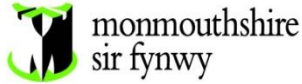


Public Document Pack



Neuadd y Sir
Y Rhadyr
Brynbuga
NP15 1GA

County Hall
Rhadyr
Usk
NP15 1GA

Tuesday, 10 January 2023

Dear Councillor

CABINET

You are requested to attend a **Cabinet** meeting to be held at **Conference Room - Usk, NP15 1AD** on **Wednesday, 18th January, 2023, at 5.00 pm.**

AGENDA

1. Apologies for Absence
2. Declarations of Interest
3. GARDEN WASTE COLLECTION REPORT JANUARY 2023 1 - 218
Division/Wards Affected: All
Purpose: To gain approval to implement the most viable garden waste collection service based on customer responses on consultation to meet the full cost recovery for the service. Service will be £50 per bin for 20 collections March through November.
Author: Carl Touhig
Contact Details: carltouhig@monmouthshire.gov.uk
4. ESTABLISH A 3-11 SEEDLING WELSH MEDIUM PRIMARY SCHOOL IN MONMOUTH 219 - 264
Division/Wards Affected: All
Purpose: The purpose of this report is to seek approval from Cabinet to enter into statutory consultation processes to establish a 3-11 seedling Welsh medium primary school in Monmouth.
Author: Will Mclean, Chief Officer, CYP
Contact Details: willmclean@monmouthshire.gov.uk
5. COUNCIL TAX PREMIUMS CONSULTATION - LONG TERM EMPTY PROPERTIES AND SECOND HOMES 265 - 288
Division/Wards Affected: All

Purpose: To outline the discretionary powers that councils have available to them to charge higher amounts of council tax (i.e. premiums) on certain types of property.

To seek approval to go ahead with a public consultation exercise to consider introducing council tax premiums from 1st April 2024.

Author: Ruth Donovan – Assistant Head of Finance: Revenues, Systems and Exchequer

Contact Details: ruthdonovan@monmouthshire.gov.uk

6. DRAFT REVENUE AND CAPITAL BUDGET PROPOSALS 2023/24 289 - 1522

Division/Wards Affected: All

Purpose: To set out draft revenue and capital budget proposals for financial year 2023/24.

To commence a period of consultation on draft budget proposals for a four-week period ending 16th February 2023.

Author: Peter Davies, Deputy Chief Executive (S151 Officer)
Jonathan Davies, Head of Finance (Deputy S151 Officer)

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

Yours sincerely,

Paul Matthews
Chief Executive

CABINET PORTFOLIOS

County Councillor	Area of Responsibility	Ward
Mary Ann Brocklesby	<p>Leader Lead Officer – Paul Matthews, Matthew Gatehouse</p> <p>Whole Authority Strategy and Direction Whole authority performance review and evaluation Cardiff City Region Joint Cabinet Regional working Government relations WLGA, LGA and Public Service Board</p>	Llanelly
Paul Griffiths	<p>Cabinet Member for a Sustainable Economy and Deputy Leader Lead Officer – Frances O’Brien</p> <p>Economic resilience and Sustainability focus towards foundational economy Local Development Plan and Strategic Development Plan Town Centre and neighbourhood investment and Stewardship Development Management and Building Control Skills and Employment including green jobs and apprenticeships Broadband connectivity Trading Standards, Environmental Health, Public Health, Licensing Registrars Service</p>	Chepstow Castle & Larkfield
Rachel Garrick	<p>Cabinet Member for Resources Lead Officers – Peter Davies, Frances O’Brien, Matthew Phillips, Jane Rodgers</p> <p>Finance Developing and proposing the budget to Council Digital and Information technology Benefits Human Resources, Payroll, Health and Safety Strategic Procurement – promoting localism Land and Buildings Property Maintenance and management Emergency Planning</p>	Caldicot Castle

Martyn Groucutt	<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 and adult education School Standards & Improvement Community learning 21st Century Schools Programme Youth service</p>	Lansdown
Sara Burch	<p>Cabinet Member for Inclusive and Active Communities Lead Officers – Frances O'Brien, Ian Saunders, Jane Rodgers, Matthew Gatehouse</p> <p>Affordable Housing Strategy Homelessness Community Safety Active Travel Leisure Centres Play and Sport Tourist Information, Museums, Theatres, Attractions Public Rights of Way</p>	Cantref
Tudor Thomas	<p>Cabinet Member for Social Care, Safeguarding and Accessible Health Services 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 and wellbeing Relationships with health providers and access to health provision Welsh language</p>	Park
Catrin Maby	<p>Cabinet Member for Climate Change and the Environment Lead Officer – Frances O'Brien, Matthew Gatehouse</p> <p>Decarbonisation Transport Planning Local Food production, consumption and procurement including agroforestry and local horticulture Traffic network planning Public Transport Highways Pavements and back lanes</p>	Drybridge

	<p>Flood alleviation, management and recovery, river quality Waste management Street care, litter and public spaces Countryside and Biodiversity Public conveniences Fleet Management</p>	
<p>Catherine Fookes Angela Sandles</p>	<p>Cabinet Member for Equalities and Engagement (Job Share)</p> <p>Lead Officers – Frances O'Brien, Matt Phillips, Matthew Gatehouse</p> <p>Community inequality (health, income, nutrition, disadvantage, discrimination, isolation) Democracy promotion and citizen engagement Community Hubs and Contact Centre Customer service and citizen experience Communications, public relations, marketing Working with voluntary organisations Refugees Electoral Services Constitution Review Ethics and Standards</p>	<p>Town Magor East with Undy</p>

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.

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.

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SUBJECT: GARDEN WASTE COLLECTION REPORT JANUARY 2023

MEETING: CABINET

DATE: 18TH JANUARY 2023

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE:

1.1 To gain approval to implement the most viable garden waste collection service based on customer responses on consultation to meet the full cost recovery for the service. Service will be £50 per bin for 20 collections March through November.

2. RECOMMENDATIONS:

2.1 Approve the preferred option below. The preferred option based on number of responses indicates that we can deliver a viable service to those residents at the required level.

2.2 Approve an annual uplift in service charges of RPIx at November 1st of preceding year

2.3 Implement for 2023/24 season

3. KEY ISSUES:

3.1 Garden waste collections are a non-statutory chargeable waste collection service. The service can recover full costs of recovery but should not charge for the disposal element.

3.2 Monmouthshire moved from a chargeable weekly sack collection to a chargeable fortnightly wheeled bin collection in 2020/21. This was to improve the service for residents, improve health and safety for collectors and reduce the MCC financial contribution following annual reductions of grant funding from Welsh Government.

3.3 The original proposal was to charge £35 for the service running March 1st to November 30th. This was consulted on widely and the report was taken through Select Committee and through a Member Workshop where a revised fee of £28 was agreed and taken through Council for approval.

3.4 As part of the recommendations from Select Committee and the Member workshop we also introduced “cost price” compost bins and water butts through the Reuse shops.

3.5 Home composting remains the most environmentally friendly and financially prudent ways of dealing with grass cuttings. It adheres to the waste hierarchy and proximity principles, offsets carbon of collection and provides a peat free soil improver. The introduction of a garden shredder to our Bentyg Library of Things makes home composting a viable option for hedge and tree prunings to be included in home composting. Food waste is collected weekly so there is no need to include food matter in home composting and this should reduce concerns over pests and smells.

3.6 The £28 substantially reduced the council contribution to the scheme in 2021/22 but did not provide a full cost recovery model as proposed. There was no increase in costs in 2022/23. At £28 the scheme provided excellent value for residents and despite initial concerns about customer loss this resulted in an additional 2000 customers registering. This has increased the number of vehicles and staff delivering the service and with

increased costs of vehicles, fuel, wages, receptacles etc the service required a MCC contribution of £240,000 in 2022/23.

3.7 The Council is facing significant budget pressures moving forward. The renewal of garden waste service charges does not align with the annual Budget Plan and Fees and Charges Review and a decision on increasing charges needs to be taken pre-budget review.

3.8 To redress this imbalance and implement a full cost recovery model a consultation with existing customers was carried out in November/December 2022 in readiness of the service delivery for 2023/24. Appendix 1

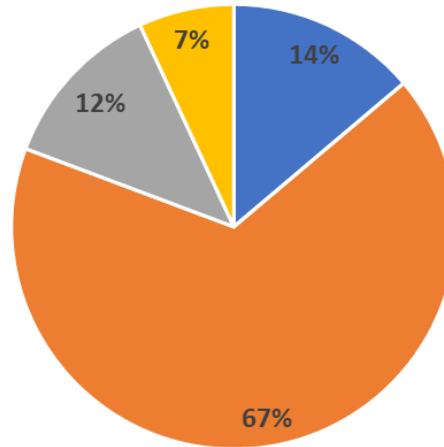
3.9 The service is currently provided to 14,361 customers with 17,000 bins (approximately 1/3 of households). The subsidy is borne by all households at £6 per household.

3.10 Current customer base

Row Labels	Count of Address
Bulwark and Thornwell	831
Caerwent	299
Caldicot Castle	402
Caldicot Cross	430
Cantref	365
Chepstow Castle and Larkfield	530
Croesonen	224
Crucorney	173
Devauden	145
Dewstow	359
Drybridge	409
Gobion Fawr	156
Goetre Fawr	341
Grofield	149
Lansdown	226
Llanbadoc and Usk	634
Llanelly	579
Llanfoist Fawr and Govilon	488
Llangybi Fawr	201
Llantilio Crossenny	114
Magor East with Undy	869
Magor West	417
Mardy	263
Mitchel Troy and Trellech	
United	336
Mount Pleasant	482
Osbaston	506
Overmonnow	244
Park	303
Pen Y Fal	321
Portskewett	495
Raglan	374
Rogiet	322
Severn	334
Shirenewton	400
St Arvans	312
St Kingsmark	481
Town	225
West End	267
Wyesham	355
Grand Total	14361

3.11 The consultation results showed an overwhelming 67% of respondents supporting a continuation of the service at £50. The results of the consultation and small selection of qualitative data are set out below. Full results and responses are included as Appendix 1 and 1A.

Q2. The options below seek to reduce the current subsidy and deliver a viable service for our customers and residents. Please select your preferred option:



- Cease collections - I would not use the service as laid out in any of the options above.
- Keep the service frequency as it is (fortnightly wheeled bin collection) for £50 per bin per year (20 collections).
- Reduce the frequency of the collections to four weekly for £42.50 per bin per year (10 collections).
- Reduce the frequency of the collections to six weekly for £35 per bin per year (6 collections).

“Couldn’t afford anymore than £28! Rather have green bags provided and take to Five Lanes myself”

“Please do not change the frequency. As it stands even being collected every two weeks the bins smell. If the frequency is extended the green material will break down further and will stick in the bins and will not be possible to empty. In addition I subscribe to the number of bins I need (two), so if the frequency is extended then I will need more bins which I do not have room for nor the finances. It's an important service which we need to keep and encourage people to have gardens for the environment and wildlife.”

"This is truly outrageous, we pay enough for council tax as it is and mainly for services that I don't use, why don't you charge for council tax in the same way as garden waste collection? If you use it you pay for it....I don't use schools, libraries etc so why should I fund people that do.
Get a grip!"

“£50 per bin per fortnight is still of value if the alternative is to drive to Five Lanes with waste bags.“

“Get your issues of course but £50 is too much given that some councils do not charge at all?”

“It's a very useful service if you have a large garden and live a long way from with recycling centre. Both those things apply to us. Happy to pay extra for it. Would rather this than see other services cut back.”

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

- 4.1 Garden waste collections is a non-statutory chargeable service where residents opt-in. There are a number of options open to residents to treat garden waste that do not opt-in, including, home composting (MCC provide cost price home composters through the reuse shop), delivery of material to one of the Household Waste Recycling Centres, community composting at participating allotments etc.
- 4.2 The impact of increasing the charges will be felt by those on low incomes but at present the 14,361 customers are subsidised by all residents who may also be on low income without using the service.
- 4.3 We will continue to provide home composting bins at cost price. Home composting is environmentally friendly, meets waste proximity principles and provides a soil improver at source.

5. OPTIONS APPRAISAL

- 5.1 Options appraised included “do nothing” “Uplift to £50 for existing service” “full cost recovery with service options”
- 5.2 We know that the garden waste collection service is currently being subsidised by £240,000 and “do nothing” would increase the subsidy year on year. Given current increases in demand for service at £28 by 2023/24 we would need an additional vehicle plus crew. An additional 2000 customers would increase service costs by £200,000 and increase income by £56,000 leaving a total subsidy requirement of £384,000
- 5.3 An “uplift to £50” is included as part of the consultation and this gives customers the option of service provision
- 5.4 “Full cost recovery with frequency options” provides customers with options and each option provides a viable model to reduce subsidy.
- 5.5 Consultation results Appendix 1

6. EVALUATION CRITERIA

- 6.1 Customer retention
- 6.2 Reduction in subsidy
- 6.3 Sales of home composting bins

7. REASONS:

- 7.1 Reduce the subsidy on a non-statutory service
- 7.2 Ensure the waste hierarchy and proximity principles for waste treatment are maximised
- 7.3 Protect the environment and resources for future generations.

8. RESOURCE IMPLICATIONS:

Any reductions in service may result in redundancy situation will be addressed through capitalisation and all efforts will be made to redeploy individuals.

9. CONSULTEES:
Scrutiny
Cabinet Member
Customers
Communities and Place Directorate Management Team

10. BACKGROUND PAPERS:

11. AUTHOR: Carl Touhig

12. CONTACT DETAILS: carltouhig@monmouthshire.gov.uk

Is my report exempt?

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

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

Local Government Act, Schedule 12A, Part 4;

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

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

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

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

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

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

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

Report: **Insert report title**

Author: **Insert author**

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

Exemptions applying to the report:

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

Factors in favour of disclosure:

Openness & transparency in matters concerned with the public

Prejudice which would result if the information were disclosed:

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

My view on the public interest test is as follows:

Factors in favour of disclosure are outweighed by those against.

Recommended decision on exemption from disclosure:

Maintain exemption from publication in relation to report

Date: **Insert date**

Signed: **Signed by report author**

Post: **Insert post**

I accept/I do not accept the recommendation made above

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

Date: **Insert Date**

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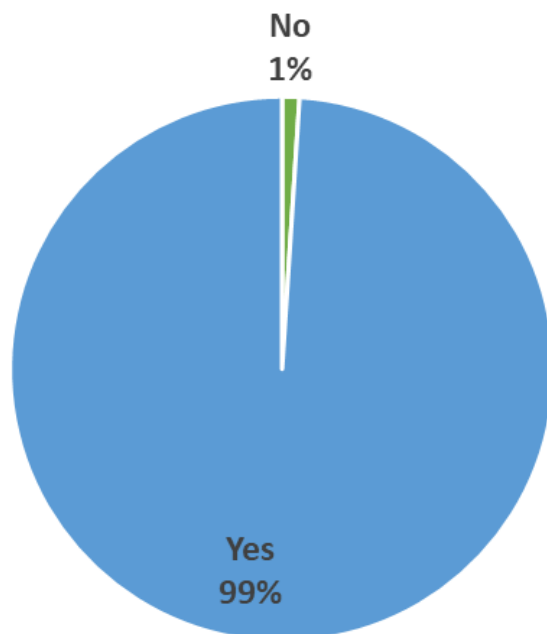
Garden waste consultation results

Number of responses: 6158

Language of responses: English – 6157

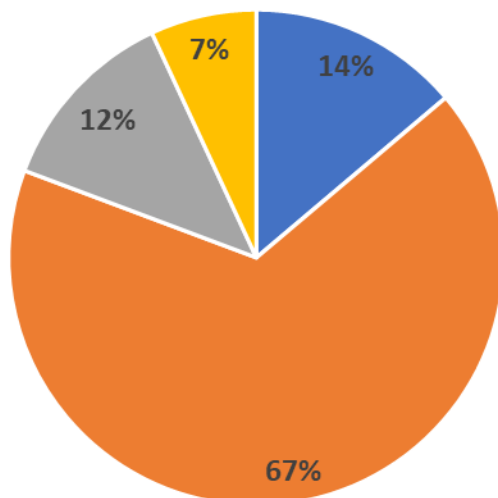
Cymraeg – 1

Q1. Are you currently a garden waste customer?



No	63
Yes	6095
Total	6158

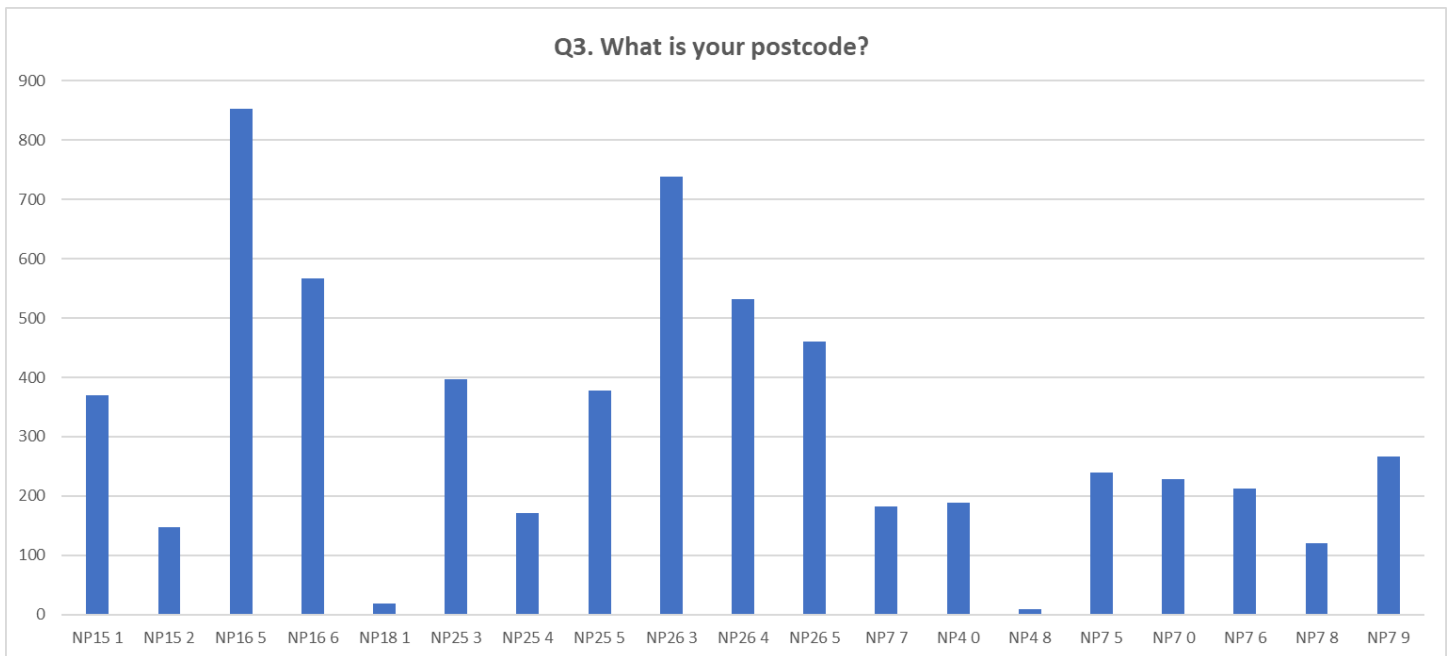
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- Cease collections - I would not use the service as laid out in any of the options above.
- Keep the service frequency as it is (fortnightly wheeled bin collection) for £50 per bin per year (20 collections).
- Reduce the frequency of the collections to four weekly for £42.50 per bin per year (10 collections).
- Reduce the frequency of the collections to six weekly for £35 per bin per year (6 collections).

The options below seek to reduce the current subsidy and deliver a viable service for our customers and residents. Please select your preferred option:

Cease collections - I would not use the service as laid out in any of the options above.	852
Keep the service frequency as it is (fortnightly wheeled bin collection) for £50 per bin per year (20 collections).	4118
Reduce the frequency of the collections to four weekly for £42.50 per bin per year (10 collections).	761
Reduce the frequency of the collections to six weekly for £35 per bin per year (6 collections).	427
Grand Total	6158



Postcodes	Number of responses
NP16 5	852
NP26 3	739
NP16 6	567
NP26 4	531
NP26 5	460
NP25 3	397
NP25 5	377
NP15 1	370
NP7 9	266
NP7 5	240
NP7 0	229
NP7 6	213
NP4 0	189
NP7 7	183
NP25 4	172
NP15 2	147
NP7 8	120
NP18 1	19
NP4 8	9

Q4. Please provide any additional comments

3211 people made a comment. Please see Appendix 1A

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Please provide any additional comments

Couldn't afford anymore than £28! Rather have green bags provided and take to Five Lanes myself

I live alone on a pension so have to seriously look at all my expenditure. The huge increase in my Council Tax (52% in 9 years) has seriously impacted on my ability to pay my bills.

We should not have to subsidise a non-statutory service. I like my garden waste collection and would like to keep it. I will continue to use the service.

If garden rubbish is left in a plastic bin too long in the summer, it starts fermenting and gets incredibly hot.

I would definitely want the collections fortnightly as we do now.

Please do not change the frequency. As it stands even being collected every two weeks the bins smell. If the frequency is extended the green material will break down further and will stick in the bins and will not be possible to empty. In addition I subscribe to the number of bins I need (two), so if the frequency is extended then I will need more bins which I do not have room for nor the finances. It's an important service which we need to keep and encourage people to have gardens for the environment and wildlife.

