressing income inequalities and developing solutions to mitigate some of the impacts felt by families in poverty;
- Transitioning our organisation and our county towards a low carbon future;
- Reforming social care and health working closely with colleagues in Welsh Government and the NHS to ensure we have the right resources in the right places for the health and social care systems to work in equilibrium

3.5 In the immediacy we have established a new purpose. We want Monmouthshire to be:

- an ambitious place full of hope and enterprise;
- a fair place where your family is safe;
- a sustainable place where people care about each other;
- a place you are proud to call home.

This is supported by a series of actions which can be seen in more detail in the full document at appendix 2.

3.6 This latest strategy will be kept under review, and adjusted, if necessary, based on the latest evidence. We have the structures and mechanisms in place to track progress and ensure we remain focused on our purpose. The council's established performance framework continues to facilitate service planning, performance management and risk management to ensure that we are focused on what needs to happen and can demonstrate progress in a robust and transparent way.

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

4.1 A completed integrated impact assessment accompanies this report. The strategic aims have been informed by the latest available evidence and government guidance. The detailed proposals that follow the strategic aims will all consider the impact and mitigating actions required to minimise the adverse consequences for those with protected characteristics.

4.2 The proposed strategic aims have taken equality and the components of well-being into account. The legislation and the council's responsibilities in all these areas will remain an important part of the Council's work as it continues to develop.

5 OPTIONS APPRAISAL:

The strategic aims are informed by the latest available evidence and government guidance, to inform the council's ongoing activity. While a number of arrangements have continued to be developed and implemented to support these aims, the council continues to operate in a dynamic environment and delivery of each aim is not without challenges and risks. The delivery will continue to be monitored and programmes will need to be flexible in timescale and content as circumstances and guidance changes.

6 EVALUATION CRITERIA

- 6.1 Where available, measures or milestones will be used to track and help evaluate progress on the actions that underpin the strategic aims with regular reports being presented to Cabinet. In a changing external environment, it is likely that actions, and therefore the corresponding measures of progress, will need to be continuously reviewed.
- 6.2 The council's established performance framework will continue to facilitate service planning, performance management and risk management across Council services.

7 REASONS:

- 7.1 To ensure that the council sets a clear direction and is accountable for the services it delivers during the pandemic alongside the longer-term strategy set within its Corporate Plan.

8 RESOURCE IMPLICATIONS:

- 8.1 Delivery of the strategic aims will continue to have resource implications, including increased costs to maintain current service delivery and demands in setting up new or amended services. Close financial and budget monitoring will continue.

9 CONSULTEES:

Strategic Leadership Team
Cabinet

10 BACKGROUND PAPERS:

Monmouthshire Re-Emergence Summer Strategy
Monmouthshire Corporate Plan 2017/22

11 AUTHORS:

Matthew Gatehouse, Head of Policy Performance and Scrutiny
Emma Davies, Performance Officer

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e-mail: emmadavies@monmouthshire.gov.uk

Appendix 1 – Overview of progress on the Monmouthshire County Council Re-Emergence Summer Strategy

Aim: Provide clear and purposeful civic leadership	
What we said we would do	What we have done
Ensuring our democratic process is fully operational	To ensure timely decision making, arrangements were adapted to allow all council meetings to operate remotely via the Microsoft Teams app. The system is proving successful and attendance at all meetings is now possible via remote means. Work continues to review the learning from the new arrangements, and some changes will remain or will be built on where they are working well. To sustain live streaming capabilities, updates to the equipment in the council chamber are underway and work will be completely shortly.
Communicating clearly with you and always representing your interests to others	We have continued to provide timely and relevant service updates to residents across our communication platforms throughout the pandemic. Since the first lockdown began, the Chatbot and Contact Centre staff have dealt with over 148,000 wide-ranging customer service enquiries. The council has been a trusted source of information. Twitter followers have increased from 17,000 in March 2020 to 18,500 in November 2021, and Facebook followers have increased from 11,200 to 15,200 over the same period.
Aim: Promote Monmouthshire as a beautiful destination for visits and staycations	
What we said we would do	What we have done
Promoting and protecting our natural environment to encourage walking and outdoor sports	<p>Lockdown saw a considerable reduction in driving and increased walking within areas local to home. We have supported projects in Monmouth, Caldicot and Abergavenny to improve the active travel offer in the county; cycling capacity has been increased in town centres, public bike pumps have been installed, and a contraflow cycle lane has been introduced in Abergavenny through COVID-19 response funding. A clear strategic focus is now set, primary routes identified, to encourage a change in transport mode for our citizens.</p> <p>We have provided biodiversity advice for over 500 planning applications, and 24 sites of nature conservation importance have been designated, contributing to a total of more than 700 sites for targeted conservation action. Lockdown offered the opportunity to extend sustainable management practices and as a result, have reduced mowing of over three million square metres of grassland. Since then, reduced mowing to public open spaces has continued, and where it is taking place, engagement is underway with allotment associations to take cut grass for use as compost. Work is ongoing to understand the learning from the changes to grounds maintenance services to inform how biodiversity can be enhanced, whilst still maintaining the standards of green spaces expected by residents.</p>
Aim: Champion the interests of local businesses	
Aim: Market our town centres as wonderful places to shop or spend time with friends	
What we said we would do	What we have done
Helping local businesses trade successfully and safely	<p>We have administered several grant schemes during the pandemic, to support businesses during lockdowns and restrictions. Emergency COVID-19 grants have now ceased, and we are working with Welsh Government to create a Local Authority Grant Fund for Business Development, which will continue to support businesses through their growth and emergence from the pandemic.</p> <p>We made adjustments to town centres after lockdown to allow them to reopen safely, and many of these measures will remain in place for up to a further 18 months while long-term options are designed and consulted upon. Looking to</p>

<p>Improving infrastructure by fixing roads, investing in active travel, 20mph zones and high-speed broadband</p>	<p>the longer-term development of town centres, Cabinet has agreed to a series of regeneration activities to take place throughout the county following a Placemaking Grant submission for 2021/22 of £791,429 made under the Welsh Government Transforming Towns funding.</p> <p>Full communication and marketing plans are also underway across all media channels to deliver the ‘Shop Local at Christmas’ campaign, which will encourage people to shop locally at independent retailers on Monmouthshire’s high streets. Influencers have booked to visit our high streets and tell our story, and street entertainers will be creating magical experiences in different locations from November.</p> <p>Active travel projects have been supported in Monmouth, Caldicot and Abergavenny to improve the offer in the county, and a total investment of £1.4m has been made in the last financial year, the biggest investment into Active Travel in Monmouthshire.</p> <p>20mph schemes have been implemented in Raglan, Caldicot, and Tintern as part of the COVID-19 response to make town centres safer; it is anticipated that these will be maintained on a permanent basis, and further 20mph zones will be implemented during 2021/22.</p> <p>We have continued to work with Welsh Government and Openreach to support the delivery of the Superfast Cymru successor programme. The most recent data shows that over 2,000 premises in Monmouthshire should be provided with fibre by the time of its completion in June 2022. As of September 2021, Broadway Partners’ network covered around 8,000 white premises in the county and had around 600 active wireless and fibre customers.</p> <p>We recently submitted two successful applications to the Welsh Government’s Local Broadband Fund, which supports local authorities and social enterprises to deliver broadband projects locally.</p>
<p>Aim: Encourage people to be active and improve their health, fitness and general well-being</p>	
<p>What we said we would do</p>	<p>What we have done</p>
<p>Prioritising our excellent Test, Trace and Protect system</p> <p>Improving our leisure centres in Abergavenny, Caldicot and Chepstow</p>	<p>Alongside our Gwent partners, we are coordinating the delivery of the Test, Trace and Protect system to identify residents who have been in contact with the virus to provide advice and request they self-isolate to minimise the spread of the virus.</p> <p>The vaccination strategy, being delivered by Aneurin Bevan UHB, has successfully administered over 1,001,000 vaccinations in the health board area, and we continue to support and add value where required. By 7th November 2021, 92.2% (73,109) of Monmouthshire residents aged 18 years and older had received one dose of the vaccination, 90.1% (71,467) had received two doses, and 25.2% (19,966) had received the booster jab.</p> <p>The development of a new Abergavenny school has been agreed, subject to consultation, and this will provide a new sports hall as part of the new build. Prior to the start of the school building work, a proposed £1.7m re-development of the fitness offer in Abergavenny Leisure Centre has been agreed. This interim plan will seek to convert the first floor to a health and fitness hub, to include a fitness suite, spin studio, fitness studio, viewing area to the ground floor pool, and two new changing rooms.</p>

<p>Having a summer full of outdoor activities for children and young people</p>	<p>A bid to attract Levelling Up funding to refurbish Caldicot Centre was unsuccessful. Other options will now be explored, including meeting with government ministers to obtain feedback in order to strengthen our bid for funding in the next round of investment.</p> <p>Work continues to identify the best solution and outcomes for customers of Chepstow Leisure Centre. A proposed refurbishment will see upgrades to fitness equipment with an outdoor rig, improvements to lighting, boiler upgrades, combined heat and power system, and showers upgrade.</p> <p>We held a summer full of outdoor activities for our children and young people, starting with the Monmouthshire Games, which provided outdoor play schemes for 899 children throughout the summer holidays. The School Holiday Enrichment Programme was also delivered, helping disadvantaged children with specific needs, and saw 423 children taking part. The scheme also employed 75 individuals to help run events, the majority of which were young people from within the county. Other events included activity packs at Caldicot Castle and Old Station Tintern, and outdoor theatre events at Abergavenny Castle grounds for children through August, including the Horrible Histories open air show.</p>
<p>Aim: Provide direct support to those suffering from loneliness, hardship and loss</p>	
<p>What we said we would do</p>	<p>What we have done</p>
<p>Providing support and creating opportunities for volunteers making a difference in their community</p>	<p>Place based working is being developed across Monmouthshire, to build a network of community support to help people remain connected to things that matter to them, supporting their health and well-being. By bringing a range of agencies together with a shared purpose of supporting people's well-being, there is the opportunity to share skills, expertise and time, and increase the opportunities for people to access support in the community without needing formal services. Work is underway to maximise the place-based opportunities of working across social services, primary and community health services and third sector so that there is a fully integrated approach based on working with communities and for the people in those communities.</p> <p>Monmouthshire Connect provides the digital tools for active citizens to support each other in their communities, creating connections around purpose with the provision of a safe person-to-person time banking function. To develop and grow this platform and offer the active members more opportunity to actively exchange skills, it is being relaunched. Since being created for Monmouthshire County Council, this has been adopted by authorities throughout Wales and elsewhere in the UK, creating far more opportunity for collaboration, promotion and sharing of resources, and improved cost effectiveness.</p> <p>We have experienced unprecedented housing demand from some of the most vulnerable citizens in our county, at a time when identifying suitable and safe premises has been challenging. We are currently supporting 169 households in temporary accommodation. Welsh Government guidance issued in 2020 expands our duties with regards to our homelessness offer, and the need to provide suitable long-term housing for all those accommodated in temporary housing. This, alongside the increasing demand, has placed considerable pressure on our services and a plan has been developed to facilitate more rapid rehousing and to provide long-term accommodation with support, if needed.</p> <p>To support those suffering from hardship, we are leading on a multi-agency signposting campaign aimed at encouraging residents to seek support with financial strain at an early stage and to raise awareness of the support that is</p>

available. We are using circular economy activities to help reduce essential household outgoings in non-stigmatised ways, for those who need it, such as the community fridges, clothes and school uniform recycling schemes, and the libraries of things and repair cafes.

Aim: Ensure all vulnerable young people and adults are safeguarded

What we said we would do	What we have done
<p>Maintaining social care services including child protection, support at home and residential care</p>	<p>Front-door services in social care a priority and have remained fully operational throughout the pandemic. The process for receiving and responding to referrals has not changed; arrangements have been adjusted, and where required, solutions have been identified to deal with situations.</p> <p>As pressure on care at home services and reablement services has increased, all referrals have been triaged at point of referral to ensure that those in most need are prioritised for assessment and intervention. Staff shortages are causing significant pressures on service provision, and hospital discharge times are being affected due to the lack of home care packages available for those who need them. This is a problem that is being reflected nationally, and local authorities in Gwent have established a strategic coordination group to formulate a strategy to address this going forward.</p> <p>The volume, type and source of referrals to Children’s social services has been monitored continually to identify any changes as Coronavirus restrictions have changed. Risk assessments have been undertaken where any direct working/home visiting was required to follow up on protection concerns, or to provide interim safeguards as part of a care and support plan.</p> <p>A robust procedure is in place to help protect care homes from COVID-19 outbreaks, and the Environmental Health team are working closely with the local health board to administer this. Protecting residents from infection is paramount, but consideration is also given to their well-being when placing a home in incident and restricting visitor access. The Environmental Health Team work closely with care home staff to determine the source of the infection and, in conjunction with the Multi-Disciplinary Team, determine the best course of action.</p>

Aim: Ensure quality teaching and learning is available for all learners

What we said we would do	What we have done
<p>Ensuring learners are prepared for the assessment processes that replace GCSE, AS Level or A Level examinations in 2021</p> <p>Preparing schools for the new curriculum that will be launched in 2022</p>	<p>Following the announcement that there would be no GCSE, AS and A Level examinations in Summer 2021, schools were provided with a range of support to prepare them for the new process for determining students’ grade. Teaching the core content and aspects of each course remained a focus for exam students. The Education Achievement Service (EAS) continue to provide ongoing challenge, monitoring and evaluation work in schools, with a continued focus on vulnerable learners.</p> <p>Preparation is underway to implement the new curriculum from September 2022, and staff are receiving training. The position of schools in implementing the new curriculum is varied; some are in a strong position as they had undertaken a lot of work prior to the pandemic; others are less so and are receiving additional support to bring them up to speed.</p> <p>Changes have taken place since schools started back in September; much of the restrictions seen before the summer holidays have been removed, such as the wearing of masks and pupil bubbles. Pupils aged 12 – 15 are now eligible to</p>

<p>Creating employment/ apprenticeships for local people</p>	<p>receive one vaccination, and this has started at the mass vaccination centres in Cwmbran and Newport. Cases of COVID-19 are increasing in schools and Education Officers are working closely with TTP and Environmental Health colleagues to monitor this, and a range of information has been shared with parents. COVID-19 remains a significant challenge in the running of schools and staff have met with all Head Teachers to ensure they are supported and are aware of the ongoing response.</p> <p>Attendance is still an issue in schools and Education Welfare Officers are working with vulnerable pupils to bring them back into the educational setting, where possible. There are varying reasons for pupil absence, so a different approach is being adopted for different cohorts, and the Education team are working with multiple agencies to ensure these children and young people return to school.</p> <p>The pandemic itself has left schools in significantly different places, with some experiencing higher impacts than others. For those schools that need additional support, there are bespoke programmes available, and a framework around them to allow schools to progress at their own pace.</p> <p>The Communities for Work+ programme has received additional funding due to the impact of COVID-19, which has been used to upskill clients to meet local employment opportunities. It has enabled the team to provide better support for disabled people, and those with work limiting health conditions. It has also increased resources to overcome employment barriers, such as transport costs and interview clothing, and to provide training opportunities.</p> <p>To improve the sustainability of the workforce, and create succession planning opportunities, numerous apprentice schemes have been introduced. This includes the 'Apprentice in Care Scheme', which successfully appointed six apprentices within Health and Social Care, and the 'Kickstart' Scheme, which will provide 89 six-month work placements. In addition to this, there are roughly 168 existing staff members who have signed up to undertake apprenticeships for professional development.</p>
<p>Aim: Decarbonise our own operations and help communities take positive action on climate change</p>	
<p>What we said we would do</p>	<p>What we have done</p>
<p>Introducing Repair Cafes and Library of Things to increase sharing and re-use of everyday items</p> <p>Protecting/promoting our environment and ecology through investment and carbon reduction activity</p>	<p>A new re-use shop at Five Lanes Recycling Centre has been opened, and four Libraries of Things are being established in Abergavenny, Caldicot, Chepstow and Monmouth, with associated Repair Cafes.</p> <p>Over 8,000 trees have been planted this year, and schools have been provided with raised beds to plant seeds, which will then be regrown on sites when more mature. The Green Infrastructure action plans are also identifying tree planting opportunities in settlements as part of the identification of green corridors. We are liaising with 'Stump Up for Trees', a community organisation with aspirations to plant one million trees across the Brecon Beacons, about how we may be able to support this initiative. Other projects include 'Neglected Grasslands' and 'Resilient Grasslands' schemes, aimed at regenerating green areas and promoting biodiversity.</p> <p>A Behaviour Change for Well-being Officer has been appointed and has been delivering social media features and videos, building bug hotels, installing wildlife cameras, and have delivered 150 pollinator packs to schools for wildflower planting.</p>

The Monmouthshire and Newport Local Nature Partnership has carried out nature learning events and activities and given grants to community groups to run nature projects, including barn owl nest boxes, help for hedgehogs, bat activity monitoring and orchard biodiversity enhancement. 'Nature Isn't Neat' workshops across the county have supported habitat restoration programmes and positive management for pollinators, and guidance has been provided on the management of grasslands, verges and public open spaces.

An update of the climate strategy and action plan was approved by Council in November 2021, including more emphasis on education and the council's role in enabling individuals and communities to take climate action, and a commitment to work with partners to get a better understanding of what our current emissions are, and how much different actions will reduce our carbon emissions. Work to reduce carbon emissions at a regional level continues through the work of Climate Ready Gwent, on areas such as electric vehicle charging, hydrogen feasibility and training. Electric vehicle charging points are being installed for operational vehicles in the One Planet Centre Llanfoist, Troy Depot, Caldicot Waste Depot and Raglan Depot, and they have already been installed in Kymin View and Deri View School. Seven fully electric vehicles have been delivered and three more are on order. Six Hybrid cars are also in operation, currently being used by Social services, Planning and Property Services.

Aim: Maintain a competent, motivated organisation with the capability and capacity to deliver

What we said we would do	What we have done
<p>Taking care of our workforce so they can support you</p>	<p>Throughout the pandemic, staff have embraced new ways of working to keep themselves, colleagues and residents safe while delivering the many services our communities rely on. We have ensured staff have a range of support on wellbeing, have access to the right Personal Protective Equipment (PPE) and testing, if they display symptoms.</p> <p>Where required, we have maintained cleaning services in buildings that have remained open, ensuring safe distances and cleanliness for the safety of our staff. The directive remains that working from home is the safest mechanism for staff where possible and working in council buildings should only be undertaken where essential to do so. For those wishing to work from County Hall, a desk booking system is in place to ensure the numbers attending remain safe, and social distancing can always be assured.</p> <p>Balancing different needs and supporting the blend of work life and home life is core to our Changing Spaces activity. How we use technology, and our existing locations of work is crucial and fundamental to the consideration of the next steps in our progress into the future of work at the Council. Over the coming months, we will see the space in our buildings change to reflect our new ways of working and to prioritise the needs of staff, as the work on our buildings is mapped out and evolves.</p> <p>During this difficult time, we have provided a range of support services to all colleagues to support their wellbeing via the Health, Welfare & Information group. Communication and engagement with staff has continued throughout, and the SupportAll portal was developed, which allows staff to access information on a range of subjects, such as testing, protecting homeworkers and bereavement. The weekly staff Digital 'Cwtch' continues and averages more than a hundred viewers each week, and a weekly Managers Q&A continues to answer any questions or discuss general workplace issues.</p>

	<p>We are also developing a programme of support for our employees, which includes a direct link to the housing gateway for financial first aid support, Christians Against Poverty delivering 'Budget. Save. Spend' course, and promotion of the Gateway Credit Union financial products.</p>
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monmouthshire
sir fynwy

Looking Ahead, Delivering Now – Our Strategy to Summer 2022

Introduction and Context

We have been asking ourselves some very big questions. Where now and where next for our county?

We need Monmouthshire to be a place where every community is full of opportunity. We want to be a kind county where we do well by doing good things. We are invested in our place, your family and your future. You have a right to receive good services from us and we won't let you down but the expectations we have of ourselves go further. The contemporary policy challenges that we need to meet together are centred on Net Zero, taking on the determinants of health inequality, making sure our children do well and ensuring that nobody is left behind. We are turning our attention to these things between now and the summer of 2022 when a new Council Administration will be ready to introduce its own direction. We cannot lose time, we have to move forward. We do so with your best interests at heart. We do so blessed with incredible communities and people that care about their place and each other.

We have set out our purpose, our priorities, our values and we ask that you join with us in achieving them. Without you we are just a Council, together we are a force to be reckoned with. Everything starts with your health and well-being and that of your family and friends - without that, everything else is pretty meaningless.

Our Purpose

We want Monmouthshire to be:

- an ambitious place full of hope and enterprise
- a fair place where your family is safe
- a sustainable place where people care about each other
- a place you are proud to call home

Our Values

Our purpose is underpinned by a clear sense of who we are as an organisation. We expect people who work with us to share a strong value set and expect that these are evident in the ways in which we work and engage with our communities.

- Teamwork - We will work with you and our partners to support and inspire everyone to get involved. We will make the best of the ideas, and resources available to make sure we do the things that most positively impact our people and places.
- Openness - We are open and honest. People have the chance to be involved and tell us what matters.
- Flexibility - We are flexible, enabling delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

- Fairness - We provide opportunities for people and communities to thrive. We will always try to treat everyone fairly and consistently.
- 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.

Our Principles

We are advocates of The Well-being of Future Generations Act and apply the principles that underpin it to our decision-making:

- Looking to the long term so that we do not compromise the ability of future generations to meet their own needs;
- Taking an integrated approach so that we maximise the impact of all of our objectives;
- Involving people in the decisions that affect them;
- Working with others in a collaborative way to find shared sustainable solutions;
- Understanding the root causes of issues to prevent them from occurring.

Our Actions

An ambitious place full of hope and enterprise

- Begin to build a new, carbon neutral, school in Abergavenny and commission a detailed feasibility study for the future of Chepstow School;
- Invest more than £2 million to upgrade and redevelop the leisure centres in Chepstow and Abergavenny;
- Work with technology companies to ensure more households and businesses can benefit from high speed broadband, using fibre to the premises and speeds of up to one gigabit per second;
- Make a substantial investment in maintaining and repairing the highways network;
- Improve connectivity and create more sustainable transport through projects such as the redevelopment of Severn Tunnel Junction station and push for the development of Magor Walkway station;
- Act on the findings of the recent Chepstow transport study report to improve traffic and travel movements in and around Chepstow and the surrounding area;
- Begin significant improvements to the active travel networks in Monmouth, Caldicot and Abergavenny to make it easier for people to walk and cycle in and around our towns.

A fair place where your family is safe

- Recruit and retain more in-house foster carers to ensure that children who are looked after can grow up in a stable and supportive home;

- Identify solutions to prevent homelessness and providing support for those who find themselves without a roof over their head;
- Progress the development of a new dementia friendly care home at Crick Road;
- Work with partners to manage the additional health and social care pressures that winter can bring including recruiting and retaining the vital key workers who deliver front-line care.

A sustainable place where people care about each other

- Work with community groups to deliver the Magor with Undy Community Hub project; creating a new space for social, culture, leisure, sporting and other community activities;
- Ensure that more of our money is spent locally and ethically;
- Enable people to get more involved in shaping what happens in their area by making it easier to participate in local decision-making.

A place you are proud to call home

- Refurbish the Borough Theatre in Abergavenny ahead of a re-opening;
- Promote and support local food growing, reducing food miles, promoting sustainable land management and agricultural practices and reducing food waste;
- Work with all partners to improve the health of our rivers while also taking action to minimise the impact of flooding on communities;
- Make community learning more accessible to improve skill levels and create opportunities for people to try new things and form new friendships in a supportive and welcoming environment;

As we deliver these we will ensure that we do not do anything that will conflict with our emerging thinking on the long-term challenges we face.

Our Longer Term Challenges

Covid-19 has brought into a sharp focus the complex challenges that communities and public service organisations face. We will develop our thinking and ideas as we plan for the longer term. We want to do this alongside Monmouthshire's myriad of community groups and our public service partners to understand what matters and ensure that we have bold and ambitious programmes. We are focusing on:

- Transition towards Net Zero – We need to increase the pace with which we are decarbonising our operations while developing guidance and support to help individuals and businesses reduce their emissions. We updated our decarbonisation action plan in November 2021 and will be working on a more ambitious programme which will be published in 2022.
- Health Inequalities – We need to narrow the differences in life expectancy in, and between communities. These gaps sometimes exist because of non-medical factors like early childhood development; the availability of local amenities and places where people can build connections; their diet and job security. These are sometimes called the social determinants of health.

- Social Care Reform – Services for children and adults are experiencing acute pressures from a combination of factors. We need to work closely with colleagues in Welsh Government and the NHS to ensure we have the right resources in the right places for the health and social care systems to work in equilibrium with vulnerable people supported in the most appropriate setting.
- Well-being of Children and Young People – We need to ensure that children whose learning has been disrupted by the pandemic are able to make up for lost time, are not at a disadvantage in the long-term and ensuring that support is available to support their well-being.
- Mental Health – With one in four adults and one in ten children experiencing mental health problems in any given year this is a significant challenge and public services must work together to ensure the availability of information and resources so that people can protect and manage their own mental health and well-being.