As a resident with a small garden the current Wheely bin is bigger than I need. Hence why six weekly collections are ok and I'd rather keep costs down. It would be better for smaller houses if the larger houses pay for more Wheely bins rather than charge smaller houses more.

All of these options are too expensive.

It is a valuable service but sadly ends too early to be fully valuable to those with large gardens who cannot easily use other means of disposal.

We are encouraged to recycle but the increase will put people off doing so. As our council tax is really high I don't think the increase amount is justified. £5 per bin would be more appropriate and fair.

The survey does not explain why the four weekly collections are not half the price. However, I would prefer to keep the current frequency. I would be grateful if the operators could be asked to return the bins to their original collection location as leaving them in the road is a highway hazard, blocks neighbours drives, and it also makes it obvious that householders are away for the weekend which is a burglary prevention concern.

Can't afford the service so we burn all garden waste

The size garden I have I can't manage the waste if collection was less often.

I think this is a great service and needs to continue. It's an easy way to get recycling out to people.

I don't need the service fortnightly so decreasing the frequency to the 4 or 6 weekly options I think are a good idea.

I think the cost should stay the same or increase slightly but still remain at the same amount of collections. I pay a huge amount of council tax each month and don't see a lot for it. I have recently moved to the area and am shocked by the amount of council tax you have to pay. My previous council tax was far less and had a far better recycling and collection service. Unsure why you are still using plastic bags to put recycling in! Should you not be reducing the amount of plastic!!

As a pensioner I need the garden waste service, but cannot afford the price increase especially as the council tax will inevitably increase as well next year. How about cutting out some of the waste and inefficiencies in the council to provide better services.

The service is vital to the village of Llangybi

This service is delivered well and, as a customer who has an assisted service I find that the collectors I have are great guys who do it with good will. Very much appreciated.

I would pay more for you to continue through November. It's mad to stop the service when all the leaves are dropping, we are all pruning and cutting back annuals for the winter. Every other week is perfect for me personally and am willing to pay £50 for 20 collections, I feel £2.50 per collection is a reasonable amount

The proposed cost is too expensive, especially as we don't fill the bin every fortnight throughout the whole collection period. A reduced frequency of collection is no use to us. Presumably garden waste will still be accepted at recycling centres. This is a great shame as it will increase car journeys and carbon emissions. The reduction in the service/increased cost runs counter to the MCC Climate Emergency declaration. Very disappointing.

Good service, worth the extra money

The fortnightly collection is fine but would not be able to afford £50 which is a shame as it's a much better system

To lose this facility would cause great inconvenience. We have no 'tip' facilities in Usk so would have to drive to a facility to get rid of garden waste. Not everyone has a car to be able to do this.

None

I see there was a no option to keep the price as is, that is a very high price increase ! Whilst I appreciate we have a cost of living crisis

I live in a 2 bed house with a small garden so 6 weekly collection would be sufficient
n/a

If you reduced the collection interval I would be forced to purchase more bins which would then increase plastic use. The refuse collectors would also have more bins to empty when they do collect. Also for houses with little storage available for the bins they could end up causing obstructions outside houses especially on collection day

The garden waste bins are full every fortnight. Changing it to a monthly collection would be a great inconvenience for pensioners like us. Also £50 is extortionate.

As one of the highest council tax rates already this move is disgusting.

We already pay considerably more council tax than all neighbouring constituencies all of which have garden waste services included.

Is this mismanagement by the council? How can we pay so much and get so little. I advise you to reconsider this cash grab and find the funds elsewhere.

The fortnightly service is invaluable please continue with it. Many thanks

Ridiculous

It is absolutely disgusting that this service was once included in our monthly council tax payments and now it isn't, with year on year price increases. I suggest you look elsewhere to make savings. I am not happy with the suggested price increases. Such short sightedness. This will inevitably lead to more fly tipping.

This just penalises the good people and encourage the less scrupulous to dump more rubbish illegally. The increases in cost will also encourage more trips to the tip causing more pollution

If there is no collection or the price goes up too much I worry there will be more people dumping their garden waste in the nearby woods. This increased noticeably when the price increased before. If it is 4 or 6 week collection the bins will get over filled and start to mulch, fortnightly is just about right.
n/a

I have been very pleased with the service. Summer 2022 saw less than average need for collections because of the drought, but I am happy to pay for the continued service on the basis that 2023 will be a normal year.

It is becoming an expensive service when added to the already increasing council tax bill. The problem will be that it becomes a limited service to those that can afford it and that will make it more expensive for the council to cover by way of area, staff, vehicle and fuel costs travelling the same distance to pick up fewer bins. Better to reduce the collection dates to March through to end of October

Would take to our local centre £50 is too much of an increase and any less than the current fortnightly collection would mean doing it ourselves anyway during summer months

The small price reduction by moving to to 4 weekly collections does seem good value, and six weekly collections would be too infrequent to be of use.

If you do decide to reduce collection of garden waste can please then open up the Tip at Mitchel Troy without having to keep making an appointment.

valuable service but at £50 a bin, you must pick up every time, we had at least 2 completely missed collections this year and you did not return to pick up.

It is very difficult to dispose of garden waste in a responsible way other than the service currently provided. We value the service and particularly the green bin. The only option is to go to the recycling centre which is not feasible for us. Please continue the service

Has it been taken into account that an increase in fly tipping should be expected.

If the service is shut down you could consider a more local recycling centre. Since you shut usk our nearest centre is Abergavenny

Although the price increase is significant we generally fill our bins every fortnight so it is more economical than driving to the recycling centre. However, on at least a couple of occasions our bins have not been emptied so I would expect a better service for this increase.

Ridiculous thinking of stopping it ! Also if you reduce the collections to 10 (that's half the collections) surely the price should be reduced by half not just £8 !

Composting doesn't work for everyone or everything. If services cease will fly tipping increase, and therefore your, or other authorities costs?

£50 per bin per fortnight is still of value if the alternative is to drive to Five Lanes with waste bags.

Why do you describe the service as yearly when it clearly isn't! Trees drop leaves and we need to put them somewhere, but the service stops in December.

Very useful service that we would be lost without

This year the first 2 garden waste dates were not collected when due. If paying £50 will there be reimbursement for missed collection or credit carried forward for the next year? Travel to Five Lanes is additional cost when garden waste has to be disposed of by other means.

Close collections a month earlier is end of October

Whilst I fully understand we are all going through difficult times, I think increasing the collection fee from £28 per Green Waste bin to £50 is a little hefty! I think it's disgusting, as a Council, you're considering this! Do you really think people can afford the hefty increase with the cost of living crisis that's happening? It's a definite NO from me on your proposals.

I am happy to pay more for collections to remain at fortnightly as I would otherwise need multiple bins.

The incumbent council leadership possess tax raising powers at a Community, County, PCC and National level. They also control the formula that determines how much a rural council like Monmouthshire receives, relative to urban areas. It is entirely and absolutely within their political party's gift to address the £23mn funding gap faced by MCC - either through national redistribution by changing the rural funding formula, or the multiple layers of tax raising powers they possess. I trust MCC is not going to present the 'bloody stump' of a £23mn deficit at every public consultation, whether on garden waste or indeed something more substantive like social care or education? For the size of our garden this would be the minimum required.

A collection every 6 weeks would not be of any use. The bins are rather large and cumbersome to store in a small garden and to get through the garden gate. A smaller bin would be more useful or the garden waste bags that we have used in the past were preferable really. Perhaps we could return to using the garden bags?

very useful service

Reduce to 18 collections by finishing sooner

I don't use the service every fortnight, so I could live with 4 weekly collections - that seems more cost-efficient to the council than fortnightly collections.

I'll probably put it out in general waste

I do depend on this service

The increase in price is too high

The type of person who enjoys gardening and keeping their house looking pleasant needs a two weekly collection.

I'd only be happy to pay that ridiculous price if the bin is fit for purpose as too many bins are being broken and having to be replaced at additional cost.

If the refuse tip was open 7 days a week with unrestricted access by residents from Monday to Friday with appointments limited to Saturday, Sunday and Bank Holidays then we would dispose of the garden waste there and not use a garden bin. However, because of the restrictions placed on the opening times and access restraints to the recycling facility, we have to use the garden bin. We cannot store garden waste on our property without encouraging vermin. Your policy restricting access to the tip will increase fly-tipping. Please think beyond immediate savings and look to the greater cost of cleaning up fly tipping.

Having the garden bin emptied every 2 weeks has saved me ever going to the tip, excellent service since the introduction of the bins.

If paying even more I would expect every collection day to be honoured. Previous non collection (only twice) despite you being advised immediately and saying the bin would be emptied, never happened and you took it upon yourselves to update your computer system to say it had. Any paying system should ensure a 100% service. Thankyou

It's a very useful service if you have a large garden and live a long way from with recycling centre. Both those things apply to us. Happy to pay extra for it. Would rather this than see other services cut back.

To keep a fortnightly service I would not object to an increase in the "per bin" charge of up to £10; as any reduction in the frequency of collection would create more trips to the recycling centre. Monthly collections are not worth while ! Most people's bins will be overflowing by the time they are collected.

I would prefer collections to stay as they are. Or cease collections altogether. It would entice people to Fly tip. Also - Why do we still have to make an appointment to use the recycling facility in Llanfoist, it also makes no sense if you want to avoid fly tipping (I have seen it increase since the tip was appointment only.)

Bins need to be bigger

I would rather have it weekly

This⁹ will lead to more journeys being made and an increase in pollution. Is the intention to charge for visiting the recycling site?

I'll use Llanfoist tip for free instead

Excellent service would at twice as much.

To be honest it's getting very expensive for a service when we rarely put out our bin for every collection, however, the fortnightly option is the best value for money (price per collection). We're moving to a larger property and will be looking into home composting going forward.

It's a good service which I am happy to pay for. It's good I'm not driving to the tip anymore. Perhaps allowing us to buy extra bins would help.


Very expensive, but the inevitable garden waste will have to be disposed of somehow.

If frequency is reduced, we would be unlikely to use the service. We also believe 'fly tipping' of green waste and anti-social burning of green waste would both increase.

Excellent service. Weekly during the summer period could be popular

This should be covered by council tax regardless

Is there any reduction for a disabled pensioner receiving pension credit. There is no other way for me to dispose of garden waste other than having it collected.

A good service £50 in the present climate seems reasonable, going to the recycling dump costs in  fortnightly Apr- end September then four weekly on either side? I've not put my bin out for last 4 weeks, but always full during grass-cutting time.

As the local recycling centre is appointment only I feel this is the only option for me to dispose of my garden waste but feel disappointed that I have to pay extra for this service on top of the £3000 + council tax I already pay.


Appreciate that costs have to increase and am very happy with the service we receive

I'm really sorry that this service may disappear...it's been great for us....but in hardship times we must all watch our pennies and pounds.

Really understand your predicament and if it does go ...a huge thankyou to all involved xx

Cut bin collections. To only between may and September fortnightly , for the same money as know.

The amount of leaves that come off of council trees are the main source of our bin use during Oct/Nov (we back onto a park).

I don't see why I should have a garden full of leaves which I then put in my bin that really should be the responsibility of the Council. 

I would be happy with less frequent collections if you could access our tip without having to book a slot

The increase is terrible this will increase people to dump there garden waste else where

I think it's unfair to penalise pensioners with this hike in price. I am 90 years of age and have no other means of getting grass clippings and leaves to the tip so you have me over a barrel seemingly. Typical of the Council sadly. A monthly collection is a nonsense as it means I'd have to pay £85 for two bins as I couldn't hold the green waste in one bin for a month. Have you genuinely thought about this and the impact? I might be forced to dump my grass clippings in hedges around the village like other people do.

an invaluable service given the difficulty in getting to a skip. Would possibly be discriminatory to older residents and those who are disabled

This is still a very reasonable price for a good service. I fear if you decrease the frequency of collection some people will dump or burn their garden waste which is disastrous for the environment.

Finishing in Nov is too early as leaves are still on the trees! If you go to 4 weekly collection then I will need double the bins which seems an awful waste of everyone's resources so reluctantly I will stick with fortnightly collection. If you want to provide me with 4 bins then I have the space so would be happy for monthly for less money. Whilst I also appreciate it is not a statutory service and therefore you can charge when I look at how much I pay already and what little I get back, and how much money is wasted on vanity projects, charging very much for green bins is frankly legalised robbery. Any less frequent is of little practical use to gardeners

Would suggest a rebate for those tending to the public park areas that have been abandoned by the council under the pretence of an environmental measure

This is a huge increase at a time when council rates will be going up across the board. As a pensioner I have no option otherwise it means handling heavy bags at the tip. Please consider a discount for Over 75 year olds.

The system works well as it is

Can you not have a hybrid collection service so alter the frequency based on the season dates which may help mitigate the overall cost of running the service: -

Early spring, into autumn / winter have 4 weekly collections

Late Spring through Summer - bi-weekly collections.

Constantly pushing more services away from council tax and into discretionary payments is regressive and punishes poorer people to benefit the rich. It is disgraceful. At best this will lead to more fly tipping, which will cost us all more. What a waste of space and money you are.

Invaluable service that reduces fly tipping of waste materials

I paid for bin collection as it's greener having 1 truck pick it up rather than lots of cars travelling to tip to take rubbish

I have trees at the bottom of my garden which are subject to TPOs so I have to maintain them. The current garden waste collection service is inadequate for these because the leaves only start falling in October/November by which time there are too few collections left to dispose of the leaves (I already compost and bag up for leaf mold as much as I can, have a garden full of moldy leaves from previous years, and so currently have to deliver wet leaves to the recycling centre in my car - frankly its tempting just to throw them over the fence and let the highways agency deal with them, but my conscience prevents me doing that). Before October, I'd be happy with a monthly (£42.50) collection, as my usage is low. But after October I need it every week, or to have at least two more fortnightly collections before ceasing. So I'd like to caveat my response above that I'd pay £50 with ... if the service could allow some flexibility to cope with the autumn/winter peak. I understand that might be difficult logistically, but if the price does increase to £50 with the same 20 collection regime then I'd really need to consider whether I get value for money, given my usage profile, and may cancel altogether. Hope this helps.

I usually have 2 bins and would miss the collection. However, the only paying option I would have gone for is the £50 one. At £100 for 2 I think there will be greater use of the council dump or, an option I don't support in the slightest, fly tipping in our beautiful countryside!!

This is an essential service, please MCC keep it going

IT IS A GREAT SERVICE AND VERY GOOD VALUE FOR MONEY.

If the service is discontinued what will happen to the garden waste? It will probably end up being fly tipped!!!

Cease the collection at the end of October.

Another suggestion is to keep to fortnightly but start later and finish earlier as most use this spring to autumn

I think this service is essential to avoid fly tipping of garden waste on the sides of roads and lanes.

This can be seen in other areas of the UK and is both unsightly and dangerous.

I sympathise with the dilemma you are in and would still like to use the service

£50 is extremely expensive but in the summer fortnightly collections are needed

Reducing frequency will lead to waste rotting and smelling - grass cutting especially.

I would prefer a shorter season for fortnightly collection e.g. May to September.

Would be happy to revert to the old brown bags and take to a central location in Chepstow as an alternative to collection. Space for home composting is limited and having to book a tip slot is inconvenient

You have conveniently forgotten to say how much MCC makes from selling the garden waste after it's been composted- surely that would offset having to make such a big price rise for collection?

Why do we have to pay for our garden recycling when other council charge nothing for the same service.

This is truly outrageous, we pay enough for council tax as it is and mainly for services that I don't use, why don't you charge for council tax in the same way as garden waste collection? If you use it you pay for it....I don't use schools, libraries etc so why should I fund people that do.

Get a grip!

£35 for monthly pick ups is an option I would take

Service should be available whole year round for this pricing !

I am very disappointed with the above options as I feel we are being forced to select cease collections or a huge price hike of double the amount we are currently paying. We in Usk and are at a big disadvantage in terms of having our community waste disposal facility removed from us and face a 25 mile round trip to get to the closest one to us. Older residents who can manage putting some garden waste in a wheeled bin that gets collected but will struggle to remove the waste in other ways. We are likely to find a big increase in the number of polluting bonfires being lit if the service is discontinued as we have no other option. I feel it is grossly unfair that those of us in Usk pay the highest rates of all the county - in fact they are crippling high for many of us, but have very few local facilities close by. Please do not increase the cost or takeaway this service as well.

It's way too expensive I find the £28 we can just about manage to pay , how can people pay much more with everything else going up

Prefer the 20 collections and happy to pay £50 per bin as bins are full every fortnight

Excellent fortnightly service. Cost is fully justified.

This is absolutely disgusting. I cannot believe the extortionate prices you are trying to charge us, for an essential service which our neighbouring counties get for free. I will not be using this service for anything over £30 for 2 weekly collections.

If you're going to increase prices so dramatically, why don't you offer some incentives. For instance, if you're a garden waste customer, offer compost bins at a reduced cost. This may encourage people to throw less garden waste away and use it. Making it both economically and environmentally viable.

Given the small difference in cost for fortnightly as opposed to monthly this makes more sense. The waste collection will reduce trips to the recycling center which cost time and fuel.

Though I have expressed a preference here, I would wish to continue with the service however you decide to do it.

I think this is quite expensive.

The first option is too expensive and the others aren't frequent enough to make it viable for us.

Get your issues of course but £50 is too much given that some councils do not charge at all?

Why doesn't the council reduce its own operating costs instead of continually ripping off the residents who have no other option than to pay for the terrible services offered?

Monmouthshire council salaries as at April 2020:

Chief executive officer £147,665

Chief officer - children and young people £108,445

Chief officer - social care, safeguarding £108,445

Chief officer - resources & acting section 151 officer £108,445

Chief officer - enterprise £106,938

How are these justified when you are operating at a loss? Us lowly residents would be grateful to understand how this is okay, especially in the current economic climate. Not that the council will bother to even read this comment, let alone acknowledge or respond.

Most of our autumn garden waste is leaves from the trees on council owned land plus I'm paying over £3000 for council tax a year so it would have been nice to have the garden waste collected but I know the council is under a lot of financial pressure so I guess there's little choice really.

We compost our garden waste and have never used it. I wouldn't pay for this service

I am unable to take my waste to the Mitchell Troy recycling centre so need to use the waste collection service

Thanks for everything you do.

Collections at anything more than fortnightly would cause issues of unpleasant odours, especially in warm weather. During grass cutting season fortnightly is only just manageable, quantity of grass and smell. Any more time between collections could lead to a proliferation of unsightly bins in more urban settings.

What's the issue you are trying to solve? Have you thought about trying to get more households to sign up to the service?

The waste would still have to go somewhere, does removing this service risk increased numbers of bonfires etc?

The collection of bins is not as important to us in the summer, the spring and autumn are important as that's when most garden waste is produced. Therefore, if there were fortnightly collections in spring and autumn and none during the summer, we would be happy with that. We hope this comment helps your decision.

Really useful service - happy to pay - Usk recycling centre now closed so important to keep this.

I did vote no but on thinking about it it's only £2.50 for fortnightly collection and I'm up for that 👍
Please do not reduce the frequency of collections

this is a big increase for an 84 year old age pensioner it would be hard to afford an increase of of 3 times the current cost

Based on my actual frequency of usage, a four-weekly service would be ok, so I'd be happy with that option as well as having selected fortnightly. I've selected keeping the service fortnightly as I am happy to pay the larger amount for greater flexibility.

Disgusting charges! Should be in with the council tax, although I don't actually know why you charge as much as you do for that! Pavements, roads, services all in dire need of repairs, stop paying your top knobs so much money and start looking after the people who are funding you!
it's a great service for the price and hopefully it will continue - as an alternative I would not wish to track into a council tip myself, or burn on a garden fire.

That is a large increase in cost, but the reduced service doesn't appear to garner the appropriate reduction in cost, i.e. 50% service should be 50% cost. I have considered visiting the Dump, the cost involved and the eco wrongness of doing this, but the thought of regularly visiting the dump, and sitting in that queue outweighs the cost for me. I am concerned, however, that the net result of setting the cost too high, is that fly tipping will increase.

I understand your deficit in budget but as a Council tax payer having to pay an additional amount is basically to allow the council to spend on all their own misgivings and inadequate planning and spending in other areas constantly wasting funds on stuff that isn't required. We have are being held to ransom by the local authority

Price increases above seem astronomical but I need a collection as I'm a pensioner. My bin this month has been filled to the brim with leaves from trees in Thornwell School. The paths are not swept of leaves so creates a slip hazard in wet weather.

It's gone up a lot and at a time of massive increases to bills this seems like a cash grab

I ended this service earlier this year and had my bin collected. Thank you

I have bags rather than a bin as I live in a terraced house.

At certain times of the service it would be useful every week, but as summer draws to an end it could be once a month

I appreciate the budget cuts, that we are all feeling the pinch. Living in USK, having our recycling centre close down during Covid, I feel we are at a disadvantage, and am not surprised of increased fly tipping.

I feel that taking away this service is a great detriment to the community, and will encourage dumping green waste, which surely will be at an unwanted additional cost to the Council.

I get the need for cost increases and to be fair the £50.00 is inline with other councils. The price variation for the four weekly service offer doesn't make any sense. 50% of the service for a 15% reduction hardly a reasonable offer is it?

This is almost 100% increase in costs...when the cost of living has increased so much..this will not be a welcome addition to financial outgoings! How about giving everyone - with room - a free garden composter?

What are you going to cut next more money for less service. Open up Tip with out booking System I bet you are going to say it's all down to COVID and you will be putting up Council tax for less service so what are we getting for our money No police station roads not cleaned .Its so sad to see Caldicot looking as it is now

Great service, stops me needing to make repeated tip bookings which cost me in fuel/time/pollution

I wonder whether another option might be feasible. Gardening activity is likely to be less in March, April, October and November. Could you have monthly collections for these with fortnightly collections for the 'summer months?' Cost £45 per bin? I appreciate this may complicate things too much.

Absolutely disgusted by the price you are looking to charge!

I find the garden waste collections very useful and I'd be happy to pay more.

It would be straightforward for me to take my garden refuse to the tip either in Monmouth or Abergavenny, and in many ways I would prefer that option, except of course for the constant need to make an appointment. I believe the time has now come to make the tip available to ratepayers without the need for an appointment.

If you are to reduce the collections then the bin must be made bigger as one hedge cut and the bin is already overflowing

I value this service

You provide a valued and efficient service

You leave us with no choice but to pay the increase. As we couldn't leave the bins monthly over the summer. It would stink! But this seems a significant rise for the year. Disappointed!

I couldn't manage without this service. Hope it stays. I'd pay £100 for an all year fortnightly service. A disgraceful increase on any of the options at a time when all households are under severe financial pressure.

Excellent service at about £2/week. Worth every penny saving loading up the car and trailing up to the tip. Then cleaning the car after. Very sad if it's watered down or even stopped.

£28 to £50 is an unbelievable price hike for the same service.

Can I take green waste anywhere else locally to dispose of?

This is not a consultation and feels a little insulting to be honest, why bother?

Getting us to choose from 4 unfavourable options isn't truly asking for our opinion.

Would I like a kick in the shins or the face? I'll choose the shins but am I happy.... You know the answer

I have a lot of grass and hedge cuttings during the summer months and this tails off towards the end of the summer. We don't really need collections in March or November so maybe 14 collections would be a viable alternative between April and October (Fortnightly)?

Why don't our rates cover collection of garden waste ?.

We have a small garden and fill our bin during the summer months, Collections any less frequent than fortnightly would render the service useless as far as I'm concerned.

Make the Mitchel Troy recycling centre not bookable ie just turn up .

Your commitment to recycling is poor ! Centre closed part of week and by increasing pricing of garden collection or reducing its frequency alongside a poor recycling operation is ridiculous . One of the most expensive council taxes with no value for money

Currently good service. Keep it up. Many thanks.

Maybe neighbours who use the service but do not have much garden waste could share the scheme with their neighbour

This is a great service.

Unfortunately costs are increasing and it cannot be avoided. Therefore the options given are realistic. Still good value, at £2.50 per collection. It's less than the cost of driving to the tip.

With a large garden and unable to have bonfires because of proximity to a major road the garden waste collection is essential.

With the cessation of the recycling centre in Usk, paying the increased fee is the only viable option to us. Taking bags of garden waste to Llanfoist is costly in time and energy.

We use this scheme as it reduces considerably the number of car journeys we need to make to the recycling site. However, a main concern is that if there is no green collection scheme, we would not be able to undertake the clearing of leaves deposited by four large trees on the council managed green area opposite our house. We have undertaken this for the 12 years we have lived here & purchased a second green bin (& bags previously) at our own expense (money & time) to cope with the large quantities of leaves that affect the shared drive and access to 7 properties (no 46 to 52). This is ongoing, weekly, throughout the winter months due to the volume of leaves and tree debris. Later in the winter we end up doing trips to the recycling centre to dispose of the leaves. The combination of leaves and rain can be dangerous to pedestrians & drivers if left. At present, we maintain the area in front of our property & garage, being the initial access. If we simply swept up the leaves & left them on the green, they would simply be blown back onto the drive with the risk of becoming hazardous. Without the bins, another remedy by MCC would need to be found.

Keep the fortnightly collections as is.

The proposed cost should be indexed linked to average fuel costs for the previous years period March to November not increased without a clear mechanism for also adjusting down when energy costs subside.

A difficult choice

Would love to keep the service as is.

Better value keeping it as it is and no real cost-saving by reducing the collections.

Removing the service means those without cars or the elderly will find it difficult to access the recycling centres so suggest making the payments quarterly to help spread the cost.

I have had a very successful year as a garden waste customer. The wheelie bins are very easy to load and move about the garden. The service very reliable.

I note that at a time when households are already being squeezed from all sides, people are likely to just burn or fly tip their green waste as this is yet another increased cost. We'll have to reduce our bins from two to one at this price and burn what doesn't fit. (We already compost what we can!)

We need this service. It's too far to travel to the recycling facility and the booking system makes it really awkward. We both work full time and have commitments on weekends

It is a great service, £50 is not an unreasonable amount.

It's daylight robbery and will ultimately start to fill the recycle centres up. Most councils in Wales have free green collections too! Why not just make it part of the council tax and everyone pay it?

Garden waste collection should be free

Budget decisions need to factor in the costs to MCC of dealing with flytipped garden waste as a consequence of not providing an affordable service to ratepayers who are facing so many financial pressures in other areas. Also much clearer explanation needed as to why half the collections (i.e. from 20 to 10) does not generate a more meaningful reduction in cost- i.e. is enough being done to make the service more efficient so that the burden is more equitably shared?

With the new proposals there will be an increase in fly tipping . In these austere times people still have garden waste but will not be able to afford such increases especially the elderly and those in rural areas that have little enough services for the outrageous council tax they have to pay as it is ! None are palatable but necessary in the current climate

currently we use 2 bins we will need only 1 in future

I think our recycling & collections are great. I personally think glass collection could be monthly too but keep food, pink & purple bags weekly

Covering costs for collection service is understandable; but making it too expensive will encourage illegal dumping and subsequent costs incurred on council?

It's a good service as I don't need to travel to a tip

It is too expensive

Happy to keep bin collection and pay for the service.

Reducing frequency of collections would mean more garden bonfires with all the pollution and nuisance they cause. Now that Usk recycling centre has closed, those of us with large gardens and small cars need the fortnightly collections without resorting to burning it

A useful service that we would not want to lose.

Small / med size garden. We do not create enough garden waste to warrant fortnightly collection but would miss the service if it was withdrawn completely.

Whilst I'd rather not see the price increase I understand the pressures being put on Council budgets.

£50 for 20 collections works out at £2.50 a collection, which for a packed bin (which mine usually are) isn't too bad.

To reduce the collection frequency would mean I'd have to buy another bin which would push the price up to £85 a year which is then getting a bit steep.

Why are you making it so hard for me to dispose of my waste in a sensible manner?

It's already difficult enough in Monmouth now that the HWRC at Mitchell Troy is closed two days a week and no longer open from dawn until dusk.

It feels like anyone who does what the council asks and recycles/disposes of waste sensibly gets penalised, yet those who flytip seem to get away with it.

£50 for the collection service is something that I cannot afford in the current economic climate, and yet because of the restrictions at the HWRC I feel I have no other choice but to select that option as storing garden waste over the summer months for more than 2 weeks is simply not practical.

When I started using this service it was so much cheaper. I won't be able to afford these prices!

With the closure of Usk tip and the fact that my nearest refuse centre is almost half an hour away I cannot imagine losing this service. If it did stop then at the very least please remove the necessity to make appointments at the tip. It is arduous and you can't cancel which is often necessary because you have to book at least a couple of days in advance, so it must be very inefficient too. Cant believe with the amount of council tax we pay in Usk for limited local services, that you would even consider taking this collection away.

We would be willing to pay another £10 - £38.00 total, for 20 collections per year, but obviously we would be happier if you kept the payment to £28 for 20 collections, as it is at the moment.

4/6 weeks between collection is useless as I fill my bin every fortnight over the summer and the service at reduce collections will no longer be of interest to me.

I

My concern is if £50.00 becomes the base rate, it's only going to jump up again in the coming years. And what's a 3 weekly collection option.

I agree to keeping the frequency but £50 is absurd

We do not have transport suitable for carrying garden waste. Our garden generates sizeable amounts of garden waste at some stages in the year.

We regard this service as an essential component of the County's provision for many households. To remove it would be to encourage burning or other anti-social disposal methods being adopted by some of those households.

The increase seems excessive, but I value the service and wish to retain a fortnightly collection. The term "subsidy" is distasteful when the source of the "subsidy" is our own substantial Council tax payment.

Very happy with the service and willingly pay extra to keep it

I would also prefer it to run through the year. There is lots of debris in the late winter that we have no option for disposal. I'd be happy to purchase extra collections throughout the year

Alternative of cancelling booking at recycling depot should also be highlighted

Remove this service, and there will be more fly tipping!

1. Perhaps you might make the case for the £50 for 20 collections by being clear that this is only £2.50 per collection (the value for money case).

2. I would prefer any option before / other than 'cease collections'.

Could I pay per collection service work? We use fortnightly in peak season, but then don't use at all at for 6-8 weeks at times.

I don't have enough waste to justify the fortnightly cost, but would probably go with any of the options except cancellation.

Due to the amount of leaves dropping in the autumn I feel its important to keep the fortnightly schedule. Also in summer the bin is easily filled with grass cuttings. If you do seek to reduce or get rid of the garden waste collection, I feel it would be a better customer service experience to use the household recycling centre without appointment to get rid of garden and other waste where necessary.

Also, on your costings, if £50 gets 20 collections, then 10 collections a year should be half this price (£25)and so forth.

One potential income stream I could think of for your parks and Gardens team is to do leaf blowing and pickup for householders Gardens (Subject to a satisfactory fee).

Reducing the frequency means that the green waste is more likely to decompose and create a mould health hazard for the householders and especially for the council staff who have to empty the bins. The disturbance of emptying may create aerosols of mould spores to be breathed in.

My bin has not been collected every time this year. I have spoken to someone in the department and asked if the bin could be collected from JUST inside my drive as it presents a hazard at night, out on the pavement adjacent to the letter box. Also I shall be 80 and it is a little awkward to wheel out on my own. This was agreed with the relevant officer but has only happened once out of three visits since then. It is an essential service but I believe most could manage once every four weeks. Please could we have the SAME day i.e first Monday each month.

Alternatively the first and third in the month should it remain fortnightly. Thank you

We feel the service will remain good value for money - thank you. We have a large garden and do not have a sufficiently large vehicle to remove our garden waste ourselves.

Happy to £50 bi-weekly! The bins are not large enough to cope with the amount of waste if the collection was 4 weekly/6 weekly and would also become too heavy to move.

What is the point, any comments will be ignored. This will probably encourage fly tipping.

I do not mind paying more for collections I would be willing to pay £35 for two weekly collections but not £42.50 for half the collections

I find the garden waste fortnightly service invaluable

The booking system for using Llanfoist refuse/recycling centre needs to be removed. There is no conceivable reason for it to remain post-covid. If the centre could be used ad hoc, people could return to using it as needed for garden waste. For those of us who work booking a slot is not possible, especially for garden waste. Highest volumes of garden waste are created when we're off work, free and the weather is good enough to prune trees, cut hedges, etc. We need to then be able to dispose of this waste at that time, not have to book a slot in advance when we don't know if we'll need it or have the waste hanging around for weeks if unable to get a slot straight away. There is simply no need to maintain this system and reverting to open access would remove much of the requirement for home collection.

At £2.50 per collection still a lower cost than driving to Llanfoist from Raglan

If you decide to stop the service at least improve the availability for green waste at the recycling site and make available reusable sacks for purchase. If you make recycling any more difficult I suspect fly tipping will increase resulting in extra cost to us all.

Great service and please keep it going.

A service well worth paying for.

Fly tipping will increase if service stopped

I would be prepared to pay £40 for a fortnightly collection. If these proposals go ahead I will probably revert to taking garden waste to the recycling centre, endeavouring to do so on shopping trips to minimise carbon footprint.

Whilst I fully appreciate demands on the public purse these are disgusting increases. We fill our bin every 2 weeks with grass (we dont have a larger than average garden) so any decrease in frequency is not an option. Also I fail to see how a 50% reduction in collections from 20 to 10 would only provide a 15% reduction in cost from £50 to £42-50. Especially as we already have a bin. Perhaps you should consider a higher cost on year 1 to pay for the bin. Getting a spot on a convenient day at 5 lanes is also difficult so that's not really an option. I would employ you to look at other options Think it's very expensive but some of us have no option but to pay.

For a great number of people with gardens, the need is there for a two weekly collection but the proposed increase in charges for this service may well prove to high for many households. My concern is that more and more people will fly tip their garden waste, creating an even greater problem for Monmouthshire County Council Services and therefore a greater expenditure for Monmouthshire County Council, which will ultimately, increase Rate Payers Rates.

Think it is still rather expensive. Not everyone can get out to the tip, I personally have difficulty when trying to find a slot for the tip

I personally think its a good service

The bins are easy to move around and can take lots to fill.

Those of us that have bigger gardens would be disappointed if the frequency of collections got reduced or ceased altogether.

If the council ceased the fortnightly collection, we would have to go to the tip, more cars on the road and more work for the council at the tip... thank you kind regards

We pay enough in Council tax already this shouldn't be increasing I already have way more garden waste than I can fit in one bin on a fortnightly basis but cannot afford to pay for a second bin. How else are residents supported to dispose of their garden waste if you don't make it affordable to collect it.

What would be the portion of a booking system for collections similar to booking service for recycling centre. People pay per collection and these can be grouped then by MCC into post code areas to reduce unnecessary mileage, plus people are then generally putting out full bins rather than half empty "just because it's garden waste day". Would be a more efficient use of collection staff Invaluable service that is efficient and well run.

We are not happy with the increased cost as we are pensioners and already pay very high council tax therefore it's out of our budget range

Increase from £28 to £50 is a shock, but £2.50 per bin is not too much. However I suspect the headline number could kill the service, not enough people will sign up so you'll still run a loss, but time will tell! Do other Welsh councils provide a garden waste service, and at what cost?

Anything less frequent than fortnightly would not be workable. We do not have space for our own garden compost bin and, even if we did, the volume of grass cuttings etc would not compost quickly enough.

4 weekly collection would only be suitable at certain times of the year, so I would rather a 2 weekly option even if I don't use every collection

We fill up our bin at least every two weeks, so would need to continue to do so.

Necessary fortnightly but that is a ridiculous cost. It's ridiculous that you still have to book a slot at Llanfoist waste tip so impossible to dispose of green or any waste. Please consider remove booking system to reduce fly tipping which has increased. I have personally seen an increase whilst walking my dog.

ALL ROUND THIS IS A GOOD SERVICE

I think this will cause many to stop and use the recycle centres or even fly tip

The underlying problem is the huge waste of funds by the Council.

We have a substantial garden, as do others in this area, reducing the collections would be a nightmare, we would need bags for the tip during the spring/summer months.

I am concerned that people/residents who are unable to afford the increase will start dumping illegally

Another Service, which I use regularly, under threat :(

Big increase in price - will probably still use but would need to consider new cost first

Would use the tip more, and therefore need less collections, if booking wasn't required

Consider providing the option to pay by adding a supplement to the monthly rates direct debit to cover the service ie £5 a month.

Recognising the Monmouth Councils problems with expenditure and funding I do not object to the increase in cost. However currently I have two bins but will be reducing this to one next year. As an observation I hope these increases and changes do not increase fly tipping of garden waste which in the long term could be more costly. Fly tipping is already an issue around Magor. Thank you for the opportunity to comment.

I really value this service and hope it continues

four or 6 weekly is not going to be regular enough. we would have difficulty in sending garden waste to the recycling centres as our vehicle is not big enough.

Whilst I appreciate your finances are not great, no-one else's is either. Somewhere you have to say no more and I'm afraid this would be the tipping point for me.

I'm very pleased with the way in which the workers have handled my bin over the past year, even when I have been away from home. They deserve recognition.

The service needs to be fortnightly

It's a good service. I do not drive so I would have to pay someone else to collect my refuse.

£35 to cover full costs to £50 seems a disproportionate charge- 40% increase,

Living in a rural area means this service is very important to us.

At a time when we are looking to go carbon neutral think about the total number of extra miles

monmouthshire residents will accumulate travelling to recycling centres

It doesn't make ecological sense to stop the service and would guarantee an increase in fly tipping

Is the council planning to replace the fleet of diesels with electric vehicles |

Most people around this village cannot drive to the recycle centre or indeed get waste into their cars, they need the bins on a two weekly basis, otherwise tipping will happen in local woods or unscrupulous collectors will take money to remove and then tip, this is already happening its getting to much in cost i don't mind a small fee but any more i do it my self

Nearly doubling the fee for collection is not acceptable

Expect more fly tipping if you reduce or cancel the service.

We have a large garden and rely on this service as we are not able to take our garden waste to a recycling centre.

Very good service, which avoids need to go weekly to recycling centre. I would however question why increase to £50, when similar service is provided in Torfaen area for free, and our council rates are higher.

Think the cost is high but need the service every two weeks

It is an important service for those with gardens, particularly the elderly, or those who work full time who are unable to go themselves to the refuse centre. Shame that the increase in cost is so large.

There is no appreciable reduction in cost between the 10 or 20 collection so would opt to remain with 20. Increased risk of fly tipping of garden waste which would cost local authority more

The garden waste collection is an important service for us. The alternative is to use the recycling centre

at Mitchel Troy at great inconvenience during the busy gardening times of the year.

The reduction in cost for 4 weekly should surely be half or maybe £35 but I definitely wouldn't want the service to cease

Worried that it will increase fly tipping ?

Three weekly at £42.50 would be a better choice

What happens to the "oversize" bins MCC provided? I hope you will recover them at no cost! Tories :(

Although I appreciate you have costs to endure so do the residents and unfortunately we have a large garden so you have us in a corner...we have to have garden waste collection to maintain our garden for us and others. We therefore would opt for the increase in charge and keep to fortnightly....however hard this is.. It's a pity Monmouthshire can't adopt Newport's policy as my mum has Two bins and no charge... maybe we have to endure this charge for being in a rural area. So after my rant I would opt to stay the same and pay the extra.

It's a vital service for many residents with gardens and should still remain. Although I would agree that fortnightly may be too frequent and therefore reducing the frequency would be acceptable. However, I don't agree that the price should increase as well as this. If there are fewer collections, then the price should decrease, or at the very least stay the same.

Would find it hard to find the extra government should cut their waste

If the service is not kept then it will start to be dumped which would be a disaster.

As it was seen fit to close our recycling centre we have no other option but to have it collected. We are elderly, my Husband cannot be left for long periods so I don't even have the option of driving to Monmouth or Abergavenny to take my waste.

We will reduce down to one bin instead of two at that price

An excellent service as I couldn't get to the Tip

Would willingly pay 35 pounds but cannot agree with once in 6week collection

Make the bin larger.

This is an essential service for anyone with a garden as there's no other easy way to dispose of garden waste, especially if you don't drive or have anywhere to store it. Please do not stop this service!

Reopen the tip in Usk

A very large price rise for the same service! Why is it free in Cardiff but not Monmouth, £28 was fair £50 is too much

No

Double the price... really??? I'll save up green bags and drive to the council tip

I live in a rural area where I am already seeing an increase in garden waste being dumped in farmers fields and fly tipped. If there is a substantial increase in flytipping surely this would counter act any costs saved as as a Council you would need to remove the flytipping surely?

The wheelie bins provided since the last consultation have been very good and won't need replacing any time soon.

I think a Garden Waste Collection service priced at the equivalent of £2.50 per bin per collection is good value.

In terms of timing, this year December 2nd is before many trees will have shed their leaves, which will cause problems for some gardeners. Please would you take this into account when fixing the dates of service provision for next year. Maybe a break in mid summer when collected volumes drop (?) for a period could allow the service to run on for a further 2 or 4 weeks while retaining 20 collections.

Grass will compact by itself if left for a couple of weeks in the bins - I would have thought this makes up a large part of the collection as not everybody has the land, space or ability to compost. The 50 pounds is very high on top of other rising costs and for the many in money difficulties. However, the costs of the other options do not decrease much in relation to the infrequency of proposed collections. In order to reduce fly tipping .. may I suggest a drop off site for regular gardeners or self employed gardeners on low wages ... if the bin collection schedule should be cut by much ?

Waste needs to be collected on a regular basis especially during the spring and summer months; you aren't really providing any feasible options/solutions. The increase in price for the service is extortionate especially for pensioners. There also needs to be a greater financial incentive if you opt to reduce the frequency of collections (the prices quoted in the options are too high/not enough of a reduction).

Far too expensive it's going to cause fly tipping as if it's not bad enough as it should remain the same after all we pay council tax which should subsidise the cost

If you fail to provide a suitable service you will encourage fly tipping

I have little choice but to use the collection service as I am obliged by planning to keep mature trees and maintain hedges on the property and this combined with grass cuttings requires 3 bins. I am being heavily penalised for maintaining a large green area within the village. The rise proposed is extortion. The take up is likely to be low and total income will drop and the service will still struggle to wash its face. Fly tipping will expand.

£50 is a ludicrous amount to charge for a fortnightly collection, although if it was spaced out over the year that might not be so bad. I am 79 years old and doing my garden is one thing that keeps me active and out of hospital. I currently make my own trips to the tip as well as using the green bin, but with worsening eyesight what am I supposed to do when my optician tells me to stop driving? The fortnightly collection is the least you can do. I would prefer it to continue over the winter as well. I don't think you're considering the needs of pensioners at all. And you certainly can't be serious about option 4. I would pay someone to collect my waste and dump it on your doorstep if this is how we're going to be treated.