In the meantime, we will continue to focus on deliver in key areas, ensuring that we do not do anything that will conflict with our emerging thinking on the above challenges:



Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p>Name of the Officer completing the evaluation Richard Jones</p> <p>Phone no: 01633 740733 E-mail: richardjones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To endorse the strategic aims update to guide the Council's activity until May 2022</p>
<p>Name of Service area</p> <p>All services</p>	<p>Date</p> <p>11/11/2021</p>

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

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Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<p>Many of our aims are focused on the wellbeing of young people and older people which is reflected in our strategic aims, in particular:</p> <p>A fair place where your family is safe</p> <p>A sustainable place where people care about each other</p> <p>We have continued to provide vital Adult and Children's social care</p>	<p>Evidence has shown that older age is associated with greater risk and impact of COVID-19.</p> <p>The significant time away from school will have affected the learning trajectory of many learners and this is not likely to be a uniform impact with disadvantaged pupils likely to be impacted upon more significantly.</p> <p>The pandemic could also impact on peoples mental health and feelings of loneliness. We have a continuing focus on this risk and helping those most vulnerable.</p>	<p>Schools are prioritising the wellbeing of all pupils as a pre-requisite for effective learning; this includes the adoption of a flexible approach to curriculum delivery, and the availability of additional support to raise standards for priority groups. The Educational Psychology Service and Healthy Schools Team are providing advice and support to schools to support the wellbeing of children and young people impacted by COVID-19.</p> <p>In order to provide vital social care services for all those who need them, including child protection, care at home, and residential</p>

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
	<p>All schools in Monmouthshire are open in line with Welsh Government guidance.</p>		<p>care, we are regularly assessing the impacts of the pandemic as it continues.</p> <p>We have continued to manage, adapt and provide services to vulnerable citizens. Some services are seeing an increase in demand that is putting pressure on services, particularly in adult's social care which continues to be managed.</p> <p>We are developing, with our public sector partners, a model of neighbourhood networks that work with community volunteers to support long-term benefit.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
Disability	<p>Our aims A fair place where your family is safe and A sustainable place where people care about each other in particular are focused on supporting the wellbeing of people with disabilities.</p> <p>We have continued to provide vital Adult and Children's social care.</p>	<p>Evidence has shown that certain underlying health conditions are associated with greater risk and impact of COVID-19.</p> <p>The Coronavirus pandemic is likely to have a social impact on disabled people including effecting well-being, concerns about their health and access to health care and access to essentials.</p> <p>It could also impact on disabled peoples mental health and feelings of loneliness.</p>	<p>In order to provide vital social care services for all those who need them, including child protection, care at home, and residential care we are regularly assessing the impacts of the pandemic as it continues.</p> <p>We have continued to manage, adapt and provide services to vulnerable citizens. Some services have seen an increase in demand that is putting pressure on services, particularly in adult's social care which continues to be managed.</p>

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
		We have a continuing focus on this risk and helping those most vulnerable.	<p>As part of the Council's continued commitment to Social Justice, the third iteration of the Social Justice Strategy was approved by Cabinet in March 2021.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
Gender reassignment	Our aims and associated activity will promote diversity and inclusion.	None identified at this stage	The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.
Marriage or civil partnership	Our aims and associated activity will promote diversity and inclusion	Coronavirus regulations have impacted on Marriage and Civil Partnerships.	<p>The marriage and civil partnership service operated by the authority's Registrars service has provided the service, as permitted in adherence to the latest COVID-19 legislation and guidelines.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
Pregnancy or maternity	Our aims and associated activity will promote diversity and inclusion.	Pregnant women are in the list of people at moderate risk (clinically vulnerable) of COVID-19 as a precaution.	The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race	Our aims and associated activity will promote diversity and inclusion.	<p>Evidence has shown that ethnicity is associated with greater risk and impact of COVID-19.</p> <p>There has been a focus on understanding the impact of COVID-19 on BAME groups, including inequalities affecting BAME groups in the UK.</p> <p>We will need to focus on this risk, utilise the evidence and help those most vulnerable.</p>	<p>The Council has completed a response to the consultation on the Welsh Government Race Equality Action Plan.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
Religion or Belief	Our aims and associated activity will promote diversity and inclusion.		The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.
Sex	Our aims and associated activity will promote diversity and inclusion.	<p>Evidence has shown that male sex is associated with greater risk of COVID-19.</p> <p>The pandemic may have an impact on gender inequality, for example with childcare responsibilities and employment prospects.</p> <p>We will need to focus on this risk, utilise the evidence and help those most vulnerable</p>	<p>As part of the Council's continued commitment to Social Justice, the third iteration of the Social Justice Strategy was approved by Cabinet in March 2021.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
Sexual Orientation	Our aims and associated activity will promote diversity and inclusion.	None identified at this stage	The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Socio-economic Duty and Social Justice</p>	<p>We have a focus on the well-being of our people and communities. Sometimes our impact will be directly through services we provide and assets we provide but at other times we will create the conditions for this to happen in a fair and sustainable way. Many of our aims are focused on the supporting those who need help.</p>	<p>Analysis has shown the association between deprivation and the risk of COVID-19.</p> <p>Economic disadvantage is also associated with other health risks such as obesity and, diabetes, which increase the risk of disease severity.</p> <p>There is evidence that the economic impact of the virus disproportionately affects those working in lower-paid sectors, which can exacerbate issues of poverty and inequality. Those on lower incomes are less-likely to have access to technology and outdoor spaces.</p> <p>There is evidence that the pandemic has a bigger impact on the well-being of those in more deprived communities.</p> <p>There is a risk that those already facing poverty and inequality will face a worsening situation due to increased financial hardship, health deterioration and a decline in educational attainment.</p>	<p>As part of the Council’s continued commitment to Social Justice, the third iteration of the Social Justice Strategy was approved by Cabinet in March 2021 and built on learning from the pandemic. Whilst the aim of the strategy will remain the same, this third phase focusses on a number of targeted individual action plans. These include Tackling Poverty and Inequality, Food Development and Homeless Transition.</p> <p>We are focused on Income Inequalities and developing responses to mitigate the impacts of poverty while we work with regional and national partners on policies to raise income levels</p> <p>We are focused on Health Inequalities – We need to narrow the differences in life expectancy in, and between communities with a focus on social determinants of health.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as</p>

		We will need to focus on this risk, utilise the evidence and help those most vulnerable.	evidence, circumstances and guidance changes.
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3. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>The use of Welsh language in service delivery will continue to be integral. Systems in place to provide the support required have continued to operate eg translation services, proof checking, advice and guidance.</p>	<p>The significant time away from school and classes will have affected the learning trajectory of many learners. Welsh language skills, particularly of pupils in welsh-medium education, may be impacted as they may have limited opportunity to use the language at home particularly if no one in their home speaks welsh.</p>	<p>The learning of languages online has been reported as being popular during the pandemic, with learning Welsh online seeing an increase in demand. The Council continues to adjust the Welsh language learning provision it provides.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Training courses are still being provided for both the public and officers of the council</p>	<p>Recruitment of Welsh speakers remains a challenge for the council.</p>	<p>Continue to review welsh language skills requirements of the workforce and options to attract applicants.</p> <p>Pilot a fast track course to endeavor to boost welsh language skills of our existing workforce.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p>	<p>The Welsh Language standards are applied as allocated to Monmouthshire County Council. The language is promoted through the application of the Welsh Language Standards, the website, correspondence and celebration</p>	<p>Recruitment of Welsh speakers remains a challenge for the council.</p>	<p>Continue to review welsh language skills requirements of the workforce and options to attract applicants.</p>

Promoting use of the language	of Welsh Language events throughout the year.		Pilot a fast track course to endeavor to boost welsh language skills of our existing workforce.
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4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>We have been doing all that we can to help reduce the impact on covid-19 on local businesses through contacting local businesses advising them they were eligible for financial support and paying grants to local businesses. Work is underway to continue to support businesses.</p>	<p>We have administer payment of a range of financial support under each of the government grant schemes.</p> <p>We have promoted businesses through 'Shop Local' campaigns to encourage visitors back to our town centers.</p> <p>The strategic aims include: An ambitious place full of hope and enterprise</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Air quality has improved through the reduction of traffic, and people have become more aware of the wildlife around them. One by product of redeploying grounds staff to waste has been a reduction in mowing and an increasing in wildflowers and pollinators. projects include 'Neglected Grasslands' and 'Resilient Grasslands', aimed at regenerating green areas and promoting biodiversity.</p>	<p>We are considering the learning from the changes to our grounds maintenance services to inform how we can enhance the biodiversity and ecology of our open spaces going forward, whilst maintaining the standards of green spaces expected by our residents</p> <p>We were successful in obtaining funding to encourage active travel to continue.</p>




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
		<p>The strategic aims include; A sustainable place where people care about each other</p> <p>We updated our decarbonisation action plan in November 2021 and will be working on a more ambitious programme which will be published in 2022</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Saving lives and protecting health has been the number one driver through the pandemic, and this has shaped and informed service provision, PPE provision, new ways of working etc.</p> <p>There has also been a recognition of the importance of mental well-being at this time, with measures such as the Digital Cwtch and the Go To Team for staff and important messages about mental health going out on social media.</p>	<p>Ongoing work will continue to focus on protecting health in line with the latest legislation and guidance.</p> <p>Work to encourage healthy modes of travel such as walking and cycling will continue to be developed through our Active Travel programme.</p> <p>We are focused on Health Inequalities – We need to narrow the differences in life expectancy in, and between communities with a focus on social determinants of health</p> <p>Public services must work together to ensure the availability of information and resources so that people can protect and manage their own mental health and well-being</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>There has been a huge response from residents to volunteer across Monmouthshire and these efforts have been integral in supporting those most in need in our communities during the pandemic.</p>	<p>The Connect Monmouthshire community networking platform has been implemented to provide the digital tools for active citizens to support each other in their communities.</p> <p>We have launched, with our public sector partners, place based community support networks to work with</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<p>We want to build on the energy we saw in our communities throughout the pandemic and create the conditions for people to support each other.</p>	<p>community volunteers to identify local needs and issues and develop collaborative solutions.</p> <p>The strategic aims include; A place you are proud to call home</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Fewer people have been travelling by road or by air, which has had huge air quality benefits globally.</p> <p>Data shows that compared with previous years recycling rates are up and waste collected is down. A number of changes to service provision have been agreed which will help to ensure that these trends continue.</p>	<p>We updated our decarbonisation action plan in November 2021 and will be working on a more ambitious programme which will be published in 2022</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>Heritage and cultural assets such as libraries, leisure centres and visitor attractions have been re-opened in line with legislation</p> <p>MonLife have continued continue to promote participation in physical activity and culture</p>	<p>The learning of languages online has been reported as being popular during lockdown, with learning Welsh online seeing an increase in demand. The Council is adjusting the Welsh language learning provision it provides.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Much work has gone on to support more vulnerable people in our communities.</p> <p>Evidence has shown age, underlying health conditions and ethnicity, along with other factors, is associated with greater risk and impact of COVID-19.</p> <p>Our continuing activity will need to focus on these risks, utilise the evidence and help those most vulnerable.</p>	<p>Vital social care services, including child protection, care at home and residential care will continue.</p> <p>As part of the Council’s continued commitment to Social Justice, the third iteration of the Social Justice Strategy was approved by Cabinet in March 2021 and built on learning from the pandemic. Whilst the aim of the strategy will remain the same, this third phase focusses on a number of targeted individual action plans. These</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
		<p>include Tackling Poverty and Inequality, Food Development and Homeless Transition.</p> <p>We are focused on Income Inequalities and developing responses to mitigate the impacts of poverty while we work with regional and national partners on policies to raise income levels.</p>

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
<p data-bbox="103 730 136 890" style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 25</p>  <p data-bbox="324 991 510 1214">Balancing short term need with long term and planning for the future</p>	<p>Whilst rapid, short term decisions have had to be made over the pandemic, consideration of the longer term has continued, for example through the prioritisation of maintaining our financial sustainability.</p> <p>There is also a recognition that dealing with how to manage the virus itself is not just a short term issue and is likely to impact on the way we deliver services for many months or even years.</p>	<p>There is a recognition that COVID-19 will have a long term impact on our communities, and an understanding that our actions will need to think and plan for the things we will be doing to mitigate the impact of the virus in the short term while continuing to focus on the things we need to have in place for long-term well-being and prosperity.</p> <p>We are working on longer term programmes of activities for longer term challenges including Health Inequalities, Transition towards Net Zero, Social Care Reform, Well-being of Children and Young People & Mental Health</p> <p>The further development of the Wellbeing Assessment will focus on what the impacts of the pandemic have been in order to inform the next Wellbeing Plan.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
		Despite many challenges, efforts have resulted in new ways of doing things, some of which can form part of a lasting legacy of transformation with needs being met in new ways.
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Rapid working with multiple partners has been key to our COVID-19 response.</p> <p>We will develop our thinking and ideas as we plan for the longer term. We want to do this alongside Monmouthshire's community groups and our public service partners to understand what matters and ensure that we have bold and ambitious programmes</p>	<p>Collaboration continues to be key to mitigating the impact of the virus in the short term and focusing on the things we need to have in place for long-term well-being and prosperity.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>As demonstrated through the huge amount of volunteer effort, involvement of the wider community has been key to our response.</p> <p>We will develop our thinking and ideas as we plan for the longer term. We want to do this alongside Monmouthshire's community groups and our public service partners to understand what matters and ensure that we have bold and ambitious programmes.</p>	<p>Involvement and engagement of the community has been and will continue to be a central part of the way we work as an organisation.</p>
 <p>Putting resources into preventing problems occurring or</p> <p>Prevention</p>	<p>Reducing the spread of COVID-19 has been and continues to be a key driver.</p> <p>We have a focus on the well-being of our people and communities. Sometimes our impact will be directly through services we provide and assets we provide but at other times we</p>	<p>We are working on longer term programmes of activities for longer term challenges including Health Inequalities, Transition towards Net Zero, Social Care Reform, Well-being of Children and Young People & Mental Health.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
getting worse	will create the conditions for this to happen in a fair and sustainable way.	
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	We are working closely with partners, businesses and communities to ensure that our actions protect people’s health, whilst at the same time making sure that we think about impacts on our communities, environment, culture and economy.	The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.

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

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	<p>Safeguarding has remained an essential part of our delivery supporting adults and children in Monmouthshire.</p> <p>Many of our aims are focused on the supporting those who need help and safeguarding remains central to the authority's work.</p>	<p>The COVID-19 pandemic has put families under increased strain and increases risks to vulnerable individuals, at the same time as decreasing the visibility of children and adults at risk because universal support services are harder to access.</p> <p>A number of potential risks have been identified due to the Coronavirus pandemic that will need to be managed and monitored as far as possible. The long-term impact of the pandemic is not yet fully understood so we will analyse and monitor to determine the impact on families and communities and ensure that services are in place to respond to increased risk and vulnerability</p>	<p>Through the Coronavirus pandemic, safeguarding has remained an essential part of our delivery supporting adults and children in Monmouthshire. Arrangements have been adjusted, where required, different solutions have been needed to deal with situations during the pandemic.</p> <p>The impact of COVID-19 on protecting vulnerable families and individuals cannot be underestimated, and further analysis of risks related to the impact of COVID-19 continues.</p>
Corporate Parenting	<p>Corporate Parenting has remained an essential part of our delivery.</p> <p>Many of our aims are focused on the supporting those who need help and corporate parenting remains essential.</p>	<p>A number of potential risks have been identified due to the Coronavirus pandemic that will need to be managed and monitored as far as possible. The long-term impact of the pandemic is not yet fully understood so we will analyse and monitor to determine the impact on families and communities and ensure that services are in place to respond to increased risk and vulnerability</p>	<p>Arrangements have been adjusted, where required, different solutions have been needed to deal with situations during the pandemic.</p> <p>The impact of COVID-19 on protecting vulnerable families and individuals cannot be underestimated, and further analysis of risks related to the impact of COVID-19 continues.</p>

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

Evidence generated locally, regionally, nationally and globally continues to be used to inform the delivery of the strategic aims and is reflected in this assessment.

Existing mechanisms such as the Public Service Board’s (PSB) Well-being Assessment remain an important lens for understanding well-being in Monmouthshire. Harnessing the latest views, evidence and thinking on issues of importance to and in our communities is important to make sure that the aims remain relevant to the significant issues for well-being in Monmouthshire.

The data and evidence to better understand the Covid-19 virus is developing as is data, evidence and research on the well-being impact of the pandemic. There is still more to learn and understand, some of which will not become clearer until the longer term, although there is an ever expanding and continually developing evidence base that can be utilised.

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

This is an evaluation of the process of producing the strategic aims, rather than the more specific action that support them. Specific programmes of work aimed at achieving the aims will have associated Future Generations evaluations where they are brought to Cabinet or council for a decision.

The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.

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

What are you going to do	When are you going to do it?	Who is responsible
To support this work we will ensure we have the supporting structures and mechanisms in place to track our progress, assess impact and ensure we remain focused on our purpose	Ongoing	Policy and Performance Team

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Cabinet	1 December 2021	

SUBJECT:	REVENUE & CAPITAL MONITORING 2021/22 FORECAST OUTTURN STATEMENT – MONTH 6
MEETING:	CABINET
DATE:	1st December 2021
DIVISION/WARDS AFFECTED:	ALL

1. PURPOSE:

- 1.1 To provide Members with an updated forecast of the revenue and capital outturn position for the current financial year.
- 1.2 This report will also be considered by Select Committees as part of their responsibility to,
 - assess whether effective budget monitoring is taking place,
 - monitor the extent to which budgets are spent in accordance with agreed budget and policy framework,
 - challenge the reasonableness of projected over or underspends, and
 - monitor the achievement of predicted efficiency gains or progress in relation to savings proposals.
- 1.3 To provide an update on the financial impact of Covid-19 on the Council.

2. RECOMMENDATIONS:

- 2.1 That Cabinet recognises the improvement in the forecast deficit at month 6 of £1.94m with the Council's core service delivery, a £1.438m reduction in the forecast from month 2 when taking into account the expected non-teaching pay award.
- 2.2 That Cabinet request that the Senior Leadership team manage the forecast deficit on core service delivery of £1.94m, both through continuing budget recovery action and the expectation of further specific grant funding from Welsh Government before the year-end, recognising the long history that the Council has of working within budget.
- 2.3 That Cabinet recognises the importance consequence of a balanced budget position being achieved for 2021/22, in that it safeguards the need to draw on limited one-off reserve headroom retained to assist with meeting the financial challenges over the medium term and where uncertainty remains on the extent of Welsh Government funding.
- 2.4 That Cabinet recognises an overall net revenue forecast deficit at month 6 of £5.91m, which takes account of a further forecast deficit of £3.97m that is directly associated with the extraordinary financial pressures attached to Covid-19.
- 2.5 That Cabinet can be reasonably assured based on commitments from Welsh Government, that all Covid-19 associated cost pressures and income losses that are eligible to be met

by the Welsh Government Covid-19 Hardship fund will be funded to the end of March 2022.

- 2.6 That Cabinet note that there remains significant Covid-19 related cost pressures and income losses forecast after the end of March 2022 which presently have no funding commitment from Welsh Government. The Council will need to carefully assess the risk of these pressures during the ongoing budget strategy for 2022/23 and the mitigating measures available in the event that no further funding comes forward.
- 2.7 Whilst the Council is grateful for the funding commitments made to date by Welsh Government through the Covid-19 Hardship fund to the end of March 2022, Cabinet will continue to make strong representations to Welsh Government for further clarity on funding for the ongoing pressures post March 2022. This is both in the form of continuing to respond to the direct impact of the pandemic but just as importantly, the wider and longer lasting indirect impact of the pandemic on Council services, particularly where this is now becoming evident in the areas of Homelessness, Children's services, Adult social care and Children's additional learning needs.
- 2.8 That Cabinet recognise the ongoing risk of the awaited outcome of pay negotiations for non-teaching staff and that in the event that any pay award is agreed above the current forecast of 1.75%, that this will present a further budgetary pressure. Welsh Government have been clear that no compensating funding is anticipated and given that the Minister confirmed via the final settlement that this already took into account any subsequent pay awards.
- 2.9 That Members note that the overall revenue outturn position continues to be subsidised by £2.2m of capital receipts which are being used to fund identified eligible expenditure under the flexible use of capital receipts directive. Reliance on this mitigation is not a sustainable measure in the longer term and its core purpose is to generate ongoing revenue savings and/or transform service delivery in a way that reduces costs or demand for services in future years for the Authority.
- 2.10 That Members note the forecast 93% delivery of the budgeted mandated savings as detailed in **appendix 3** and as agreed by full Council previously and the implicit remedial action/savings included in the financial outturn to compensate for circa 7% savings (£324k) reported as delayed or unachievable by service managers.
- 2.11 Cabinet notes the extent of forecast movements in Schools reserve usage contained in **table 4** and **appendix 1** which is informed and driven by the school investment plans that were supported by the significant and unprecedented late grant support provided by Welsh Government to schools at the end of 2020/21.
- 2.12 Cabinet considers the forecast capital outturn spend of £27.6m as outlined in **appendix 1** that would result in forecast slippage of £51.7m, noting the continuing delays in progressing some of the key capital projects due to the ongoing challenging operating conditions and impact both internally and externally in relation to Covid-19.

2.13 That Cabinet approve the Capital budget revisions as listed in **appendix 4** to this report resulting from the notification of external capital grant awards to the value of £3.0m and draw on Section 106 balances of £293k.

3. KEY ISSUES:

3.1 Assessing the financial impact of the pandemic on the Council

3.2 The 2021/22 budget was set against the backdrop of an unprecedented period of uncertainty, both in Local Government and in the wider context. The Covid-19 pandemic continues to have a major impact on all local authorities and wider public services across Wales. From a financial perspective, the response to the pandemic has required the Council to incur significant additional expenditure, for example, costs relating to infection control measures, safeguarding the public and employees and support for elderly and vulnerable residents. In addition, income losses have also been substantial, during the period where services either have been closed or have experienced significant reductions in demand or footfall due to restrictions in place.

3.3 The Council has been given clear commitments of the proposed Welsh Government support to meet the Covid-19 pressures and significantly the announcement of further funding for local authorities via the Local Government Covid-19 hardship fund to the end of March 2022. Cabinet can be reasonably assured that all such Covid-19 related pressures will be funded during this period.

3.4 **Table 1** below indicates a total forecast net over spend for the Council at year end of £5.91m and how this variance is broken down into that relating to core service delivery and that relating directly to the response to the pandemic.

Table 1: Council Fund 2021/22 Outturn Forecast as at Month 6

Directorate	Total forecast variance at Month 6	Of which due to core service delivery:	Of which due to Covid-19 Expenditure Increase:	Of which due to Covid-19 Income Loss:
Social Care, Health & Safeguarding	1,181	1,181	0	0
Children & Young People	1,262	1,262	0	0
Enterprise	913	(520)	836	597
Monlife	1,228	21	0	1,207
Chief Executives Unit	(41)	(45)	4	0
People & Governance	(184)	(184)	0	0
Resources	1,504	363	708	433
Corporate Costs & Levies	705	705	0	0
Appropriations	(93)	(93)	0	0
Financing	(564)	(750)	186	0
Total forecast Month 6	5,911	1,940	1,734	2,237

Total forecast Month 2	9,020	2,538	2,246	4,236
Variance from Month 2	(3,109)	(598)	(512)	(1,999)

- 3.5 The forecast comprises expected additional costs of £1.734m and income losses of £2.237m directly related to the impact of Covid-19 on the Council, alongside a forecast 1.94m forecast over spend on core Council service delivery.
- 3.6 It is important to note that the combined forecast overspend of £3.971m relating specifically to the Covid-19 impact is presented on a prudent basis in so much that it displays a worst case scenario that does not take into account any of the further Welsh Government Hardship funding anticipated to meet the additional costs or reimbursement of income losses that have equally resulted.
- 3.7 The Council can be reasonably assured based on continued dialogue with Welsh Government and their current funding commitments, that all Covid-19 associated cost pressures and income losses eligible to be met by the Welsh Government Covid-19 Hardship fund will be funded to the end of March 2022.
- 3.8 Whilst the Council is grateful for the funding commitments made to date by Welsh Government through the Covid-19 Hardship fund, it is imperative that the Council will look to make strong representations for further clarity on funding arrangements for the ongoing Covid-19 pressures post March 2022. As Covid-19 restrictions continue to ease some of these pressures are expected to fall away quickly, others will take some time to unwind and stabilise, whilst others will be of a more permanent nature brought about by strategic policy change enacted by Welsh Government.
- 3.9 The Council prudently set aside reserve funding at the end of 2019/20 and 2020/21 totalling £2.6m for specific Covid-19 related pressures which were yet to materialise, and in the event that funding commitments from Welsh Government fall short of meeting the additional expenditure and income losses, this reserve funding will be available to mitigate the impact. Given the Councils comparatively low level of reserve cover, and the financial challenges over the medium term and beyond, recourse to this funding should be seen as an absolute last resort after exhausting all other alternative options. Therefore, it remains of critical importance that services manage budgets and expenditure tightly and take all opportunities to maximise income generation and bear down on cost. It is vitally important that services do not become reliant upon WG support and develop strategies that allow them to emerge from the pandemic on a sustainable financial footing.
- 3.10 Just as importantly as managing the direct impacts of the pandemic on the Council, the wider and longer lasting indirect impact on Council services need to be considered, particularly in the areas of Homelessness, Children's services, Adult social care and Children's additional learning needs. There remains significant latent and complex demands in these areas as a result of the ongoing societal impacts of the Covid-19 response and restrictions, and some of these impacts will take a significant period of time to unwind and the Council needs to engage in careful discussions with Welsh Government around the management of this in the medium term. Alongside this Council services need to prepare to be adaptable and innovative in their response to these pressures

materialising and not simply rely on traditional methods of mitigation or solely place reliance on further funding coming forward.

3.11 Financial assessment of core service delivery

3.12 As the Council continues to transition from the response phase of the pandemic it is important that Cabinet is kept informed as impacts are being assessed. The Council had already faced significant financial challenges in setting a balanced budget for 2021/22 and the pandemic has only accentuated the challenge. The budget round saw £10.3m of budget pressures accommodated, notably:

- In full, all pay and pension-related spending pressures in our schooling system;
- The increasing demand placed on children's social care services, adult social care and our children with additional learning needs budgets;
- Significant service pressures within the passenger transport unit and within recycling and waste and that look to ensure that the Council supports and sustains key service delivery;
- Investment that ensures that homeless people are provided adequate support, advice and accommodation in their time of need;
- An ongoing commitment to recognise and value the contribution made by the workforce and ensuring that local government staff are paid no less than the minimum wage set by the Living Wage Foundation. And that as a result of the Cabinet decision in January 2021 is also extended to apprenticeship roles within the Council.

3.13 Despite accommodating the above pressures into the 2021/22 budget, at month 6 there continues to be significant in year core service pressures forecast of £1.94m, with many of these pressures developing in the same key areas that have been provided additional support in the budget. The principal pressures are within the areas of:

- **Children's services 695k (£1,127k forecast at month 2)** – Despite stabilisation in Children looked after numbers, new children have required high cost residential placements, as opposed to those leaving which have been more in the lower cost fostering/kinship/family placements. A recent legal case has also led to the need to pay kinship carers in line with foster carer rates, along with the increase in payment to foster carers due to increasing skills training. This service area has benefited from one-off integrated care fund (ICF) funding totalling £300k, and £440k from the Social Care Recovery and Extension Fund which has mitigated the overspend.
- **Adults Services £547k (£536k at month 2)** – largely as a result of additional carer recruitment to our in house care at home service, and increased care packages in the South of the County.
- **Additional Learning Needs £982k (£830k at month 2)** – primarily due to a reduction in income from other LAs (£244k), additional support for pupils attending our own schools (£278k), and placement costs outside of our own schools (£460k).

- **Landlord services £401k (£193k at month 2)** – reduced income from recharges into capital schemes due to a lower level of activity in the capital programme, alongside an in-year adjustment to correct a control account in-balance due to the mis-posting of income in previous years.
- **Transport & Passenger Transport Unit (PTU) £236k (£470k at month 2)** - The cost of maintaining the authority's fleet has exceeded available budget. The improvement since month 2 is largely due to refinement of PTU commissioning costs which have reduced substantially since the previous forecast.
- **Non-teaching pay award £837k (£0 at month 2)** – An allowance has been made within the forecast at month 6 for the expected result of pay award negotiations over and above the 1% already budgeted for. The current pressure is based on an expected award of 1.75% with negotiations continuing between local government employer's representatives and trade unions.

These pressures are in part mitigated by:

- Out-performance of budgeted Council tax collection of £750k
- A reduction in net borrowing costs of £230k given the continuing low interest rate environment
- A forecast reduction in insurance costs of £140k based on settlement trends during the year
- Significant staff vacancies being carried in the establishment of £540k

- 3.14 Importantly the overall outturn position also continues to be supported by £2.2m of identified eligible expenditure to be funded from capital receipts under the flexible use of capital receipts directive. Reliance on these mitigations is a short term measure only and is clearly not sustainable over the medium term.
- 3.15 As the financial year progresses there will inevitably be further forecast budget savings identified and added to the budget forecast to mitigate those pressures outlined above. **Appendix 2** provides an analysis of both the significant forecast pressures and savings already identified at month 6.
- 3.16 It is important to note that the majority of the savings identified during the year to assist the in-year budget recovery are one-off savings and will not bring any further benefit to future year's budgets. Conversely, the majority of those pressures highlighted above are recurrent pressures and are being considered as part of the wider budget process for 2022/23 and beyond.
- 3.17 Following the further funding commitments received from WG for Covid-19 related pressures, as we look to the remainder of the financial year the key financial focus and uncertainty continues to be in arresting the core service delivery deficit of £1.94m. To that end the ongoing budget recovery plan will be vital in ensuring that the Council ends the year in a balanced position and without needing to deplete reserve balances which are at comparatively low levels despite the recent replenishment, and particularly in light of the challenging budgetary position it finds itself in leading into 2022/23.

3.18 Progress against mandated savings

3.19 The 2021/22 budget included mandated savings totalling £4.734m and the progress against these is summarised in **table 3** below and in more detail in **appendix 3**.

Table 3: Progress against mandated savings

Directorate	2021/22 Budgeted Savings	Saving achieved	Delayed Savings	Savings Unachievable	% Achieved
	£0	£0	£0	£0	
Children & Young People	(1,510)	(1,266)	(244)	0	84%
Social Care & Health	(874)	(874)	0	0	100%
Enterprise	(821)	(821)	0	0	100%
Monlife	(100)	(80)	0	(20)	80%
Resources	(165)	(117)	(48)	0	71%
Chief Executives Unit	(32)	(20)	(12)	0	63%
Corporate Costs & Levies	(1,508)	(1,508)	0	0	100%
Appropriations	275	275	0	0	100%
Total	(4,734)	(4,411)	(304)	(20)	93%

3.20 It is pleasing to note the forecast 93% delivery of mandated savings, especially in light of the ongoing challenges faced by services in the current operating conditions. Finance officers will continue to work with services to ensure that these savings are fully delivered as the year progresses and to look at options for delivering on savings indicated as delayed.

3.21 School balances

3.22 From a financial perspective, 2020/21 was an unprecedented year for schools who received several significant Welsh Government grants to support them and their pupils during a period of significant disruption to learning, and alongside this sustained periods of enforced closure during the financial year resulted in spending on core budgets being significantly curtailed. This resulted in the majority of schools bringing forward significant surplus balances into the 2021/22 financial year.

3.23 The Authority required schools carrying significant surplus balances that were above levels guided by Welsh Government (£50k for a Primary, £100k for a Secondary) to provide investment plans setting out how they intended to spend the significant balances being held. These plans have subsequently been completed and assessed and has informed the budget monitoring process, with schools forecasting to draw on £1.558m of balances during the year, as shown in **table 4** below.

Table 4: Forecast movement school balances for 2021/22

Draft Council Fund Outturn 2021/22 – School Balances Summary outturn position at Month 6	(A) Opening Reserves (Surplus) / Deficit Position 2021/22 £000's	(B) Draw / (Contribution) from / (to) School Balances @ Month 2 £000's	(C) Draw / (Contribution) from / (to) School Balances @ Month 6 £000's	(A+C) Forecast Reserve Balances at 2021/22 Outturn £000's	Variance Draw on School Balances Month 2 to Month 6 £000's
Cluster					
Abergavenny	(1,158)	309	426	(732)	117
Caldicot	(1,091)	539	372	(719)	(167)
Chepstow	(349)	516	417	68	(99)
Monmouth	(794)	457	354	(440)	(103)
Special	(26)	(39)	(11)	(37)	28
Total	(3,418)	1,782	1,558	(1,860)	(224)

- 3.24 Irrespective of the significant one-off funding given to schools at the end of 2020/21, it is clear that the inherent structural budget deficits that have led to a significant number of schools being in deficit over the past few years remain and these will require resolution regardless. It is expected that the additional funding made available to those schools will allow a period of transition and as to allow those underlying budgetary issues to be rectified without impacting on educational standards.
- 3.25 **Capital outturn forecast**
- 3.26 The capital expenditure forecast outturn detailed in **appendix 1** indicates no variance to budget at the present time. This is not uncommon on capital projects at this stage of the year where projects are in progress and final consolidation of costs will not be undertaken until later in the year.
- 3.27 The impact of Covid-19 on the programme has varied and is very much been dependent on the nature of the works being undertaken. Following initial delays on schemes during periods of operating restrictions, contractors are adapting to Covid-19 work restrictions, although cost inflation and supply chain issues continue to represent a challenge to project delivery. Some of the issues will be temporary, however it remains unclear whether increases in cost inflation will be sustained over the medium term.
- 3.28 There is therefore a significant level of slippage forecast at month 6 of £51.77m (65% of total budget) where some of the Councils major schemes have been impacted by delays:

- **Abergavenny 3-19 School (£26.399m)** where the original budget schedule for the project has changed considerably since the inception of the project.
- **Asset Investment Fund (£18.067m)** where further expenditure is dependent on appropriate schemes coming forward that meet the Authorities investment criteria.
- **Crick Road Care Home (£5.964m)** where there have been delays in the building schedule.
- **Other notable slippages:** £813k for a backlog in disabled facility grant implementations and £516k for modifications to County Hall 'J' block, delayed due to a 'SUDS' consent being required.

3.29 The forecast movement in capital receipts balances for the year is shown below. Whilst overall balances on the face of it are healthy, there remains the risk that forecast receipts receivable for 2022/23 onwards are at comparatively low levels, and combined with the fact that receipts are continuing to be used to subsidise the revenue budget through capitalisation direction means that the scope for further capital investment funded via receipts will be limited.

Table 5: Forecast movement in capital receipt balances

	2021/22	2022/23	2023/24	2024/25	2025/26
	£000	£000	£000	£000	£000
Balance as at 1st April	9,581	13,872	12,523	11,436	10,349
Capital receipts used for financing	(3,737)	(1,895)	(684)	(684)	(684)
Capital receipts used to support capitalisation direction	(2,208)	(2,208)	(507)	(507)	(507)
Capital receipts Received or Forecast	10,236	2,754	104	104	104
Forecast Balance as at 31st March	13,872	12,523	11,436	10,349	9,262

4 OPTIONS APPRAISAL

- 4.1 This report provides an update on the current financial situation and the challenges facing the Council now and over the medium term. It has been prepared at a time of great uncertainty as the Council still transitions from the emergency response phase of the Covid-19 pandemic towards a period of recovery.
- 4.1 The outturn forecast that has been prepared for consideration is predicated on assumptions that have been independently assessed by budget holders and subsequently reviewed as part of the budget monitoring process. These assumptions don't look to represent a policy position that Cabinet is looking to take on when services are re-opening, either fully or in a more limited capacity, or how services are looking to respond to the changing demands. Rather they represent a reasoned assessment of the impact on services in year based on known information, anticipated future changes and estimates.
- 4.2 By far the greatest uncertainty that exists is the continued level of Welsh Government funding to be received to offset additional costs incurred in responding to the Covid-19 emergency response and the significant income losses that have resulted where services

have ceased as a result of the lockdown restrictions in place. Current funding commitments from Welsh Government are due end in March 2022 in their current form and the council will continue to make strong representations for further clarity on funding for the ongoing Covid-19 pressures faced.

5 EVALUATION CRITERIA

- 5.1 This forecast outturn report represents an assessment of the forecast for the 2021/22 financial year based on six months of data. More so than ever the combination of the impact of the Covid-19 pandemic on service operating conditions and the fact that it is only part way through the financial year, means that a level of risk uncertainty should be attributed to the forecast.
- 5.2 There is an increased level of comfort that Welsh Government funding will meet additional costs and income losses brought about by the response to and the impact of the pandemic to the end of the financial year. However, this continues to represent a risk that will only be mitigated by monthly and quarterly submissions to Welsh Government being agreed. And furthermore and beyond those impacts resulting from Covid-19 there exists a number of significant cost pressures that need to be managed regardless.
- 5.3 The Council has traditionally maintained formal reporting to Cabinet at month 2, month 5, month 9 and outturn, with more frequent budget monitoring information being undertaken at a departmental level and reported to management and the Strategic Leadership Team. More regular formal reporting to Cabinet is considered necessary only where circumstances necessitate it.
- 5.4 Given the further funding commitments made by Welsh Government through to the end of the year to cover Covid-19 pressures, it is considered appropriate to maintain the traditional reporting frequency for the remainder of this financial year, with further reporting to take place at months 9 and outturn.
- 5.5 The update of the Medium Term Financial Plan (MTFP) and the development of the budget proposals for 2022/23 and the medium term are underway. The Council will need to consider the wider and longer lasting indirect Covid-19 impact on Council services, particularly in the areas of Homelessness, Children's services, Adult social care and Children's additional learning needs. There remains significant latent and complex demands in these areas as a result of the ongoing societal impacts of the Covid-19 response and restrictions, and some of these impacts will take a significant period of time to unwind and the Council therefore needs to engage in careful discussions with Welsh Government around the management of this in the medium term.

6 REASONS:

- 6.1 To ensure that the gravity of the financial challenges facing the Council are understood and that reasonable actions are being taken to safeguard the ongoing financial sustainability of the Council.
- 6.2 To provide a timely update on the current financial circumstances and challenges resulting from the Covid-19 pandemic and that will in turn lead to the Council needing to plan and plot a revised course to ensure it remains financially sustainable into the future.

7 RESOURCE IMPLICATIONS:

- 7.1 The resource implications of the current in-year forecast outturn are contained in this report and the attached appendices. At its worst the forecast outturn exhibits an over spend of £5.91m. However Welsh Government Covid-19 hardship funding is expected to cover a significant amount of this through to the end of the financial year.
- 7.2 The financial challenges facing the Council and resulting from the Covid-19 pandemic are significant in the current year and will undoubtedly be a feature of the next 4 years of the MTFP. Not just for this Council but all councils across Wales and the UK. The Council is having to incur significant costs in its response effort and this will continue as it transitions towards recovery. Furthermore and resulting from the restrictions that UK Government and Welsh Government have had to put in place to contain the spread of the virus we are suffering significant shortfalls in our income levels. Some of these will return more quickly than others as services are able to be safely turned back on.
- 7.3 In terms of how the Council will respond to the challenges faced in the current year and over the medium term this will very much depend on the level of compensating funding received from Welsh Government and the flexibilities afforded to Welsh local authorities to spread the impact over more than one financial year.
- 7.4 The Council is working on the basis that it will be fully funded by Welsh Government. However, there is clearly a risk that this will not happen and beyond this there are significant non Covid-19 pressures being managed.
- 4.2 The more immediate focus will be in arresting the core service delivery deficit of £1.94m. To that end the ongoing budget recovery plan will be vital in ensuring that the Council ends the year in a balanced position and without needing to deplete reserve balances which are at comparatively low levels despite the recent replenishment, and particularly in light of the challenging budgetary position it finds itself in leading into 2022/23.
- 7.5 There are resultant consequences for the MTFP and the budget process for 2022/23 and these will be developed in parallel and feed into the normal budget cycle and process.

8 EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):

- 8.1 This report provides Members with information on the forecast revenue and capital outturn position of the Authority and carries no decisions. There are therefore no equality of future generations' implications directly arising from this report.
- 8.2 Any such impacts will be fully considered subsequently when Council receives details the budget recovery plan and revised budget proposals.

9 CONSULTEES:

Senior Leadership Team
Cabinet

10 BACKGROUND PAPERS:

Appendix 1 – Detailed outturn statements and directorate commentaries

Appendix 2 – Service variance analysis

Appendix 3 – Progress against budgeted savings

Appendix 4 – Capital external financing budget revisions

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Overall Revenue Position

Table 1: Council Fund 2021/22 Outturn Forecast Summary Statement at Month 6

Service Area	Original Budget 2021/22	Budget Adjustments	Revised Annual Budget	Forecast Outturn	Forecast (Under) / Over Spend @ M6	Forecast (Under) / Over Spend @ M2	Forecast Variance M2 to M6
	'000's	'000's	'000's	'000's	'000's	'000's	'000's
Social Care, Health & Safeguarding	52,825	(182)	52,643	53,825	1,181	1,665	(484)
Children & Young People	56,527	48	56,575	57,837	1,262	832	430
Enterprise	21,884	(468)	21,416	22,329	913	2,470	(1,556)
MonLife	3,951	17	3,968	5,195	1,228	3,010	(1,782)
Chief Executives Unit	2,805	(85)	2,720	2,679	(41)	53	(94)
People & Governance	3,268	(12)	3,256	3,072	(184)	(8)	(176)
Resources	7,458	(436)	7,022	8,526	1,504	1,107	397
Corporate Costs & Levies	23,414	823	24,237	24,942	705	21	684
Net Cost of Services	172,130	(294)	171,836	178,405	6,568	9,149	(2,581)
Appropriations	5,836	294	6,130	6,037	(93)	0	(93)
Expenditure to be Financed	177,966	0	177,966	184,442	6,475	9,149	(2,674)
Financing	(177,966)	0	(177,966)	(178,530)	(564)	(130)	(434)
Net General Fund (Surplus) / Deficit	(0)	0	0	5,911	5,911	9,019	(3,108)

Table 2: Council Fund 2021/22 Outturn Forecast Detailed Statement at Month 6

Service Area	Original Budget 2021/22	Budget Adjustments	Revised Annual Budget	Forecast Outturn	Forecast (Under) / Over Spend @ M6	Forecast (Under) / Over Spend @ M2	Forecast Variance M2 to M6
	'000's	'000's	'000's	'000's	'000's	'000's	'000's
Adult Services	8,341	(81)	8,261	8,890	629	289	341
Children Services	16,147	(85)	16,061	16,756	695	1,128	(433)
Community Care	24,386	(43)	24,342	24,438	96	397	(302)
Commissioning	1,431	(37)	1,394	1,232	(162)	(134)	(28)
Partnerships	436	0	436	436	0	0	0
Public Protection	1,523	18	1,541	1,481	(60)	2	(62)
Resources & Performance	560	47	607	591	(17)	(17)	(0)
Social Care, Health & Safeguarding	52,825	(182)	52,643	53,825	1,181	1,665	(484)
Individual Schools Budget	46,488	43	46,531	46,697	166	0	166
Resources	1,167	4	1,171	1,190	18	3	15
Standards	8,871	1	8,872	9,950	1,078	829	249
Children & Young People	56,527	48	56,575	57,837	1,262	832	430
Business Growth & Enterprise	3,024	10	3,034	3,568	534	1,143	(609)
Facilities & Fleet Management	5,487	(54)	5,433	5,870	437	551	(114)
Neighbourhood Services	11,233	(180)	11,053	10,868	(185)	346	(531)
Placemaking, Highways & Flood	2,140	(244)	1,896	2,023	127	430	(303)
Enterprise	21,884	(468)	21,416	22,329	913	2,470	(1,556)
Countryside & Culture	1,422	(0)	1,422	1,494	72	54	19
Finance & Business Development	1,735	23	1,758	1,766	8	0	8
Leisure, Youth & Outdoor Adventure	794	(6)	787	1,935	1,148	2,956	(1,808)
MonLife	3,951	17	3,968	5,195	1,228	3,010	(1,782)
Policy, Scrutiny & Customer Service	2,805	(85)	2,720	2,679	(41)	53	(94)
Chief Executives	2,805	(85)	2,720	2,679	(41)	53	(94)

Service Area	Original Budget 2021/22	Budget Adjustments	Revised Annual Budget	Forecast Outturn	Forecast (Under) / Over Spend @ M6	Forecast (Under) / Over Spend @ M2	Forecast Variance M2 to M6
Democratic Services	2,308	(12)	2,297	2,175	(122)	(8)	(114)
Emergency Planning	152	0	152	152	0	0	0
People	582	0	582	520	(62)	0	(62)
Training	225	0	225	225	(0)	0	(0)
People & Governance	3,268	(12)	3,256	3,072	(184)	(8)	(176)
Finance	3,526	(107)	3,419	4,187	768	755	12
Information, Communication Technology	3,136	(392)	2,744	2,726	(17)	0	(17)
Commercial & Corporate Landlord	795	64	859	1,612	754	352	402
Resources	7,458	(436)	7,022	8,526	1,504	1,107	397
Precepts & Levies	21,362	0	21,362	21,375	13	13	0
Coroner's	147	0	147	147	0	0	0
Archives	182	0	182	182	0	0	0
Corporate Management	339	0	339	271	(68)	(24)	(44)
Non Distributed Costs (NDC)	643	0	643	1,542	899	32	867
Strategic Initiatives	(836)	823	(13)	(13)	(1)	0	(1)
Insurance	1,578	0	1,578	1,438	(140)	0	(140)
Corporate Costs & Levies	23,414	823	24,237	24,942	705	21	684
Net Cost of Services	172,130	(294)	171,836	178,405	6,568	9,149	(2,581)
Fixed Asset Disposal Costs	30	0	30	166	136	0	136
Interest & Investment Income	(134)	0	(134)	(123)	11	0	11
Interest Payable & Similar Charges	3,736	0	3,736	3,506	(230)	0	(230)
Charges Required under Regulation	6,404	0	6,404	6,394	(10)	0	(10)
Other Investment Income	0	0	0	0	0	0	0
Borrowing Cost Recoupment	(3,619)	0	(3,619)	(3,619)	0	0	0
Contributions to Reserves	195	0	195	195	0	0	0
Contributions from reserves	(777)	294	(482)	(483)	(0)	0	(0)
Appropriations	5,836	294	6,130	6,037	(93)	0	(93)

Service Area	Original Budget 2021/22	Budget Adjustments	Revised Annual Budget	Forecast Outturn	Forecast (Under) / Over Spend @ M6	Forecast (Under) / Over Spend @ M2	Forecast Variance M2 to M6
Expenditure to be Financed	177,966	0	177,966	184,442	6,475	9,149	(2,674)
General Government Grants	(69,465)	0	(69,465)	(69,465)	0	0	0
Non Domestic Rates	(32,018)	0	(32,018)	(32,018)	(0)	0	(0)
Council tax	(83,636)	0	(83,636)	(84,386)	(750)	(500)	(250)
Council Tax Benefit Support	7,152	0	7,152	7,338	186	370	(184)
Financing	(177,966)	0	(177,966)	(178,530)	(564)	(130)	(434)
Net General Fund (Surplus) / Deficit	(0)	0	0	5,911	5,911	9,019	(3,108)

DIRECTORATE – DIVISION VARIANCE COMMENTS

SOCIAL CARE, HEALTH & SAFEGUARDING	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	1,665	1,181	0	0

SOCIAL CARE, HEALTH & SAFEGUARDING DIRECTOR'S COMMENTARY:

The month 6 directorate outturn for 2021/22 is an overspend of £1.181M. The overspend would be £2M higher if not assisted by the Social Care Workforce and Sustainability Grant from Welsh Government of £1.242M, £500k of Intermediate Care Funding (ICF), Discharge to Reassess monies from Health and £540K from the recently awarded Social Care Recovery and its Extension Fund.

The Adult Services division at month 6 has a predicted overspend of £547K, largely unchanged since month 2, as a result of additional recruitment to our inhouse care at home service, and increased care packages in the South of the County. This area of the directorate is benefitting from the Social Care Workforce and Sustainability (SCWS) grant of £1.242M, ICF (scheduled to terminate at 31st March 2022) and Discharge to Reassess funding from Health totalling £150K and £100K from the Social Care Recovery Fund.

Children's Services has a forecast overspend of £695K, a reduction of £433K since month 2 due to the recently announced Social Care Recovery and Extension Funds. At the end of 2019/20 CLA numbers stood at 213 but have fallen to 205 at the end of month 6. However, new children have required high cost residential placements, as opposed to those leaving which have been more in the lower cost fostering/kinship/family placements, accounting for £289K of the overspend. A recent legal case has led to the need for the directorate to pay kinship carers in line with foster carer rates, along with the increase in payment to foster carers due to increasing skills training, producing £266K of the overspend. Legal costs associated with court proceedings accounting for £238K of the overspend, with the continued use of agency staffing contributing £75K to the overspend. There are £173K of compensating savings mainly from the vacant Head of Service and reduced partner contributions. This element of the directorate has also benefitted from ICF funding of £300K, coupled with £440K from the Social Care Recovery and Extension Fund has helped to lower the overspend.

Public Protection is forecasting a small underspend of £60K due to vacancies within the service which will be maintained until the end of this financial year.

ADULT SERVICES

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	289	629	0	0

Additional recruitment of carers, over and above budget, into our in house care at home service to facility additional packages of care.

CHILDREN SERVICES

Outturn Forecast	Month 2	Month 5	Month 9	Outturn
Deficit / (Surplus) £'000s	1,127	695	0	0

Even with reducing CLA numbers, new children have required high cost residential placements as a result of increased complexity, as opposed to those leaving which have been more in the lower cost fostering/kinship/family placements, accounting for £289k of the overspend. A recent legal case has led to the need for the directorate to pay kinship carers in line with foster carer rates, along with the increase in payment to foster carers due to increasing skills training, producing £266k of the overspend. Legal

costs associated with court proceedings accounting for £238k of the overspend, with the remaining £75k due to continued use of agency staffing. There is £173K of compensating savings through the current vacant Head of Children's Services post, reduced partner contribution into the Youth Offending Service and reduced contracted transport costs achieved due to the pandemic. This service area is benefitting from one off ICF funding totalling £300K, and £440K from the Social Care Recovery and Extension Fund which has reduced the impact of the overspend.

COMMUNITY CARE

Outturn Forecast	Month 2	Month 5	Month 9	Outturn
Deficit / (Surplus) £'000s	397	95	0	0

The overspend in in the South of the County in our Chepstow Integrated team resulting from increased care packages. However one off ICF funding, the Social Care Sustainability Grant and the new Social Care Recovery fund have helped to offset the potential overspend by £2M.

COMMISSIONING

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'s	(134)	(162)	0	0

Ongoing vacant Commissioning Officer post and due to the continued closure of day facilities transport, costs are lower than budget.

PARTNERSHIPS

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	0	0	0

No variances

PUBLIC PROTECTION

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'s	2	(60)	0	0

Due to delayed recruitment into vacant posts.

RESOURCES & PERFORMANCE

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	(16)	(16)	0	0

Vacant posts within the Finance team.

CHILDREN & YOUNG PEOPLE

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	832	1,262	0	0

CHILDREN & YOUNG PEOPLE DIRECTOR'S COMMENTARY:

The Directorate's Month 6 position is an over spend of £1,262k, which is due to additional ALN expenditure and an increase in rates for Monmouth Comprehensive School, due to the new build.

NB: A 1% pay award was budgeted for teaching and non-teaching staff. The pay award for Teachers was 1.75%, resulting in an estimated pressure of £151k for the ISB.

INDIVIDUAL SCHOOLS BUDGET

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
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Deficit / (Surplus) £'000s	0	166	0	0
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The overspend is due to an increase in rates for Monmouth Comprehensive School, due to the new build.

RESOURCES

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	3	18	0	0

The increase in overspend is due to increased staff costs.

STANDARDS

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	829	1,078	0	0

- Recoupment decreased by (income received from other LA's) £244,000
- Independent placement costs overspent by £262,000
- Other LA placement costs overspent by £198,000
- Additional support for pupils attending our schools overspent by £278,000
- Breakfast Club reduction in income & increased costs £59,000
- Deri View SNRB/Virtual School Staff (less other staff cost savings) £28,000

ENTERPRISE	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	2,470	913	0	0

ENTERPRISE DIRECTOR'S COMMENTARY:

The Enterprise Directorate is forecasting a £913k adverse variance at month 6.

The impacts of COVID are still having a pronounced effect upon the services provided within Enterprise although the receipt of WG Covid hardship funding for the first part of the year has helped reduce the in-year budget pressure and is the main reason for the £1.557m improvement from Month 2.

The current £953k overspend projection can be broken down between :-

- **Covid Related Pressures** of £1.433m – these are mainly found in Homelessness, Car Parking and Schools Catering. WG have now confirmed that they will continue the Covid grant funding through to March 2022 so we are anticipating that all these costs will be covered.
- **Non-Covid Related** underspend of £440k.

Each service area sets out the detail behind these projections within the next sections of the report and the key financial issues, risks and implications are described.

Across all service areas we are looking to ensure that all eligible additional costs and income losses will be claimed against any Welsh Government funding being made available.

ENTERPRISE & COMMUNITY ANIMATION

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	1,143	534	0	0

Enterprise & Community Animation is forecasting a £534k overspend at month 6, this is mainly due to :-

- **Borough Theatre** - £53k overspend – Covid rules have affected the ability to re-open in the first half of the year and we are expecting net turnover to be affected by £53k, this will be claimed back via the WG grant. The theatre is now scheduled for refurbishment but it is now anticipated that

the net loss will be covered within existing core budget so there is a £30k positive swing from Month 2.

- **Business Growth & Enterprise** – Reporting a break-even position
- **Communications** – Break-even – improvement from month 2 of £7k due to increased income.
- **Community & P/Ships development** - £34k underspend - due to the capitalisation of staff costs linked to innovation & service transformation (£28k) and a decrease in travel costs and course fees (£5k). Both were not known at month 2 and is the reason for £32k positive swing.
- **Enterprise Mgt** - £10k underspend – Staff vacancy savings due to a post only being filled part way through the year.
- **Housing** - £559k overspend, this can be broken down into 4 main areas :-
 - **Homelessness** – If levels remain the same for the remainder of the year then we are expecting a pressure of £558k split between B&B costs of £196k and hostel security costs of £362k. The first 6 months have been covered by the WG Covid-19 grant and we are anticipating the same for the second half of the year so there will be no adverse impact on revenue budget.
 - **Sewage Treatment Plants** - £24k overspend – Delays in NRW decision to approve a replacement system at Shirenewton has meant that the plant still needs to be-emptied on a regular basis to avoid leaks.
 - **Social Housing Grant** - £63k overspend – Change in grant T&Cs has meant that core staff costs are no longer claimable causing a budget pressure.
 - **Shared Housing & Private Leasing** - £94k underspend - Rental income within Shared housing and Private leasing are currently exceeding budget creating a bottom line underspend. The receipt of rental payments can be volatile so this figure could change between now and year end.
- **Procurement** - £33k underspend – Employee saving due to a member of staff retiring.

The improvement of £569k from month 2 is mainly down to the receipt of Covid funding.

FACILITIES & FLEET MANAGEMENT

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	551	437	0	0

Facilities & Fleet management are forecasting a £437k overspend, due to :-

- **Schools Catering** - £334k overspend due to :-
 - Covid restrictions have impacted on turnover where we are expecting a £150k net shortfall in income due to a drop-off in meal uptake
 - Covid is also affecting employee spend where costs have increased to cover staff absences and also packaging costs where we have to serve meals differently to adhere to distancing guidelines. We anticipate that the above will cost an additional £184k.
 - This is a £252k increase in overspend since we reported at month 2, this is due to the full extent of covid costs not being known in May. We are anticipating that all Covid related costs will be covered by WG grant so there will be no adverse impact on the revenue budget.
- **Building Cleaning** - £12k overspend – the requirement to replace and repair essential equipment has pushed the supplies budget overspent. This is an improvement of £13k since month 2 as replacement costs were not as high as originally anticipated.
- **Passenger Transport** – £145k underspend :-
 - **Home to School Transport** - The section is forecasting to underspend by £33k due to employee savings from the delayed implementation of a staff restructure and a reduction in external vehicle maintenance costs.

- **External Commissioning** - The section is forecasting to underspend by £234k, this is due underspends in contractor payments and staff vacancies totalling £184k and a £50k saving from the capitalisation of route optimisation software costs.
- **Private Hire** - The section is forecasting a deficit in private hire income of £121k, this is due to a continued downturn in vehicle hire by external organisations attributed to Covid (£76k) and the loss of external school contracts from September (£45k). It is anticipated that the income loss from Covid will be covered by WG grant.
- **Fleet Maintenance** - £236k overspend – The cost of maintaining the authority’s fleet has exceeded available budget, current forecasts predict a £210k shortfall. In addition the number of members of the car salary sacrifice scheme have reduced meaning savings are below budgeted levels by £26k.

The outturn position has improved by £114k from month 2 and this is mainly down to savings in our PTU section that were not known in May and also receipt of part year Covid funding.

NEIGHBOURHOOD SERVICES

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	346	(185)	0	0

Neighbourhood Services are forecasting to underspend by £185k, this is due to :-

- **Highways, Swtra & Streetlighting** – £109k underspend - This is due to Streetlighting, the LED replacement programme is now complete and the resultant reduction in KWH output means our energy costs have reduced below budget. We are also seeing a saving in our maintenance budget as our Havard monitoring costs have gone down. Highways Operations and SWTRA & External Clients are both forecasting a break-even budget.
- **Waste & Street Scene** - £75k underspend – this is due to dry recycle & contract management savings of £157k that have been offset by a reduction in Trade Waste income of £82k. It is anticipated that the income loss will be funded by WG Covid grant. Grounds Maintenance & Street Scene are forecasting a break-even budget.

The £531k improvement from Month 2 is due to the level of savings in streetlighting and waste not being fully known in May and also due to the receipt of Covid 19 funding from WG.

PLACEMAKING, HIGHWAYS & FLOOD

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	430	127	0	0

Placemaking, Highways & Flood is forecasting to overspend by £127k, this is as a result of :-

- **Planning & Building Control** – Break-even - this is an improvement of £54k since month 2 and is due to an increase in planning income that has offset overspends in staffing and software costs.
- **Planning Policy & LDP** – Break-even – this is an adverse swing of £200k from month 2 as unspent budget has now been returned to reserves.
- **Car Parks** - £285k overspend – Covid restrictions are impacting on parking and enforcement income and even though we have seen an improvement in levels since Month 2 indications are that we will still see a pressure of £236k this year - in addition there are overspends in expenditure primarily transport, premises & software costs (£49k). We will be claiming back the lost income from the WG Covid grant as the funding has been extended to end of March.
- **Highways management & flooding** - £158k underspend – Staffing underspend due to delays in filling vacant posts and improved income.

The positive swing from month 2 can be attributed to the receipt of Covid income funding.

MonLife	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	3010	1,228	0	

MonLife DIRECTOR'S COMMENTARY:

The MonLife Directorate is forecasting an overspend of £1.228m, a significant reduction from month 2, which is due to Welsh Government hardship funding of 933k to cover income losses in quarter 1 and increasing Leisure Centre income levels, which are continuing to improve. The previous leisure forecast assumed income to be at 50% of prior years but in fact we have seen an increase above this, and the trend looks to be improving as customer confidence returns. The Outdoor Adventure Service continues to be badly impacted by the pandemic with limited residential visits and bookings for the remainder of the year are at an all-time low, with late cancellations and visits being postponed to the next financial year. Claims will continue to be submitted to Welsh Government for income shortfalls.

(MONLIFE) Countryside & Culture

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	54	72	0	0

The service is currently predicting a loss for the year of some 72k. The Museum Service has partially reopened but has seen a loss in retail sales as well as a loss in event income. The Learning Office is predicted to be overspent due to the service not been able to fully deliver programmes and events as planned. There is an over spend in the Destination Management Service as a result of replacing the website and these are additional one-off development costs.