Reducing to 10 collections and saving only £7.50 is bad value for money and six collections is hardly worth it either.

It is nearly double the current cost and is it viable if most people drop out due to these rising costs? At some point it becomes cheaper to do regular tip runs.

It's a shame that councils are being put in these situations as this was a good service.

Make the council tips more accessible without having to make an appointment. Sell residents the bags for garden waste as previously used. Offer residents green waste only days at the tips. Whilst I wouldn't want to see a year on year increase, the fortnightly service is excellent and incredibly convenient.

Best value for money is £50 and 20 collections at £2.50 a collection but up front expenditure is challenging for households and 6 collections is arguably enough.

The restricted opening times and need to book a slot at the local recycling centre make it inconvenient to use. My only option is to use the wheel bin collection. Withdrawal of this service will result in fly tipping and increased costs to the council.

Each of the above options is too expensive in view of the current cost of living/inflation situation.

Raising the cost will result in more fly tipping of waste. Make savings by cutting county hall numbers/expenses/salaries/waste.

Ceasing the service will mean taking the waste produced weekly on a ten mile round trip to the tip I personally think if you increase the costs this much, council tax shouldn't be going up.

Happy to pay more for the current garden waste service, as I would find difficulty in disposal of garden waste if the service stopped.

If collections were to be less frequent than fortnightly it would be awful (we have a big garden)

If inflation is running at 11% I feel a 100% increase is a bit steep. We are encouraged to recycle and these proposals will lead to more fly tipping. My nearest waste recycling centre is approx 16 miles round trip. There should be a green waste deposit system set up in my village of Goytre at no extra charge. I already pay in excess of £2600 per annum council tax and I think that should cover the cost. As i am a old age pensioner i cant aford to pay a gardener as i am able to do the garden myself the bin is very handy.without the bin i cant dispose garden waste

Ever four weeks would probably be okay, but the cost difference between the two options doesn't make it worth it.

Price increases of this level are obscene and will lead to more fly tipping. I am very dissatisfied with such a proposal.

The fortnightly to 4 weekly collection price is not a fair decrease in price compared to the reduction in collections.

I understand the financial pressures you are facing but yet again it is the hard working tax payer that is having to bear the brunt of these things. Life is hard enough without these kind of increases which is close to 100%. How the heck do you arrive at a £23 million pound deficit especially considering the state of our roads etc. with not a lot appearing to get done. Yet another kick in the teeth for the ordinary struggling person.

use the service but feel it is a massive increase at a time when money is tight. last time filled out a survey felt ignored

We need to keep the service as it helps to reduce the chances of fly tipping, which can harm the environment and wildlife.

I am happy to keep the service as it is. Thank You.

Definitely be very keen to keep at fortnightly and happy to pay £50 for the year.

Being disabled I am unable to get rid of my unwanted garden waste. It's hard enough as it is now. It would seem to be uncaring if the service was stopped. Living off a pension £50 would be a lot of money but none of the other options are feasible as far as I am concerned.

Would obviously prefer it at the old price, but monthly would be of no use at all to me. If not fortnightly I would not renew.

I would probably only have one bin, whereas I currently have two. If it goes to four or six weekly, I wouldn't use it at all - I have a big lawn and need to get rid of the cuttings regularly. I would rather book a weekly slot at the tip than have so long between collections.

EXCELLENT SYSTEM AT PRESENT AND AT A YEARLY COST PER WEEK OF £1.00p WOULD STILL BE GOOD VALUE

This is an important service for our household. We pay alot of money to the Council through the council tax system with many of the services on offer that we do not use or need to use.

Our wheelie bin is full for every two week collection and my question would be if the service was stopped or even reduced what the Council would expect households to do with the garden waste. Collections less than fortnightly would cause us to need to increase the number of bins we have to 2, thus making it a more expensive option and means an extra bin has to be made using up more plastic. This is why I would like to keep the collection fortnightly.

Life is hard enough as it is, I would not be to afford what you are asking

I would rather pay the extra and keep to fortnightly pick up as the bins do start to smell in the sunshine.

We pay one of the highest rates in Wales and England and they do not have to pay extra for garden waste collection! We used to get paths and curbs sprayed and cleared of weeds but that hasn't happened for over 2 years now! Services dropped but fees go up!!

I would like to see a phased approach, so we reduce the frequency in spring and autumn and more frequent in the summer when most of the gardening is undertaken.

Anything less than a fortnightly collection is impractical; I understand that MCC receives one of the lowest, if not the lowest, grants from the Welsh government. Consequently Council Tax is higher than it should be, and this will obviously increase in 2023. Contrary to popular, if erroneous, belief we residents are not all high wealth, Range Rover driving individuals, and for many (such as us) ALL additional costs have to come out of a fixed income. As we now have a Labour led council, perhaps an improved grant could be negotiated with the First Minister! Otherwise any price increase for services will be a bitter pill to swallow!

Happy to pay more for regular service

any increase in cost is an absolute disgrace. I'm a pensioner.how am I able to afford an increase.

Some of you need to realise how hard it is to survive on a pension.

You all talk about cuts to services. You should be looking at proper man management. When collecting waste in my area and grass maintenance you have 1 man working and 2 watching. Rather than charging more you should be looking at cost efficiency within your services

Absolutely disgusted with the price increase. I have to cut my garden every week throughout summer, so therefore have no choice but to have this service. When are Monmouthshire going to realise these type of actions are what causes people to fly tip? This is punishment to the people who try to keep the area tidy.

Only option suitable is the first one but price of £50 pounds is far too much as council tax is due to rise 5% along with gas electric and food will take it to tip myself

I think it's disgusting you are asking for so much money from us! We are not cash cows!! In addition we are on the new estate and we had a collection last week, but not for a while before that. What are we paying for?!

Please keep it fortnightly, it will not be worth it otherwise, i think the service is a good one and happy to pay more for it, but understand others people may have difficulty in paying

We have 3 bins. You may like to consider a pricing structure like:-

Bin 1 = £50

Bin 2 =£ 45

Bin 3 = £40

etc for more bins.

I suggest this as in the summer 3 bins every 2 weeks can be a struggle with so much grass. Similarly in the Autumn the leaves easily fill 3 bins every 2 weeks.

Thank you for your consideration.

Nigel Elsby. Springfield House.

I think going from £28 to £50 is a huge increase but less collections will lead to more temptation from some to dump in hedgerows etc . If there is a way to keep the same number of collections with a smaller increase that would be the preferred option.

Not sure I understand the logic behind the options outlined. 20 collections at £50 = £2.50 a pop compared to £4.50 or £5.80 for the others. Or choose to get 10 collections for £42.50 but you can get an extra 10 collections for only another £7.50. This looks like you're trying to get more people to cease rather than provide some more tangible options. Not knowing the budgetary constraints perhaps muddies the options

How dare you increase the price of collections during a cost of living crisis. We are the highest paying council tax in Wales and other councils get this for free. Just because we live in Monmouthshire, it does not mean we are well off! Fly tipping will increase ten fold, the poorest will be punished.

Why is it that Newport borough Council residents get garden waste collected for no extra charge (included in Council Tax charge) and are also supplied with black general waste bags for no extra charge (also included in Council Tax charge) whereas we in Monmouthshire County Council area are charged for garden waste collections and expected to supply black bags for general waste, at our cost?

Question 2 is considered unfair - where is then option to leave as is..

The 'Cease collections' looks like a ransom position to me..

I find this service amazing ... and totally understand why there has to be an increase in price in these difficult times. Although MCC do try and make it know that it has compost bins available, maybe there should be a bigger promotion? Maybe communities/neighbours could share compost bins or even share garden waste collection bins - especially those with small gardens?

I would support a rise in cost in line with inflation, but a 40% increase is not acceptable.

I live next to council trees which produce huge volumes of leaves and the like. I shouldn't have to pay extra for disposing your own waste which is what you are asking to do as the above £50 is a bit steep

This used to be carried out via Brown bag collections as part of the council responsibility. Then it went to £18 in 2019, then £28 and now you are putting it up to £50. For the same service. Obviously this is not related to inflation. I believe that with the need to pre book a visit to a recycling centre this will lead to more fly tipping and the associated cost of cleaning up the mess.

I hope the collections continue as it saves transporting garden waste to Mitchel Troy in the car.

Only had three bin collection last year

The options you are giving are absolutely ridiculous.....£50 to stay as we are is disgusting especially as people who have been having collections for years already have the bins ! Not to mention we are all struggling to even heat our homes at present . If the collections are spread out more the bins will smell and overflow.

No doubt council tax will have a ridiculous rise too.

I can only afford 1 bin at £50, so I'll have to order just the one bin. It's hardly worth paying £85.00 for two bins and collections cut by half. There's going to be flytipping almost everywhere because of MCC taking this course of action

It would be a real shame to not use / pay for this service but I think nearly doubling the price is too excessive !!

This service is essential for me. I compost all I can, so I use the bin for perennial weeds, brambles and some grass cuttings. I cannot have a bonfire and cannot easily carry stuff to the tip. Please continue to empty garden bins.

not used

Your recycle collection team are lovely and brilliant at what they do, thank you

I think it is an excellent service but wish it started earlier in the year and finished later. I would certainly not like less frequent collections.

We would find it difficult to manage without collections. Reducing to once every 4 weeks would be the most we could reasonably cope with.

We are very grateful for the service, so thank you for your continuing efforts.

Its a good service with generous sized bins. And for most people its a quite a journey to reach a nearby disposal site, also the visit has to be arranged on line beforehand.

Several times during the year my pick up did not happen on the date scheduled and I had to telephone the service to arrange a pick up which because my pick up is on a Friday did not happen for several (4 or more) days later.

It is still quite good value for money at £50, it would be better if the recycling centre at Llanfoist was fully opened without prior bookings.

Council services seem to reduce year on year and council tax increase year on year, in past years, higher than inflation. How much has been spent on council buildings, facilities and increase salaries and expenses for councillors as a percentage each of the last 5 years? Please supply the information.

With the limitations on the use of the HWRC at Llanfoist it gives us little choice but to accept this price increase. I imagine other people will make the decision to start fly tipping instead.

I find this a very useful service and accept that costs will have to increase.

I have a big garden and the gardener comes fortnightly, so my bin is collected and emptied on the Tuesday before he comes on the Friday. If the collections were wider apart he would have nowhere to put the garden waste, and he therefore would have double the waste but only room to have one lot collected if collection was once a month.

We thoroughly regret the closure of the Usk Recycling Centre. The nearest now are a 20 mile round trip away, if you are able to drive.

Whilst know one wants to pay more for this service I understand why you need to do this. One of the alternative options of ceasing the service would be a pain - having to drop the waste off at the recycling centre - increasing car usage further, plus an issue for those who don't have a car.

Removing the service will lead to increased fly tipping, this is already common practice in the area. Please keep the service as it is impossible to get access to Llanfoist tip because of the stupid booking system

Collections must not be less than fortnightly, there are already issues of people dumping grass cuttings. £50 is too much though

Overall this is a disgrace. I moved here from Bucks last year and was surprised that my council tax was 20% more for fewer services, despite the fact the value of my property is considerably lower. No street cleaning, no lights. I didn't have to pay extra for green waste either. You don't even provide a full breakdown of where the money goes. I expect in juicy final salary pensions for you all

We really value these collections as my husband is disabled and therefore we do find it difficult to get to the recycling centre with anything that is bulky or heavy. The wheeled bins have proved invaluable. I'm a single elderly woman with a large garden so I don't have much choice.

The service at the moment allows 1 x bin to be collected every 2 x weeks. Most residents feel that this is sufficient and I personally, most of the time, have space capacity in my wheelybin. If the majority of the cost of maintaining this service is in the Collection (which it would appear to be as the collections go down with the cost above), why not offer other options, which may be more appealing to residents having to take a 'hit' in service when the chances are the Council Tax will go 'up' again, for example offering 2 x bins (how much does each wheelybin cost? surely the cost of this is less impacting than the cost of a collection) - such as:-

First Option of keeping the service as is - not available.

Reduce the frequency of collections to four weekly for £42.50 for 2 bins (10 collections) no detriment to current service.

Reduce the frequency of the collections to six weekly for £35 for 2 bins (6 collections) slight detriment to current service.

If residents find that they do not use the 2 bins provided, they can return 1 x bin for a £5/10 reduction yearly after a minimum of 4 collections.

You can also tweak the length of collections in the middle of the year - most gardeners generate more green waste at the beginning and end of the gardening year - but less in the summer - so you could mix the two up - and do 3 x 4 weekly, then some six weekly, then back to 4 weekly...

Start investing in electric powered waste collection and other high mileage MCC service vehicles. When spring/summer comes I think 2 weekly is fine anymore and the bins would be full. I would not be willing to pay for a second bin to compensate this
Less than fortnightly is useless - frequency should stay as is please.
I can afford those prices but I'm not willing to pay them as they are extremely high for the service provided. I feel I am getting less and less for my council tax and having to pay for garden waste was already a joke. I appreciate that cuts have to be made but expecting people to pay those rates is unbelievable.

As we're retired with everything increasing in cost we can budget for a 6 weekly collection
Finishing on December 2nd is too early as many more tree and shrub leaves (deciduous) shed their leave later than that.

I have a big garden and already have 4 compost bins plus 3 hand made with pallets but I would still need this service.

If the garden waste collection ceases Monmouthshire should take back control of Abergavenny recycling centre and remove the unnecessary booking system so that garden waste can be taken whenever a resident needs to take it there. Queues were rarely a problem prior to Covid and booking is now unnecessary

Stopping collections would increase traffic at Five Lanes and thus impact on air quality

If collections are cancelled maybe it would be wise to scrap the booking procedure when visiting the recycling centre for garden waste. Also would the old type sacks be available and what happens to the garden bins?

Regards

There is no alternative to this service unless you want thousands of individuals making unnecessary journeys to the tip. If the cost needs to increase then so be it, but the frequency should not change. It would help if the arrangements for visiting the waste/recycling site were easier
Scandalous, get my black bins collected twice a month, recycling weekly which by all account ends in landfill all for the paltry sum of £2400 a year council tax. Tell me do you honestly think that's value for money, you don't even grit our road in winter. Time for all these local authorities to amalgamate and make the same sacrifices we have to in the private sector. Gold plated pensions at my expense, the list goes on. Pfhhhhh.

n/a

We would most likely go to the recycling centre to dispose of garden refuse. We do think that it is important that this service remains available to residents who do not have cars or who cannot carry bulky garden waste to put in their car.

Happy to do my bit to support a great council

What am I paying council tax for???

£50 per bin for 9 months collecting Garden Waste! The cost of daily living is increasing, do you really think your residents can afford the MASSIVE price rise? Especially when other Councils in the Gwent area.....charge a minimal fee....oh.....Blaenau Gwent's Garden Waste collection is currently FREE!

What makes you think Monmouthshire Council is so "special"? Shame on each and every one of you for this disgusting proposal!!!!!!

As you have closed the Usk Recycling depot, it is not easy for us (and several elderly neighbours) to travel to Five Lanes or Llanfoist to transport the amount of garden waste you currently collect. In other words, you have us over a barrel, so we have no choice but to pay more. Not fair, not helping climate change and penalising those of us who relied on Usk. If the site of the Usk Recycling depot was not fit for purpose, then surely there is another option in this area.

The discounted prices that you suggest do not offer value.

For my minimalist garden a four weekly collection would suffice although I feel the price hype seems unfair from where it had been.

We only have a smaller garden so could cope with this. Love the wheelie bin over the bags.

WE have had excellent service over the past 2 years we have lived here for which we thank you - it was much needed in sorting out the garden when we first moved in. We feel it may be of more limited use next year for a variety of reasons so have decided to enter 'Cease Collections' box but would like to review again for the following year please.

To expensive for the service this will only make people start flytipping and you sell this for compost to make money get a grip of your self

Four weekly is too expensive compared to the fortnightly collections. It is also difficult for senior citizens to get to the council tip to dispose of garden waste so we have to rely on collections. I would probably drop down to 1 bin rather than 2.

I have 5 bins that I put my grass cuttings in, that just about cover the 2 weeks. Longer between collections would mean more bins for me, and where would I keep them. Also the grass cuttings start to rot and become congealed, and many a time this last year some of bins have been left a quarter full as not all falls out when they tip it in to lorry and the operatives don't check them, and they smell.

I am disappointed that the council have decided to increase the price so much. Everybody has seen a change with the recent economic climate with increased prices, and if the Welsh government stopped wasting money (e.g wasting millions on reducing speed limits when we have no money), perhaps life could get a bit easier for everyone.

I am not happy with any of the above options - I feel the £50 is too large an increase for the limited service offered - gardening does not stop from December to March! I am not able to physically take my garden refuse to the waste sites on a regular basis and so, reluctantly, option 1 would be the only option available to me.

N/A

Please consider making it 22 collections a year as leave are still coming down in December I appreciate the rising costs, but as a resident of Little Mill, I see no return in services for my money. It seems apparent that a restructure of the wastage in officials and high salaries would result in better quality and value for money.

With respect to the green waste.

There would be no problem taking the waste to the centre at Llanfoist, except your booking system is an utter shambles.

Usk recycling station was shut, causing great inconvenience to locals. What actions will the council take when people start tipping the garden waste on the side of the road.

In the current economic climate, a 100% plus increase is not acceptable to me.

There is another option, keep the frequency as it is, for £60 - £70 per bin per year

None of the other terms would be viable as the bin during summer months is frequently full after 2 weeks ,would probably withdraw if the collection was less than fortnightly.

No Comment

I don't see why we have to pay for garden waste collections. Other borough councils offer the same service without extra charge. We seem to pay more community fees and get less for it.

I am disabled and cannot get garden waste to the tip myself. I rely on this service.

We do not get very much in our locality from the MCC but suffer from badly maintained pavements in the village. They have not been resurfaced in the 39 yrs I have lived here and my wife suffered a serious foot injury as a result. I think a thorough look at how you operate is appropriate at this point in time!

I am very disappointed that the increase is so high, but this is a necessary service as some residents are likely to start 'fly tipping' their garden waste if the service is unavailable. I do not believe that anything in excess of a two week collection period will work very well.

I would have to have more bins to hold the accumulated excess garden waste if collection frequency is decreased so it would end up costing me double. Therefore I am happy to pay more for continued weekly collections.

Not happy in doing this as it appears the council is recouping losses instead of maintaining it. We pay enough in our council tax compared to the rest of Wales. This will only cause more fly tipping. I feel this is an excessive increase and will have to take my garden waste to the tip.....difficult for older people I think

The £50 fortnightly collection appears to be more economical..

I would find it difficult to dispose of the garden waste without garden waste collection... I do already have a garden composter which is invaluable.

Perhaps you might consider supplying composter/ these at cost for residents.

Thank you

The alternatives if there are no collections would mean lighting a fire to dispose of it. Unable to carry to recycling. What happens to all the bins if no collection? What a waste.

Since the introduction of fortnightly collections the service is not sufficient to cover the periods of high volume garden waste particularly in the Spring and Autumn.

I cannot see how MCC can justify a jump from £28 - £50 per bin.

As a retired resident with mobility issues I am unable to use the refuse sites and rely on Green Waste collections.

As everyone is being hit by increasing costs across the board it will be difficult to face yet another one. Surely it is not acceptable to ask for more the 11.1% inflationary uplift to the cost of the service. Absolutely ridiculous even providing the service if you decrease it to 1 collection every 6 weeks. Why not give the option of a bag to people with very small gardens. There is going to be a huge increase in green waste being flytipped or even put in black bags. Strange how Newport council manage to collect their green waste free of charge.

If we look at the cost benefit analysis for our household of paying more for the same frequency of service against the numbers of trips we would have to make to the local waste site, then paying more for the same service wins out. As MCC has an aim to reduce its carbon footprint and, is trying to encourage us all to do the same, then endless trips by us (and others) to the local waste site with garden waste is only going to increase the carbon footprint of the County. We have a large garden and fill three bins every fortnight throughout the 20 collection points. We also have 4 large composts bins in our garden. We do not support a reduction in the frequency of the service.

Our bin was not collected three times during the current year, and was missed a fourth time when an emergency team was sent out to collect missed bins in our area. We are already receiving a substandard service, I definitely would not pay more for it.

My council tax is £170 a month with a single person discount, don't see why I should have to pay again on top of this

Over 70s rely on this service as not fit enough to use recycling site. £50 is a huge increase for those on fixed incomes.

If the service ceases that means more people will need to book more slots on a regular basis at the recycling centres!

At present, have 2 bins and permits, but under the present proposals would only have one.

We have a fairly large garden and use the fortnightly service.

I don't have much garden waste so reducing the frequency will not impact me .. but others that have large garden waste will be the complete opposite .. the key thing here is the service needs to remain or people will start putting their garden waste in the black bin collection ..

We live in a very leafy development where the roads have not yet been adopted by MCC. We fill our garden waste bin every fortnight (plus more which we then have to dispose of ourselves).

We have to clear the road and pavements of leaves as this is not yet being done by MCC and the drains get blocked. We could not possibly reduce the number of collections. Increasing the price also means it would be unfair to expect us to purchase multiple bins. How can this be fair?