(MONLIFE) Finance & Business Development

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	8	0	0

Minor variations

(MONLIFE) Leisure, Youth & Outdoor Adventure

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	2,956	1,148	0	0

Leisure Centres have re-opened with income levels currently at 65% of what we would normally expect. There have been high levels of membership cancellations and reductions in general bookings and some members are continuing to freeze their memberships. The Outdoor Adventure Service had been unable to offer any residential visits until September when restrictions have been eased. Only limited bookings for the remainder of the year have been made with customers continuing to be hesitant about returning although as customers have increased confidence in the service, the expectation for the remainder of the year is that activity should return to at least 80% of previous income levels.

CHIEF EXECUTIVES UNIT	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	53	(41)	0	

HEAD OF POLICY, PERFORMANCE AND SCRUTINY COMMENTARY:

The Chief Executive's department is currently forecasting a £41K under spend.

We have seen a continuation of the high levels of demand faced by customer services teams. The number of phone calls into the contact centre is 42% higher than pre-pandemic levels. This led to increased wait times and understandable dissatisfaction amongst callers. Additional staff have been recruited to cope with the demand. Community Hubs have struggled to achieve income targets as reduced footfall and community activity has impacted on library income, room hire and a downturn in revenue from the Post Office in Usk.

Other areas of overspend are largely attributed to difficulties achieving staff vacancy savings as set out in the section below.

POLICY, SCRUTINY & CUSTOMER EXPERIENCE

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	53	(41)	0	0

Policy, Scrutiny & Customer service is forecasting a £41k underspend at month 6, this is due to:

- **Community Education** - £100k underspend – this is due to a grant windfall carried forward from 20-21 that has helped offset core service costs.

Offset by:

- **Community Hubs** - £29k overspend – shortfall in income due to unachievable income budgets.
- **Contact Centre** - £18k overspend – increase in staff costs to help meet increased demand.
- **Corporate CEO** - £9k overspend – due to inability to meet staff vacancy factor saving and an increase in license costs.
- **Policy & Partnerships** – £1k - Small net overspend mainly due to an increase in Welsh Language translation costs (£4k) offset by a saving of £3k in third party contributions. It is anticipated that the Welsh Language translation increase will be claimed back via the WG Covid-19 fund as the increase in volume of translation can be attributed to Covid-19 guidance.

PEOPLE & GOVERNANCE	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	(8)	(184)	0	

People & Governance DIRECTOR'S COMMENTARY:

People & Governance is reporting a £184k under spend. The time lags involved in elections-related income/costs made it difficult to accurately predict the year end in M2 so hopefully the picture is becoming clearer with this report. The ability to reduce other costs related to digital upgrading and changed working practices throughout CV is represented in some figures also. Elsewhere, the saving is primarily the result of holding gaps in different roles across the Directorate.

Planned systemic change in training delivery and recruitment software has the potential to retain a degree of volatility through to year end.

Governance

Outturn Forecast	Month 2	Month 5	Month 9	Outturn
Deficit / (Surplus) £'000s	(8)	(122)	0	0

Democratic Services is forecasting to underspend by £122k, this is due to :-

- **Members Costs** - underspending by £51k due to a reduction in IT replacement costs (£35k) and savings in mileage and allowance claims (£15k) due to more agile attendance of meetings.
- **Electoral Management** – underspending by £30k due to a reduction in canvassing costs as that role will not be undertaken this year offset by increased staff costs due to a post regrading.
- **Committee Section** – overspending by £8k due to increased staff hours and a small overspend on software costs.
- **Legal Services** - £26k underspend – staff savings resulting from the delay of the employment lawyer.
- **Land Charges** - £23k underspend – this is as a result of increased search income and savings from a staff vacancy.

The outturn has improved by £114k since month 2, the savings in Members and Elections were not fully known in May so could not be factored in and are the main reason for the positive swing.

Emergency Planning

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'s	0	0	0	0

Emergency Planning are forecasting a balanced budget.

People

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	(62)	0	0

- **People Services** is forecasting to underspend by £62k due to senior staff vacancy savings of £51k and a £11k underspend in Occupational Health due to a reduction in demand. These underspends were not factored in at month 2 and are the reason for the positive swing.
- **Corporate Training** – Forecasting a Break-even budget

Training

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'s	0	0	0	0

No Variances at Month 6

RESOURCES	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	1,107	1,504	0	

RESOURCES DIRECTOR'S COMMENTARY:

The Resources Directorate continues to show signs of budget pressure at month 6.

£363k of the pressure relates to core service delivery which is a deterioration since month 2 of a further £155k. Efforts continue to reduce or contain pressures and to identify cost savings that can be achieved by ceasing non-essential spend and where this is practicable and does not have an unacceptable impact on core service delivery. It is accepted that budget pressures are being mitigated substantially by staff vacancy savings during the year and clearly this is not a sustainable position moving forward and will need further consideration as we move into the budget strategy for 2022/23.

The remaining £1,141k forecast pressure is specifically related to additional Covid related expenditure or income losses and is expected to be funded in full from the Welsh Government hardship fund during the course of the year. Officers will continue to work with Welsh Government colleagues to ensure that legitimate costs and income losses are recovered where they are as a direct result of the impact of the pandemic on services.

FINANCE

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	756	768	0	0

Finance is forecasting to overspend by £768k, this is mainly due to :-

- **Revenues** - £1,009k overspend, this is due in the main to :-

- **Housing Benefits** - £881k overspend - This budget remains under significant pressure largely as a result of Covid 19. There are currently around 150 temporary accommodation placements for which we are unable to claim full Housing Benefit subsidy. The cost of which is currently estimated to be circa £708,000. We are hoping to reclaim these costs through Welsh Government's Covid hardship scheme. The remaining £173,000 over spend is a real cost to Monmouthshire and is a combination of factors. These include ongoing placements costs which don't attract subsidy, a shift in caseload patterns (e.g. over payments) which contribute to the amount of subsidy that can be claimed and a deterioration in the bad debt provision following the Governments decision to halt debt recovery for Universal Credit claimants. Work is ongoing to check and assess the accuracy of the Housing Benefit Subsidy data which may lead to adjustments to future forecast.
- **Council Tax** - £138k overspend – The main items contributing to this are : a £60k over spend against salary costs, as staff budget was moved as part of a Finance restructure and is offset by a corresponding underspend in that section. Plus a £79k estimated shortfall in summons income. Courts have now started up again and full recovery is underway. However summons income is still running well behind normal activity. The over spend has reduced by £8k since month 2 as we received some funding from Welsh Government for the administration of the Retail Relief Scheme.
- **Debtors and Charity relief** - £10k underspend – mainly due to postage savings in debtors as more invoices are sent electronically and grant income from Welsh Government for the administration of Business Support Grants.
- **Finance** - £219k underspend – This is a result of senior management vacancies, we are anticipating that these positions will be filled from January.
- **Audit** - £12 underspend – This is due to staff vacancy savings
- **Systems & Cashiers** – £1k overspend – overspend in Cashiers (£50k), our budget includes a £20k saving that was brought in for the implementation of a scheme to remove cheques from the authority's day –to--day business. The roll-out of the new system has been delayed due to the covid-19 pandemic so we have incurred a budget pressure. In addition, we have seen an increase in card handling fees as more people are paying online for services and an increase in system costs as new systems are brought online (£30k). This has been offset by a £49k underspend in Revenues & Systems Support due to staff vacancies and savings in systems development.
- **Payroll, Innovation** – £11k underspend – Staff savings of £24k part offset by increases in software and licence costs.

INFORMATION, COMMUNICATION & TECHNOLOGY

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	(17)	0	0

ICT is forecasting to underspend by £17k due to a saving against our contribution to SRS as licence and PBSA costs have come in below budget.

COMMERCIAL & CORPORATE LANDLORD

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	352	754	0	0

Commercial & Corporate Landlord is forecasting to overspend by £754k :-

- **Investment Properties** - £387k overspend, due to :-
 - **Newport Leisure Park** - Forecasting to return a £263k surplus but this is £137k below budgeted level, the shortfall can be attributed to the effects of the Covid-19 pandemic and will be reclaimed from WG grant.

- **Castlegate Business Park** - The forecast has changed since month 2 from a break-even position to a £250k overspend. Rental income forecasts for this year are still projecting to cover outgoings but a budget pressure has been caused by an in-year adjustment to correct a control account in-balance due to the mis-posting of income in previous years.
- **Landlord Services** - £39k overspend. This is due to an estimated £121k shortfall in income as we have lost rental income of £56k from the vacant spaces in our Magor office and a £65k loss of service charge. This has been off-set by a £77k saving in staff costs due to vacant posts only being filled part way through the year. We are anticipating that all of the lost rental income can be claimed back from the WG Covid grant.
- **County Farms** - £21k overspend – due to additional consultant costs associated with dilapidation surveys and a reduction in rental income due to a reduction in tenants.
- **Solar Farm** - £40k underspend – income is currently projected to be above budget, this is mainly due to improved ROC prices.
- **Markets** - £121k overspend. This is due to an estimated shortfall in income of £85k due to the disruption caused by Covid, it is anticipated that this will be claimed back from WG Covid grant , and a net increase in spend of £35k mainly due to an overspend on waste disposal costs.
- **Property Services** - £227k overspend. This can be split into 2 main areas :-
 - **Accommodation** - £48k overspend due to an increase in repair and maintenance costs across council offices.
 - **Property** - £179k overspend. The service budget is heavily reliant on income from the capital programme, current projections estimate a £370k shortfall against budget as the number (and size) of projects that staff can be recharged to have reduced this year. This has been offset by £191k of staff vacancy savings. The service will be looking to address this shortfall between now and year end.

CORPORATE COSTS & LEVIES	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	21	(132)	0	
PRECEPTS & LEVIES				
Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	13	13	0	
National parks levy notified after budget produced - increase in levy of circa 10% based on increased staff and project work required				
CORONERS SERVICES				
Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	0	0	
No variance at month 6				
CORPORATE MANAGEMENT				
Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	(24)	(68)	0	
Primarily due to the release of a bad debt provision in relation to the SRS financial administration whereby it was originally estimated that there may be a bad debt burden upon transfer of the administration to TCBC.				
NON DISTRIBUTED COSTS				

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	32	62	0	
Additional pension strain costs notified since the budget has been set. These costs reflect the additional payment the Council has to make to the pension fund when an employee is permitted to leave employment prior to their normal pensionable age and wishes to immediately draw on their pension.				
STRATEGIC INITIATIVES				
Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	837	0	
Allowance for expected non-teaching pay award of £837k across services.				
INSURANCE				
Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	(140)	0	
Primarily due to savings in premium costs for the year of £35k, savings in professional fees of £34k, and the forecast saving in settlement expenditure based on current trends. In terms of settlement expenditure it should be noted that this area of the business can be highly volatile and a significant number of, or complex claims can lead to high value settlements in terms of the excesses payable on our insurance policies.				
APPROPRIATIONS				
Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	(93)	0	
FIXED ASSET DISPOSAL COSTS				
Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	136	0	
Overspend due to £136k of additional security costs related to the sale of the Hilston Park Site.				
INTEREST & INVESTMENT INCOME				
Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	11	0	
£11k overspend due to adverse (negative) interest rates available on investments, particularly Money Market Funds.				
INTEREST PAYABLE & SIMILAR CHARGES				
Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	(230)	0	
Low Interest Rates have led to historically low borrowing rates between local authorities leading to a £230k underspend on temporary borrowing costs.				
CHARGES REQUIRED UNDER REGULATION				
Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	(10)	0	

10k underspend against MRP due reduced capital spend in the previous financial year than budgeted.

OTHER INVESTMENT INCOME

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	0	0	

No variance at month 6

BORROWING COST RECOUPMENT

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	0	0	0	

No variance at month 6

FINANCING

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	(130)	(564)	0	

COUNCIL TAX BENEFIT SUPPORT

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	370	186	0	

This budget continues to be under pressure as a direct result of Covid-19. However, we have started to see some easing of demand since month 2. It remains to be seen if this downward trend continues once the furlough scheme ends and changes to Universal Credit come in. We also, haven't received any confirmation from Welsh Government about whether similar support funding to last year will be put in place.

COUNCIL TAX

Outturn Forecast	Month 2	Month 6	Month 9	Outturn
Deficit / (Surplus) £'000s	(500)	(750)	0	

The latest council tax data shows an increasingly healthy position. We continue to see new properties being added to the tax base, with 300 new properties added since the base was calculated last October. We have also seen an increase in the number of accounts paying a full charge, up by 265 properties. Another significant factor is that the overall collection rate remains strong averaging 99.6%, compared to a target of 99.3%.

2. SCHOOLS

- 2.1. A Board of Governors who are responsible for managing the school's finances directly governs each of the Authority's Schools. However, the Authority also holds a key responsibility for monitoring the overall financial performance of schools. Below is a table showing the outturn forecast Schools' balances position based on month 6 projections for each Educational Cluster.

Draft Council Fund Outturn 2021/22 – School Balances Summary outturn position at Month 6	(A) Opening Reserves (Surplus) / Deficit Position 2021/22	(B) Draw / (Contribution) from / (to) School Balances @ Month 2	(C) Draw / (Contribution) from / (to) School Balances @ Month 6	(D) Draw / (Contribution) from / (to) School Balances @ Month 9	(A+C) Forecast Reserve Balances at 2021/22 Outturn	Variance Draw on School Balances Month 2 to Month 6
Cluster	£000's	£'000	£'000	£'000	£'000	£'000
Abergavenny	(1,158)	309	426		(732)	117
Caldicot	(1,091)	539	372		(719)	(167)
Chepstow	(349)	516	417		68	(99)
Monmouth	(794)	457	354		(440)	(103)
Special	(26)	(39)	(11)		(37)	28
Total	(3,418)	1,782	1,558		(1,860)	(224)

- 2.2. Collective School Balances at the beginning of the financial year amounted to a £3,418,120 surplus. (The majority of the surplus balance brought forward is due to two grants being awarded to schools at 2020/21 year end; the Schools Revenue Maintenance Grant and Recruit, Recover and Raise Standards).
- 2.3. The Schools month 2 forecast anticipated draw on reserves was £1,781,648, which resulted in a forecast surplus balance of £1,636,472. At month 6, the forecast anticipated draw on reserves has reduced by £223,938, to a forecast surplus balance of £1,860,410.
- 2.4. The movement of individual schools forecast to be in deficit since the start of the financial year is shown below:

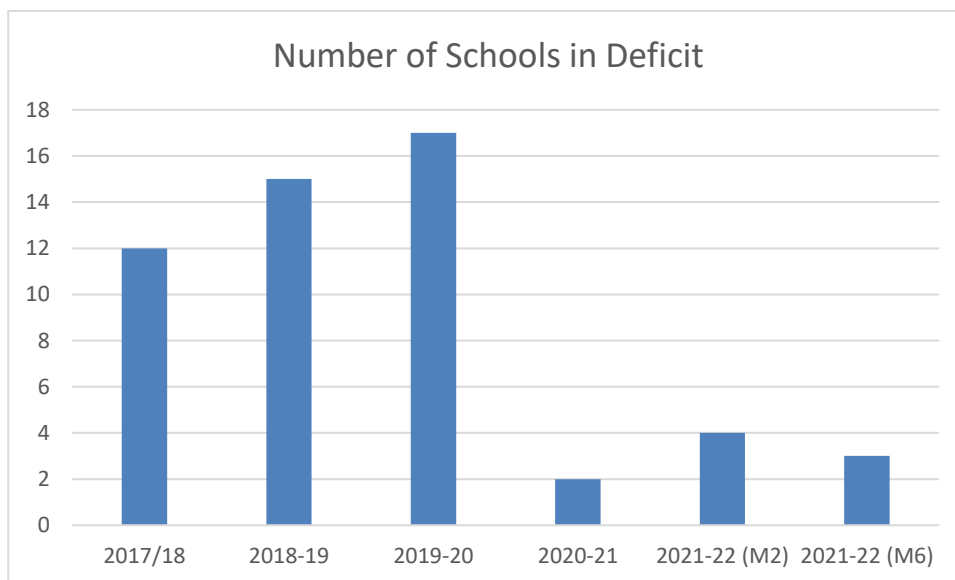
Start of year	Month 2 (Forecast)	Month 6 (Forecast)
2	4	3
Chepstow Comprehensive	Chepstow Comprehensive	Chepstow Comprehensive
Llandogo Primary	Llandogo Primary	Llandogo Primary
	Ysgol Gymraeg Y Fenni	Ysgol Gymraeg Y Fenni
	Ysgol Gymraeg Y Ffin	

- 2.5. All schools in a deficit budget have, or are in the process of agreeing recovery plans. These recovery plans will be confirmed with both the Local Education Authority and each School's Governing Body. Once finalised the schools with significant deficits will be monitored by the Cabinet member for Children and Young People and Resources on a termly basis.

2.6. Total schools balances have been exhibiting a fluctuating trend with some schools showing a continuing reduction in schools balances, which is of concern, and others a more balanced trend. However, as previously advised, grants awarded to schools at 2020/21 year end has resulted in a large increase in overall school balances.

Financial Year-end	Net level of School Balances
2014-15	(1,140)
2015-16	(1,156)
2016-17	(269)
2017-18	(175)
2018-19	232
2019-20	435
2020-21	(3,418)
2021-22 (Forecast)	(1,860)

2.7. The increase in school balances has resulted in a reduction in the number of schools in deficit, as illustrated in the following table:-



3 CAPITAL OUTTURN

3.1 The summary forecast Capital position at Month 6 is as follows:

Forecast Capital Outturn Position 2021/22 at Month 6

Select Portfolio	Slippage B/F	Original Budget	Budget Adjustments	Provisional Slippage	Revised Budget 2021/22	Forecast Expenditure	Forecast variance
	£000's	£000's	£000's	£000's	£000's	£000's	£000's
Expenditure							
Children & Young People	15,381	14,423	1,261	(26,399)	4,666	4,666	0
Economic & Development	19,244	546	606	(18,067)	2,329	2,328	0
Adult	5,964	0	0	(5,964)	0	0	0
Strong Communities	8,554	10,046	3,366	(1,342)	20,624	20,624	0
Total Expenditure	49,143	25,015	5,233	(51,772)	27,618	27,618	0
Financing							
Supported Borrowing	0	(2,431)	0	0	(2,431)	(2,431)	0
General Capital Grant	0	(2,438)	0	0	(2,438)	(2,438)	0
Grants and Contributions	(19,096)	(13,160)	(5,228)	29,068	(8,416)	(8,416)	0
S106 Contributions	(711)	0	0	14	(697)	(697)	0
Unsupported Borrowing	(27,031)	(4,094)	0	21,480	(9,645)	(9,645)	0
Earmarked Reserve & Revenue Funding	(241)	0	(5)	0	(246)	(246)	0
Capital Receipts	(2,064)	(2,891)	0	1,210	(3,745)	(3,745)	0
Total Financing	(49,143)	(25,015)	(5,233)	51,772	(27,618)	(27,618)	0

3.2 The capital expenditure forecast outturn at month 6 shows no variance to budget at the present time. This is not uncommon on capital projects at this stage of the year where projects are in progress and final consolidation of costs will not be undertaken until later in the year.

3.3 Forecast Capital Slippage at month 6 is £51.772m as major schemes are impacted by delays:

- Abergavenny 3-19 School (£26.399m) where the original budget schedule for the project has changed considerably since the inception of the project.
- Asset Investment Fund (£18.067m) where further expenditure is dependent on appropriate schemes coming forward that meet the Authorities criteria.
- Crick Road Care Home (£5,964m) where there have been delays in the building schedule.
- Other notable slippages: £813k for a backlog in disabled facility grant implementations and £516k for modifications to County Hall 'J' block, delayed due to a 'SUDS' consent being required.

3.4 Useable Capital Receipts Available

3.5 In the table below, the effect of the changes to the forecast capital receipts on the useable capital receipts balances available to meet future capital commitments are illustrated.

	2021/22	2022/23	2023/24	2024/25	2025/26
	£000	£000	£000	£000	£000
Balance as at 1st April	9,581	13,872	12,523	11,436	10,349
Capital receipts used for financing	(3,737)	(1,895)	(684)	(684)	(684)
Capital receipts used to support capitalisation direction	(2,208)	(2,208)	(507)	(507)	(507)
Capital receipts Received or Forecast	10,236	2,754	104	104	104
Forecast Balance as at 31st March	13,872	12,523	11,436	10,349	9,262

Social Care, Health & Safeguarding Summary	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			Total
		DIVISION	Net Service Pressures not related to Covid-19 (£000)	Expenditure directly attributable to Covid- 19 (£000)	
Adult Services	629	0		0	629
Children Services	695	0	0	0	695
Community Care	95	0	0	0	95
Commissioning	(161)	0	0	0	(161)
Partnerships	0	0	0	0	0
Public Protection	(60)	0	0	0	(60)
Resources & Performance	(17)	0	0	0	(17)
Total	1,181	0	0	0	1,181

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Social Care, Health & Safeguarding Detailed	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			Total
		Service Pressures not related to Covid-19 (£000)	Expenditure directly attributable to Covid- 19 (£000)	Shortfall /Loss of Income due to Covid-19 (£000)	
Adult Services					
Reduced capacity to offer services	(170)				(170)
Bad debt provision	95				
Additional care packages & recruitment	704				704

Total Adult Services	629	0	0	0	534
Children Services					
Additional placement costs for LAC and non LAC population	289				289
Legal case relating to rate historically paid to kinship carers	266				266
Agency staffing	75				
Vacant post, transport reduction, reduced partner contributions	(173)				
Legal costs	238				238
Total Children's Services	695	0	0	0	793
Community Care					
Increase in care packages	95				95
Total Community Care	95	0	0	0	95
Commissioning					
Reduced travel costs in relation to reduced capacity to offer services	(58)				(58)
Staff vacancy	(39)				
Termination of the Usk Services contract	(64)				(64)
Total Commissioning	(161)	0	0	0	(122)
Partnerships					
					0
Total Partnerships	0	0	0	0	0
Public Protection					
Staff vacancy	(60)				(60)
Total Public Protection	(60)	0	0	0	(60)
Resources & Performance					
Staff vacancy	(17)				(17)
Total Resources & Performance	(17)	0	0	0	(17)
Total	1,181	0	0	0	1,223

Children & Young People Summary	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
DIVISION	Net Service Pressures not related to Covid-19 (£000)	Expenditure directly attributable to Covid- 19 (£000)	Shortfall /Loss of Income due to Covid-19 (£000)	Costs incurred due to changes in service delivery (£000)	Total
Individual Schools Budgets	166	0	0	0	166
Resources	18	0	0	0	18
Standards	1,078	0	0	0	1,078
Total	1,262	0	0	0	1,262

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Children & Young People Detailed	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
	Service Pressures not related to Covid-19 (£000)	Expenditure directly attributable to Covid- 19 (£000)	Shortfall /Loss of Income due to Covid-19 (£000)	Costs incurred due to changes in service delivery (£000)	Total
Individual Schools Budgets					
Monmouth rates and additional legals	166				166
Total Individual Schools Budgets	166	0	0	0	166
Resources					
Support services staff	18				18
Total Resources	18	0	0	0	18
Standards					
Additional learning needs - placements, recoupment, support	982				982

Breakfast club income	59				59
Additional staffing	37				37
Total Standards	1,078	0	0	0	1,078
Total	1,262	0	0	0	1,262

Enterprise Summary	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
DIVISION	Service Pressures not related to Covid-19 (£,000)	Expenditure directly attributable to Covid- 19 (£,000)	Shortfall /Loss of Income due to Covid-19 (£,000)	Costs incurred due to changes in service delivery (£,000)	Total
Enterprise & Community Animation	(171)	653	53	0	535
Facilities & Fleet	27	183	226	0	436
Neighbourhood Services	(267)	0	82	0	(185)
Placemaking, Highways & Flood	(109)	0	236	0	127
Total	(520)	836	597	0	913

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Enterprise Detailed	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
	Service Pressures not related to Covid-19 (£,000)	Expenditure directly attributable to Covid- 19 (£,000)	Shortfall /Loss of Income due to Covid-19 (£,000)	Costs incurred due to changes in service delivery (£,000)	Total
Enterprise & Community Animation					
Borough Theatre - Loss of income due to closure due to Covid and then refurb	0		53		53
Community & Pships - savings on course fees and mileage - staff costs to capitalisation (£29k)	(34)				(34)
Enterprise Mgt - Staff vacancy savings	(10)				(10)

Homelessness - Increase in B&B costs, security costs due to Covid	(95)	653			558
Sewage Treatment Costs - Shirenewton waste removal to avoid leaks.	24				24
Housing Grant - Staff costs no longer covered by grant T&Cs	63				63
Shared Housing & Private Leasing - Improved rental figures	(94)				(94)
Housing Associations - Mortgage costs	8				8
Careline - Reduction in equipment spend, improved income.	(22)				(22)
Strategic Services - Staff budget issue - offset by underspend elsewhere.	22				22
Procurement	(33)				(33)
Total Enterprise & Community Animation	(171)	653	53	0	535
Facilities & Fleet					
Schools Catering - Loss of income/FSM increase		183	150	0	333
Building Cleaning - Essential equipment repair & replacement.	12	0	0	0	12
PTU Home to School Tpt - Staff savings and reduced vehicle maintenance.	(33)				(33)
PTU - Reduction in Concessionary Fare and Private Hire income	45		76		121
PTU Commissioning - Reduction in in contract costs, windfall in operator payments going monthly. £50k route optimisation software capitalised	(233)	0			(233)
Transport - Green car scheme loss £26k, increased repair costs £238k for additional vehicles taken on for covid & increased operations. Staff Cost to capitalisation £28k	236	0			236
Total Facilities & Fleet	27	183	226	0	436
Neighbourhood Services					
Highways & Streetlighting - Energy & maintenance savings	(110)				(110)
Waste - Savings from recyclates and reduced waste mgt contract.	(157)	0		0	(157)
Waste - External Trade Income shortfall			82		82
Total Neighbourhood Services	(267)	0	82	0	(185)
Placemaking, Highways & Flood					

Car Parking & CPE - Software, premises and transport overspend	49		0		49
Car Parking & CPE Income down		0	236	0	236
Highway Dev & Flooding - Staff uspend & improved income.	(158)				(158)
Total Placemaking, Highways & Flood	(109)	0	236	0	127
Total	(520)	836	597	0	913

MonLife Summary	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
DIVISION	Service Pressures not related to Covid-19 (£,000)	Expenditure directly attributable to Covid- 19 (£,000)	Shortfall /Loss of Income due to Covid-19 (£,000)	Costs incurred due to changes in service delivery (£,000)	Total
Countryside & Culture	21	0	51	0	72
Finance & Business Development	0	0	8	0	8
Leisure, Youth & Outdoor Adventure	0	0	1,148	0	1,148
Total	21	0	1,207	0	1,228

Page 70	Monlife Detailed	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
		Service Pressures not related to Covid-19 (£,000)	Expenditure directly attributable to Covid- 19 (£,000)	Shortfall /Loss of Income due to Covid-19 (£,000)	Costs incurred due to changes in service delivery (£,000)	Total
	Countryside & Culture					
	Countryside & Culture - Income Loss	0	0	51	0	51
	Countryside & Culture - Destination Management Development Costs - New Website	21				21
	Total Countryside & Culture	21	0	51	0	72
	Finance & Business Development					
	Finance & Business Development - Income Loss	0	0	8	0	8
	Total Finance & Business Development	0	0	8	0	8
	Leisure, Youth & Outdoor Adventure					

Leisure, Youth & Outdoor Adventure - Loss of leisure centre & outdoor adventure income	0	0	1,148		1,148
Total Leisure, Youth & Outdoor Adventure	0	0	1,148	0	1,148
Total	21	0	1,207	0	1,228

Chief Executive Summary	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
DIVISION	Service Pressures not related to Covid-19 (£,000)	Expenditure directly attributable to Covid- 19 (£,000)	Shortfall /Loss of Income due to Covid-19 (£,000)	Costs incurred due to changes in service delivery (£,000)	Total
Policy, Scrutiny & Customer Service	(45)	4	0	0	(41)
Total	(45)	4	0	0	(41)

Page 72	Chief Executive Detailed	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
		Service Pressures not related to Covid-19 (£,000)	Expenditure directly attributable to Covid- 19 (£,000)	Shortfall /Loss of Income due to Covid-19 (£,000)	Costs incurred due to changes in service delivery (£,000)	Total
	Policy, Scrutiny & Customer Service					
	Community Hubs - Unachievable income budget.	29				29
	Community Education	(100)				(100)
	Contact Centre - Increased staff costs to meet demand.	18				18
	Corporate CEO - Inability to meet vacancy factor and increase in licensing fees	9				9
	Scrutiny - Unachievable Staff vacancy savings	2				2
	Policy & Partnerships - Welsh Language Overspend due to covid, reduction in third party contributions.	(3)	4			1
	Total Policy, Scrutiny & Customer Service	(45)	4	0	0	(41)
	Total	(45)	4	0	0	(41)