All these cuts encourage fly tipping

I do not think I would be prepared to pay more than the option I have chosen above. A figure of £2.50 per fortnight seems fair to me but if any other option was deemed more appropriate then I would, with reluctance, bow out of the scheme

There will be an increase in fly tipping in local woods. Perhaps the Councillors should reduce their expenses/income and tighten their belts the same as the majority of us are doing! The percentage of increase is not acceptable if it was 35.00 for 10 collections that would be.

This is a great service which hopefully reduces fly tipping etc. If you break down the cost for each pick up it's great value for money to the user. Love my garden waste bin 🍷

Subsidised wormeries and/or compost bins would decrease the need for this service so that collections could be less frequent

£2:50 per collection works out cheaper than driving to the tip but a £50 outlay will unfortunately be beyond a lot of people. We are heading for some difficult times with more and more services being threatened.

Put the microchip in the bins ffs!

Loads of people realise you're not checking and haven't paid this year (more fool you!!)

We have no realistic option since the Usk Civic Amenity Site was closed. Shame on you.

If ceased altogether we would have to travel by car to the amenity site and not everyone is able to do this

Any less frequent than fortnightly is not worth bothering with, it could do with being weekly as it is and £50 per bin is becoming non-justifiable

Overpriced for people with disabilities. What value for money are your customers getting for the excessive council tax???

I really value the garden waste collection service and would ideally like it to continue past the current finishing date as winter is the time when I have more hedge cuttings, twiggy clearance etc which is difficult to compost at home.

I would also like to ask if it would be possible to buy the compost created from garden waste collections please?

Still believe it's too expensive especially for older households that have difficulty accessing recycling centres

I would like to use service but price is too high and not good value for lowest price given number of collections proposed. Council should be inclusive and not cut out poorer citizens. Cost should reflect actual cost of collecting and not include profit.

Will seriously consider not using this service as the price has nearly doubled for less service which could well lead to more waste being dumped on the roads of the area. Surely the council can come up with a 3 week collection service for less than £40, which most households could accept

Living in Oaklands Park with numerous trees with preservation orders on, fortnightly is not enough! I have 4 bins now. No more collections for this year and many leaves still to fall. The increase in price over the years has been steep and next years even bigger!! I think this survey is just trying to manage expectations and not wanting our input at all.

Is there not a way to make money from the garden waste and subsidise the collections - companies that make compost?

I really value the green waste collection and strongly urge the council to keep it going.

As a pensioner this provides an invaluable service that we take full advantage of and would be happy to pay more to retain the fortnightly collection.

None of the services are worth the amount you are asking for, after the autumn budget you are obviously going to drastically raise the council tax so have this service as part of your future extortionate rise

I know of inflation but £22 increase is a bit much

To reduce collections to less than once a fortnight makes service unusable. It seems it's either accept the cost or do not use. If I discontinue use, would not wish to see any further reduction in opening hours for Five Lanes Recycling Centre. Not everyone has a large garden to compost their garden waste so there has to be a means to be able to easily remove it, either via collection or visit to tip. I believe we all appreciate what the current circumstances are and i think we just got to bite the bullet and hopefully things will get better in a couple of years time.

It went up in price this year to £28. Now you want to increase it to £50? Even at reduced frequency that is a massive price increase - who do you think can afford that at the moment?! But then what an earth are we supposed to do with our garden waste instead? I think you're going to find this causes more problems than you might anticipate.

I have already answered this once, but have another idea I wish to share with you....

If you are going to reduce garden waste collections, because the collections themselves cost the money, why don't you try and combine the Food and Garden Waste as well as creating a central location bank for composting locations within small areas.

By combining garden and food, you will give some people the option to reduce their collections whilst opening a bank of 'agreed' addresses where people are home composting and happy to receive peoples food waste.

Is there a reason the two are collected separate?

The issue with reducing any recycling service is that you will encourage dumping. The Council are not the only ones who have to tighten their belts, residents do too. The Council will put their tax demands up, but residents are unable to acquire additional funding in this way - so you must be more inventive on how you can reduce but encourage - which is what recycling is all about.

With the cost of living crisis - is someone looking at the 'amount' or weight of food being recycled at the moment, surely this is going down? People do not waste food like they used to. Could you not reduce the food recycling and leave the garden waste?

too expensive

Whilst reducing frequency of collections makes financial sense, I'd suggest this may present difficulties for customers during the summer months, when more frequent trimming, grass cutting, etc. is necessary. How about, for example, a 'half-way house' option - something like fortnightly from May - September, then four weekly other times?

I think the county can expect an increase in fly tipping when you combine this price increase with the limited access to the recycling centres!

THIS IS A REDICULOUS INCREASE, and CAN NOT BE JUSTIFIED. What are we paying council tax for. only last year you were stating that the increase was to ensure the future service!!!. I am sure people will resort to burning of their garden waste as an alternative. This will lead to increased CO2 etc and a lot more complaints. There must be a better solution than this it is daylight robbery!!!!.

Would be helpful if we didn't have to book a slot in the recycling centres

Please do not stop collections. Irresponsible people already do far too much fly tipping.

For the residents with trees in their gardens a 10 month a year collection fails to cover the period when leaves form the bulk of garden waste, have you given consideration in your plans as I can't see anything that covers this area.

If you remove the booking necessity at recycling centres and open them 7 days a week I think you may find people may elect to cancel green waste collections totally. This would give you substantial cost savings set against smaller increases by opening 7 days.

I have also noticed how quiet the recycling Center at 5 Lanes is on many occasions, perhaps it's worth opening 2 half days to save some cost.

I think some creative thinking should provide your answers and I hope these thoughts help.

If no service is offered I think it is likely to encourage some people to fly tip their garden waste in the countryside as some people are not prepared to drive to the waste recycling point.

This system for collecting garden waste is very good, please retain.

I would prefer to book a slot at the recycling centre to dispose of my garden waste if you introduce any of the above.

Vital service for elderly and those without cars. Please don't stop it.

The service is essential as every household has garden waste. If you stop this service it will encourage fly tipping which will cost the council even more to sort. I'm happy to pay a bit more for it. Appreciate the consultation, thanks.

Without such a service there will be less recycling and more illegal dumping. Would it be possible for subscribers to have discounted compost?

It's starting to become unaffordable now, especially for pensioners in their eighties.

No other alternative way of disposal.

This is an essential service and should be maintained

It is a good service. The alternative, which is to take my green waste to 5 Lanes, would incur time and fuel costs which would probably cost me £50 in fuel per year plus the inconvenience of the mess in my car!

None

This year's service was awful. More missed collections than actual collections. I had to report this nine times. You need to do better.

Too expensive. Other councils offer this service for free. It only results in fly tipping which cost the council even more money. Will the council ever learn!

Any of the options will hit people hard, either in their pocket or through having to then take garden waste to the recycling centres, which, of course, a lot of people couldn't do. However, I understand why this needs to happen.

Could not survive a monthly collection. Have too much waste! £50 it will have to be. HOpe this is the out come from all other residents,

Is there anyway that the community could access some of the composted materials? We could pay to re-use the compost, thereby supporting the system and reducing the need to buy in expensive compost from outside the local area.

An option to charge per pickup would be a better option in my view. That way collection could then be seasonal rather than fixed weekly/monthly
I manage to fill my bins each collection.
If you reduce the number of collections please have a 'free flow' at tip one day a week.

Cheaper to take the garden waste to the recycling centre
This is expensive. Surely it doesn't need to be this cost!
The cost is far too expensive as quoted above. If you were to scrap garden waste, I would expect that you make it easier to visit the tip, so remove current appointments as there is no need for these now all Covid restrictions are removed.
The changes you describe above are very disappointing and makes our council far more expensive than others I know.
This may not be a compulsory collection but it is vital none the less. Many people cannot get to the local tip so how are they supposed to dispose of their garden waste? I think the charge of £50 a year is abhorrent but what choice do we have, a collection once a month would be useless you may as well withdraw it all together.

Fifty pounds for a pensioner is very expensive especially that we pay two thousand seven hundred pounds per year council tax and exorbitant other utilities...I expect we will just have to suck it up ..
Do away with the booking system at five lanes would make it easier for many to dispose of surplus rather than fly tipping
Would there be a discount if you were to have more than one bin, which could then reduce the weekly collection from fortnightly to four weekly ?
Really pleased with the garden service. I find it invaluable.
Leaving the collection later than fortnightly would result in a smelly sludge being collected ! If collection is ceased then a lot more fly tipping of garden waste may result!
The service should be more integrated to get the behaviour we want to see long term. Why not charge for domestic collections (black bag) and make recycling free? (Then fine people who recycle stuff they shouldn't)?
we recently moved from another south wales district. Here the council tax was much more affordable and garden waste collections were at no additional cost. I frankly am shocked by the lack of public service provided in kerb side collection in this area. The fact you are charging extra for this service and now even more is appalling.
Maybe a better idea is to have monthly collections early and later in the year and during spring & summer fortnightly? It's a brilliant service and the staff are really helpful.
Please keep this excellent service running at current twice a month. If necessary to keep running, we are happy to pay/contribute more towards its cost. Thank you.
We are already one of the few boroughs that pay for this service. We also pay amongst the highest community charge for very little return in rural areas. I already feel the current charge is excessive and will opt out of this service if it increases. As a pensioner rising costs are at a point that an increase would not be affordable for me.
Can the recycle centre in five lanes go back to open to all without making appointments? It is difficult enough to get a spot when you work full time.
The garden waste is collected but at times you require more collections or more frequently. This council
Is one of the most expensive councils and yet I feel it doesn't give value for money. I find it shambolic we have high rates and yet we receive an email to discuss the frequency and costs of garden waste and the possible termination of this service. Further cost increase in this current climate, People are feeling the pinch as it is
It's an invaluable service.

Valued servic

There is still a lot of garden waste produced in December and early Jan. Consideration should be given to extending the service to cover this.

Should be free the amount of tax taken!!

This is becoming very expensive, if fuel prices drop does the waste collection charges drop?

Reducing the collections from 20 per year is not viable. I already compost as much as i can but you can only use so much compost! The garden still produces waste and there are times when the amounts are only just coped with. Taking to the "local^ skip increases the car journeys with the accompanying fuel useage

Reducing the service would result in more air pollution as people like me have to take excess waste to the Mitchell Troy tip. I have bags rather than a bin so hope the cost is comparable for the same volume of waster collected fortnightly

Torfaen give this service for free so would expect the same service from MCC as it is now Labour controlled. More trips to the waste recycling centre ahead. Will there be a garden wheelie bin collection service as it will no longer be required.

I dont have a huge garden so don't brim the bin every time but I dont have space to home-compost, neither do I want to have to take my garden waste in my car to Llanfoist tip, so please don't cancel the collections entirely.

Maybe one of the anaerobic composting stations could collect directly? Maybe Monmouth could invest in some of these facilities to generate power for the local communities?

6 collections year

This is a really good service, and well worth the cost

Too expensive

Can the bins be brushed out?

If you do this need to open tips more or fly tipping will increase. Also need to stop promoting yourselves as committed to green agenda

No issues or concerns with present set up.

I would like to say, I've been delighted with the service and the facility the bin.

I feel £50 is acceptable, but it is rather a lot in the current climate. Nevertheless, it's better than driving over to that (dangerous)dreadful recycling centre in Mitchel Troy.

Will have to make tip appointment which is nuisance as Oap

I am prepared to pay the £50 but it is certainly a big increase from this years charge of £28 so how can you justify it.

I think the money you use to subsidise this service should be used elsewhere. I can use the Mitchel Troy waste site.

Even I have said 4 weekly I still think the amount is expensive and we are pensioners.

When considering the cost of this service, that is provided to council tax payers, can you please include the cost of clearing away the rubbish that is fly tipped in the area.

Some context:

1/ I have a street light outside my home that was hit by a car over 18 months after I reported it - its still awaiting repair.

2/ The roads in Penallt are extremely pot holed and aren't being repaired.

3/ Council tax in Monmouthshire has had substantial increases over the last few years and yet services continue to decline.

4/ I accept that this situation is driving this exact consultation but when the Welsh government is willing to force/fund Welsh language road signs and the erecting of 20mph speed limit signs throughout residential areas within Wales, whilst also proposing to increase the number of MP's in the Welsh government, I question the priorities being imposed on residents..

You wouldn't want to know!!

The above is my initial thought....

I definitely would not pay more than that in the following year
an invaluable service worth £50 per bin

Given our rural location without a collection service people without access to a vehicle will struggle to dispose of certain waste as even composting has its limitations

this is a regrettable state of affairs but we do use this service and have no option.

if this goes through I feel that fly tipping would become a massive problem and cost the local authorities more than the current cost of the waste collection

The frequency is important when it meets the peak production rate of such waste from the average garden - if less frequent at these on-season peaks it runs the risk of people dumping their surplus in an antisocial way.

But the peaks are not continuous - have you considered less frequent collections at off season times?

Emptying half-full bins is inefficient

Please keep this service, it's excellent.

The fortnightly collection is not always convenient during summer. To book a slot at the recycling station requires predicting the weather several days in advance of cutting lawns.

Reducing the frequency would mean the service would be of no use. This is frustrating and will mean more car journeys to recycling centres or more back garden pollution from burning green waste.

There are limited funds though and prioritising more essential services has to be done.

As costs go up relentlessly I think a consultation like this should be offered annually.

We have a large garden and would need fortnightly collections, I feel this is a large jump from 28.00 to 50.00 as we have two bins. I would definitely have to rethink how many bins I had at what price!

I'd pay extra if they would also collect my Christmas tree

Ridiculous options really. Obviously the more expensive option is more cost effective..... however I think for £50 you should be offering more collections per year.

I have opted for the £50 per year but it is expensive for what the service actually is considering how high our council tax is.

Yet again we are to be penalised. A far poorer service and no reduction in rates.

Our main reason for needing this service is to collect the oak leaves which descend on to our property from a tree by the village hall (which we presume is council property.) If this service is removed we will simply brush them into the road which will then clog the drains!

I am too elderly to take my garden rubbish to the tip because I cannot lift the bags in and out of the car, but this price rise is a serious increase for me to manage. If I chose a less frequent collection, I would be unable to wheel the weight of my bin from my garden to the pavement for collection. The 2 week collection is by far the best. A 4 weekly is too long. The grass grows too quickly in the summer.

As a non driver I am not able to take garden waste to council waste site. Bins are necessary for me.

£50 is a massive increase but is the only sensible option of those given, I can see a huge increase in fly tipping ahead of us. With cost of living the way it is I worry this service will come to an end. Thinking caps on for alternative options. Don't want to see increase in garden fires either

The current service is excellent. A big thank you to all the staff involved in providing this service. Your efforts are very much appreciated.

I would like to see perhaps a monthly collection in addition to the current service in Jan and Feb as the winter is when the leaves fall and all the pruning in the garden is carried out.

Cut grass already smells only collecting every other week any longer and the smell would be unbearable

If the service is stopped it will increase the use of black bags and create more visits to the tip so there will be an increase in cost elsewhere i.e. no savings to MCC.

Setup a local site around Usk for residents to take garden waste

Is the service provided by council employees or subcontracted? How do these compare? I would assume the former makes more sense and would cost less?

We are all facing additional cost, this is now getting too expensive. Can't the Council use the garden waste to make compost and sell to cover some of the cost.

Reducing frequency is not helpful. I'd end up having to go to the recycling centre in between so no point in doing it.

Whilst I understand why garden waste is charged for as someone who has never used a lot of services from yourselves e.g. schools, nappy waste collection etc and someone who lives alone so sometimes doesn't even put out a black bag every fortnight this does feel unfair. I think it will also lead to an increase in 'waste collection' services advertised online and an increase in flytipping. Flytipping of green waste including Christmas trees has occurred for the past 3 years near Garden City.

£50 a bin is a lot of money but still good value. The effort of trying to get garden waste to the skips is too much as you get older. Please keep the service going Thank you

I cannot understand why the rate increases from £2.50 per collection to just under £6 per collection based on frequency. Presumably whatever option is chosen will affect potential redundancies etc. for staff undertaking this work. This is going to increase the likelihood of fly tipping and disposing of the garden waste in the black bags which is driving the wrong behaviours.

I also presume that the Council will be taking the opportunity to increase the Council Tax up to the maximum permitted. We currently don't see some council services like street cleaning. The roads have weeds growing at the sides at the moment. And we are being asked to contribute more to a less of a service.

If you cancel the service all garden waste will end up fly tipped or placed in black bags which will increase the amount the council has to pay for landfill.

Unfortunately as pensioners we would not be able to pay that amount.

Appalling that you keep rising prices. I would consider paying the council any further monies for waste collection. Many councils in Wales do not charge.

Unbelievable increase..,Not impressed in the slightest..I suppose the council tax will increase in the same manner. You wonder why people fly tip? There's your answer. Not everyone can afford these extortionate prices. Not happy 😞

I am a pensioner and the current system at the recycling centre makes it physically very difficult for me to load/unload green bags into my car and then lift them to tip into the container. In the past the container has often been full making it even more difficult to tip bags.

I will have to calculate if its cheaper for this service or the diesel to go to the recycling centre.

Fortnightly collection is great for us.

Garden waste service is convenient by saving the strain on the recycling centres. Reduces bonfires creating air pollution and inconvenience on neighbours.

This is rather expensive

Happy to pay extra if needed but would prefer the 2 weekly collection

What are we supposed to do with garden waste if you cease your service?

This is a vital service for those with garden waste. The alternative is frequent car journeys to the Tip.

This is exceedingly environmentally "unfriendly"

I currently have 2 bins and have found during the year that I don't fill them both and thus don't get value for money.

I would like to continue but with only 1 bin.

10 collections £42.50. Why not £25 ??

6 collections, your ripping us off

Some people will not pay these prices

Your encouraging people to fly tip.

This is a vital service to me as I am a pensioner and am suffering from a debilitating illness so cannot carry heavy bags of garden waste any distance myself but have several hedges that need regular cutting . There are several others living in the same road who have the same problems. Please don't cancel this valuable service.

We fill our bin every 2 weeks and feel that keeping to a 2 weekly collection and increasing the cost is by far the best option 4 weekly or 6 weekly would not meet our needs so if we were going to Llanfoist HWRC in between I feel it would be pointless paying for a service

We pay enough money in council tax, and the price should stay as it is.

I really appreciate this service. I do understand the very difficult decisions you have to make re available budgets. Fingers crossed you will be able to continue as now. Thank you

Service should really end at the end of December as garden waste still being produced - lawn cuttings / leaves / prunings / weeds from flower beds etc etc

Problems of disposal now during December !!

£50 is really expensive, not too pleased with the price

Should be covered in council tax price

An invaluable service that saves numerous trips to the tip and therefore keeps traffic off the roads Consider lowering costs when there is no longer a shortfall in funding.

This is an invaluable service. We have a large garden and already compost large volumes of compostibles before even using the wheelie bin. We are in our 70s and would find it physically difficult and take multiple trips to the recycling centre and need help when we get there, not currently available. We believe our garden is an asset to the village and would not be able to keep up the maintenance without the green collection.

It's still good value

We have a large garden. Hedges on all 3 sides. It takes 6 weeks at the moment to cut my hedges as I fill all 3 bins just on one side of my garden. I could not manage without garden waste bins.

There is no significant cost difference between monthly and fortnightly

Having moved from the Forest of Dean to Monmouthshire i was surprised at how cheap the garden bins are. Which is why we got 2. I would still use the service at a higher price but might just pay for 1 bin.

Why no option for a weekly service or a longer collection window given the change in climate

Expensive but necessary now you have closed the facility in Usk

Very keen to keep this service going

Yikes....£50 is a lot though.

I really do need a frequent service as I have a front and back garden.

How about 3-weekly (15 collections)?

anything less than once a fortnight and 20 collections per year would be totally inadequate, I am more than happy to pay £50 and would pay more to retain the service

Getting VERY expensive! This will encourage fly tipping!

Any other solution would surely increase vehicle traffic to your HWRC sites?

Represents good value at present, however not sure at £50 per year.

Seems a lot to be honest considering the amount of council tax we pay, but I n balance I would probably pay however would have issues getting it past the wife.

The current booking setup at the recycling centres should be considered as part of the review. The staff up there are obviously keen to retain the current setup, however it is inconvenient for residents who want to drop their things when it's ready to go, not have waste lying round their homes.

If the restrictions at the recycling centre were to be removed, I would consider this appropriate
Reducing frequency will significantly reduce the usefulness of the service to the extent the other options won't be viable and I would drop out

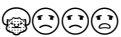
For me it's obvious, for £15 more I can have 20 collections instead of just 6. I do hope this option will be chosen.

I am keen to continue kerb side garden waste collections and am less concerned about the cost.

Since the closure of the Usk recycling facility, the other sites are much further away and far less convenient. We have valued the fortnightly service and it has made the removal of garden waste very easy. We also understand the financial pressures that Local Authorities are facing and the need to charge more.

I currently have 2 bins and frequently fill both during the spring and summer. Less frequent collections would mean I need to buy additional bins which would lead me to difficulty in storing them. I strongly support retaining a fortnightly service
Do not agree with the maths as 4 weekly collection requires less vehicles and less staff
That is a ridiculous price rise and I won't be using this service.
Where is your detailed explanation or cost break down to justify any increase?
Don't I pay my council tax to have my waste collected?!