People & Governance Summary		Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
DIVISION		Service Pressures not related to Covid-19 (£,000)	Expenditure directly attributable to Covid- 19 (£,000)	Shortfall /Loss of Income due to Covid-19 (£,000)	Costs incurred due to changes in service delivery (£,000)	Total
People & Governance		(184)	0	0	0	(184)
Total		(184)	0	0	0	(184)

People & Governance Detailed		Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
Page 73		Service Pressures not related to Covid-19 (£,000)	Expenditure directly attributable to Covid- 19 (£,000)	Shortfall /Loss of Income due to Covid-19 (£,000)	Costs incurred due to changes in service delivery (£,000)	Total
People & Governance						
Members - IT Equipment saving and mileage/allowance due to less travel for meetings		(51)				(51)
Elections - Reduced canvassing costs offset by increased salary.		(30)				(30)
Committee Section - Increased staff hours		8				8
Legal - Staff savings through delay in employing lawyer.		(26)				(26)
Land Charges - Vacant Post & improved search income		(23)	0	0	0	(23)
People Services - Senior staff vacancy savings (£51K) and reduce demand in occ health. (£11k)		(62)				(62)
Total People & Governance		(184)	0	0	0	(184)
Total		(184)	0	0	0	(184)

Resources Summary	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
DIVISION	Service Pressures not related to Covid-19 (£,000)	Expenditure directly attributable to Covid- 19 (£,000)	Shortfall /Loss of Income due to Covid-19 (£,000)	Costs incurred due to changes in service delivery (£,000)	Total
Commercial, Corporate & landlord Services	401	0	353	0	754
Finance	(21)	708	80	0	767
Future Monmouthshire	0	0	0	0	0
Information Communication Technology	(17)	0	0	0	(17)
Total	363	708	433	0	1,504

Resources Detailed	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
	Service Pressures not related to Covid-19 (£,000)	Expenditure directly attributable to Covid- 19 (£,000)	Shortfall /Loss of Income due to Covid-19 (£,000)	Costs incurred due to changes in service delivery (£,000)	Total
Commercial, Corporate & landlord Services					
Estates - Income loss from vacant office space in magor and loss of service charge, offset by staff savings	(18)	0	58	0	40
Solar Farm - Improved ROC income	(40)				(40)
Commercial Investments - income shortfall NLP	(74)		210		136
Commercial Investments - Castlegate - Control account mis-post	250				250

County Farms - Increase in fees, and a reduction in tenant income.	21				21
Property Services - Reduction on project fee income	179				179
Central Accommodation - Pru borrowing hit for J block - increase in repair costs	48				48
MCC Markets - Income Loss due to 50% charge due tot refurb, £78k due to covid rules. £35k over on Refuse.	35		85		120
Total Commercial, Corporate & landlord Services	401	0	353	0	754
Finance					
Benefits - B&B HB claims increasing due to Covid, not all can be claimed against Housing benefit subsidy so pressure on budget.	173	708	0	0	881
Council Tax & NNDR - Shortfall in Summons income due to courts being closed and decision to halt recovery of Unpaid Council Tax & Business Rates. Salary overspend as budget moved as part of restructure that has not taken place yet.	58	0	80	0	138
Charity Relief - Business Grants admin grant payment	(3)				(3)
Debtors - Vacant post	(4)				(4)
Finance & Imp - Senior staff vacancy saving	(219)				(219)
Audit - staff vacancy saving	(12)				(12)
Payroll - Staff vacancy savings	(19)				(19)
Other	(2)				(2)
Innovation - Staff Costs	7				7
Total Finance	(21)	708	80	0	767
ICT					
SRS - Contribution savings	(17)				(17)
Total ICT	(17)	0	0	0	(17)
Total	363	708	433	0	1,504

Corporate Summary	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
DIVISION	Service Pressures not related to Covid-19 (£000)	Expenditure directly attributable to Covid- 19 (£000)	Shortfall /Loss of Income due to Covid-19 (£000)	Costs incurred due to changes in service delivery (£000)	Total
Precepts & Levies	13	0	0	0	13
Corporate Management	(68)	0	0	0	(68)
Non Distributed Costs (NDC)	62	0	0	0	62
Strategic Initiatives	837	0	0	0	837
Insurance	(139)	0	0	0	(139)
Total	705	0	0	0	705

Corporate Detailed	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
	Service Pressures not related to Covid-19 (£000)	Expenditure directly attributable to Covid- 19 (£000)	Shortfall /Loss of Income due to Covid-19 (£000)	Costs incurred due to changes in service delivery (£000)	Total
Precepts & Levies					
National parks levy	13				13
Total Precepts & Levies	13	0	0	0	13
Corporate Management					
Bad debt provision reversal	(86)				(86)
Broker fees	42				42

Other	(24)				(24)
Total Corporate management	(68)	0	0	0	(68)
Non Distributed Costs (NDC)					
Pension strain costs	62				62
Total Non Distributed Costs (NDC)	62	0	0	0	62
Strategic Initiatives					
Pay award pressure over and above 1% budgeted	837				837
Total Strategic Initiatives	837	0	0	0	837
Insurance					
Premium	(35)				(35)
Fees	(34)				(34)
Settlement	(70)				(70)
Total Insurance	(139)	0	0	0	(139)
Total	705	0	0	0	705

Appropriations Summary	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
DIVISION	Net Service Pressures not related to Covid-19 (£000)	Expenditure directly attributable to Covid- 19 (£000)	Shortfall /Loss of Income due to Covid-19 (£000)	Costs incurred due to changes in service delivery (£000)	Total
Fixed Asset Disposal Costs	136	0	0	0	136
Interest & Investment Income	11	0	0	0	11
Interest Payable & Similar Charges	(230)	0	0	0	(230)
Charges Required under Regulation	(10)	0	0	0	(10)
Total	(93)	0	0	0	(93)

Appropriations Detailed	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
	Service Pressures not related to Covid-19 (£000)	Expenditure directly attributable to Covid- 19 (£000)	Shortfall /Loss of Income due to Covid-19 (£000)	Costs incurred due to changes in service delivery (£000)	Total
Fixed Asset Disposal Costs					
Unbudgeted security costs	136				136
Total Fixed Asset Disposal Costs	136	0	0	0	136
Interest & Investment Income					
Returns lower than budgeted	11				11
Total Interest & Investment Income	11	0	0	0	11
Interest Payable & Similar Charges					

Temporary borrowing costs remaining very low	(230)				(230)
Total Interest Payable & Similar Charges	(230)	0	0	0	(230)
Charges Required under Regulation					
Due to capital slippage in 20/21	(10)				(10)
Total Charges Required under Regulation	(10)	0	0	0	(10)
Total	(93)	0	0	0	(93)







Financing Summary	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
DIVISION	Net Service Pressures not related to Covid-19 (£000)	Expenditure directly attributable to Covid- 19 (£000)	Shortfall /Loss of Income due to Covid-19 (£000)	Costs incurred due to changes in service delivery (£000)	Total
Council Tax	(750)	0	0	0	(750)
Council Tax Reduction Scheme	0	186	0	0	186
Total	(750)	186	0	0	(564)

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Financing Detailed	Non Covid-19 Pressures	COVID- 19 Specific PRESSURES			
	Service Pressures not related to Covid-19 (£000)	Expenditure directly attributable to Covid- 19 (£000)	Shortfall /Loss of Income due to Covid-19 (£000)	Costs incurred due to changes in service delivery (£000)	Total
Council Tax					
Increase in base, reductions in exemptions, collection rate remaining healthy	(750)				(750)
Total Council Tax	(750)	0	0	0	(750)
Council Tax Reduction Scheme					
CTRS		186			186
Total Council Tax Reduction Scheme	0	186	0	0	186
Total	(750)	186	0	0	(564)

(SELECT)	REF.	Disinvestment 2021-22	2021/22 Budgeted Savings £000	Value of Saving forecast at Month 2 £000	Value of Saving forecast at Month 6 £000	Value of Saving forecast at Month 9 £000	Value of Saving achieved at Outturn £000	Delayed Savings £000	Savings deemed Unachievable YTD £000	% Forecast M6
		Children & Young People	(1,510)	(1,313)	(1,266)	0	0	(244)	0	83.9%
		Social Care & Health	(874)	(874)	(874)	0	0	0	0	100.0%
		Enterprise	(821)	(821)	(821)	0	0	0	0	99.9%
		MonLife	(100)	(80)	(80)	0	0	0	(20)	80.0%
		Resources	(165)	(165)	(117)	0	0	(48)	0	70.9%
		Chief Executives Units	(32)	(20)	(20)	0	0	(12)	0	62.5%
		Corporate Costs & Levies	(1,508)	(1,508)	(1,508)	0	0	0	0	100.0%
		Appropriations	275	275	275	0	0	0	0	100.0%
		Totals Disinvestments by Directorate	(4,734)	(4,506)	(4,411)	0	0	(304)	(20)	93.2%

		Children & Young People Select Committee	(1,510)	(1,313)	(1,266)	0	0	(244)	0	83.9%
		Adult Select Committee	(874)	(874)	(874)	0	0	0	0	100.0%
		Economic & Development Select Committee	(162)	(142)	(142)	0	0	0	(20)	87.5%
		Strong Communities Select Committee	(2,189)	(2,177)	(2,129)	0	0	(60)	0	97.3%
		Totals Disinvestments by Select	(4,734)	(4,506)	(4,411)	0	0	(304)	(20)	93.2%

Page 81	(SELECT)	REF.	Disinvestment 2021-22	2021/22 Budgeted Savings	Value of Saving forecast at Month 2	Value of Saving forecast at Month 6	Value of Saving forecast at Month 9	Value of Saving achieved at Outturn	Delayed Savings	Savings deemed Unachievable	Traffic Light based Risk Assessment	ASSESSMENT of Progress	Risk of current forecast saving NOT being achieved (High / Medium / Low)
				£000	£000	£000	£000	£000	£000	£000	£000	£000	
			Children & Young People										
	CYP	CYP 1	Mounton House closure impact on ISB	(1,258)	(1,258)	(1,258)	0	0	0	0		Achieved	Low
	CYP	CYP 2	Additional recoupment income - mainstream	(252)	(55)	(8)	0	0	(244)	0		Unlikely to achieve saving, as several pupils have moved into Monmouthshire, meaning we can no longer recoup from other LA's	High
			Total Children & Young People	(1,510)	(1,313)	(1,266)	0	0	(244)	0			
			Social Care & Health										
	ADULT	SCH 1	Fees & Charges 2021/22	(79)	(79)	(79)	0	0	0	0		Achieved	Low
	ADULT	SCH 2	Increase in Social Care Workforce Development (SCWD) grant	(247)	(247)	(247)	0	0	0	0		Achieved	Low
	ADULT	SCH 3	Removal of TWUD base budget	(548)	(548)	(548)	0	0	0	0		Achieved	Low
			Total Social Care & Health	(874)	(874)	(874)	0	0	0	0			
			Enterprise										
	E&D	ENT	PLANHOUS - Staff Saving - 20-21 Staff Restructure Savings (£11,950) + £50k LDP senior officer saving, frozen until 23/24.	(62)	(62)	(62)	0	0	0	0		Achieved	Low

SCOMM	ENT	NEIGHBOURHOOD - Waste - Service Savings	(685)	(685)	(685)	0	0	0	0		Achieved	Low
SCOMM	ENT	NEIGHBOURHOOD - Grounds Maintenance - Remove Sweeper & Staff savings	(65)	(65)	(65)	0	0	0	0		Achieved	Low
SCOMM	ENT	Increase in discretionary Fees & Charges	(9)	(9)	(9)	0	0	0	0		Achieved	Low
		Total Enterprise	(821)	(821)	(821)	0	0	0	0			
		MonLife										
E&D	MonLife	MONLIFE - Removal of Events Co-ordinator Post	(25)	(25)	(25)	0	0	0	0		Achieved post has not been filled.	Low
E&D	MonLife	MONLIFE - Introduce Car Parking Charges at Caldicot Castle	(20)	0	0	0	0	0	(20)		Will not be achieved this financial year as charges are not being introduced.	High
E&D	MonLife	Increase in discretionary Fees & Charges	(55)	(55)	(55)	0	0	0	0		Increase has been implemented, any shortfall will be claimed from WG loss of income claims.	Low
		Total MonLife	(100)	(80)	(80)	0	0	0	(20)			
		Chief Executive's Unit										
SCOMM	CEO	GOVDEMSUP - Members Supplies & Services	(15)	(15)	(15)	0	0	0	0		Achieved	Low
SCOMM	CEO	GOVDEMSUP - Staff Vacancy Saving	(17)	(5)	(5)	0	0	(12)	0		Increased staff hours have partly offset saving	High
		Total Chief Executive's Unit	(32)	(20)	(20)	0	0	(12)	0			
		Resources										
SCOMM	RES	CORPLORD - Property Accommodation Savings.	(50)	(50)	(2)	0	0	(48)	0		Will not be achieved in full in 21-22, maintenance costs have increased across our office sites this year.	High
SCOMM	RES	FUTUREMON - Mileage Savings	(71)	(71)	(71)	0	0	0	0		Achieved	Low
SCOMM	RES	FUTUREMON - Staff Secondment Savings	(44)	(44)	(44)	0	0	0	0		Achieved	Low
		Total Resources	(165)	(165)	(117)	0	0	(48)	0			
		Corporate Costs & Levies										
SCOMM	COL001	Capitalisation directive	(1,508)	(1,508)	(1,508)	0	0	0	0		Likely to be taken in full	Low
		Total Corporate Costs & Levies	(1,508)	(1,508)	(1,508)	0	0	0	0			
		Appropriations										
SCOMM	APP001	Net Minimum Revenue Provision (MRP) increase based on additional activity	275	275	275	0	0	0	0		Included in overall MRP charge for year	Low
		Total Appropriations	275	275	275	0	0	0	0			

Appendix 4 - Capital budget revisions - external grant & Section 106

Under the current Council constitution any additions to the capital budget that are financed entirely by external grant or Section 106 can be approved by Cabinet and do not require a Council decision.

The following external grant awards and Section 106 draw on developer balances held have been notified since Month 2 and require approval to be added to the budget:

Capital Project	Amount
Grant funded	
Green Infrastructure – Caldicot Transforming Towns Grant	167,622
Highways Refurbishment Grant	627,717
WLGA Food Poverty Grant	16,135
Enable – Support for Independent Living WG grant	97,500
Abergavenny Town FC Floodlights – WGIF / Monlife	27,800
WG – Flood Recovery Grant 2021	10,667
ATF - Caldicot Greenway	157,314
ATF - Monmouth Wye Valley Path	175,000
ATF - Monmouth School/Leisure Link	256,328
ATF Core Counters	30,000
ATF Core Llanfoist Bridge & Meadow Links	119,025
ATF Core Consultation	30,000
ATF - Monmouth Wye AT Crossing	335,606
ATF - Monmouth Kingswood Gate AFL	318,000
ATF - Monmouth Monnow Street	92,250
ATF - Caldicot Newport Road	94,500
ATF - Caldicot Church Road Connections	181,000
ATF – The Caldicot Cross Crossing	120,000
ATF – Cycle Safety Campaign	45,000
ICF DCP award for the Well Being Hub in Abergavenny	99,719
Total Grant funded	3,001,183
Section 106 Funded	
Caldicot Town Centre Regeneration Project	100,035
Clydach Ironworks Enhancement Scheme	49,989
Kingswood Gate - Williams Field Lane - Active Travel Path	102,301
Star Road/School Lane Zebra Crossing and footpath Improvements	40,419
Total Section 106 Funded	292,744
Total	3,293,927

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SUBJECT: BUDGET PROCESS AND TIMETABLE 2022/23

MEETING: CABINET

DATE: 1ST December 2021

DIVISION/WARDS AFFECTED: WHOLE AUTHORITY

1. PURPOSE:

1.1 To agree the process and timetable for developing the budget for 2022/23.

2. RECOMMENDATIONS:

2.1 That the budget process and timetable as outlined in paragraph 3.21 is adopted and that includes member budget scrutiny and consultation conducted through all-member seminars, Member and Officer Working Groups, Community Engagement, Select, and Consultation meetings (for Business Rate purposes).

3. KEY ISSUES:

Background

3.1 Members will know that the budget and Medium-Term Financial planning process has had a consistent theme over recent years. Since the financial crisis in 2008 the level of resources available to public services has been under pressure and the Council had to absorb and manage significant pressures as well as adopted significant savings proposals.

3.2 The process that has been adopted has sought to maintain a medium-term view on the financial position and plan savings targets over a 4-year period. This is essential given the lead in time for making some of the changes required.

3.3 Since entering 2020 the Council has faced significant and unprecedented challenges notably flood response and recovery and the subsequently and most significantly the impact and effects of the COVID-19 pandemic.

3.4 Each of these draws significantly on the Council's resources, both in terms capacity and finances and continues to place an unprecedented strain on the Council. Furthermore, it has introduced greater uncertainty and unpredictability for financial planning purposes.

3.5 The Council has tactically generated reserve headroom of £5.8m, £1.8m in its Council Fund balance as part of the outturn strategy for 2019/20 and a further £4m in its earmarked reserves as a result of significant late grant awards from Welsh Government in 2020/21. This will at least enable the Authority to mitigate in part the potential significant financial pressures brought about by the pandemic or otherwise in the current year or over the medium term. However, this only provides a finite and limited level of reserve cover.

- 3.6 The Council continues to deal with unprecedented amounts of uncertainty with its finances, both in terms of the current year as the consequences of the pandemic unravel, as well as next year and over the medium term where there remains continued uncertainty as to the funding outlook for local authorities in Wales.
- 3.7 The month 6 forecast separately reported on this agenda displays a forecast deficit at month 6 of £1.94m with the Council's core service delivery, with a further £3.97m deficit directly associated with the extraordinary financial pressures attached to COVID-19. Based on commitments from Welsh Government, it can be reasonably assured that all Covid-19 associated cost pressures and income losses that are eligible to be met by the Welsh Government Covid-19 Hardship fund will be funded to the end of March 2022.
- 3.8 Whilst the Council is taking recovery action and bearing down on non-essential expenditure in the current year the inherent pressures will clearly have a bearing on the budget for 2022/23 and over the medium term unless suitably mitigated through much needed additional funding from Welsh Government.

Funding context

- 3.9 The overall picture in public sector resourcing remains an uncertain one. The Chancellor of the Exchequer presented his Autumn budget and Spending Review to Parliament on 27th October 2021. On the face of it this presented a more optimistic funding outlook for public services for 2022/23 and beyond what many commentators had predicated. However, the Chancellor is seen to be drawing back increases in public finances from 2023/24.
- 3.10 The UK Government's Comprehensive Spending Review provides an opportunity for Welsh Government to provide a fairer settlement for local government in Wales and one which enables the Council to have greater certainty on its modelling assumptions for the next three years.
- 3.11 The Council hopes that the significant pressures on local government services in Wales will be considered on an equal footing to those of the NHS in Wales. Local authorities continue to lobby Welsh Government directly and through the WLGA to ensure that there is a strong body of evidence to support the need for funding at a level that allows Council services to be sustained and at the level of increased demand being experienced.
- 3.12 As things stand and until the provisional settlement is published by Welsh Government it leaves it very difficult to accurately make settlement predictions for next year. A 3% increase is currently being used as a sensible and prudent modelling assumption for Aggregate External Financing (AEF). AEF represents the core funding that Local Authorities receive from Welsh Government every year. In addition, it is as yet unclear as to the continued impact of the pandemic beyond this financial year and the level of any additional funding that Welsh Government might provide to local authorities to mitigate such additional costs or continued income losses. And given the COVID Hardship Fund is due to cease on 31st March 2021.
- 3.13 The further challenge amidst this uncertainty is one of timing. The provisional settlement is expected on 21st December 2021. Cabinet have delayed their consideration of the draft budget proposals until January in order that the most up to date funding announcement can be included. Welsh Government's final local government settlement is due to be published on the 1st March, the day before Cabinet will be considering the final budget proposals on 2nd March and ahead of Council setting the budget for 2022/23 on 3rd March.

- 3.14 The Council also receives specific grant funding beyond the core funding it receives from Welsh Government via the local government settlement. The level of these can be difficult to predict, and are not always even available/apparent by the start of the forthcoming financial year, which will always tend to undermine accurate financial planning and therefore presents a further ongoing financial and budgetary risk.
- 3.15 Additionally, Welsh Government also considers at times the transfer of specific grants into core settlement funding. Core funding via the settlement is traditionally unhypothecated meaning that it is allocated without restrictions on how it should be spent.

Financial Planning Methodology

- 3.14 Pragmatically in terms of financial planning, the basic premise is to assume that existing grants will continue at levels as currently, unless notified explicitly otherwise. If grants are transferred into core funding and Aggregate External Financing (AEF) then these will not be automatically hypothecated to the purpose for which the grant was given. If specific grants cease, it is expected that the activity will cease. Continuance of an activity following grant funding ceasing, would require the service providing a business case to assess each case on its merits.
- 3.15 As highlighted above there are significant and ongoing financial challenges facing the Council in the current year, next year and over the medium term. There is also an additional level of complexity brought about by the pandemic and its continued impact as well as the resultant uncertainty that this has on Welsh Government funding for local authorities in Wales.
- 3.16 It is anticipated given the level of both the challenge and uncertainty that the budgets for 2022/23 and over the medium term may need to draw on a planned and managed contribution from reserves and capital receipts. As mentioned the Council has tactically generated reserve headroom of £5.8m, £1.8m in its Council Fund balance as part of the outturn strategy for 2019/20 and a further £4m in its earmarked reserves as a result of significant late grant awards from Welsh Government in 2020/21. However, this only provides a finite and limited level of reserve cover.
- 3.17 It is planned for a revised reserves and capital receipts protocol to be produced as part of the MTFP process and to ensure that earmarked reserves and capital receipts can also adequately support financial planning over the medium and long term.
- 3.18 Services are expected to manage their own pressures in the first instance, ensuring that any significant impact on the public, council policy or performance is explicitly identified and approved. Pressures that are introduced into the budget process will undergo a rigorous challenge process consistent with that for any savings proposals introduced.
- 3.19 Budget assumptions are based on the best information available at the current time and will be subject to variation as new information comes to light, notably upon receipt of the funding settlement from Welsh Government.

Process

- 3.20 Setting a sustainable path for the Council into the future will need to be identified, with significant budget pressures outstripping even the most optimistic assumptions around Welsh Government funding via the settlement and specific grant funding awards. This is

not going to be an easy task over the medium term and will involve difficult decisions that allows Cabinet to continue to deliver the aims and aspirations set out in the Corporate Plan whilst ensuring that services can sustain themselves into the future. The work required needs to involve Members and Monmouthshire communities as early in the process as possible.

3.21 It is therefore suggested that the process for developing proposals for the MTFP run in parallel to budget proposals for 2022/23, and would follow the steps outlined below:

- The MTFP model and underlying budget assumptions have been updated based on most up to date information and estimates.
- A full assessment is being undertaken of budget pressures that services will be required to manage next year and over the medium term and that draws on:
 - Most up to date budget monitoring information, and most recently the month 6 budget monitoring report.
 - Pressures and income losses continuing to impact as a result of the COVID pandemic and in the absence of Welsh Government's COVID Hardship Fund that is due to end on 31st March 2022.
 - Consequences of legislative changes that impact on service delivery
 - Demand projections based on trend analysis and data analysis
- Building upon the success of the most recent budget processes equal rigor and process will be applied to any new pressure that is added into the MTFP and budget process, as it is anticipated it may in fact be easier to avoid or mitigate a pressure than it is to find an equivalent saving.
- Initial modelling highlights budget shortfalls to be managed for 2022/23 and over the medium term. Efforts to identify savings continue to be made whether through service efficiencies or limited scope for increases in fees and charges.
- Welsh Government intends to publish the draft provisional funding settlement for local authorities on 21st December 2021. It is hoped that the settlement will provide both a level of certainty and a sufficiency of funding that in turn will result in the Council minimizing any need to draw on limited one-off reserves to assist the 2022/23 budget process.
- Where necessary up-front engagement with key stakeholders will take place ahead of draft budget proposals being released for consultation.
- Draft revenue and capital budget proposals for the 2022/23 budget will be presented to a Special Cabinet meeting on 19th January 2022.
- The underlying MTFP model will also be updated to include new information as it becomes available, specifically information from Welsh Government on the settlement. The modelling will inform a Medium Term Financial Strategy and Plan that will also be presented to Cabinet on 19th January 2022.
- Formal scrutiny of the draft budget proposals will then take place through the normal Select committee cycle in January and February, including as necessary one overall scrutiny meeting to consider the budget proposals as a whole.

- Public consultation will also take place subsequent to the Special Cabinet meeting on 19th January 2022 and will run until the 16th February 2022. The pandemic continues to present some unique challenges as it is unclear as to level of restrictions in place due to the pandemic and the extent of any social distancing requirements at that time. To that end more significant consideration is likely to be given to virtual and online consultation. Though accessibility options will again be explored to ensure that nobody is disproportionately disadvantaged in their ability to respond during the budget consultation period.
- Final budget proposals will be presented back to Cabinet on 2nd March 2022 after consideration of consultation feedback. The budget will then go to Council on March 3rd 2022 to meet the statutory requirement to set a Council Tax for the following year. This presents a challenge for setting next year's budget, as Welsh Government intends to only release final settlement information shortly before this date on 1st March 2022. As stated that may change, but where necessary may involve the final budget proposals containing potential options to mitigate the potential for any adverse final settlement revision.

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

- 4.1 There is a requirement placed on Local Authorities to comply with the general equality duties set out in the Equality Act 2010 and the specific equality duties such as the statutory responsibilities to assess the equality impacts of their budgetary decisions. The Equality Act 2010 places a General Duty on Monmouthshire County Council to eliminate discrimination according to nine "protected characteristics" (age, belief and non-belief, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, and sexual orientation). Also we need to comply with the Welsh Language Act 1993 and the Welsh Language Measure 2011 through which the Welsh Language Commissioner has shaped the Welsh Standards which will come into force from 30th March 2016.
- 4.2 The Wellbeing of Future Generations Act requires public bodies to improve social, economic, environmental and cultural wellbeing, by taking action in accordance with the sustainable development principle aimed at achieving the Wellbeing Goals. The authority was an early adopter of The Act and re-shaped its pre-decision evaluation tool to reflect the well-being goals and the principles which it sets out.
- 4.3 Whilst there are no significant impacts identified at this stage it is important to outline the process by which the Council intends to respond to these issues by building considerations of equality, diversity and sustainability into the planning and delivery of its budget process by:
- Requiring Chief Officers to undertake a Future Generation evaluation of all savings proposals that are offered for their service area to contribute towards the Council's overall savings target.
 - Producing an overall FGE assessment of the revenue budget proposals and publishing this as part of the revenue budget proposals for consultation.
 - Undertaking a FGE assessment of the capital budget proposals and publishing this as part of the capital budget proposals for consultation.

- Enabling the Council's Cabinet Members to consider initial savings proposals with the benefit of the FGEs, and to make initial decisions based on this information.
 - Deciding that once the final shape of the budget is agreed by Council in March 2021, Council service areas carry out continued detailed work to mitigate and manage any equalities or Future Generation issues that have been identified.
 - Including the FGEs as part of both draft and final budget proposal reports and published on the Council's website so that residents can understand the factors that went into the planning of the 2022/23 budget.
 - Ensuring that where proposals will be the subject of further reports it is expected that further FGEs will be undertaken at that time and where savings are being made from decisions already taken then those implementing those decisions should consider mitigating any negative impacts where necessary.
- 4.3 There is a continued intention to enhance the impact assessment process going forward with profiles of typical Monmouthshire residents being used to better anticipate the compounded effect of multiple proposals.

5. OPTIONS APPRAISAL

- 5.1 This report looks to provide an overview of the process for the budget setting process. When budget proposals are developed and brought forward for consultation an option appraisal will be completed for each substantive saving and pressure.

6. EVALUATION CRITERIA

- 6.1 Whilst the nature of this report does not require any evaluation, the annual budget process is reviewed on an ongoing basis and based on feedback received from the public, members and officers. Cabinet and the Strategic Leadership Team review the process and feedback and recommendations for improvement.
- 6.2 The changes incorporated as a result of this year's approach are referenced throughout the report.