Less frequent collections would not work for our household. We would need 2 bins which would be a more expensive option. We are happy to pay the increased charge for this good service and we are aware of the financial constraints on local authorities. Thank you
These are all pretty grim options to be honest. I feel it would have been clearer and more fair to also include in this form how much we pay now. Every once in a while a collection is missed, how could that possibly work when there's so few collections.
* keep two weekly but not at this price* Without this service people will start to fly tip their garden waste. We cannot afford to pay £50. We feel 2 weekly is needed in the summer but now we are not using are bin as much. We already pay a ridiculously high council tax and are struggling to pay. Personally I am unsure what we will do with our garden waste next year. As it is just not a viable option for us to spend £50 on garden waste. That is nearly a 50% increase. A garden seems to be a luxury we cannot afford
Another rip off on top of totally outrageous Council Tax to keep all the chair polishers in comfort at my expense.

A classical example of Labour mismanagement and incompetence.
I think the existing service is excellent; however, if the consensus is in favour of four-weekly collections then that will also be OK I'm sure.
Cost seems excessive
4 or 6 weekly is not viable in Summer months. It would increase traffic going to recycling centres and demand already outstrips supply of slots during the Summer. This could result in more dumping in random places.
there is a cost of living crisis. Such an increase is not affordable. I would fly tip instead
Disappointed to see increase when other boroughs are still free collections. I could do with a free bin as no road clearance out here and we keep the road swept.
The price for the same frequency is almost double what we're paying now!!
I think keeping the collections is a good thing if possible, it a very economical way of getting rid of garden waste.
After closing the Usk Town waste disposal point some three years ago, the garden waste scheme fortnightly collection throughout the Spring to late Autumn has been a valuable service greatly appreciated by residents.
The elderly of the town in particular will struggle again with making appointments, loading their vehicle, driving to a waste centre to offload heavy bags, with little or no help from busy workers.

What is the financial breakdown? £24.00 to double!! Why? It has increased annually ever since you started to charge. That means more cars visiting sites to dump waste, more pollution, more fuel. What about older people with/without a car? How do they manage. This will increase fly tipping, a proven fact. MCC ends up paying more anyway.

This is crazy - what does our council tax buy us??? no way would I pay £50 for this service and frankly as a single parent with a small income I am really unhappy about paying £42.50 for half the service. Why dont you keep the fortnightly collections in the peak summer months June-September when garden waste is at its highest and then from October - December and March April May drop to a monthly service - that would cut out c. 6 collections and then you shoulder the rest of the 4 collections costs!

I cannot see the point of reducing the frequency of collections. I want a regular service and I am prepared to pay for it. Anything less and I might as well load the car up and go to the tip.
Great service. Happy to pay a bit more.

This is an excellent service which I would not want to lose. We are lucky to have the service - I have a large garden and would not want to have find alternative ways to dispose of my garden waste. It's good value for money at £50 pa.

It is a good service worth paying for

If the charge meets the cost then there is little if any complaint to be made. One must however be on guard for increases in people disposing of garden waste themselves in a manner irresponsibly as a result of almost doubling of price!

I am happy to continue the service, it works well as we are both in our 90s and need all the help we can get .

Mary Rogers

The difference in price between monthly and fortnightly is so small as to make it worth paying the extra few pounds and keeping service as it is. Six weekly is not frequent enough in the high summer months but in early and late season 6 weekly would be more than enough.

Charge the true cost. It's a luxury service and we are lucky to have it.

It's still a lot cheaper and easier than taking the garden refuse to Five Lanes ourselves.

Revert to bag collection fortnightly at £18?/annum. The current and proposed wheeled bin collections are only suitable for large gardened properties. The wheeled bins are far too big and cumbersome for the vast majority of residents. Perhaps a better solution might be to have communal bins at the end/ beginning of each street which residents and ratepayers could use at their convenience. It would not take too many months to establish the collection requirement for each bin. Empty each one as and when. The recycling centre booking system and hours makes it very, very difficult to dispose of rubbish and garden waste ad hoc.

I don't think reducing the service in terms of pick up is practice in terms of our garden waste.

However no one likes an increase in costs especially when council tax is astronomical and its hard to see that we are getting value for money.

We appreciate the cost has to go up its a fantastic service thank-you

As a pensioner costs suggested would be prohibitive. Would need to seek suitable alternative methods of disposal.

I have 2 bins, but will probably go down to one next year, particularly if the cost rises (not just due to cost - I don't use 2 bins every collection, and I have reduced garden waste with the removal of hedges this year)

I think the cost of this will increase the amount of fly tipping in the countryside which will impact on the cost of council to clear it.

If the rate was going up by the rate of inflation which is about 10% and would mean a £3-ish increase and not almost doubling in price I would go for the fortnightly collection. I would also prefer to see a much smaller lorry coming round so we can dump our own garden waste into the back of it from green bags along with the scrapping of the appointment system for the tip so we can go as and when we need to as we used to do pre-covid.

I like to garden but find it difficult to take the garden waste to the recycling.

I do home compost, but produce too much for the space available.

The difference in cost between 20 and 10 is negligible so not a consideration for me. However we do use the service less later in the year, so maybe an option to increase the gaps from October-December (its mostly leaves for us).

A bit pricey but I appreciate the service and would like it to continue

Go back to bags for the garden waste not bins, we do not have room to store a huge bin, so our grass goes into black bags for waste, collections should be at least every 2 weeks, and £50 to collect is ridiculous before long you won't be worrying about grass collections it will be where you will home us all When we lose our houses due to the soaring cost of living crisis!

Any longer than 2 weeks in pointless, it smells and bins will overflow

To help all forms of waste collection and recycling including garden waste stop the non-sense of the need to book at recycling centres immediately.

As a result of my partners health problems we no longer have a car in order to access the recycling site, therefore regular garden waste collections are very important to us especially as gardening is a therapy. I would be prepared to pay the extra but it is a massive price hike at a time when everyone is feeling "the pinch".

As senior citizens it is not possible for us to physically get rid of garden waste

We are very pleased with the service to date - thank you

Elderly will not be able to afford this service, bins are emptied but always grass in the bins left

Good service that would be missed and less useful at monthly or six weekly intervals.

If cost increases I will personally take to recycling centre myself.

If you are going to increase the cost, there is still garden waste through the year so maybe every 2 weeks on normal schedule then one a month in December, January and February

Some of my neighbours just put their grass cuttings in black bags and other people living on elan way and Wentwood view just tip theirs onto park. People should be fined for this activity

I think the options are a bit much! I am happy to pay extra but not almost double but I am a disabled female widow with a small garden. I usually manage to almost fill one bin every two weeks just looking after my small garden. I could not manage without this service so taking it away would be taking away my independence.

I cannot believe you would increase the price we already pay high council tax in Monmouthshire for a refuse collection compared to other local authority we have no police presence no library and extremely poor service in grass cutting and maintenance in magor and undy what are you doing with the money making it unaffordable will increase possibly fly tipping garden fires

Every 3 weeks??

So have the collection every 4 weeks but only £7.50 deduction. Not good. What a massive jump.

Please keep service as is please don't change anything

It would be extremely disappointing to lose the garden waste service, particularly noting that it's no longer possible to simply 'turn up' to current recycling sites without booking. The alternative to the service is residents building bonfires with the associated risks and environmental challenges this creates.

It's such a good service living on my own I could not lift a bag into the car to take to the tip Perhaps £ 25 a month would be better

As I have a certificate of visual impairment issued by Monmouthshire County Council do I still have to pay for the emptying of my bins.. I ask this because my eyesight is such that I am unable to drive and therefore I am unable to take waste to the tip./ I have friends who live in other local authority areas will have the garden waste collected free of charge also they do not have to buy black bags for the waste product is this caused by the fact that Monmouthshire is underfunded and therefore whatever it is been made by the county council to improve the funding paid to Monmouthshire..

Provided that this option does not restrict usage of the refuse collection points (Five Lanes) for any additional garden (green) waste.

You are supposed to cut the verges and sweep the road - you don't do either! You constantly want us to pick up the tab for everything! You virtually make it impossible to go to the recycling center which is costing you the same with a fraction going through there and then wonder why there is fly tipping all over the countryside!!

Reducing frequency is not viable as bins smell, attract mice

We only pay £28 for our fortnightly service now - increasing it to £50 is outrageous and I would want to know what the additional charge was for

I don't mind a small rise or even one in line with inflation but these choices are totally unacceptable. The ruling group on MCC should get their friends at the Welsh Senedd to give Monmouthshire a proper funding settlement and not based on political bias that everyone in the county is well off. Highest council tax in country and can't provide this service. Inefficiency? Incompetence? Uncaring? Not sure but MCC does not provide anything resembling VFM

I think that a 75% increase is difficult to justify. This large increase can only lead to more fly tipping, the cost of which may be in excess of extra income derived from increased cost of garden waste collection

Cost of living gone up along with utilities and plus council tax. I think we are paying enough.....

Any decision to reduce collections would have to take into account:

1. Increasing the availability of the slots for Monmouth Recycling Centre
2. Ensuring there was no limit to the number of garden waste bags that could be taken at any one time (a near 20 mile round trip for a few bags is unacceptable both financially and for the environment)
3. Ensuring the Monmouth Recycling Centre had more capacity for Green Waste - at present there are times when bins are full, resulting in a 20 mile wasted car journey.

I would really appreciate the paid for fortnightly collection actually being done fortnightly. Our collection has been missed on at least half a dozen occasions this year and I've had to waste my time reporting it to you and attempting to ascertain as to why we were consistently being overlooked. I think a refund option should be set up so if the collection is missed, we can receive some of our money back. This will make the council more accountable for providing a proper and professional service.

Scandalous but we need the collection!!

It's the frequency of collections that are important to us.

£5 per collection is not acceptable and is too expensive. I would not use the service.

A good service well worth paying for

I would be happy to reduce the frequency to every 3 or 4 weeks. But am happy to have it every 2 weeks even with the additional cost in the summer as the grass waste can become substantial.

Longer than fortnightly will mean we will need more bins and we don't have the space for that Please consider increasing the number of slots available at Waste tips.

£50 represents a huge increase on the present year cost of £28 per bin per year. A 56% increase at this time is outrageous. The Council should be cutting its costs to meet its income, as we ratepayers at the end of the line with no-one to pass on extra costs to, have to do. The options are impractical as nature does not reduce growth.

The lack of such a service would lead to illegal tipping and bonfires that might cause a danger or nuisance

i dont think £50 a year is a huge amount to pay but everyone is finding it hard at the moment and we are only on a pension ourselves some people may not want to pay that amount so a lot of people may drop out

If the garden waste collection is abandoned this will inevitably result in more frequent visits to the local area waste

collection site. I would hope the council will allow residents to go there without the need to book a slot.

Please keep this service it helps stop fly tipping and helps keep Caldicot tidy

This isn't clear.

The current situation is to purchase a bin and collection is free for the year.

Are the prices increasing just for the bin purchase?

Also you are supplying a local business with garden waste they recycle into compost. I assume you're making money from this as well?

Councils are already being given the Ok to increase the already ridiculous taxes in the working people trying to make ends meet and we really don't want idiots to dump garden waste on the street for collection that way. I know there are fools who would do that.

We pay the taxes and expect some services, not just a free ride for the minority.

Will try home composting

Could you not allocate a morning or afternoon (weekend's),

Where all skips could be used for garden waste ,

Personally I would prefer to take my waste to five lanes but even with time slots it takes far too long to get off loaded .

We have a large garden. Fortnightly collection is what we need. We cannot go longer, esp in the spring and summer.

Useful service from the property and a larger bin than some other Local Authorities so a less frequent collection service would be fine for me.

We have some of the highest council tax rates in Wales we should have our garden waste collected within this cost. How do Newport manage to charge some of the lowest council tax rates in Wales but still provide this service to their residents.

As an aside I did begrudgingly sign up this year (for the last 6 months) and had to phone no less than 4 times due to non collection.

We are an elderly couple and would be unable to dispose of our garden waste in any other way.

NONE

If the service stopped, I would find it difficult to dispose of my garden waste.

Yes, please do something about people putting out numerous black bin bags full of grass waste and cat litter. Why should we be subsidising these people when we have to park for grass waste. Also those people tipping garden waste over their fences into the woodland walks nearby.

We are encouraged to recycle but MCC appear to be putting overt available obstacle in the way! Since the closure of Usk recycling centre, it's more than 36 mile round trip to the nearest facility! How can this be good for the environment? Do not be surprised if there's a big increase in fly tipping! Unless much larger bins are provided fewer collections a year are not worth it.

THIS IS BEYOND RIDICULOUS. COUNCIL TAX IS THROUGH THE ROOF AS IT IS AND NOW YOU WANT TO PRACTICALLY DOUBLE THE AMOUNT PER BIN?!! STOP BEING SUCH GREEDY BASTARDS.

I rely on the fortnightly garden waste collection service and without it I would be unable to dispose of non-compostable garden waste myself as I do not drive and my husband is mobility impaired. Although the proposed cost increase is steep, it would still be cheaper than hiring someone on a regular basis to take my garden waste to the community recycling centre. The alternative proposed options, with lower collection frequencies, are not good value for money. I am also concerned that the complete withdrawal of the service would result in more people burning garden waste, leading to more air pollution.

I feel that the charges above are absurd. I reluctantly pay at the moment but with the cost of living increasing as it is, I feel you will lose a lot of people opting with any of the above. The service of any less than 20 weeks wouldnt be enough at all. Council charges already going up along with living costs so can't see many people accepting the cost increase. Garden waste (leaves etc) are still gathered in the winter - the gap isn't helpful

Present collection service is good. Any decent sized garden will require minimum of 2 week collection. This is a big jump in price well above inflation!

Appreciate that costs are increasing but there are councils in England who collect garden waste for free so whilst I am happy to pay a charge it seems a lot more than previously. I have selected four weekly as preferred, but if costs are genuinely this high I may not sign up at all. It's a very useful service and encourages people to keep their gardens tidy. Booking and driving to the skip is getting more difficult as one gets older

Garden waste collection has been fantastic and I would definitely use it again but, at £50 it is a lot of money for a fortnightly collection. With the tip in Llanfoist closed so much it is the easiest option

If there were still a recycling/ rubbish disposal site in Usk it would not be a problem for us. There isn't now, what will you be advising to us to do with garden waste if the service ceases?

NP26 4HR

I rely on this service because I am 88-years old & not as strong as I once was.

I think the cost will incur more fly tipping tbh. If we had local garden waste dump bins in Caldicot or on the industrial site instead this would be much better. Monmouthshire as a whole pays much higher rates than any of the surrounding areas.

The service is very useful as there is very little other means of dealing with garden waste, apart from trying to burn it, which is not desirable. It is particularly helpful at this time of year when the leaves are falling and, ideally, we could use one further collection to deal with this.

There's absolutely no way that I could afford any of them shocking prices!! I pay enough council tax as it is, just wow!!!

My preference would be to increase collections rather than reduce them.

Recycling of garden waste is essential to meet any carbon targets

Working perfectly as it is thank you

Any more than a two week collection wouldn't be an option for me as I have a large garden and fill my bin. I have NO transport to go to Five Lanes.

Could we start later and finish earlier. The busy period in the gardens is usually during pruning of trees and roses / shrubs which would need fortnightly collection

The waste service in general is increasingly unfit for purpose. A complete rethink focusing on improved service and value for council tax payers is essential.

I am a female 77 year old pensioner living alone. This service is invaluable for me. I could not manage digging a compost heap in my small garden and carrying heavy garden bags to the tip would be impossible for me. Please keep this service. I will willingly pay £50.

Even though I am unhappy for any increase in the cost as the price is high enough compared to other local authorities, reducing the collection I do not believe is a viable option especially during autumn months due to the amount of leaves that fall onto the pathways and highway. My neighbour and I sweep up as much as possible to help prevent the blocking of drains and a slip hazard to the elderly residents who live in the area. One elderly lady a couple of years ago did slip and broke her ankle.

The service is a good one and at a fair price, however, in spite of your comments about including the service to all households: the service is provided as a fully funded part of the general council tax to all households in Swansea.

The effect, apparently, has been to reduce the incidents of "fly tipping" of household garden waste. Since such fly tipping is very prevalent in Monmouthshire, especially along the length of the B4235 Usk to Chepstow road, would it not be worth giving serious consideration to such an option instead of using the coverall

"can't be done" excuse.

Incidentally households in Swansea are not charged for the disposal element which, you state, is not legal!

A total of 20 collections for £2.50 each is by far the best value of the available options and this is what I would use. I have benefitted from the service as it has operated this year.

None

The price increased with the addition of the wheeled bin which was understandable. Unfortunately the renewal for this financial year did not reduce to reflect the re-using (and therefore not replacing) of the bin.

The proposed increase to £50 to maintain the service level will be prohibitive to many, and we will see flytipping increase (my neighbour already tips theirs on the green outside my house!!).

I have a small garden so only put my bin out every couple of months anyway.

For us it will be worth £50 a year compared to taking all our garden waste to the council depot, even at these very expensive cost-of-living times.

I appreciate the service and understand that the council has no option other than increasing the cost to cover the expense.

I'm sorry to lose the service, I can't afford the extra cost as I presume the council tax will be going up too.

I would prefer the last collection to be in mid or late December as there are always thousands of leaves left on my oak tree and my neighbour's sycamore tree that cover the public footpath to my property. Other people say the same around herethat is why the address is Fayre OAKS.

As someone with an above average size garden to have to reduce the number of collections is not preferable but paying an extra £50 in the current climate is also difficult. Plus we have to book a slot at the recycling centre and it's not open seven days a week. I wouldn't be surprised if fly-tipping increased which will cost more in the long run.

I think the garden service is very useful but mainly because of the nonsensical way the local tip is run. I am having to book up and often when I arrive there are very few vehicles there. The limitations on one visit per day are also farcical. The staffing levels often mean they are stood around doing nothing. In these times of austerity with the price of fuel energy food and council tax a rise of over 78 percent for this service is too much for pensioners such as we.

Will Five Lanes recycling centre remain on a booking system? While it does, I am happy to pay for my garden waste collection as it saves having to plan ahead and think about booking a slot for getting rid of garden waste myself.

Why can't collections be amalgamated, so that less vehicles are used. Collections are made nearly every day and vehicles are covering the same ground day in day out.

Very expensive for me I'm retired and can not afford those prices

Very difficult decision for the council we are all struggling with the cost of living but now nil income instead of 28

This service is much appreciated and saves fuel, time and hassle compared to visiting the recycling centre individually, especially since I have a small car and tiny boot space!

Disappointed to see increased to £50

If the collection service goes I hope that it will still be able to take garden waste to 5 lanes

I have great concerns about reduction in service & increased costs as this will inevitably increase fly-tipping (already considerable increase in our area due to having to pre-book recycling centres).

We compost as much as we can ourselves, however the garden waste scheme has been a great help as we have a very large garden. Your collections/collectors are great. We have missed it during winter months as we don't stop clearing up throughout winter! Certainly would say we are not the only household who think along these lines. My father, who is 90+ (in another Monmouth household) would also appreciate the service all year round, he would struggle to get to the recycling centre, that is when it's at all feasible to book a slot. £50, although reasonable for 20 collections, would be a lot to pay in one go, maybe you could split payments for the year.

This service is essential for those without cars, elderly or disabled and unable to lift heavy loads or even just responsible for a large garden. MCC should be considering not only what is required by statute, but services that will support the needs of its residents, avoid fly tipping and help keep our environs tidy. A £240,000 subsidy does not seem a large price to pay for this. Council tax overall should be increased maintain services like this that the community values. Other Council's also seem to be able to provide this service year-round and more cheaply. Perhaps you should consider making it cheaper, rather than more expensive, so that a lot more residents opt in and you get more economies of scale, rather than pricing less affluent residents out of the service. I personally would not use a collection that was less frequent than fortnightly given your suggested price points and anything more than fortnightly does not really meet a gardener's needs. I depend greatly on the green waste collections. It was a great innovation when they were introduced. Don't stop them please!

I agree that the service shouldn't be free as some people don't have garden waste, but the increase is huge for those who do have gardens, who probably pay a lot more in council tax too. I can see that the increase will make more people fly tip green waste (which already happens in our village). Maybe the council should look at other methods of collection, eg large collection points in each town village (not just at the tips) where people can bring their green waste and the council only empties when full. We compost a large amount of our green waste but as we have a larger garden (1/8 acre) we can't compost all of it!

Every 2 weeks is the minimum frequency that would be of any use

Disappointed with this as Monmouthshire seems to be the most expensive county to live in and no doubt the council tax will be increasing also. I wouldn't be surprised if you start to price yourself out of the market and before i pay for next years service I will be exploring other options from local companies.

Disappointed with the almost 40% rise in cost for this service when council tax is so high already and we are unable to take the garden waste to the recycling centre ourselves.

SHOCKING PRICE INCREASE. I'm retired and don't drive, i take care of my garden and can't afford these increases. Just encouraging fly tipping, bonfires and people putting garden rubbish in their black general waste bags. Why is garden waste collected in NEWPORT FREE. Perhaps a reduced price for pensioners??? Stop wasting money on council members.Go back to garden waste bags which are cheaper than bins. Very upset garden waste resident.

My real concern is that if you are going to stop the service getting a slot is not the easiest at the recycling centre. Will there be more slots available for just green waste, if not this will inevitably lead to illegal dumping. It is also a bit premature to ask now when we have no idea of how much extra you'll be asking in council tax. My pension will only stretch so far and at £50 you've almost doubled the charge.