7. REASONS:

- 7.1 To provide the opportunity for full and informed engagement, consultation on and scrutiny of budget proposals and processes.

8. RESOURCE IMPLICATIONS:

- 8.1 There are no resource implications arising directly from this report. Resource implications will subsequently arise from the draft revenue and capital budget proposals considered by Cabinet at its meeting in January.
- 8.2 The budget process will see draft budget proposals developed and brought forward to Cabinet for consideration and ahead of release on consultation and to ensure that feedback is sought and appropriately reflected in final budget proposals considered by Cabinet next February. Council tax and the final budget proposals will be approved by Council next March.

9. CONSULTEES:

Strategic Leadership Team
All Cabinet Members

10. BACKGROUND PAPERS:

Nil

11. AUTHOR:

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SUBJECT: THE PRINCIPLES OF A REGIONAL APPROACH TO EMPLOYABILITY

MEETING: CABINET

DATE: 1st December 2021

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE:

- 1.1 To seek endorsement for the principle of a locally delivered regionally coordinated approach to employability post- EU.
- 1.2 To seek endorsement for *the Framework for Future Employability in the Cardiff Capital Region (CCR)* as shown in Appendix 1. The Framework has been approved by the Regional Skills Partnership and Regional Business Council.

2. RECOMMENDATIONS:

- 2.1 That Cabinet approves the principle of a locally delivered regionally coordinated approach to employability post-EU.
- 2.2 That Cabinet approves the proposed *Framework for Future Employability* in the Cardiff Capital Region (Appendix 1) across the ten Local Authorities. The framework is the preferred option which is subject to flexibility, change and local circumstances.

3. KEY ISSUES:

3.1 Current ESF programmes (Inspire2Achieve, Inspire2Work and Skills@Work)

- 3.1.1 The European Social Fund Operations are split between 'West Wales and the Valleys' (Blaenau Gwent, Bridgend, Caerphilly, Merthyr Tydfil RCT and Torfaen) and 'East Wales@ (Cardiff, Monmouthshire, Newport, and Vale of Glamorgan) This meant that two sub-regional suites of projects had to be developed.
- 3.1.2 The ESF funding was allocated to individual objectives. This meant that different employability projects had to be created for long-term unemployment, short-term unemployment, NEET, in work poverty and support for those with work-limiting health conditions. This has led over 15 separate projects operating in different areas within the CCR.
- 3.1.3 With the UK no longer part of the EU, ESF funding will no longer be available for these programmes from December 2022. It is not yet known whether the UK Shared Prosperity Fund (UK Government's replacement for EU funds will support employability activity or whether this will continue to be separated into

objective -led projects. Nor is the amount or delivery mechanism known at this stage.

- 3.1.4 Therefore, in preparation of any funding bids to the UK Shared Prosperity Fund, the 10 CCR Local Authorities have developed a single, clear, flexible framework for future employability programmes in the region based on a shared vision, shared principles and common tools.

3.2 Next Steps

- 3.2.1 All ten local authorities in the CCR deliver employability and skill programmes supporting our citizens into sustainable and better paid employment; upskill or train, bespoke support for our unemployed young people and adults and access further qualifications A regional framework will embrace local delivery supporting the earliest possible intervention and prevention and inform local need.
- 3.2.2 In the interim, a regional Community Renewal Fund Bid for CELT (Connect Engage Learn Transform) was submitted in June for short term funding from August 2021 to March 2022 in readiness for a subsequent bid to the UK Shared Prosperity Fund in 2022/23. The bid was successful in November and the framework has been extended until June 2022. The purpose of the bid for Monmouthshire is to enhance the current service by; Developing a Triage system – mechanism to ensure referrals to the right support: Employing a Wellbeing Engagement Worker; Enhancing our Digital and Outreach Engagement; Sourcing employment opportunities in Construction and Digital and Targeting employment for homeless/at risk of homelessness.
- 3.2.3 In principle the *Framework for Future Employability in the CCR*: A regional co-design and collaborative approach led by Torfaen County Borough Council sets out the region's future employment and skills demands and explores how the UK Shared Prosperity Fund and other alternative Funding can support this going forward. The Framework has been approved by the Regional Skills Partnership and Regional Business Council. All ten Local Authorities are presenting the framework to their cabinets for approval over the coming months.

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

The Assessment (Appendix 2) demonstrates that the proposed Framework for Future Employability in the CCR complies with the well-being five ways of working, supports the well-being goals and associated activities. This is expected to have a positive impact on all groups and people with protected characteristics, however the assessment also acknowledges that due to mental health and well-being, social and educational barriers not every person will progress into further education, training, and sustainable employment.

5. OPTIONS APPRAISAL

An options appraisal has been undertaken in Table one below

Table One: Options Appraisal

Option	Benefits	Risks
Do nothing – Framework for Future Employability	None Identified	Loss of expertise, knowledge, and support for our young people at risk of becoming NEET, unemployed adults with multiple barriers and no skills growth potentially leading to increased unemployment.
Endorse the Framework for Future Employability	A single, clear, and flexible framework for future employability programmes in the region based on a shared vision, shared principles, common tools, and local circumstance.	Shared Prosperity Fund (SPF) priorities have not been launched; this is a risk that the proposed Framework will not align to these priorities. To migrate this risk, we have reviewed the priorities of the Community Renewal Fund which is seen as a precursor to SPF.

6. REASONS:

- 6.1 The end of ESF presents local challenges, however this also presents the Team with an opportunity to reflect on what has worked well and what needs improvement going forward when developing a first-class delivery programme. The team recognises the need to continue to address individual and local need; through a regional approach to improve efficiency, sustainability and collaborative expertise and knowledge. The Team have taken part in a series of regional workshops;_Pre-16 NEET prevention activity & the interface with Employability, Recruitment and Engagement, Triage and Lead Worker Allocation, Client Assessment Process and The Menu of Support & Intervention.
- 6.2 The loss of ESF programmes will potentially increase the number of young people at risk of becoming NEET when NEET figures for the past 3 years have remained low as a result of the work undertaken: 2020 Y11 leavers 11NEETs, Y12 leavers 7 NEETs and Y13 leavers 14 NEET. Adult unemployment in September was 1703 people/3.1% of the population of which 350 unemployed were aged 18 -24 years, the highest number in terms of the age ranges, therefore need for continued employability support. Not forgetting the human impact, potential loss of 12.2FTE staff who are highly skilled experts in their specialist field.

- 6.3 The *Framework for Future Employability in the CCR* will share a shared vision for an employability service which is: Responsive enough to rapidly changing employability trends/priorities; Flexible enough to still address individual barriers; still align to local circumstances and still delivered by local teams; Engage with industry to support people into more sustainable roles; with a particular focus on the following barriers- Adult Barriers, Priority Industry Engagement, Anti- Poverty and Early Interventions for young people at risk of NEET.
- 6.4 The framework considers the current employability landscape, lessons learnt from current programmes and the changes in policy and labour market demands, the framework is based on these key principles:
- Subsidiarity works
 - Local knowledge is crucial
 - The need for a trusted brand
 - Prevention over profitability
 - Continuity of provision is valuable and cost effective
 - Shared regional learning adds value
 - Simplified project costs have been effective
 - An employability journey not a project journey has the greatest impact
 - One framework doesn't necessarily mean a single point
 - Employability should not just be seeking jobs, it should be seeking sustainable jobs
- 6.5 The 2019 CCR Employment and Skills plan highlights the value and importance that employers place on employability and the key that it plays in helping residents into the jobs of the future, in light of recovery from the Covid pandemic this is more than important than ever in shaping our future local economy.
- 6.6 The CELT Community Renewal Fund bid will provide an entry into UK Shared Prosperity Fund and will enhance the Team's offer to resident by centralising triage role within the Team and providing additional wellbeing and support resources. It also strengthens the regional working practices of the team which aligns to both local and national priorities including Welsh Government Employability Plan.

7 RESOURCE IMPLICATIONS:

- 7.1 The funding framework and delivery model for future employability provision post-ESF is still being developed with the 10 local authorities of the Cardiff Capital Region. This is intended to provide a flexible and changeable regional approach that will address local demands currently served by ESF provision.
- 7.2 The cost to staff Inspire2Achieve, Inspire2Work and Skills@Work per annum is approximately £525,000. This is currently made up of £328,500 of ESF grant income in and £197,000 from core funding (£167,000) and Welsh Government grants (Youth Support Grant, £30,000).

7.3 ESF funding will end in December 2022 resulting in a loss of £328,500 per annum in funding support for these programmes

8 CONSULTEES:

- SLT – Cabinet Member for Enterprise
- Economy and Development Select Committee
- DMT – Enterprise
- Frances O'Brien – Chief Officer for Enterprise
- Cath Fallon – Head of Enterprise and Community Animation
- Regional Skills Partnership
- Regional Business Council

9 BACKGROUND PAPERS:

Framework for Future Employability – Appendix 1
Integrated Impact Assessment – Appendix 2

10 AUTHOR:

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Shaping Employability to Achieve the Vision of the CCR Employment & Skills Plan

A Discussion Paper from the RSP Cluster Group

In 2019 the Cardiff Capital Regional Skills Partnership adopted its **Employment and Skills Plan**. This sets a clear vision of the future skills needs of the City Region and the activities that regional partners need to deliver to achieve this.

Employability features strongly. The value and importance that employers place on ‘employability’ skills is clearly reflected. So too is the need to help individuals address their personal barriers to employment to avoid communities being “left behind” in a very competitive labour market. With the impact of the Covid-19 pandemic now being felt in the economy and labour market, employability is more important now than ever.

There is recognition too of the important role and impact of Local Authority employability projects. With expertise built up over 20 years, the projects epitomise the benefits of subsidiarity and devolution. They are delivered as close as possible to the citizen. They are flexible making them highly responsive to local labour market changes. They are focussed on the personal needs of the client and not the need to generate profit. They create a long-term relationship with thousands of clients, helping people into work, to remain in work, and to progress into better paid work at various stages in their lives. They work together, solving problems in partnership with each other and with other early intervention and prevention services. They are respected and trusted by residents.

The end of EU funding is an opportunity to learn lessons: to remove some of the artificial barriers, constraints, and bureaucracy. It is an opportunity to shape a new long-term local authority-led employability programme. But with EU funding ending in 2022, there is a need to do so quickly.

In this context, this discussion paper considers:

- The lessons learnt from employability delivery during the EU programmes
- The achievements and impact of locally led employability programmes
- CCR labour market challenges and the “new context” for future employability

And concludes with the principles of a future employability approach:

- Local Authority-led delivery using...
- ... a common approach to “**pre-assessment & engagement**” and...
- ... a common “**Triage system**” and...
- ... a common “**Assessment Toolkit**” and ...
- ... a common but flexible “**menu of support & interventions**”

What is Employability?

At its core, employability is about removing an individual's barriers to finding, maintaining, or progressing in sustainable employment whatever that barrier may be. This could be **skills** (general or occupationally specific), it could be **job readiness/awareness**, or it could be the availability of **support**.

Employability programmes *target* the individual, but they *impact* on families, communities, employers, and the economy too. From an employer's perspective, staff with the right skills, knowledge and attitude can "hit the ground running" and can introduce new thinking on products and processes adding significant value for the company. At a macro-economic scale, employability programmes can help prepare the workforce to move from lower demand to higher demand (or higher value) occupations.

Consequently, employability programmes have a positive impact on various economic policy objectives including:

- Early intervention & prevention
- Child poverty
- Young people at risk of becoming NEET
- Preparation for work and long-term unemployment
- Youth unemployment
- Short-term unemployment
- Economic integration of refugees (e.g., REACH)
- Under-employment and work-limiting health conditions
- Maximising income, in-work poverty & progression
- Workforce development and employee retention
- Preparation for entry into RSP priority sectors



With such wide impacts, employability is well-reflected in several national strategies and policy documents:

- **CCR Industrial and Economic Growth Plan:** *"We must... target our most deprived and isolated communities and support regenerative growth... GVA per capita remains low, like other regions in the UK. Participation rates - the proportion of the population that is economically-active - could be higher"*
- **UK Industrial Strategy:** *"We need to narrow disparities between communities in skills and education and remove barriers faced by workers from underrepresented groups in realising their potential."*
- **WG Employability Plan:** *"It is one of the prime responsibilities of Government to educate, train and prepare people for the world of work and to remove barriers which prevent people from accessing work so that they can make a contribution to society."*
"We are creating a new service, the Employment Advice Gateway, to provide employment-related advice and guidance to people in Wales... Careers Wales will be given an enhanced role to operate the Employment Advice Gateway"

- **WG Programme for Government:** *“Low skill levels are the single biggest barrier to building the Welsh economy we want, and often the biggest barrier for individuals in securing meaningful work. It is critical we tailor skills support to individuals’ needs, while addressing other barriers such as poor health, transport and caring responsibilities to drive up prosperity levels for all.”*
We will deliver the Young Persons Guarantee, giving everyone under 25 the offer of work, education, training, or self-employment.”
- **WG: Regional Framework in Wales After Brexit:** *[What works] “Unemployed participants on EU-funded employability projects are 46 per cent more likely to find work over twelve months than non-participants. Economically inactive participants are 84 per cent more likely to find work than similar economically inactive people who have not benefited from this support”*
- **WG: A More Equal Wales: Preparing for the commencement of the Socio-economic duty.** *Socio-economic disadvantage leads to inequality of outcome including lower paid work and poorer skills and attainment.*
- **WG: Wellbeing of Future Generations Act:** *“Applying the well-being goals can help tackle poverty as it helps you identify where the main determinants of poverty exist, how they work together and what opportunities there might be.”*
- **One Million Welsh Speakers:** *“The evidence received suggests that there is a demand for a bilingual workforce to meet business and customer needs; this can be addressed by developing the linguistic skills and confidence to meet the requirements of businesses.” “Employers in the Childcare sector were the most likely of all sectors to consider Welsh language skills important. 84 per cent considered such skills important, and 42 per cent ‘very important’.*
- **Youth Engagement and Progression Framework:** *“The recently published Tackling Poverty plan clearly identifies that reducing the number of young people who are not engaged in education, employment or training (NEET) will have a long-term impact on the lives of not just today’s young people, but generations to come. The cost of not addressing this issue is not just economic, but impacts on levels of unemployment, under employment, crime, well-being, substance misuse, premature death and early motherhood.”*

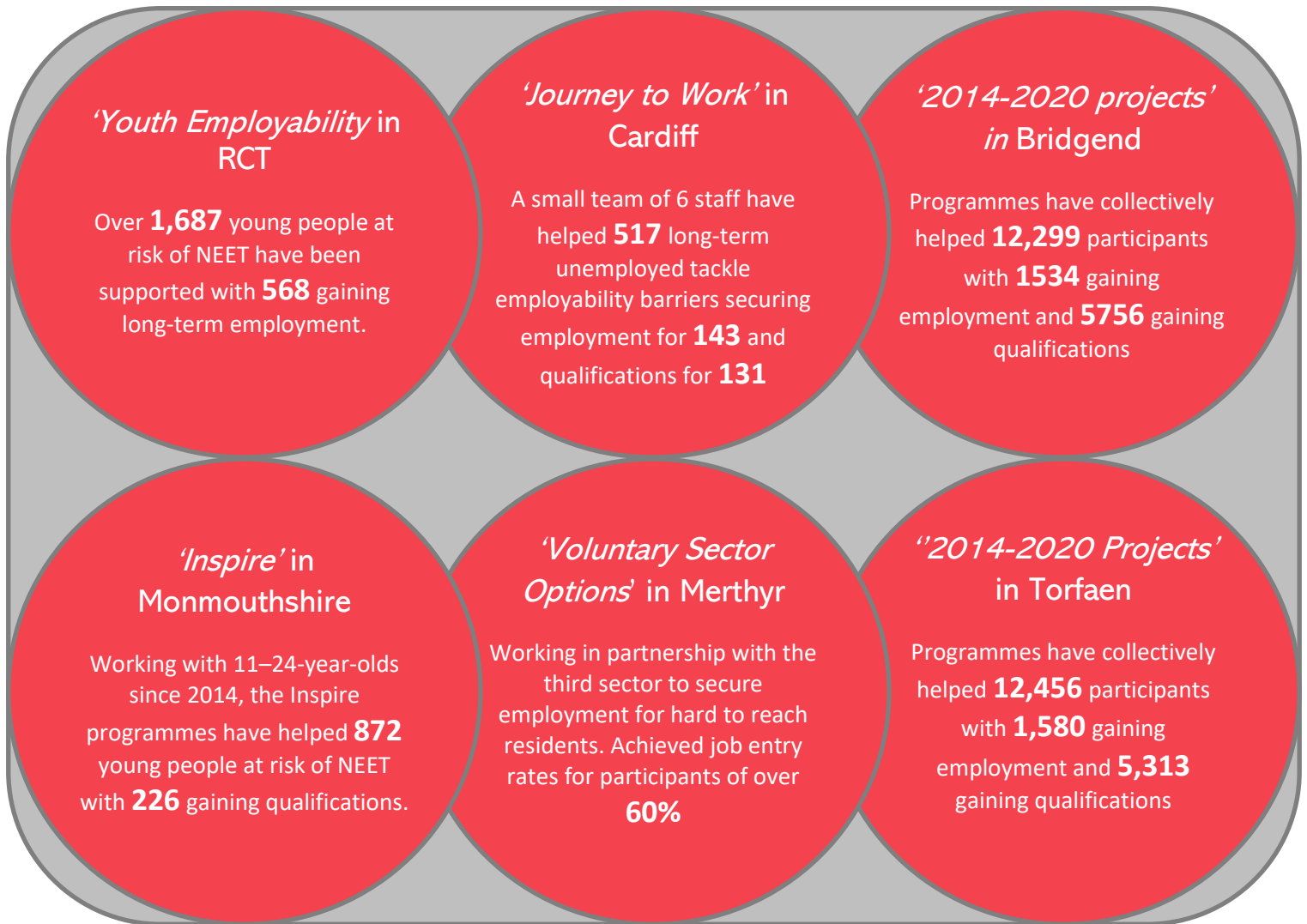
What have Employability Programmes Achieved?

It is well-established that reducing unemployment and economic inactivity, improving skills levels and equipping workers with the ambition to progress in their careers is one of the principal drivers of regional productivity growth. Employability programmes in the Cardiff City Region have helped thousands of people to improve their skills, gain new qualifications and enter / progress in employment.

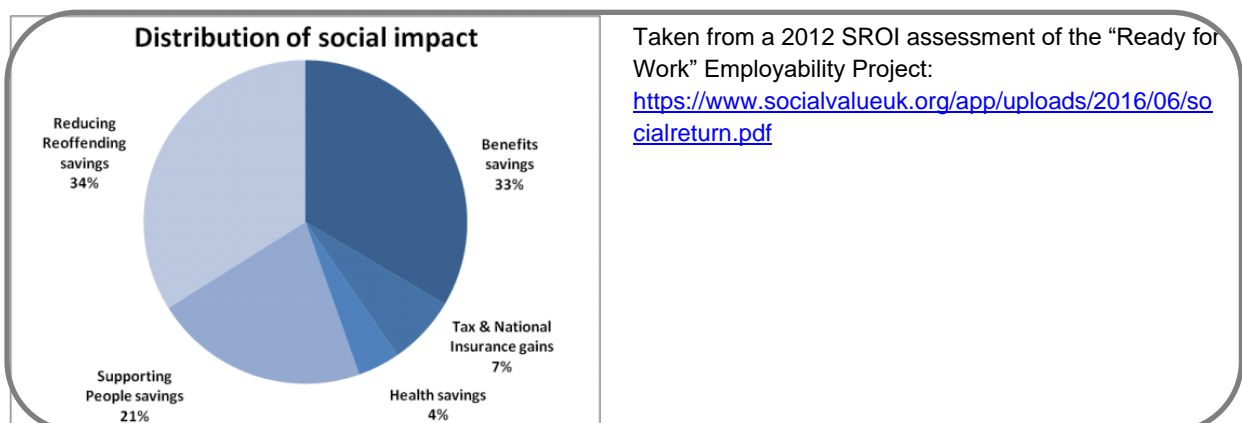
‘2014-2020 Structural Funds’ in the CCR

The projects supported **14,522** long-term unemployed into employment and **51,127** to gain qualifications

For over 20 years local authority led programmes have had success in deprived communities; success working in partnership with the third and private sectors; success working with young people and with vulnerable adults. Highlights include



But the statistics do not show the full impact of these interventions. It is well-established that employability programmes have a high social return on investment. A 2012 evaluation of employability programmes showed cashable impacts across various government departments:



Closer to home, a 2019 **social return on investment** study for RCT showed a net social impact of £2,080,078 on the £405,000 Inspire to Work project alone. A social return on investment of £5.10 for every £1 spent.

“RCT I2W: A social return on investment of £5.10 for every £1.00 spent”

Nor do they show the impact on individuals:

Monmouthshire Inspires to Achieve

In Spring 2016, Monmouthshire Inspire to Achieve (I2A) was asked to intervene to support a year 9 boy (“X”) who was not attending school. He had a turbulent family background, no contact with his dad and had recently seen his older sister sectioned under the Mental Health Act leading a severe decline in his own mental health. “X” withdrew from all facets of life and was becoming increasingly violent. His school attendance fell to 30% with 56% unauthorised absence. At this point I2A was asked to intervene.

“X” continued to work towards core subjects in school whilst receiving pastoral support for his emotional needs and employability skills support from I2A. Through intense 1:1 support, “X” and his case worker have developed a trusting and effective relationship which has identified his barriers to employment and has significantly reduced his anxiety and improved his confidence. He is now close to completing a BTEC L2 Qualification in Work Skills (ahead of his peers) and his attendance has increased to almost 90% (a 200% increase). He now has the ambition to progress into a career in advertising and design.

Torfaen Bridges into Work helps land Dream Job

In Winter 2020, Torfaen Bridges into Work (BiW2) supported Andrew Wilkinson into his dream job. Andrew was paralysed from the chest down following a road traffic accident 18 years ago. Prior to his accident he worked as a full-time scaffolder. Considered as long term unemployed and having no formal qualifications, he contacted BiW2, where he received support from Employment Mentors who helped him to build his confidence, develop his CV, complete online qualification and ultimately to secure a job as an assistive technologist at Rookwood Hospital – the hospital that provided him with treatment following his accident.

How employability has been delivered in CCR

The project-based nature of EU structural funding led to a plethora of employability programmes, each based on the principles above, but targeting a different **clientele**, **geography**, or **employability outcome** and using slightly different models, assessment tools and interventions.

To add to the complexity, there are many wider programmes that have an employability component, including: DWP Restart, DWP Kickstart, and Communities 4 Work+. This is alongside the Working Wales service that provides an independent careers information, advice, coaching and signposting service that incorporates referrals to the full breadth of employability and other provision.

Summary of Recent EU-Funded Employability Programmes

	Clientele	Geography	Outcome
Bridges into Work	<ul style="list-style-type: none"> • Long-term unemployed • Age 25+ 	<ul style="list-style-type: none"> • BGCBC, TCBC, CCBC, BCBC, MTCBC • Non-CF* areas 	<ul style="list-style-type: none"> • Long-term unemployment • Economic Inactivity
Working Skills for Adults	<ul style="list-style-type: none"> • In Employment • Age 16+ • QCF2 or lower 	<ul style="list-style-type: none"> • BGCBC, TCBC, CCBC, BCBC, MTCBC 	<ul style="list-style-type: none"> • In work poverty / career progression
Nurture, Equip, Thrive	<ul style="list-style-type: none"> • In Employment • Age 16+ 	<ul style="list-style-type: none"> • BGCBC, TCBC, CCBC, BCBC, MTCBC 	<ul style="list-style-type: none"> • Underemployment & Work limiting health conditions • Workforce development
Journey 2 Work	<ul style="list-style-type: none"> • Long-term unemployed • Age 25+ 	<ul style="list-style-type: none"> • CCC, NCC, MCC • Non-CF areas 	<ul style="list-style-type: none"> • Long-term unemployment • Economic Inactivity
Skills @ Work	<ul style="list-style-type: none"> • In Employment • Age 16+ • QCF2 or lower 	<ul style="list-style-type: none"> • CCC, NCC, MCC • Non-CF areas 	<ul style="list-style-type: none"> • In work poverty / career progression
Building Resilience, Prosperity & Wellbeing (SWAW)	<ul style="list-style-type: none"> • In Employment • Returning to Work • WLHC 	<ul style="list-style-type: none"> • RCTCBC • Non-CF* & CF areas 	<ul style="list-style-type: none"> • Long-term unemployment • Underemployment & Work limiting health conditions
Communities 4 Work	<ul style="list-style-type: none"> • Age 16+ • AND QCF2 or lower; OR • WLHC; OR • BME; OR • Jobless Household 	<ul style="list-style-type: none"> • Whole CCR • CF areas 	<ul style="list-style-type: none"> • Long-term unemployment • Economic Inactivity
PACE	<ul style="list-style-type: none"> • Economically Inactive • Parents • AND NEET 16-24 OR 25+ 	<ul style="list-style-type: none"> • Non-CF • Whole CCR 	<ul style="list-style-type: none"> • Long-term unemployment • Economic Inactivity
ReAct	<ul style="list-style-type: none"> • Redundant less than 3 months • <16+ hours /week since redundancy 	<ul style="list-style-type: none"> • Whole CCR 	<ul style="list-style-type: none"> • Short-term unemployment • Career's advisory role
Traineeships	<ul style="list-style-type: none"> • Age 16-17 • NEET 	<ul style="list-style-type: none"> • Whole CCR 	<ul style="list-style-type: none"> • Youth Unemployment • Career's advisory role
Active Inclusion Fund	<ul style="list-style-type: none"> • Age 25+ AND • 54+ econ. inactive. • OR BAME & long-term unemployed; OR • Carer & econ. inactive. • OR QCF2 or lower. • OR WLHC 	<ul style="list-style-type: none"> • Whole CCR 	<ul style="list-style-type: none"> • Long-term unemployment • Economic Inactivity • Underemployment & Work limiting health conditions
Upskilling at Work	<ul style="list-style-type: none"> • Employees QCF2 or lower 	<ul style="list-style-type: none"> • Whole CCR 	<ul style="list-style-type: none"> • Developing priority sectors • Career progression
Inspire to Achieve	<ul style="list-style-type: none"> • Age 11-16 • At risk of NEET 	<ul style="list-style-type: none"> • Whole CCR (East & West projects) 	<ul style="list-style-type: none"> • At risk of NEET • Career's advisory role
Inspire to Work	<ul style="list-style-type: none"> • Age 16-24 • NEET 	<ul style="list-style-type: none"> • Whole CCR (East & West projects) 	<ul style="list-style-type: none"> • Youth Unemployment

*CF – Communities First

Each employability project relies on staff resource to deliver or procure the appropriate mix of interventions that address their participants' barriers and achieve the project outcome. In some cases, this involves specialist referrals to other programmes. These staffing roles / interventions / specialist referrals are summarised below:

Staff Resource	Interventions / Activities	Specialist Referrals
Design & Deliver Qualifications (e.g., Agored)		Specialist referral: Prison leavers
Employer Liaison Officers	Delivery of courses via accredited centres (e.g., Pearsons, Highfields)	Specialist referral: Learning difficulties
Financial Inclusion Officers		Specialist referral: LAC
Counsellors	Volunteering	Specialist referral: work limiting health condition
Health & Wellbeing Support	Work Placements	
Post-16 Youth Worker Support Workers	Job Prep / Employment Support	
Pre-16 Youth Support Workers	FE Referrals	
	Barriers Fund	

Lessons Learnt from the EU Programmes

What has Worked Well?

- **Subsidiarity works:** Local Authority delivered projects have great penetration into their target communities. LA employability teams have been embedded in communities for over 20 years and so have a strong understanding of residents' barriers, good networks with local support organisations, and are delivered by well-established (and well-known) practitioners.
- **Local knowledge is crucial:** Local Authority delivered projects have developed good knowledge of local labour markets, and good relations with local and regional employers built over many years. Collectively we have networks of thousands of employers who engage employability as part of their recruitment. Importantly, Local Authorities also have a strong understanding of the emerging employment opportunities in their local area.
- **A trusted brand:** Local authority delivered projects are trusted by participants. Without trust, it is impossible to engage those furthest from the labour market.
- **Prevention over profitability:** Local Authority led delivery has been motivated by tackling the root causes of participants barriers, however complex and however long that intervention takes. They have been successful at working as part of a wider Early Intervention & Prevention coalition of support agencies, employer networks and early intervention teams (e.g., money advice, benefits, foodbanks, ESOL provision, volunteering agencies, adult learning, children's services, education welfare, housing, and health & wellbeing advisory services) to help participants.

- **Continuity of provision is valuable and cost-effective:** Under current EU programmes Local Authority employability teams employ 100s of support workers, counsellors, and employment liaison officers. Many have developed networks in their local area over 20 years. Collectively there are hundreds of years of experience and local knowledge that would be lost if employability programmes were to end. In a profession that relies on building long-term 1:1 relationship with clients, the loss of this expertise could take decades to recover. Add to this the financial cost of decommissioning existing services (office costs, redundancy costs, re-branding) and continuity between programmes significantly improves the short and long-term cost-effectiveness for the region
- **Shared learning adds value:** Over the past two decades strong networks have emerged between employability programmes, training providers, higher and further education institutions, the voluntary sector, and the business community. Local Authority led provision is effective at working in partnership to deliver in areas where partners' have greater expertise, experience of knowledge.
- **Decades of progress towards real change:** Prior to the Covid-19 pandemic, regional qualifications levels were rising, unemployment was low. Youth employability teams were able to implement a 10-year preventative approach (through successive programmes like Prevent, Lift, and Inspire) which is benefitting a generation of young people. As a result of intervention, NEET figures were amongst their lowest ever.
- **Simplified Costs has reduced bureaucracy:** The FR40 simplified costs model used during the 2014-2020 programmes has had a significant impact on efficiency. This essentially creates a barriers and training fund for project participants. Local Authorities can now design interventions around a participant's needs and not around a pre-conceived list of compliant purchases.

What could be improved?

- **Assess participants for their "employability" journey, not their "project" journey:** Currently a participant is assessed when they enter each project. Each uses a different approach to determine eligibility and to assess what support to provide to a participant. To some extent this is necessary – the questions asked of an 11- or 16-year-old will be different from those asked of a 30- or 50-year-old. But there should be more commonality between and coordination of assessment tools so that a client can move seamlessly in and out of support at key stages in their employability journey.
- **Flexible outcomes:** Whilst FR40 has made project delivery more flexible, the current ESF-funded programmes are still rigid in their outcomes. The Covid-19 pandemic has again highlighted the need for employability to adapt quickly to changing labour market conditions and priorities (e.g., the flexibility to switch from economic inactivity to unemployment; from long-term unemployment to short-term unemployment; or from unemployment to under-employment). The end of EU funding requirements means that apprenticeships, further learning, and volunteering could all become more acceptable progression outcomes.
- **One Framework, but not necessarily one Programme:** Some programmes (particularly C4W/+) are wider than just employability. Others (particularly the Inspire 2 Achieve reduction of risk of NEET programme) require specialist interventions. Whilst these interact with an employability programme, they may also sit alongside rather than within it.

- **Hide ‘even more’ of the wiring:** Each project currently has strong brand identity amongst their clients, but the sheer number of brands can create confusion. There are examples of good practice in “hiding the wiring” (creating a seamless experience for a participant) within individual local authorities, but as a region there are still too many brands for employability alone (let alone complementary national programmes like Communities 4 Work/+, Jobs Growth Wales or Restart). There should be a clearer brand hierarchy, fewer brands, and a more consistent and universally accepted approach to triage across all employability interventions in the CCR.
- **Closer alignment with industry:** We want to move from projects which focus on ‘how do I support an individual into a job’ to ‘how do I support an individual into a *sustainable* job’ There is substantial change taking place in the economic base of the CCR, accelerated by Covid-19. The employability ‘skills’ needed to work in this emerging economy are also likely to evolve. With the adoption of a regional Employment and Skills Plan, and cluster groups in priority sectors, we face a unique opportunity to improve the alignment between our programme design and the demands of industry. There are some good innovative ideas:
 - E-learning modules for employability staff so that they are better placed to understand and therefore direct support towards priority sectors.
 - “Try before you qualify” model, supporting employability candidates into the workplace in priority sector roles before they make a decision on which qualification route to pursue.

The Future Context for Employability

The Covid-19 pandemic has brought into sharp focus the scale of the employability challenge. Structural changes are taking place in the economy at a rate not seen for decades with some well-established sectors declining rapidly.

The following represent opportunities / threats to the delivery of employability support:

- **Brexit:** The impact of Brexit on the industrial base of the CCR remains uncertain. Pre-departure assessments highlighted a high risk to the South Wales economy with its relatively high proportions of manufacturing employment and personal/financial services. Brexit impacts do not yet appear to be impacting on the labour market, but any decline in manufacturing employment will impact on the number of opportunities for employability clients.
- **Retail & Customer Service:** Even before Covid-19 restrictions the retail sector was transitioning away from bricks and mortar premises in town and city centres. Retail is one of the most popular and accessible routes from our employability programmes and any decline in retail employment will impact on opportunities for employability clients. The shift online (accelerated by Covid-19) will create other opportunities – in delivery and warehousing occupations in particular – but the propensity of these workplaces to cluster near to major transport routes will impact on the accessibility of any vacancies to employability clients. This is a particularly acute risk for young people at risk of becoming NEET.
- **Automation and Industry 4.0:** The CCR Industrial Strategy recognises a regional strength in advanced manufacturing and seeks to promote growth and innovation within key manufacturing sub-sectors (including medical devices and diagnostics, compound semi-conductors and transport engineering). The extent to which automation will reduce employment in South Wales’ largely SME manufacturers is unclear, but there is clearly a need to prepare employability programmes for the impact of a reduced number of lower-skilled occupations within these sectors. This will require better employability pathways, improved perceptions of the sector amongst clients and a stronger link between employability and technical skills.

- **Human Foundational Economy:** The Human Foundational Economy includes several priority sectors for the CCR RSP and has continued potential as a strong source of vacancies for employability clients. But there is a risk that these roles may perpetuate a low-wage economy and a need for employability programmes to engage with the sector to promote fair work, improve job security, improve the reputation of the sector, and stimulate progression opportunities.
- **Covid-19: labour market tightening:** The Covid-19 pandemic has forced many businesses to either cease trading temporarily or adjust their business model. Schemes like the Coronavirus Job Retention Scheme (furlough) and relief funds have to date limited the number of redundancies, but there remain risks to the labour market as this support is gradually withdrawn. At the peak of the pandemic, the ratio between claimants and vacancies rose substantially, and further such peaks may be seen. Any tightening of the labour market is likely to reduce opportunities for employability clients. In addition, employability teams are likely to be working with a more diverse range of clients, many of whom may not have previously been unemployed and may need to reskill / upskill. The extent to which demand on employability services will increase post Covid is, as yet, unknown
- **Covid-19: The psychological barriers:** Research conducted with children and young people by the Children’s Commissioners Office shows that young people’s emotional and psychological wellbeing has been severely impacted by the Covid-19 pandemic. This is highly likely to ‘present’ as an additional barrier to employment amongst the most vulnerable and may affect their ability to achieve their potential in education and/or to sustain employment.

An Employability Framework Fit for the Future

The priorities for future delivery

Reflecting on the context, on what has worked well, and on the lessons from earlier programmes, any future employability approach for the CCR should:

- Use a single long-term employability “model” which can rapidly respond to changeable policy priorities, but is flexible enough to cater to individual barriers and needs.....
- as the basis for designing common programmes together and with our partners across the region which address our three principal employability themes: “flexible employability support”; “anti-poverty interventions” and “early intervention for young people at risk of becoming NEET”
- which would include a common triage process, a “single front door” that ‘hides the wiring’, and common participant assessment tools
- and which would be delivered by teams in each of the 10 LAs with the flexibility to directly deliver, procure or refer participants onto a range of approved interventions
- funded through the Levelling Up Programme or other similar funds.....
- alongside activity to work with the RSP cluster groups to design pre-employment pathways for priority sectors.
-with the aim to give the region the direction, stability, and maturity to collectively engage with or bid for other emerging contracts (e.g., Kickstart, CAEHRs, Jobs Growth Wales+, apprenticeship programmes)..

The Pre-Assessment Process

The pre assessment engagement process is about reaching out to individuals, supporting them into regular activity and positive routines, and helping them to connect with others.

Many economically inactive and unemployed individuals are not actively engaged with employability services. This may be because they are not interested in working, have had poor experiences of employability services in the past, or are unaware of the range of services available.

To overcome this lack of engagement, a number of mechanisms will be used to reach out to individuals and engage them in employability services. These include:

- Pro-active marketing.
- Effective location of services
- Community outreach workers
- Partnership working with community organisations.
- Co-location of services.
- Adopting area-based approach and client group-based approach

Upon engagement, Triage officers will begin the Triage process to identify the most suitable provision for the client.

The Triage Process

A triage process is an integral feature of employability programmes to successfully refer a client to the project which can best support the skills, needs and circumstances of the client and for which the client is eligible. Under the proposed framework, all 10 authorities, and partner organisations, will design a common, collective, consistent approach to triage.

In practice the client or referral body completes, with the client's agreement, an expression of interest which is sent to a Triage Officer. The Triage Officer must fully understand all the provision in the area, what that provision can achieve for the client and then assesses the details of the client that have been provided. If there are areas which need further clarification the Triage Officer would contact the client to ask for more details. When the Triage Officer is confident, they have that level of detail which allows them to make a sound judgment they refer to the most suitable provision for the client in that locality.

The Triage Officer would notify the referrer that the client had been triaged to the particular project. The receiving agency would be asked to notify Triage when the client is successfully enrolled on the provision. Should the Mentor on that project undertake assessment with that client and determine that the provision is unsuitable for that clients' needs they would refer back to the Triage Officer with any new information which would able the Triage Officer to make a new provision.

When clients complete their time on a particular project, for example they get a job, and would leave that project a judgment must be made if there is other provision which could continue to meet the client's needs, for example in work support, a referral back to Triage or at least informing Triage that a referral is made to another project is key so the clients employability journey can be tracked. Many clients are re-referred to provision and seeing what schemes they have successfully or unsuccessfully completed helps inform Triage Officers when making the next referral and ensures that the client is eligible for that provision.

The Client Assessment Process

The model below provides a comprehensive and complete range of employment and skills interventions coordinated by the RSP. The ability to seamlessly link the client's journey, whatever their age, from their first engagement with employment and skills provision, demonstrates a model of local integration and delivery of services, which maximises benefits for clients. The various stages of the model below allow a client to re-engage at various stages of their employability journey. This section provides further information about the pipeline, and the different stages and interventions within it.



Alignment to Other Provision

An employability programme should not be developed in isolation from the wider skills provision in the CCR to ensure that participants can readily and seamlessly access specialist support, and, importantly, to provide opportunities for participants to progress into more technical skills development activities in priority sectors.

The following conversations should be prioritised during programme design:

- **Communities 4 Work (+):** National anti-poverty programmes have wider objectives which can complement the employability proposals in this discussion paper. In some LAs the projects may be delivered under the same management structures. Discussions should focus on a shared/consistent approach to branding, triage, and assessment.
- **NEET prevention:** Any successor programme to Inspire 2 Achieve will be an important feeder into the employability programme. Discussions should focus on the referral process from Inspire 2 Achieve into the employability programme.
- **RSP Priority Sector Cluster Groups:** Learning the lessons from previous EU programmes, the successor employability framework will need to establish a clear pathway into each sector for employability clients. This will need to consider the requirements of entry level job roles as well as technical skills requirements. This work – looking at starter roles – is now underway jointly between the local authorities and the RSP team.
- **Working Wales & School's Employer Engagement:** The creation of Working Wales and the launch of Jobs Growth Wales+ creates an opportunity to join up “careers & aspirations” workstreams with employability programmes. There are already pockets of good practice focussed on STEM in schools (BGCBC) and coordination of opportunities for young people (Cardiff Commitment).
- **Further Education Provision & Technical Skills:** Upskilling / reskilling is likely to remain an important part of the employability offer and technical skills will play an increasing role in that. Discussions with FE should focus on the assessment/intervention model and how it can act as a seamless feeder into existing/proposed FE provision.
- **Work-based Learning & Specialist Apprenticeship Provision:** The end of EU funding restrictions provides an opportunity to embrace apprenticeships as a progression route from employability programmes. There are opportunities for joint promotion, and the co-design of the assessment/referral process. There are also opportunities to align to local authority / third sector led specialist apprenticeship provision like Y Prentis and Aspire. This collaborative programme brings together education, industry, and the local authority to provide skilled opportunities in the advanced manufacturing sector. With its strong industry links and track record of supporting industry with recruitment, training & work placements, the Aspire programme could represent a link from employability provision into technical skills development. Y Prentis can do likewise into construction routes.
- **Public Sector Shared Apprenticeships and InFuSe:** A public sector testbed is likely to stimulate new service provision and new occupational routes in the public sector. This could be a strong source of future opportunities for employability clients and should be considered at an early stage of InFuSe's development.
- **CCR Investment Pipeline:** The CCR City Deal is developing a strong pipeline of upcoming investments in infrastructure (creating opportunities for construction vacancies) and innovation (creating opportunities for technological vacancies). If a clear “early warning” system could be

created to notify employability programmes when an investment proposition looks likely to receive support, it will help the employability teams to begin to prepare the workforce to reskill for these opportunities.

Conclusions and Next Steps

The adoption of a new framework for employability and a commitment from the RSP to seek funding to sustain the teams required to deliver this framework would usher in an exciting new era for employability in the CCR.

Learning lessons from the EU programmes, our proposed framework would create a system based on coordination not competition; a system based on flexibility and responsiveness to structural changes in the regional labour market; a system aligned to the priority sectors with distinct employability pathways into each one.

The case is strong for locally delivered employability. It provides excellent value for money and social return on investment. It is based on over 20 years of experience, and relationships with local communities that would take years to recover if that expertise was lost.

Adopting the proposed framework for employability would give the Regional Skills Partnership a mechanism to:

- Rapidly adapt to changing regional employability priorities in response to structural changes in the economy and labour market (i.e., getting the right mix between short-term unemployed, long-term unemployed, NEETs, under-employment etc).
- Improve the integration of employability with the other elements of the Regional Employment and Skills Plan, like careers and aspiration, technical education, and cluster development.

And it would provide direction to local authorities (working with the Cardiff City Deal) to seek funding from the Levelling Up fund to establish a long-term, regionally minded, locally delivered employability approach. It would provide a launchpad for further collaboration with other emerging contracts like Kickstart, Jobs Growth Wales+ or other programmes coming from the CAEHRs.

Immediate Next Step

Subject to approval on the principles within this paper from the RSP, the LA cluster group will commence work with partners on an employability project proposal for submission to Shared Prosperity Fund.

Appendix 2: Integrated Impact Assessment



monmouthshire
sir fynwy

Integrated Impact Assessment document
(Incorporating Equalities, Future Generations, Welsh Language and Socio-Economic Duty)

<p>Name of the Officer: Hannah Jones</p> <p>Phone no: 07738 340418 E-mail: hannahjones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Establishing the principles of a regional framework for employability post -EU</p>
<p>Name of Service area Employment and Skills – Enterprise and Community Animation</p>	<p>Date: 04/11/21</p>

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

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Yes: The framework has scope for employability programmes that focus on particular age ranges (for example Pre-16)	None Identified	N/A
Disability	Yes: The framework has scope for employability programmes that focus on work limiting health conditions	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	. Yes: Employability programmes help to address any perceived barriers that might impact on a participants route into employment. Programmes have provided advice and support previously to residents who are transitioning	None identified	N/A
Marriage or civil partnership	Yes: The framework will ensure fairness and equity.	None identified	N/A
Pregnancy or maternity	Yes: Employability programmes help to address any perceived barriers that might impact on a participants route into employment. Programmes have provided advice and support previously to young mothers and pregnant young people to help with their transition into employment	None identified	N/A
Race	Yes: The framework will ensure equity of opportunity regardless of race.	None identified	N/A
Religion or Belief	Yes: The framework will offer opportunities that will take into account peoples' religion and religious beliefs.	None identified	N/A
Sex	Yes: The framework will offer opportunities that will take into account individual needs regardless of sex.	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sexual Orientation	Yes: The framework will offer opportunities that will take into account individual needs regardless of sexual orientation.	None identified	N/A

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

Protected Characteristics	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	This proposal will reduce the number of residents that are living in poverty offering supportive measures to improve their future chances of securing higher earning employment, improve skills levels and sustaining employment.	None identified	N/A

3. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>The framework will adhere to the Welsh Government Welsh Language Policy. We will aim to provide bilingual learning opportunities if there is a need.</p>	<p>None identified</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	<p>This proposal is a principle framework, once the delivery programme has been developed recruitment and training will be considered and the need for the Welsh language.</p>	<p>None identified</p>	<p>N/A</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All Employment and Skills advertising is through the medium of English and Welsh including, Twitter, Facebook and website transactions.</p>	<p>None identified</p>	<p>N/A</p>

4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well-Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal strongly supports the Prosperous Wales wellbeing goal:</p> <ul style="list-style-type: none"> - <i>Delivering employability support to local residents will lead to improved labour market positions for those in employment</i> - <i>Delivering employability support to local residents will lead to employment, and increased income for those who are currently seeking work</i> - <i>Delivering employability support to local residents will lead to improved productivity and growth for companies in the region.</i> 	
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The proposal strongly supports the Resilient Wales wellbeing goal:</p> <ul style="list-style-type: none"> - <i>employability programmes support community and social resilience within communities and encourage greater levels of community interaction.</i> - <i>Employability programmes focus on building sustainable employment within communities, reducing inequalities between communities.</i> 	

A prosperous Wales

Efficient use of resources, skilled, educated people, generates wealth, provides jobs


A resilient Wales


Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)


Well-Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood</p>	<p>The proposal strongly supports the Healthier Wales wellbeing goal:</p> <ul style="list-style-type: none"> - <i>Employability programmes support people back into employment. Employment is widely seen as a positive wider determinant of health.</i> - <i>Employability programmes also support people with work-limiting health conditions to enter and progress in employment.</i> - <i>Employability programmes help to raise income levels, lifting residents and their families out of poverty. This is widely seen as a positive wider determinant of health.</i> 	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The proposal also supports the Cohesive Communities wellbeing goal:</p> <p><i>Employability programmes focus on building sustainable employment within communities, reducing inequalities between communities</i></p>	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The proposal also supports the Globally Responsible Wales wellbeing goal:</p> <p><i>Employability programmes will work closely with priority industries to help steer the labour market towards those growing industries. Many of these industries focus on developing products that will support global health (med</i></p>	


Well-Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<i>tech, life science etc) or reduce greenhouse gas emissions (e.g. e-mobility)</i>	
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>The proposal also supports the Wales of Vibrant Culture wellbeing goal:</p> <p><i>Employability programmes focus on building sustainable employment within communities, reducing inequalities between communities</i></p>	
<p>Page 118</p> <p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The proposal also supports the More Equal Wales wellbeing goal:</p> <ul style="list-style-type: none"> - <i>Employability programmes focus on building sustainable employment within communities, reducing inequalities between communities.</i> <p><i>Employability programmes help people to fulfil their potential no matter what their background or circumstances. For example, programmes provide specific support to those in deprived communities, those with work-limiting health conditions, and those for whom English is a second language.</i></p>	

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Page 119</p> <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The proposal is well-aligned to a long-term way of working:</p> <ul style="list-style-type: none"> - <i>By supporting households into employment and helping to sustain and improve the quality of that employment, employability activity is a key part of the suite of early intervention & prevention activities. This reduces the likelihood of long-term challenges resulting from deprivation, adverse childhood experiences, and unemployment.</i> - <i>This regional employability framework introduces a mechanism for priority industry engagement aligned to the Regional Skills Partnership priority sectors. This mechanism is specifically designed to support participants not just into a job, but into a sustainable, long-term career pathway.</i> 	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Working together with other partners to deliver objectives</p>	<p>The proposal is also well-aligned to a collaborative way of working:</p> <ul style="list-style-type: none"> - <i>The proposal has been considered by the Regional Skills Partnership and Regional Business Council.</i> - <i>Having been developed by the regional cluster group, it is particularly focussed on ensuring that there is a coordinated and joined up employability offer across the region</i> - <i>As the proposal develops further engagement, collaboration and co-design will take place with FE, Independent Training Providers, HE and the third sector.</i> 	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Page 121</p> <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The proposal is also well-aligned to a preventative way of working:</p> <ul style="list-style-type: none"> - <i>Employability activity supports young people who are “at risk” of becoming NEET based on well-established risk factors. By intervening early, employability programmes help to prevent generational unemployment,</i> - <i>Employability activity supports people to progress in their employment, helping to address issues of in-work poverty before they result in a participant feeling forced to leave the labour market.</i> - <i>The proposal has been shaped by a strong baseline of regional labour market intelligence provided by Data Cymru as part of their role supporting the RSP</i> - <i>The proposed framework seeks to improve engagement with industry so that participants are better prepared for securing employment in priority sectors.</i> 	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Page 122 Prevention</p>	<p>The proposal is also well-aligned to a preventative way of working:</p> <ul style="list-style-type: none"> - <i>Employability activity supports young people who are “at risk” of becoming NEET based on well-established risk factors. By intervening early, employability programmes help to prevent generational unemployment,</i> - <i>Employability activity supports people to progress in their employment, helping to address issues of in-work poverty before they result in a participant feeling forced to leave the labour market.</i> - <i>The proposal has been shaped by a strong baseline of regional labour market intelligence provided by Data Cymru as part of their role supporting the RSP</i> 	



Considering impact on all wellbeing goals together and on other bodies

The proposal is also well-aligned to an **integrated** way of working:

- *The regional framework seeks to embed employability as part of the suite of activity used to address a number of policy objectives. This includes:*
 - o **Adverse Childhood Experiences, Child Poverty & Community Deprivation:** Pre-16 reduction of risk of NEET activity helps young people to access the skills, support, and readiness to embrace long-term and sustainable employment, and break often generational cycles of unemployment. Similarly, programmes to support people into employment and to progress in employment help to raise families' income and lift communities out of poverty.

Regional Economic Performance. This employability framework is aligned to regional labour market demand and is based on an assessment of the strengths, weaknesses, opportunities, and threats within the regional labour market. Aligning employability activity to the needs of economy will help

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 124</p>	<ul style="list-style-type: none"> ○ businesses to grow, employ people, and sustain local incomes. ○ Integration of Refugees. This employability framework is aligned to activity like REACH and to ESOL provision ○ Supporting population health & wellbeing. This employability framework retains a focus on supporting those with work-limiting health conditions as well as promoting general wellbeing within employment. It is widely referenced that sustainable employment improves population health outcomes. 	

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

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?

Safeguarding	Safeguarding is a priority, and we have an excellent relationship with children and adult services. All Employment and Skills staff and volunteers have completed the Safeguarding level 1.	None identified	n/a
Corporate Parenting	All Care Leavers have guaranteed interviews to all MCC vacancies including apprenticeships. We aim to provide a tailor package for Care Leavers which is flexible to their needs and circumstances.	None identified	n/a

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

This report is founded upon following:

The team work to deliver the NEET (not in education, employment, and training) agenda and the AGI (Apprentice Graduate and Intern) strategy at a local level, their work also aligns with the skills for the future agenda at a regional and national level including the Welsh Government employability Plan and Youth Engagement and Progression Framework.

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

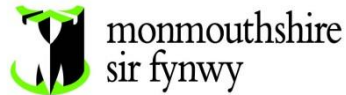
It is anticipated that this change will have a positive impact on peoples' social, emotional, health and wellbeing, education, and skills. This will develop their resilience and improve their life chances. This proposal does acknowledge that due to personal, social, and educational barriers, not person will progress in their employment.

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

What are you going to do	When are you going to do it?	Who is responsible
To take forward the principles of the Framework for Future Employability with a Donmouthshire focus	March 2022	Hannah Jones

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision-making process. It is important to keep a record of this process to demonstrate how you have considered and built-in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Cabinet	1 st December 2021	



SUBJECT:	METHODOLOGY FOR PRIORITISING HIGHWAY RESURFACING AND MAINTENANCE PROJECTS
MEETING:	Cabinet
DATE:	1st December 2021
DIVISION/WARDS AFFECTED:	All

1. PURPOSE:

- 1.1 To seek approval of the methodology for prioritising highway resurfacing and maintenance projects.

2. RECOMMENDATIONS:

- 2.1 That Monmouthshire County Council adopts the methodology of prioritising the highway resurfacing and maintenance schemes as detailed within the Highway Prioritisation Handbook at Appendix 1. This evidenced-based prioritisation is in accordance with the Highway Management Plan and in line with the requirement of the national code of practice “Well Managed Highway Infrastructure”.
- 2.2 That Cabinet supports the development and extension of this asset management approach to other aspects of the Highways service including highway structures.

3. KEY ISSUES:

- 3.1 The highway network is a key and highly visible community asset, supporting the national and local economy and contributing to the character and environment of the areas that it serves. National legislation requires highway authorities to establish highway policies and guidance in order to effectively manage their statutory duties. The new code of practice titled “Well Managed Highway Infrastructure” is a key document for all highway authorities to adopt in moving to a new asset and risk management base approach for the county highways.
- 3.2 The key principles set out within the new Code are addressed within the MCC Highway Management Plan, adopted by the Council in 2018, and are crucially important for the delivery of value for money and also for the authority to meet

its legal obligations as well as the objectives set out within MCC's own corporate plan.

- 3.3 Our highway network is an essential asset to our communities, businesses and visitors, supporting safe and convenient movement by foot, cycle, public transport and car. Recent examples of embankment failures and deterioration of Monmouthshire's highway bridges and county lanes, has brought increasingly widespread recognition of the importance of highway maintenance, and the high value placed on it both by users and the wider community. The County has 2000 km of road and numerous bridges, retaining walls and other structures to maintain. The highway refurbishment budget is £1.3m per year and in recent years the Council has benefitted from an additional annual WG grant of approximately £630,000. This budget needs to be carefully prioritised, cognisant of the impact of the progressive deterioration of safety, reliability, and quality, eventually requiring even greater levels of investment in the future. The methodology proposed here seeks to ensure that funding decisions are evidence-based, meaning that benefits from expenditure are maximised and that decisions made are robust.
- 3.4 The adoption of the MCC Highway Management Plan in 2018 and the proposed adoption of the Highway Prioritisation Handbook at Appendix 1 will together enable the authority to achieve value for money by moving to a new financial and technical process for preparing the short and longer term resurfacing and maintenance programme. The Handbook is in line with the requirements of the new Code of Practice which states that an asset and risk management approach should be adopted. This will also help to address the responsibilities set out under the Traffic Management Act 2004 and the many other statutory legislative requirements which relate to the highway service.
- 3.5 The Highway Prioritisation Handbook at Appendix 1 sets out the asset management methodology and starts with establishing a base for prioritising the whole network and creating a hierarchy which takes in to account factors such as level of traffic, bus routes and connectivity to key facilities including hospitals and schools. This hierarchy is then applied as a weighting in combination with other factors including the results of machine based carriageway surveys, visual inspections as well as data from insurance claims and customer feedback, in order to apply a scoring system for future planned works. This scoring system allows limited funding to be used effectively by targeting the appropriate treatment and also to prepare an evidenced based one-year firm carriageway resurfacing programme and a three-year indicative programme. There however needs to remain some flexibility to the programme in order to allow for factors such as variations in budget, changes in the deterioration of the carriageway and footways, for example due to flood

events or severe winter weather, as well as potential conflict with utility works or other events which come to light outside the co-ordination process.

3.6 In addition to effectively targeting limited resources, the adoption of asset management techniques can be used to explain decisions on expenditure and also support future bids for additional maintenance funding from Welsh Government. It will also prepare the authority to meet any requirements of asset depreciation accounting, and will help manage community expectations by clearly communicating how and why funding is being prioritised.

3.7 Effective management and stewardship of the local road network has the potential to aid regeneration, social inclusion, community safety, health and the environment, but this will need a planned long-term programme of investment, efficiently managed and supported by effective technical and management systems. The handbook shown in Appendix 1 offers effective performance management and provides an important link to both the MCC Corporate Plan and more specifically the 2018 Highway Management Plan.

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

4.1 A Wellbeing of Future Generations Equalities Impact Appraisal has been completed in relation to the adoption of the asset management approach to prioritising the highway forward resurfacing programme and is shown in Appendix 2. The Highway Management Plan and its methodology for establishing a highway forward programme of works as set out above and within the Highway Prioritisation Handbook at Appendix 1 demonstrate compliance with the well-being five ways of working, supports the well-being goals and identifies that moving to a risk and asset management approach is expected to have a positive impact on the planning and resources required to develop and deliver a well maintained and efficient local highway network within Monmouthshire. Our highway network is an essential asset to our communities, businesses and visitors, supporting safe and convenient movement by foot, cycle and public transport, not just by car. Promoting and encouraging active travel and public transport are key aspects of addressing the climate emergency.