If reducing the frequency of the service, it would be incredibly helpful to have a regular email reminder for when the bins are to be collected.

Maybe an additional option to consider could be shaving a service off the start and the end of the year - keeping the frequency of collections steadier in the summer months when people are gardening

I am 81 years old and it would be impossible for me to take it to recycling centre. If a small reduction could be made for senior citizens it would be much appreciated.

I'm happy to pay the increased cost as in summer it helps me get rid of enormous amounts of garden waste

Thankyou

The increase from £28 per month to £50 cannot be justified - even in the current challenging times. I will either use an Independent contractor or take my waste to the tip myself

The fortnightly option is likely the only option I'd actually use. 6 per year seems pretty pointless - not worth having to have a large bin taking up garden-space. 10 per year is becoming useful, but at nearly the same price as 20 collections, it's very expensive. So 20 it has to be.

I guess a lot of people will balk at the price - but at £2-50 per collection, it's still not much money compared to the full cost of driving to a municipal tip... certainly a lot less time-consuming/ more convenient - and I imagine a lot more ecologically friendly than having lots of cars driving to the tips from all directions (that will tie up your staff too!). These sorts of benefits will need to be marketed pretty well, I guess!

Now that the tip is less accessible than it used to be this service has proven very very useful in reducing the journeys I make: I'm happy to pay a little extra for it and 50 pounds for 6-9 months of service seems fair.

I do not believe any of these options will save money - the majority of residents have gardening waste to dispose of, many have already taken to using the black bag system to get rid of their garden waste since the demise of the green bag system, I suspect many more (most) will now rely on the free black bag system to get rid of garden waste, increasing the amount for landfill!!!!

Very impressed with the current garden waste collection service.

Whilst not Statutory waste, it is a vital service. The alternative would be for more visits to the recycling centres in the county and thus increased costs at these centres. Has this been considered in the cost equation?

Daylight robbery!!!

Would not use if they became 4weekly or more as have too much waste and would just use the tip
If you could just attend the council recycling tip when you wanted without having to prebook days in advance I would prefer to dispose of my own garden waste. I do not understand the need for prebooking?

My ideal solution would be the restoration of the garden waste skip (and the other recycling and waste skips) in Usk.

At 79 I would find it difficult without the collection service so happy to pay more while reducing the frequency of collection.

If you reduce the frequency of collections to four weekly I will need twice as many green bins, and you offer very little reduction, so it will cost me almost double. And it will take much longer for the people emptying the green bins if other residents also take more bins, and where will we put them all? Either in our gardens or when we put them out for emptying. They will become a hazard for road users.

I don't understand why the 4 options listed above are the only options being considered. This does not represent a "choice."

If the council stopped wasting so much money all the time on altering road layouts and then putting them back twice, it wouldn't be in such a financial mess. This huge increase is not at all acceptable especially for those like us who hardly have any garden waste. Expect even more fly tipping from people now

How on earth would expect pensioners to pay this utterly mad

It's going to get expensive but it's a service I require as cant get to the tip regularly

There is already a considerable amount of garden waste dumped in the woodland at the rear of our property so I feel that these prices will certainly not encourage those responsible to change their habits. All these options are very expensive for pensioners like ourselves to afford but gardening is a very popular hobby in our age group

It is shocking that we have to pay for this service in the first place. Other authorities provide the service for free. We pay such high council tax for very little return in Usk. This is a pay per use service, yet our council tax pays for services we don't use within the community. Whilst I wouldn't dream of suggesting other services are reduced, why is it considered acceptable to charge people with gardens an additional charge when everyone contributes to other services even if they don't use them; why should it be different for waste collection? Without the recycling facility in Usk it is impossible to remove garden waste now. I compost as much as I can but rely on the garden waste collection. I appreciate in these austere times that difficult decisions need to be made but there is already a high incidence of fly tipping, with further reductions in waste collection services, or increased costs, this problem is likely to increase. I'm assuming there is then a cost to the council to either clear illegal waste dumping or pursue offenders. It seems short sighted.

The reduced frequency options are not attractive as they would create a garden waste issue that could only be resolved by driving the waste to Llanfoist Waste Centre. As you can now only visit Llanfoist twice a month this will create a capacity issue with any other waste/recycling.

I see far too much fly-tipping as I cycle around the local area; it is clearly self defeating to make waste/recycling more difficult for residents.

This is an essential service for those with an active garden

Any reduction in current collections of every fortnight means bins will get much fuller so may require the purchase of a 2nd bin and also lead to more likelihood of increasing unpleasant smells from garden waste especially in hot weather

I am willing to pay £50 a year but I would like the collection's to carry on through December, there are still lots of leaves to fall and I feel that if they are not cleared up they get very slippery on roads and pavements

Would like the garden bin still to be collected as over 70 years of age it would be difficult to keep going to the waste stations.

The other options are of little use to the average gardener and would almost certainly mean storing more bins at considerably more cost. More bins storage will potentially add to the already unsightly mess of bins outside many properties. I'm fortunate in being able to store mygreen bin out of sight. I am 88-years old & I only drive my car within Chepstow.

Please keep this valuable service.

Thank you!

Peter Jordan

I'm disgusted by this. I have always believed that my council tax covered this service, now you want £50 per collection!

I know that you will soon be charging for all waste/recycling disposal.

Do you not realise that this will increase fly tipping and fires?

The cost is a significant increase but a vital service. However it seems to be common knowledge that many people have not paid for the service this year even though they have put out the green wheelie bin. More efficiency's are needed in the systems used!

This should be reduced for pensioners. Also although I have ticked keep the existing service, I have done so as I need to use this service but believe the cost to be a good £10 a month to much. I feel the prices quoted above are excessive with the rise in council tax and the cost of living crisis, I feel the council could do more to support its residents.

It is a good deal of money for some of us to find, but only works out at £2.50 a collection. As I do not have a car and a large garden and hedges it is a lifesaver and not something I could easily do without.

It's not practical to compost the volume of garden waste produced, and unless this service continues in some form or other, we are going to see more waste being dumped in the locality. We cannot store garden waste for 3 or 4 weeks, and a 20 mile return journey to the nearest recycling centre is not an option on a regular basis.

Reducing the frequency of collection is going to be a problem where grass cuttings are involved, as they already ferment in the fortnightly bins and produce liquid in the bottom of the bin.

Not really agreeable to any of above options, however:

I would be happy with a lesser collection, instead of March to November (9 months) how about April to September (6 months)

APRIL - SEPTEMBER EVERY THREE WEEKS 8 COLLECTIONS FOR £38.00. (6 months)

Totally understand the predicament you guys are in - please keep going!

We get very little for our rates as it is. If it is decided to finish the service, will we get more slots at Llanfoist waste centre and who would collect the wheelie bins and give us a rebate.

Keeping the service at fortnightly collections is vital as we have nowhere to store grass cuttings, tree branches etc. It is already a struggle at fortnightly during the summer!!

Frequency of less than fortnightly seems pointless and would lead to the need for multiple bins at each collection point.

Whilst we are happy to pay this increased cost have you considered the extra costs you are likely to incur from illegal tipping.

We use this service as it's convenient to dispose of the grass cuttings and flowers/foilage so we would not like to see it disappear

Thanks

None of the options is ideal. The minimal price difference between 20 and 10 collections does not reflect the halving of the number of deliveries. My preferred option would be every four weeks but at a pro rata cost.

£50 IS MY ABSOLUTE MAXIMUM I WOULD PAY AS LONG AS ITS STOPS AT THAT PRICE. IF YOU RAISE IT TOO MUCH IT WILL ONLY ENCOURAGE PEOPLE TO FLY TIP.

I am on a pension,so my income is limited .I feel £50 is rather excessive.

I hope that a more favourable option can be offered

This is a good service i want to keep

No a very satisfactory situation. I know that times are difficult, but you will be increasing the Poll Tax by 5% very shortly. This situation will increase Fly Tipping, which will be incredibly costly to clear up.

☹️

None of the above. You have got to be kidding !!!!!!!!!!!!!!!

This service was free where I used to live. You are not promoting recycling with these exorbitant charges.

With all the other prices rises coming next year is it really fair to almost double the price of garden waste collections? I can understand a small price increase but an almost 50% rise is ridiculous. If the decision is taken to reduce the frequency of collections to four or six weekly I am unlikely to continue to use the service since it wouldn't be much of a practical help for us. I would switch (reluctantly) to taking garden waste bags to the recycling centre. Residents should receive a rebate for every missed collection.

If you stop this service the frequency of dumping and accumulation of waste will rapidly increase. It's a good service as it is but to have less collections would need more bins! I would really like to have collections in the winter when I do most of my tree pruning (even if this meant being less frequent in the summer)

The alternative for us would be to take our green waste to Mitchel Troy. We estimate that this might cost us something like £50 per annum to cover the costs of running our car. This does not take account of the cost to the environment of driving to Mitchel Troy. So, taking all factors into account, we would prefer to continue with the same level of service even at the proposed increase in cost. This provides the most environmentally sensitive solution for us
Not providing a good service would obviously cause fly tipping
Would it be possible to provide one mid-month collection in February? Or start the fortnightly service in February?
Keen gardeners are already starting work in January - especially if the weather is mild.

It's a great service and we had several years of free collections before the charges came in. So difficult to continue to provide a great service without putting up the charges.

I only have a small amount of waste as small garden an only have a bag as no where to store your huge bin . I can't you consider a smaller tariff for lower usage. Just to also say alot of pensioners who nolonger drive have no other way of disposal of garden waste so this service is essential. Finally why do we even have to pay for this service as many other local authorities pay nothing for this service and have lower council tax bills. I don't use many services I pay for as part of my council tax but waste is one I do. Thank you
The proposed 79% increase is not in any way reasonable or fair especially given current pressures on home finances. Lower frequency of collection is not useful to me as I would have to take two bins and that would cost even more. I would continue to take the (20 collection) service for a more reasonable increase.

Taking garden waste by car to the local centre is NOT a good option. A car will be needed, that will add to the very crowded traffic in Monmouth. Visits to the skip will need to be booked in advance. All that will add to the duties of the council to provide a service if the collections are ceased, or indeed reduced. The service as at present once a fortnight, allows for garden waste to be cleared effectively. Ceasing it, or putting it to 4 or 6 weekly would make it INEFFECTIVE - I would NOT subscribe to something that collects once a month or once in 6 weeks - so the Council would lose a lot of income which would make the whole scheme NOT VIABLE. I expect that reducing or ceasing the service will lead to unwanted (and illegal?) bonfires, and/or increased dumping of garden waste on farmland, which will bring the farmers on to the Council, rightly complaining.

Very large increase. Is there no compromise?
I have a large garden and fortnightly collection is essential.

The cost of our council tax is already extortionate, why do we have to pay for garden waste disposal when Newport residents do not.

This has been a bargain. It's hard for everyone at the moment but it works out at a reasonable cost. Maybe you could offer paying in installments?

This is disgusting when I know you'll put the council tax up !

I am disabled and elderly and cannot take my garden waste to the Household Waste Recycling Centre.

A garden waste collection service should be provided, in part as an attempt to minimize fly-tipping.

Ouch! :(

Would like it all year round

It's a brilliant service.

None of these options are good and I can't believe you cannot find any better ones in terms of value for money. This is a huge amount of money for a minimal service for people already paying high council tax rates. I would have no choice but to use it as I have a huge amount of leaves fall into my garden from an enormous tree in the lane to the rear of my house which would have been planted by the council in the first place. This means that I need at least fortnightly collections in the autumn months and could do with an additional one in December too. I don't see why I should have to pay £50 for this when the tree is not on private land and was clearly planted, along with the other matching 2 in the back lane, by the council when the council houses were built. The lower priced options are even worse value as they are not much less for a vastly reduced service. Even the 6 weekly option costs more than this year for 33% of the service! Even the current inflation rate does not explain this level of increase in cost!

I accept that the cost of everything is increasing, however paying almost double for a two weekly service I believe is extortionate. Extending to 4 or 6 weekly collections is too long a period between collections and having to keep track then of collection dates may be difficult for some. I feel people will return to taking their green waste to the local tip or even maybe fly tipping!!!

The service as it is works well and I think most people would accept paying up to £40 a year to keep the 2 weekly service

Understand this is difficult but this is a substantial increase for my currently one bin per fortnight which is my need - been to Five lanes probably three times in the year with vegetation. If I had 2 bins I would require it less frequently but it would cost me even more.

For me personally keeping to fortnightly collection is the only option

Even though this is a large increase it will cost me more in time and fuel to take garden waste to Llanfoist recycling

Any fewer collections than fortnightly would mean alot of garden waste would be collected we already have 3 bins and they are often all full in the summer .(grass cutting season)if collections went to every 4 weeks we would need at least 5 or 6 bins.

Please keep fortnightly service.

Your reference to the cost and frequency of 'per bin per year' is very misleading as the service only runs from March to the end of November. Unfortunately, my trees have not been trained to shed all their leaves by the time the service ends in any calendar year.

None of the options is particularly good for gardeners!!!!

We are really disappointed by the options put forwards. An increase to £50 per bin per year is almost double the current cost for a fortnightly collection which is needed in the summer when cutting lawns and hedges, surely there is another option to meet in the middle instead of such a significant jump? e.g. £35-40 for fortnightly collection. We pay one of the highest Council Taxes in the area and deserve to have affordable services available as other areas in the country can have access to green waste collections for free. The Usk tip was closed which would have helped significantly with green waste disposal - we now have to do a 35 mile round trip just to take grass cuttings from the lawn to the tip which is totally unacceptable. Monmouthshire County Council needs to re-think the options made available to residents.

Less frequent collections would make it very difficult for us to manage the garden and would mean making trips to the recycling centre to dispose of the waste

The service is a must for us our neighbours and the Rural community. It stops/reduces fly tipping. It is economical for all the above reasons as well as being environmentally friendly. I would have to make 2 to 4 trips to empty the same amount of waste using unnecessary amounts of petrol. If the service was stopped then more bonfires would result causing an environmental problem. No this service must be retained for all especially us pensioners. A side issue is that whittingly or otherwise your staff check and see/ make sure we are all ok. Please retain this service I'm happy to pay for this service I understand that the cost of everything is rising.

The service should be from April to the end of December. There is much more waste from the garden in December compared with March. Really this price should be for the whole year.

Collections less frequently than currently (2 weekly) would be no good to me. I would need extra bins so would spend more. And it is hard enough dragging one bin to the collection point. I may decide that I can't afford £50 though and find another way to dispose of garden waste that is unsuitable for home composting.

It's an excellent service and I don't mind paying the extra money but keep it at two week collection please

I strongly disagree with any suggestion that the collection times should be anything less than fortnightly because that would only add to the existing problem of fly tipping, which is already getting out of hand in some areas, and encourage the disgusting habit of bonfires which in my opinion is an anti social, environmental health hazard!!

With the cost of living increasing monthly, this certainly will put more pressure on households. What a shambles this council has become all your charges going up and services deteriorating. As an individual householder not sure any more what I'm actually getting from the council that seems to benefit me.

All I see are more and more houses being built and no infrastructure to support. Why don't you not inform the residents what your detailed plans are going forward to elevate these measures and improve the council overall efficiency.

Fortnightly collections are necessary (3 weekly MAX). An increase in cost would be acceptable but £50 is too much. Don't forget increases of this magnitude would greatly increase traffic at the recycling centre (Tip)

I value the service and wish it to continue. I shall pay the additional cost for our 2 bins.

Doubling the cost of the service seems unreasonable especially in a cost of living crisis. I would expect a price increase of around £35 maximum for a 2 weekly collection. Reducing collections with only one bin does not make gardening possible even for a small lawn in the summer months and would cause many bins to be over weighted causing issues with the bin vehicles and residents.

I would consider £50 but only for all year round fortnightly collection (26 a year)-

Maybe an idea to ask neighbours to share costs.

I would happily share a bin for £50 for fortnightly collection with my neighbour.

None of the suggested times/ prices are acceptable

I would find it very difficult if the service was reduced in any way.

I would be prepared to double the cost for a weekly service

Good reliable service but agree tough decisions to be made due to economic climate.

Value this service as a means of getting rid of weeds I don't want in my compost. Pricing structure makes fortnightly collections better value for money, and I do fill up the bin most times so would want the service to continue.

I think that making it easier to access the recycling centre in Monmouth would be helpful.

Some of the restrictions introduced during covid could be relaxed. Introducing an annual charge to use the facility might be a way forward. Perhaps the set up costs for a voucher or similar scheme might be prohibitive. You have to be mindful that if too much increase in charges occurs ,fly tipping could increase and then your left with the costs of clearing that up.

Happy to pay the extra to retain the service as in 2022 which suits our requirements

We would really struggle in the autumn with less frequent collections. We currently have 3 bins and are already struggling and would ideally need an extra 2 collections this year alone with all the leaves that have fallen.

Your waste sites are an absolute shambles in terms of structure, organisation, functionality and customer focus, in particular at Monmouth.

In particular, the modus operandi of “make it up as you go along or as your mood proceeds” Hence, please keep the garden collection service. ☹

I'm would be easier to dispose of our own garden at the recycling sites if you went back to precovid operation ie no requirement to book a slot & you could make more than 1 visit a day. You might want to retain bookings for weekends but every time I've gone to the recycling centre (midweek) there has only my car and a maximum of one other. I also think this would help to reduce fly tipping

It's a fabulous service and I would miss the fortnightly collection. Please continue with this and I'm more than happy to pay the extra.

That's very expensive and I may consider not using the service.

Is there not an option for locals to donate their composite material to a local allotment centres? Can you not composite and sell to people who need composite? What about working with local garden centres, supermarkets and community hubs to sell or give it away?

Torfaen gets this for free!

The cost of this service is now ridiculous. £50 for 20 collections but £42.50 for 10 collections. Who did the maths?

This should be a free service!!

It's a great service, I hope the council will be able to continue to provide it. I completely understand the need for the increase in price and would be happy to pay £50 for a collection every 4 weeks.

Whichever option is decided on, the waste collection point in Mitcheltroy needs to be reopened to the public without needing to book an appointment, since the pandemic - which required social distancing - is long past.

Use of the service seems to be very high and failure to make it economic at the present cost is surprising.

Clearly, fuel costs are a factor but when we return to normality there should be some opportunity to reduce the cost from £50 p.a.

Very expensive. I would revert to using 5 Lanes to take my garden waste.

Less and less services but an increase in council tax?!?

Living in a rural area the collection is the most viable option

Very disappointed that the cost of the service will be rising so much. However as a pensioner, aged 75 years, it would not be convenient for me to make regular trips to the recycling centre to dispose of my garden waste especially as I would need to book a day and time slot. I cannot, like in the past, decide on the day to make the trip.

Very few people in my road have a bin but cut their grass. Green waste is put in their black bags. How about penalising these? It doesn't seem fair

I would rather swap to home composting than pay this much for the service options

Personally, I don't need collection so frequent, but when the big work is done, one bin isn't enough and waiting time of 4 weeks is too long...

Keep garden waste collections as frequent as possible. It will reduce fly tipping and reduce pressures on the local waste centres.

If this service stops some people will compost their garden waste but I fear some will try to burn it with the associated nuisance and air pollution.

Scaling of bins to properties was better under the brown bag scheme. Unless we share with neighbours, smaller properties who don't need the large wheelie bins pay disproportionately more than larger properties.

My rear garden has a large lawn and fortnightly collections are vital.

Excellent service, far better than the bags.

I do think that there should be provision for collecting Christmas trees after Christmas, possibly just as a one-off recycling opportunity

Cuffert collection suits my needs as I would be unable to take waste to household waste depot due to my age (80)

The period needs to be extended by 4 weeks. The seasons are shifting. This addition of two further collections, 1 at the start and 2 at the end would be useful. And can be used as a further justification of the price rise.

Six weeks is fine for me

Whilst I find it unacceptable that the charge will near double even with the circumstances as they are I have a large garden and no choice other than opt for collections every two weeks as it is now. The logic behind less frequent collections makes no sense as the charges are not balanced against it as they become even more expensive per bin per collection.

20 = £50

10 = £42.50 (Saving £7.50 !)

We are all having to make choices with the current high prices due to the cost of living and I find reading about MCC's failed investments in property quite unacceptable with the funds being procured from local council taxes for one. To then have to come to us nearly doubling the charge really sums things up.

If the bins are chipped why can you not provide a two weekly service and attach a cost per collection, scan the bin charge the customer that is more logical to me and fairer all around. ☹

I have 3 bins. If the frequency was reduced, I would have to make many trips to tip using the old green and brown bags at certain times of the year.

I was a little confused by the way you put Option 2 & 3 - I assume the second option is a once-a-month collection, and the third option is a collection once every six weeks? In any event, I'd be happy to continue the current once-a-fortnight service and pay £50 a bin per year.

This is a valuable service that myself and my garden would struggle without! I have hedging between myself and neighbours to maintain and no space to compost it myself!!

Very expensive

Please consider pensioners who are not able to take garden waste to tip.

This is a fantastic green service and vital to avoid unnecessary garden waste burning. I have too much green waste in my garden to compost any more and have just bought a shredder to reduce volume.

Trips to 5 lanes are not environmentally friendly and ruin the car. Please keep as frequent as possible.

Thanks

No comment

Happy with the service as it is and accept the need to increase the price.

I recognise the cost pressures on the council - would prefer less frequent collection if necessary rather than none at all.