5. OPTIONS APPRAISAL

Options	Benefits	Risks	Comments/Mitigation
Do Nothing	None	Funding is not prioritised where it is most needed, decisions are not robust, community	

		expectations are not managed.	
Approve the methodology	Funding is prioritised where it is most needed, decisions are robust, community expectations are managed.	Community concerns are not identified as a priority when looking at a County-wide perspective.	

5.1 The Highway Programme established in the early 00's has now concluded having served the authority for the best part of 20 years. This programme was a subjective programme established using the Engineers' appraisal of the road network. However, with the decline of Capital Investment and no increase in the Revenue Budget the highway Programme has needed to evolve to take into account Asset Management Principles. This is also in line with the requirements of the MCCs adopted Highway Management Plan which follows the recommendations of the new Code of Good Practice. This approach also supports the authority's statutory defence against claims and offers value for money by applying targeting limited resources on a prioritised basis and in line with the Wellbeing and Future Generations Act.

6. REASONS

- 6.1 The proposed methodology for prioritising the highway programme provides an evidence based system for preparing the short and long term resurfacing programme in accordance with the requirements of the new code of practice and MCC's Highway Management Plan.
- 6.2 The handbook shown in Appendix 1 sets out how the carriageway resurfacing programme will be prioritised in accordance with the risk and asset management based approach. This is in accordance with the new code 'Well-managed highway infrastructure' which Highway Authorities were required to adopt back in 2018. This handbook, along with other improvements for managing the highway network are listed within the gap analysis and actions of the 2018 MCC Highway Management Plan.
- 6.3 The adoption of an asset management system ensures that limited funding is targeted and prioritised to those roads and footways which offer the best return on investment and when combined with a robust safety inspection programme will allow the authority to successfully defend third party claims. The effective use of machine based surveys will support highways in making a business case for future Welsh Government funding and meet the reporting requirements for any future depreciation accountancy system. The longer term programme will also help to inform MCC's medium and longer term financial planning.

7. RESOURCE IMPLICATIONS:

- 7.1 The Highway Prioritisation Handbook has been prepared by Highways officers using existing resources and budget. The Highways Management Plan sets out MCC's key actions required to meet the recommendations of the new code of practice and this is set out within the gap analysis which also includes the need to establish a longer term investment plan in order to maintain the highway infrastructure in a serviceable condition. The methodology and resultant prioritisation do not in themselves have any resource implication: the budget available will simply influence how far down the priority list we get in each year.
- 7.2 The collection of information including machine based surveys and visual inspections is carried out by a combination of existing staff and specialist contractors. This process is managed by the Highway Asset & Street Works Team assisted by the in-house Highway Design Team with the preparation of the contract documentation and supervision of the works. The contractual element is usually carried out by MCC's Highway Operations team supplemented by external contractors. The recent approved changes to the highway staffing structure will further support the delivery of the highway capital programme and reduce the reliance on employing consultants.

8. CONSULTEES:

Enterprise DMT

SLT

All Member Seminar 19th October 2021

9. BACKGROUND PAPERS:

The new [Code of Practice "Well Managed Highways"](#)

[MCC's Highway Management Plan](#)

MCC's Highway Prioritisation Handbook (Appendix 1)

10. AUTHOR:

Mark Hand (Head of Placemaking, Regeneration, Highways and Flooding)

Paul Keeble (Group Engineer – Highways)

11. CONTACT DETAILS:

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Appendix 1: Highway Prioritisation Handbook

Appendix 2: Wellbeing of Future Generations Equality Impact Assessment

Appendix 1

Highway Prioritisation Handbook

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1.0 Overview

1.1 Purpose

The purpose of this document is to explain the process used to produce the Highway Programme.

1.2 Background

The Highway Programme established in the early 00's has now concluded having served the authority for the best part of 20 years. This programme was a subjective programme established using the Engineers' appraisal of the road network.

However, with the decline of Capital Investment and no increase in the Revenue Budget the Highway Programme has needed to evolve to take into account Asset Management Principles.

1.3 Why have a Highway Programme?

It allows us to:

- Provide a planned maintenance programme for the next 3 years using a defined carriageway surfacing prioritisation-scoring system.
- Provide a weighted score enabling priority within each hierarchy to be provided for capital spending.
- Target capital expenditure where it is most effective and needed to hopefully prolong the asset's life.

2.0 Prioritisation and Scoring System

2.1 Carriageway Condition Assessment

All roads with the exception of the unclassified 'green lanes' in Monmouthshire have been surveyed by a company called GAIST and assigned a condition rating ranging from 1-5 where:

1 is structurally sound and requires no investigatory work

And

5 is structurally unsound and requires investigatory work and appropriate action soon.

2.2 Scheme Scoring

Once the roads have been surveyed – the sections of carriageway are scored in accordance with the factors set out in **Appendix A**.

The length of carriageway identified that requires treatment will have a series of factors contributing to its overall score. They include:

Factor 1: Carriageway Hierarchy Score. All roads in Monmouthshire have been individually assessed and assigned a functional hierarchy which reflects the needs, priorities and actual use. The Table in below lists the categories which routes are assigned to.

Category	Type of Road General Description	Description
Strategic	Trunk and some Principal 'A' class roads between Primary Destinations	<ul style="list-style-type: none"> Routes for fast moving long distance traffic with little frontage access or pedestrian traffic. Speed limits are usually in excess of 40mph and there are few junctions. Pedestrian crossings are either segregated or controlled and parked vehicles are generally prohibited.
Main Distributor	Main Urban Network and Inter-Primary Links. Short – medium distance traffic	<ul style="list-style-type: none"> Routes between Strategic Routes and linking urban centres to the strategic network with limited frontage access. In urban areas speed limits are usually 40mph or less, parking is restricted at peak times and there are positive measures for pedestrian safety
Secondary Distributor	B and C class roads and some unclassified urban routes carrying bus, HGV and local traffic with frontage access and frequent junctions	<ul style="list-style-type: none"> In residential and other built up areas these roads have 20 or 30 mph speed limits and very high level of pedestrian activity with some crossing facilities including zebra crossings. On street parking is generally unrestricted except for safety reasons. In rural areas these roads link the larger villages, bus routes and HGV generators to the Strategic and Main Distributor Network.
Link Road	Roads linking between the Main and Secondary Distributor Network with frontage access and frequent junctions	<ul style="list-style-type: none"> In urban areas these are residential or industrial interconnecting roads with 20 or 30 mph speed limits, random pedestrian movements and uncontrolled parking.

Category	Type of Road General Description	Description
		<ul style="list-style-type: none"> In rural areas these roads link the smaller villages to the distributor roads. They are of varying width and not always capable of carrying two-way traffic.
Local Access Road	Roads serving limited numbers or properties carrying only access traffic	<ul style="list-style-type: none"> In rural areas these roads serve small settlements and provide access to individual properties and land. They are often only single lane width and unsuitable for HGVs. In urban areas these roads typically form a loop road around an estate with cul-de-sacs and no through road streets branching off them.
Minor Road	Rural - Little used roads serving very limited numbers of properties. Urban – typical housing estate roads	<ul style="list-style-type: none"> Locally defined roads In urban areas - these are typically estate roads with no through access. In rural areas - these are typically a single car width unsuitable for HGVs. These roads typically end at a field and sometimes serve no properties.
Green Lane	Little used roads – typically serving no properties	<ul style="list-style-type: none"> An un-metalled rural Route serving field access. Sometime all existence of a metalled road ceases to exist and could only be passable on foot

Factor 2: The GAIST Survey, which has a RAG rating applied, as per the table below – which will transpose as an overall score.

The Carriageway and Footway surveys use 5 condition grades. Grade 1 is the best grade and Grade 5 is the worst grade. They are defined in Figure 3 below:

Grade 1	Damage-free
Grade 2	Signs of wear and indicators of risk
Grade 3	Serviceable
Grade 4	Functional impairment
Grade 5	Structural or severe surface impairment

Factor 3: The Engineering Assessment - having assessed the site a score ranging from 0-50 will be applied.

EA1	- No visible Defects
EA2	- cracking & crazing
EA3	- potholes and more defined cracking
EA4	- large pothole/edge deterioration/rutting/extensive deep cracking

Factor 4: My Monmouthshire(MyMons) is a way of communicating with the Council by providing online access and an app to enable 24/7 self-service access. The app is an easy way to quickly contact the council and enables people to report an incident using a photo or a video from their phone. MyMons received from independent households/organisations in the past 3 years will be counted and a score attributed against the number received.

Factor 5: Third Party Claims: This is for the number claims or incidents and or damage to vehicles and personal injury due to condition of the highway made against the authority from the past 3 years. They will be counted and a score attributed.

Once all 5 factors have been considered an overall score is established.

It is at this point that the scheme identified within a hierarchy gets its priority (due to its score).

Applying this approach allows for a consistent approach highlighting those routes whose characteristics differ from those within its own hierarchy peer group.

3.0 Network Review and Monitoring

The network will be re- assessed using the guidelines and factor-based point scoring approach on an annual basis to assess if there has been any changes to the visual condition of the road, which would affect the programme and/or the score, attributed to it.

It is recommended that an annual reassessment is undertaken and documented.

The GIS database and Excel spreadsheet will be the 'software' to conduct the review on and record the appropriate findings.

4.0 Role Of The Programme

Having a Highway Programme allows for forward planning and budget forecasting – highlighting potential shortfalls.

It must be remembered that the programme is of a fluid nature – where there are circumstances outside officers' control, which may affect the programme. They include:

1. Statutory Undertaker works – which could mean pushing a scheme back by 12 -18 months to avoid a scenario where a newly refurbished carriageway is dug up shortly afterwards for planned utility works.
2. Adverse weather conditions such as floods and severe winters or unforeseen geotechnical failures might cause damage to routes, meaning their priority need increases and other projects move down the priority list
3. Lack of materials or workforce, for example if works need to be contracted out to be completed.
4. Grants – for example to align programmed highway refurbishment with grant funded public realm or active travel improvements. Not all impacts on the programme are negative. When additional money from grants is provided, this can help to accelerate works, funding additional schemes within a given year.

Appendix A

FACTOR		FACTOR DESCRIPTION		SCORING MATRIX
1.	Route Category	Base score for route category:		<p>VARIABLE</p> <p>Defined baseline score + All other weighted factors which have gone into make up the overall functional hierarchy of the carriageway</p>
		<p>Main Distributor</p> <p>Secondary Distributor</p> <p>Link Road</p> <p>Local Access Road</p> <p>Minor Road</p> <p>Green Lane</p>	<p>100</p> <p>75</p> <p>40</p> <p>25</p> <p>15</p> <p>0</p>	
2	GAIST Survey	GAIST - Red/Amber/Green Rating(RAG Rating)		<p>Maximum score for a section of road identified is 50</p>
		<p>Condition 5</p> <p>Condition 4</p> <p>Condition 3</p> <p>Condition 2</p> <p>Condition 1</p>	<p>50</p> <p>40</p> <p>30</p> <p>20</p> <p>0</p>	
3	Engineering Assessment	EA1 – No visible Defects	0	<p>Maximum score 50</p>
		EA2 – cracking & crazing	10	
		EA3 – potholes and more defined cracking	30	
		EA4 – large pothole/edge deterioration/rutting/extensive deep cracking	50	
4	MyMons	The number of independent MyMons received over the past 3 years		<p>Maximum Score 30</p>
		1	10	
		2	20	
		3 or more	30	

FACTOR		FACTOR DESCRIPTION		SCORING MATRIX
5	Third Party Claims	The number of third Party Claims received over the past 3 years		Maximum Score 30
		1	10	
		2	20	
		3 or more	30	

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<p>Name of the Officer Paul Keeble</p> <p>Phone no: 01633 6447733 E-mail: paulkeeble@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Methodology for prioritising highway resurfacing and maintenance projects</p>
<p>Name of Service area: Placemaking, Regeneration, Highways and Flooding</p>	<p>Date 11th November 2021</p>

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

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Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Targeting highway maintenance programme on the priority routes and identifying the appropriate treatment will support older members of our community by providing better access to services and reducing trip hazards and other safety defects within the public highway. Trips and falls have a greater impact upon older people and by	None	There are no negative impacts. The undertaking of safety inspections followed up by responsive repairs will be carried out on priority routes including those providing access to hospitals, other key facilities and services. This will support our elderly residents and also younger age group as we encourage them to take AT options to travel to school etc.

	applying evidence-based method to prioritise repairs and works is a positive benefit of adopting this approach.		
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Disability	Targeting highway maintenance programme on the priority routes and identifying the appropriate treatment will support mobility impaired users of the community by providing better access to services and reducing trip hazards and other safety defects within the public highway.	None	Highways will undertake an “access audit” on the design of the schemes and incorporate any upgrades such as dropped kerbs and improved crossing points as part of the works. This will also offer a considerable saving over carrying out such upgrades on a separate and piecemeal basis.
Gender reassignment	No impact	N/a	N/a
Marriage or civil partnership	No impact	N/a	N/a
Pregnancy or maternity	Targeting highway maintenance programme on the priority routes and identifying the appropriate treatment will support pregnant users of the community by providing better access to services and reducing trip hazards and other safety defects within the public highway.	None	None
Race	No impact	n/a	N/a
Religion or Belief	No impact	N/a	N/a

Sex	No impact	N/a	N/a
Sexual Orientation	No impact	N/a	N/a
Welsh Language	All works carried out will comply with the the Welsh Language Act and bilingual signage in accordance with the guidance will be displayed at all sites.	N/a	Signage will be proportionate to avoid physical and visual clutter. Highway signs will be DfT approved and bilingual.
Poverty	Improved targeting of resources will offer savings on the council's overall budget and help to keep council tax charges as low as possible. Having a well-managed highway using evidence-based information to target treatment on our priority routes will help the local economy and support opportunities for jobs as well as access to key services.	None	Support for local economy and better employment opportunities etc.


2. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The efficient management of the highway network and applying asset management methodology offers value for money service delivery and also improve access to services and job opportunities. A well-managed highway will support a more prosperous Wales by creating an environment which supports	The improved targeting of resources based upon asset management methodology will only support a more prosperous Wales. There are no negative impacts of applying an evidence-based approach to


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	retail, services, hospitality outlets which in turn attracts businesses and subsequent employment whilst adding to the general appearance of prosperity and vitality of the towns as well as the rural economy.	the preparation of the both the short and longer term highway works programme.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The proposals will seek to create a safer environment for all users of the highway and in particular place a higher importance on active travel by targeting resources on the priority routes. In addition, the identification of the appropriate treatments will reduce the impact upon the environment and all works will be carried out in accordance with methods which have the least impact upon the environment and support MCCs Sustainably and Climate Change Emergency Plan.	WG funding bids will be used in addition to MCC capital and revenue budget in a way which supports climate change objectives and limits the impact upon the ecosystem and natural environment.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The proposals will priorities expenditure on AT routes and therefore support pedestrians and cyclists as well as businesses. Active travel is being promoted and supported by government as a way to engender a heathier lifestyle and a well-managed highway applying asset management methodology will ensure that resources are targeted to those routes which support AT and public transport services.	WG funding bids will be used in addition to MCC capital and revenue budget in a way which supports Active Travel and other healthier choices such as public transport services.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The proposals to develop and apply an evidence-based programme will effectively target resources to keep the highway safe and attractive for residents and visitors. As well as improving the use and viability of the highway network, the programme will	All works will follow the recommendations of the code of practice and relevant design guides including New Manual for Streets and the AT Design Guide.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	establish schemes and treatments which will be sympathetic to the local environment and where possible look to enhance the attractiveness of places.	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The project is about prioritising works in accordance with national and local strategic objectives as set out the MCC Highway Management Plan. This approach will deliver schemes which support the wider social, economic and environmental wellbeing objectives of the Future Generations Act and include improvements in pedestrian safety and active travel opportunities which will encourage people to adopt a healthier lifestyle through walking and cycling.</p>	<p>The improved targeting of resources based upon asset management methodology will only support a global responsible Wales. There are no negative impacts of applying an evidence-based approach to the preparation of the both the short- and longer-term highway works programme.</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>A well-managed highway network will offer opportunities by improving accessibility for the community to participate in sport, art and recreation activities in line with these wellbeing goal.</p>	
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Monmouthshire has a greater number of small businesses than any other county in Wales. By using asset management principles to make better decisions and target limited resources will held to creating an environment to support those seeking to invest or expand in with the area adding to the prosperity of our towns and rural community.</p>	

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>Page 146</p>  <p>Balancing short term need with long term and planning for the future</p>	<p>The proposals fundamentally support this principle and applying an evidence-based method will help to inform the medium term financial plan and other MCC high level policies and objectives. The handbook will allow the engineer to prepare a detailed short term and indicative longer term 3-year programme and also help in supporting future bids for addition capital funding from within the MCC internal capital programme & asset management group as well as other grants such as those available from Welsh Government. The programme will offer some degree of flexibility in order to take account of changes in funding or external influences outside highways control such as unplanned utility works however the very fact of having a prioritised list of proposed works will allow substitute schemes to be found if required.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The proposals are in line with the new Code of Practice “well managed highways” and the recommendations have broadly been adopted by MCC Highway Management Plan which establishes actions to ensure that full collaboration with other partners is followed as part of the development of the programme and follow-on works. The Traffic Management and New Roads & Street Works Act are particular pieces of legislation with associated guidance which help to achieve this principle.</p>	<p>The development of the programme and MCC design process includes forums and a check list to ensure adherence to this delivery objective. In addition, the annual review of the MCC Highway Management Plan will allow monitoring of the performance of the programme and offer the opportunity to tweak or review in order to achieve continuous improvement.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The proposals have been drafted in line with the recommendations of the new code of practice which is a collaboration of all local authorities and other partners which included Welsh Government, consultants, contractors and the utilities industry. .</p>	<p>The review of the MCC plan and future updates of the handbook will be adjusted to reflects the views of interested parties via customer feedback and future engagement with service users in order to meet changes in local need. In addition, amendments to the national code of practice will be considered and this document has been written in a way in which it can easily be updated as circumstances change ie best practice or new technologies.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The underlying principles of evidence-based programming is to target resources and undertake work in a timely manner. Timely intervention will avoid failure of the infrastructure and allow more cost effective and appropriate treatments to be used which offer savings in the longer term and as well as value for money. In addition, asset management planning reduces the risk of defects thereby protecting users of the highway as well as strengthening the authority’s ability to defend 3rd party claims.</p>	<p>The review of the MCC plan and future updates of the handbook will be reviewed to ensure that it reflects new technology and best practice. It may also need to be adjusted to meet any future changes in legislation or corporate strategy and policies.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The proposals will offer an evidence-based method of developing the highway maintenance programme which will offer the community with the benefits of an improved and sustainable service. In addition to offering the user and community a cost effective and sustainable service, asset management also considers the wider impact of works including other bodies who either use or are affected by the highway network. The prioritisation of the programme is based upon the combination of the highway network hierarchy and maintenance factors in order to ensure that these wider considerations are taking into account when preparing the programme.</p>	<p>The review of the MCC plan and future updates of the handbook will be reviewed to ensure that it continues to best reflect the need of users and other bodies who are affected by the highway network and proposed future maintenance works.</p>

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

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Social Justice	<p>People experiencing poverty may not have access to regional or national services. The proposal offers them an opportunity to access local services via sustainable travel using a well-managed highway network. This will be picked up within the forthcoming local transport plan and further development of the AT integrated network and programme.</p>		

Safeguarding	Not applicable		
Corporate Parenting	Not applicable		

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

The principles of asset management for the development of maintenance programmes and longer term investment planning is a well-tested and successful method of managing national infrastructure such as the rail network and national grid along with the many other utility services. It is widely used in other countries and the commercial property sector. Local authorities have been working closely with Welsh Government and industry towards adopting asset management for highways and the County Surveyors Society have led on this project through the commissioning of consultants to form a standard framework for highway authorities to follow but with flexibility for it to be adapted to meet local needs and fit with community plans etc.

The method set out within the handbook follows the guidance and offers the most effective tool for managing the councils largest valued asset. The benefits of applying evidence based programme in order to carrying out the most appropriate treatment in a timely manner offers not only significant savings but also removes any subjectivity to ensures that all needs are considered and that the works plan is able to reflect both national and local objectives.

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

.The proposals will enable highways to deliver an evidence based and most effective highway maintenance service. The method is in line with the national recommended practice and best meets the sustainable agenda as well as other key local and national objectives. .

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

What are you going to do	When are you going to do it?	Who is responsible
--------------------------	------------------------------	--------------------

Establish an evidence based one year firm and three year indicative highway resurfacing programme as set out within the handbook described within the report.	February 2022	Paul Keeble/ Sueanne Sandford
Review and update the programme annually with necessary adjustments to the one year programme and additions/ extension of schemes to prepare the 3 year indicative highway resurfacing programme as set out within the handbook described within the report.	February 2023	Paul Keeble/ Sueanne Sandford

8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

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Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	EFGE update as highway maintenance programme is completed and approved. This will be required should any amendments be required.	February 2021	Review of highway maintenance programme

SUBJECT:	WELSH CHURCH FUND WORKING GROUP
MEETING:	Cabinet
DATE:	01st December 2021
DIVISIONS/WARD AFFECTED:	All

1. PURPOSE:

- 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 6 held on the 04th November 2021.

2. RECOMMENDATION:

- 2.1 We resolved that the following grants be awarded as per the schedule of applications.

SCHEDULE OF APPLICATIONS CONSIDERED 2021/22 – MEETING 6.

1. **St David Lewis & St Francis Xavier Catholic Church, Usk**, requested £3,500 for essential repairs and conservation work to this grade II listed church as identified in the 2020 Quinquennial report.

Recommendation: £2,000 awarded to assist in providing for the costs of essential repairs and conservation work to this historical church

- 2 **Tintern Angling Club**, requested funding to repair the west bank of the Tintern fishing pond to ensure that members that have disability and accessibility issues can do so safely and without causing further damage and to encourage wildlife to return to the area.

Recommendation: The application was deferred for further information into the required funding for the project as that was unclear on scrutiny at the meeting.

3. OPTIONS APPRAISAL

Options available to the Committee are driven by the information supplied by the applicants.

4. EVALUATION CRITERIA

No evaluation criteria are applicable to the grant awarded by the trust.

5. REASONS

A Meeting took place on Thursday 23rd September of the Welsh Church Fund Committee Working Group to recommend the payment of grants as detailed in the attached schedule (Appendix 1).

County Councillors in attendance at meeting 6:

County Councillor A. Webb (Chair)
County Councillor D. Evans (Vice Chair)
County Councillor B. Strong

OFFICERS IN ATTENDANCE at meeting 6:

D Jarrett Central Finance
R Williams Committee Administration

5.1 DECLARATIONS OF INTEREST

Application 2: Tintern Angling Club – County Councillor A. Webb declared a personal, prejudicial interest as application signatory.

5.2 APOLOGIES FOR ABSENCE at meeting 6

County Councillor S. Woodhouse

5.3 CONFIRMATION OF REPORT OF PREVIOUS MEETINGS

The minutes of the meetings held on the 23rd September 2021

6. RESOURCE IMPLICATIONS

A total of £2000.00 has been allocated to applicants at Meeting 6 of the Welsh Church Fund Committee. The remaining balance of £12,820 is available for distribution within the 2021-22 financial year.

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

There are no Future Generations, equality, safeguarding, corporate parenting or sustainable development implications directly arising from this report. The assessment is contained in the attached appendix.

8. CONSULTEES:

Senior Leadership Team
All Cabinet Members
Head of Legal Services
Assistant Head of Finance
Central Finance Management Accountant

9. BACKGROUND PAPERS:

Welsh Church Fund Schedule of Applications 2021/22– Meeting 6 (Appendix 1)

10. AUTHOR:

David Jarrett – Senior Accountant – Central Finance Business Support

11. CONTACT DETAILS

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WELSH CHURCH FUND - APPLICATIONS 2021/22
MEETING 6: 04th November 2021

APPENDIX 1

<u>ORGANISATION</u>	<u>ELECTORAL DIVISION</u>	<u>Signed by Councillor</u>	<u>REQUEST</u>	<u>DECISION</u>	<u>NATURE OF PROJECT REQUEST</u>	<u>PROJECT TOTAL COST</u>	<u>DATE Application Received</u>	<u>D of I*</u>	<u>Additional Information</u>
NEW APPLICATIONS AWAITING DECISION			£	£		£			
1 St David Lewis & St Francis Xavier Catholic Church, Usk	Raglan	Penny Jones	£3,500	£2,000	Funding assistance required for essential repairs and conservation work to this grade II listed church as identified in the 2020 Quinquennial report.	£117,506	08/10/21	No	The project represents the second phase to build the church's resilience and strengthen it's place in the community through essential repairs, developing the church hall as a place of faith tourism, community engagement, education and by improving physical and intellectual access.
2 Tintern Angling Club	St Arvans	A. Webb	£140	defer	funding required to repair west bank of the fish pond to ensure that members that have disability and accessibility issues can do so in safety and without causing further damage and encourage wildlife to return to the area.	£3,790	02/11/201	Yes	45 members
<i>Deferred Applications</i>									
SUB TOTAL Meeting 6			£3,640	£2,000	OTHER INFORMATION :				
MEETING	DATE	CABINET	AWARD						
1	April 15th 2021	May 5th 2021	4,400						
2	May 13th 2021	June 09th 2021	3,000						
3	June 24th 2021	July 07th 2021	4,250						
4	July 22nd 2021	Sept 01st 2021	2,470						
5	Sept 23rd 2021	Oct 06th 2021	5,500						
6	Nov 04th 2021	Dec 01st 2021	2,000						
7	Dec 16th 2021	Jan 05th 2022	0						
8	Jan 27th 2022	Mar 02nd 2022	0						
9	Mar 10th 2022	April 06th 2022	0						
TOTAL AWARDED FOR 2021/22 TO DATE			21,620						
BUDGET 2021/22			34,440						
BALANCE B/F TO 2021/22			£0						
Monmouthshire's Allocation for 2021/22			£34,440						
REMAINING BALANCE			£12,820						

*D of I = Declaration of Interest

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Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p>Name of the Officer D Jarrett Phone no: 4657 E-mail: davejarrett@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal To assess the Grant Allocation Processes of the Welsh Church Fund for the meeting of the Welsh Church Fund Working Group on the 04th November 2021</p>
<p>Name of Service Finance</p>	<p>Date Future Generations Evaluation 04th November 2021</p>

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

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Encouraging the socializing of differing age groups through social provision	No negative impact	
Disability	Proposal to assist in the provision of disabled facilities.	No negative impact	
Gender reassignment	No impact	No negative impact	

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Marriage or civil partnership	No impact	No negative impact	
Pregnancy or maternity	No impact	No negative impact	
Race	.No impact	No negative impact	
Religion or Belief	.Encouraging religion through education at the point of delivery through the provision of enhanced facilities	No negative impact	
Sex	No impact	No negative impact	
Sexual Orientation	.No Impact	No Negative impact	

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	N/A	No Negative impact	





3. Policy making and the Welsh language.


How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	N/A	No Negative impact	
<p>Operational</p> <p>Recruitment & Training of workforce</p>	N/A	No Negative impact	
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	N/A	No Negative impact	

4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	N/A	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	N/A	
U A Wales of cohesive communities o Communities are attractive, viable, safe and well connected	N/A	
o A globally responsible Wales o Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	N/A	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	N/A	

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	N/A	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	N/A	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	N/A	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	N/A	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="349 256 521 520">Considering impact on all wellbeing goals together and on other bodies</p>	.N/A	

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

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	Not applicable	.	
Corporate Parenting	Not applicable		

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

The evidence and data used for the assessment of each applicant to the Welsh Church Fund is supplied by the applicant upon submission of their application. The data and information supplied or subsequently requested is used to form the basis of the Committees' decision on whether to award a qualifying grant.

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

The grant aid supports and highlights the positive effect that decisions the Welsh Church Fund Working Group have on the applicants funding requests from Voluntary Organisations, Local Community Groups, Individuals and Religious Establishments. All awards are made in the belief that the funding is utilised for sustainable projects and cultural activities that benefit individuals, organisations, communities and their associated assets. All grants are awarded within the Charitable Guidelines of the Trust

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

What are you going to do	When are you going to do it?	Who is responsible
Award grants	December 2021	Welsh Church Fund

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

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Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Cabinet	06th October	

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