I think this leaves the area open to more fly tipping as the cost of individual collections is raised from £1.40 to potentially £5.83! I understand the point about funding, but surely it's more expensive to clear up illegally dumped rubbish than to subsidise the collections?

If you price this service too high then fly tipping will proliferate.

extremely useful service.

This MUST be last cost increase in a service that is provided free by other councils

6 collections a year is enough for a small garden as the bins are large.

I need collection at least fortnightly to warrant paying for service as always have a lot of garden waste Got to do what you got to do. Even for £50 pounds I still think it's good value.

I fail to understand the fortnightly price of £50. Then a reduction of £7.50 if the collection period is increased to monthly. As the vehicles will be used less and therefore use less fuel a saving can be made. What will your staff be doing if it's decided, say to increase collections to monthly? They will no doubt be used for other duties possibly not connected to waste disposal. I understand that budgets are tight but I fail to see the benefit of pricing residents out of this scheme where invariably more car journeys will then have to be made to the waste collection points.

I would suggest an inflationary increase of the current amount of £28 would be acceptable.

This service is becoming unaffordable, not sure if I would renew at £50. Could the collection period be extended at the new rate ?

Fully satisfied with this service - and would be willing to pay more for it to continue

I think it is disgusting, We pay annual £2,700 Council Tax for a already bad service. (Inc, £415 for the police which are invisible with sorting out the crime in our area) We are old age pensioners and are struggling already what with paying the increase of Gas/Electricity bills. The garden waste collections costing at the moment are £28 per year (9 months !!) and you want to charge us £50 a £22 increase !! We just as well burn the garden waste.

Regards

Lyndon Needs

Would a subsidised compost bin help with the reduction of service and avoid people fly tipping
Already pay more than enough council tax. Should be included in that fee

I would prefer collections to continue for a couple more weeks, our last collection was 23rd November and in the next few weeks we will have a huge amount of dead leaves which are yet to fall from the oak trees that surround the properties in the area. We will now need to book additional slots at Mitchell Troy.

It is already an expense and incomplete service. If you raise costs higher people will simply dispose green waste as black bag waste.

I probably would not have got rid of my home composting system completely this year if I had been informed earlier of the price rise.

We 100 100 still would use it

Although we are not happy about this significant increase: we did not opt for a wheelie bin and presumably, this is more expensive than the old bags that we were using, we would still need to use the service; the alternative being to take our garden waste to Five Lanes once a fortnight.

Perhaps the council should have stayed with the garden bag service. This seemed to work well enough!

I understand the need to save the Authority money.

I would prefer to pay for a more regular service. In the middle of the year chopping back items in the garden requires more than a once every 4 week collection. Whilst some have the option to drive to the tip, others like my elderly neighbour would not be able to do that. I would also be concerned that reducing the frequency will result in more dumping of garden waste in non approved places (the end of Piercefield Avenue is a good example

I thought it was expensive when you did the bags, then you changed it to bins and I thought it was great value for. Money.. I just can't justify paying all that for garden waste to be taken away, along with what the increase in council tax will be, especially when other local. Councils don't charge at all.... families are struggling enough as it is. So I won't be renewing it. I expect there will be more fires and fly tipping as people just won't pay that!!

This is so difficult. £100 seems far too much for two bins and I'm sure a lot of households will opt out of the service and therefore the service will no longer be viable. I fill both of my bins each fortnight as well as four compost bins so will have to opt for fortnightly collection but not happy.

Given the volume of garden waste produced from the garden, it would not be practical to reduce the frequency of collections. Just wondering whether there is scope to change from a fixed frequency, to one that varies during the year e.g. more frequent in autumn as leaves fall.

A shambles, less immigrants taking up our services and having free handouts hence they keep coming over yet you charge us more, yeah right

I have elderly neighbours who would not be able to access the local recycling centre to get rid of garden waste so I make my bin available to them. Also with the reduced recycling facilities and only being able to book x 2 slots a month I find this a useful service.

I currently have 2 bins, at £50 I would only purchase use of one next year.

I resent paying for this service when the collections are often missed, or the staff collecting the bin refuse to take it for unspecified reasons. If the price is going to almost double, the collections would need to be timely and it would be sensible to have either a sticker with a checkbox list for staff to tick or different stickers for the different reasons for not collecting bins.

An even better idea would be to set up a community composting initiative where people could take their garden waste, and then have access to the compost produced. This would be welcomed in Rogiet with the allotments, The Wildlife Friendly Village group and the new proposed community allotment.

It's a good service and has always been very reasonably priced. I don't mind if the frequency goes to once every 4 weeks, I chose the first option to show that I don't mind paying more for the service, I'd very much like it to keep going. Thank you.

Two weekly is required but £50 is crazy. Will just lead to everyone dumping everything everywhere and cost the council more in the long run!

If the recycling centre in Abergavenny stopped the requirement for a permit prior to using the facility i.e. allow people to enter as and when they need to that would give people who can travel there another option at their own cost and not be a burden on council finances.

Even with current levels of inflation, it's difficult to justify such large increases in costs. I know of local authorities where garden waste is currently collected at no extra charge, i.e. within the standard council charges. Disposal is also made more difficult with the requirement to pre-book at the recycling centre.

Instead of wheelie bins, why not provide (for a nominal fee) home compost bins for garden waste and potentially, food waste? This would reduce the number of collections and help the environment greatly.

I think this is a very essential, reliable and worthwhile service but by doubling the charge per bin I strongly believe that this will encourage many instances of fly-tipping. This has already been seen in and around Catbrook and neighbouring villages. This is unsightly and can cause a hazard, and ultimately the council would be legally obliged to collect and dispose of said waste, incurring expensive charges. The doubling of the charge per bin for the next year is astronomical, following on from a doubling this year. Therefore I do not agree with the multi-choice options above, and strongly consider the charges should remain as is. Thank you for reading my comments.

What a scam!

While the increase on this scale is unwelcome, a fortnightly collection is the only viable option. Longer intervals would lead to too much waste accumulation. I already compost most soft waste like grass cutting, but woody waste from pruning and hedge trimming go for collection. The cost of taking these to Abergavenny is more than £50 over a year - and I'm getting older. If the Usk recycling centre was reopened I would go there. My only alternative suggestion would be for MCC to open some mini green waste dumps around the county.

Keep up the good work on waste.

I have a home compost bin and due to a change of circumstances, I don't anticipate needing a council collection in future.

It's a very good service . I wish it were weekly but , if it can't be weekly , I'll need to order an extra bin or two next year .

If the collections ceased would I be able to take garden waste to my nearest waste disposal site? Newport city council do not charge for collecting garden waste and as your council tax is higher than theirs I do not see why we should have to pay for collection
At the height of the growing season, even fortnightly collections can't always keep up, so I'd be keen to see the frequency remain high.

Make some efficiencies elsewhere too (I suspect some of consulting fees and costs that you rack up could be revisited if you wanted to).

Also, why isn't there an option to close the loop with the garden waste. For instance, what do you do with all the composting that takes place? Why can't residents buy back per sack of mulched/composted green waste? I don't know what you do with all this waste, but you could be making money back to cover the outlying costs very easily. Look at some of the European models that currently exist. There doesn't appear to be much interest by Mon council to think creatively with these issues and you should test out some new ideas. What about community composting too? Given how open and vast some local areas of Monmouthshire are, surely there could be more local green waste hubs for those in the villages or bigger towns to benefit from reusing green waste and allowing the council to cut overheads, including the lorries you use and sheer number of drivers. Again, look to other European models. In France, you have no more than 2 guys attached to a collection truck (much more rural settings than Monmouthshire too). Here, can have 4 or 5 people just collecting waste on a round.... Just some ideas here for you.

Please can you explain the plan to manage the inevitable increase in fly tipping that will result from this cost increase.

It's not really value for money at £50 a bin. $£35 + £7 = £42$. Inflation at 10 %, this would give £46.20, not sure why it would be £50?

Stop the booking in system at recycle centre. It was only brought in at start of Covid pandemic. Now that Covid is under control you should revert to drop in recycle centres. I only started using garden waste collection because I couldn't visit recycle centre every time I cut grass
Fly tipping will increase with whatever you do.

Better publicity of the availability of home composting bins, what is available and how much do they cost and in addition widely advertise when the re-use shops are open.
Please keep this service running, it is well used in this area.

I only put my bin out twice this year so 50 pound is far too much for me just for 2 collection's
Not ideal but understandable given chronic year on year underfunding and high inflationary pressure

It is difficult enough keeping track of fortnightly collections. The other alternatives are not viable
More than two weekly collection would mean I would need to get another bin so I would prefer to pay more and have the two weekly collection.

Really valuable service, especially at the height of Summer and when the leaves drop!

Up to know it's been an excellent service Thankyou but please consider how much council tax we currently pay. It's extortionate

Garden waste collection used to be free included in the council tax.

Rediculous to charge extra.

I am a pensioner. How do you expect me to pay for this on top of council tax.

This service should be free for pensioners.

£50 is a big rise

Moving to less frequency than 2 weeks would be pointless. We already fill the current bin in 2 weeks so any change would result in us going to the local tip in any case. A fortnightly bin collection costing £50 would be 2 or 3 times the cost of taking garden waste to the local tip. Not something we can afford in these stringent times as pensioners with the prospect of large increases to the council tax and heating bills in any event.

We have a lot of garden waste and appreciate the service that we get

Higher costs for garden waste collection together with compulsory bookings to go to the tip with garden waste are likely to increase fly tipping. When increasing prices for garden waste collection please Stop compulsory bookings to go to the tip

We understand that costs need to be increased, however, the proposed increase is unaffordable for most families and will result in more fly tipping.

Why can we not revert back to the old system of taking green waste to the recycling site, without an appointment. This is extremely tedious, not everyone is in a position to access this by online application, particularly if you are working away from home full time.

Will the money that is saved by this exorbitant increase be earmarked for practical uses such as roadworks and potholes, and improve services?

Failure to collect garden waste will put additional strain on Recycling Centres and adversely affect those residents who are not mobile. Appreciate difficult decisions on finances, but MCC is a SERVICE provider and should remain so at all costs.

I rarely filled a whole bin with the size of my grass however when cutting back branches and so on it was good to have regular collections.

It's far too expensive

I think the cost is already excessive on top of the council tax.

Currently, I keep the pavements and roads clear around our property whenever possible, but at these prices I will need to concentrate just on the garden waste on our own property.

Please consider road vehicle usage in this service. My only alternative is a 20 mile round trip to the waste centre. Each journey creates traffic, and adds to CO2 emissions. Garden waste is very bulky. Typically 2-3 mtrups for one waste bin constant. So, 60 miles of car journey eliminated by one collection, per each household.

Don't increase the cost, we are already paying for a service that should be free.

Reopen waste recycling centres for anytime use without having to make an appointment

Feel I already pay Council tax so not sure why this should be extra

I think the service works well at the moment. If you cease to collect the bins people without transport to the recycling centres will have no way of disposing of garden waste. This will surely lead to another increase in fly-tipping, already massively more widespread due to the restrictions on using the recycling centres brought in during the pandemic. Waste collection is surely part of the service we pay for with our council taxes.

The first option, you are increasing the cost by nearly 100%, is the option I prefer.

However due to that increase I would cease my involvement.

The other options are to infrequent, for myself. Having a large lawn and hedge border.

I can see an increase of "fly tipping" of the waste, as you are only allowed 2 x monthly slots at the Waste Centre. And in summer months with gardening at its peak, and other household rubbish, this is inadequate.

This is an essential service and it would be wrong to discontinue it. If you do you run the risk of garden waste being dumped in public. Also not everyone can get to the recycling centre easily with garden waste. Yellow bags are always difficult to get hold of.

Please also include Christmas tree recycling in this service

I think it's a bit expensive but I need to get rid of my garden waste hedges etc like so many

I think you could look into reducing it for pensions as we have limited income

Thank you

Need fortnightly as garden waste is a lot with my garden size.

We rarely use our bin. Out of choice I would not subscribe to this service but have to as Monmouthshire make booking a tip slot so very difficult and because you have to book a slot, you can't get rid of garden waste as and when you create it. The price per collection is so much more costly for 6 collections as opposed to 20. Not sure what the reason for this would be

What are supposed to do with garden waste otherwise

If we all take it to the tip that causes more CO2 !!!

All options will increase illegal fly tipping.

This service is extremely helpful as not able to always carry the bags if going to a recycling centre

That is such a huge financial leap especially since council tax is bound to rise next April

I would have gone for 4 weekly if the cost was also half the amount, a difference of £7.50 for collecting it half as often is not acceptable.

That is a big hike. We already get garden waste dumped regularly on Tredilion Road and over the bridge into the Gavenny itself. I can only see that increasing with these plans. So more clean ups by MCC.

I think that it would be more appropriate to keep the current collection service as is, but maybe an increase of 10%, given that the cost of living crisis is hitting hard, also if your proposed plan is implemented you could increase fly tipping, as many more people will not be able to afford such a large increase of the cost. also perhaps it's time for the recycling centre to be opened up again without any need for an appointment..

The suggested increase is almost by 100%. This is totally ludicrous. I personally would like to see the calculations made to justify this increase as inflation hit 10.1% and not 100% which is the suggested increase. We already pay over £3300 per year on council tax for two of us to live in a 5 bed house. Just because it is a 5 bed house does not mean that we create/generate what a 5 bed house with 10 occupant's would generate. Crime in our area has increased. Rubbish dumped in our area has increased. Dog fouling in our area has increased. Vehicle noise caused by illegal exhausts and speeding in our area has increased. We only have one each recycling bag per week and one bag of general waste per fortnight. I am starting to wonder that our local authority are bordering incompetence on the management of funding. Perhaps it is time to submit some freedom of information requests and make comment on social media and to the press with my views and findings.

I need it please as I use it for my old animal straw and hay.

I am happy to contribute to have the as it is and pay the additional charges

I'm fortunate in being able to compost a lot of garden waste at home and drive to the llanfoist centre on the occasions I need to. So with the increased cost I would likely revert to these options. A shame as I like the service and seems a big waste of the green bin.

Why cannot the refuse collection centre at llanfoist not return to the old system whereby residents can turn up and deliver their own waste at opportune times . This I feel would greatly reduce the risk of fly tipping and the associated costs to the council and landowners who are not at fault as well as be better for the environment.

The staff at the centre could still supervise as now but maybe with a smile

We use are bin throughout the year, it's always full and sometimes c as my get it all in especially when we cut the lawn. Where will it go otherwise !!

If you do not collect the only option is burning off in a bonfire which is not good for the environment or neighbours

Taking one's garden waste to a disposal centre is impractical as there are so of them, and inconveniently located at the fringes of the council area.

why not collect frequently may-oct then reduce to 4 wkly oct ,nov

Would it be cheaper to go back to brown bags

We cannot do without this service and frequency

Thank you for consulting us

I would like to know what happens to the garden waste after it is collected, if it composted and if so is this available to buy.

It would be very difficult for many people to dispose of any garden waste at the recycling centres due to lack of suitable transport, difficulty in booking slots, centres being closed etc.

It would cause a problem if the service was ceased altogether

It's a very good service

Perhaps it would have been better NOT to have closed our local recycling/rubbish facility in Usk, then we would have used that for garden waste.

What are residents without access to cars expected to do with their garden waste if the kerbside bin service stops?

The increase to £50 per bin is massive, but we will reluctantly pay this as we need the service, and any less frequent than fortnightly just doesn't work especially during the main growing season.

Perhaps a more flexible approach with more collections in June, July and August and less in the other months as less gardening is done.

Ok for me at present

Like many old people, I find the bins when full too heavy to wheel up my drive. I rely on others to do it, as do some neighbours. I can't see any alternative as the old bags were bad for the operatives' backs. I think four-weekly would be far too infrequent except for people with small gardens.

Whilst we appreciate the difficulties that the current budgetary constraints provide, we cannot see how such an increase fits in with targets for recycling and environmental responsibility.

Monmouthshire is a rural community, people like us have large gardens and during the spring/summer months we easily fill 2 bins for each fortnightly collection and usually have surplus waiting to place in the emptied bins. Being responsible people, we take pride in looking after our garden which enhances the appearance and general appeal of the area. However less community minded types (and those already financially tested) will not travel to the tip and will either burn rubbish, which we are asked not to do, or will fly tip or simply avoid necessary garden maintenance. We have dutifully paid for garden waste collection since the inception of the scheme and through several increases in charge and yet had 5 missed collections since May of this year, but not been offered a reduction in costs. We get very little or no benefit from the council tax we pay and see this increase as a real insult, especially as the council saw fit to close Usk recycling centre. The increased use of vehicles to travel to the nearest tip at Five Lanes is hardly conducive to reducing the carbon footprint. The only viable option for us would be the huge increase of £100 for our 2 bins, which we would reluctantly choose, but we wish to place on record our great dissatisfaction with the extra financial imposition this places on families at this difficult time.

I appreciate that the cost of providing this service has increased and are grateful that this service is provided and are luckily in a financial position to pay for the increase but appreciate that not everyone is.

The bins in summer will become insufferable with stench if left any longer than two weeks with grass and plant cuttings. Our garden is too small to comfortably accommodate a composter for the very same reason.

It is so helpful. Maybe if you increased the frequency over the summer months as people always out in the garden de cluttering and cutting the grass and then reduce when it gets a bit colder? Could that be helpful

As the recycling centre in Usk has permanently closed a local garden waste collection service is considered to be essential.

Making the collection any less than every two weeks would not be attractive .. we have a large garden and generate a lot of garden waste .. we would be happy to pay the extra .. we certainly do not want to encourage people to burn their waste .. we would prefer to see garden bonfires banned. It would be good to keep the service to avoid multiple car trips to the recycling centres.

Collections are paramount as not only will various members of the public deposit their garden waste on the other side of the green on Croesonen Parc but will be unable to continually take it to the tip with the present appointment system.

We seem to have no choice but to pay more for a service that was included in our already very high council tax we have to pay. Seeing as you have also shut Usk recycling centre and cut the days that the others are open and the hours that they are open, what would we do with the garden waste. One other point who would want their garden waste to be hanging around for 4 or 6 weeks!! This leaves me no other option but to fork out £50.00 for the service I already have to pay for.

I fill a bin with one now as I have a large garden , I could not cope with a monthly collection This is an excellent service. I appreciate it very much. It offers value for money. Best regards from 10 Hillside.

I would probably settle for four weekly collections if that turns out to be the majority choice but I would not be interested in the six weekly collection service.

The collection guys do a great service and the bins are quite big anyway so keep up the good service. But in the end of the day I would rather have a collection service than no service at all.

Those are appalling options, we have a lot of elderly residents here who have no option to drive to the tip and money is already tight. Halving the cost for halving the service would be better but it is all already much more than we paid last year. Perhaps you need to start ousting the Tories to get some decent facilities for people

or keep it the same Fortnightly @ £23.00. You are only going to encourage fly tipping.

This is disgusting no way would we pay this

The option of taking our green-waste to the local waste centre has become too arduous and time consuming.

I have previously taken my waste in a small trailer to the waste site at Mitchel Troy, but this option has been removed. This action will only lead to more garden fires and fly-tipping which had reduced over recent times.

An idea could be to pay a yearly Bin fee of say £10 and utilise a booking system where each collection carries a small fee. Much like the tip booking system. Those that use a lot will pay more and those who have smaller gardens will pay less

Why is it more per collection for less frequent collections? Could you start collections later in the year to reduce costs further?

Do the prices quoted depend on a critical number of people purchasing the service ? £50 seems a lot of money but I don't think any of the other options are viable.

If garden waste collections are to stop then you need to improve availability to the council tips by removing the requirement to prebook. A system without booking worked perfectly well before covid and provides the flexibility to access the tip to dispose of garden waste without having to preplan a booking.

Already expensive and this on top of increases in council tax is almost unbelievable, us the general public are constantly being forced to pay more for less by local councils and central government, shame on you all, between you the UK is becoming a complete mess.

Too expensive rather use corner of garden.

Could you not do a pay as you go booking option on line as an alternative option for those who want a service but not as regularly.

Would it be possible/practical to have monthly collections at the start and end of the growing season, but maintain the fortnightly collections when they are most needed.

Hope the price increase does not need to go up again.

FOR ELDERLY PEOPLE LIKE MYSELF, COLLECTIONS ARE USEFUL

Be very careful not to encourage fly tipping by pushing the price up every year!

Reluctant to change to 4 weekly in case I forget to put the bin out

Consider a reduced rate for pensioners

I don't think it's right that we need to pay £50 a year for Grass to be picked up when council tax is expensive enough. It's hard enough trying to keep the garden tidy when Mha planted plants with thorny branches that grown over the public path of I don't cut it back and put them In the grass bin. Current service is a good standard.

I live alone no other way to dispose of my garden rubbish

Cost of living increases would force me to take my green waste to the tip for only the cost of fuel in the car. Not good for the plant mind extra trips on the road . other council's have this service for free or a small fee so your increases will kill the service you offer for a lot of people that can't afford it and will only increase fly tipping that you will end up cleaning up and cost you more in the long run.

The bin collections have been sometimes on different days and hit and miss. We haven't managed to get bins emptied every time so reduced pick ups would not impact but clear information on the days and times of collections and notice of changes are more important if they are reduced.

With a large garden, I easily fill 3 bins a fortnight. To go 4 weekly would require me to increase the number of bins I have to about 6, which would be a significant increase in costs,

Too expensive for a part time service.

None

The service is far too expensive to justify it. People will just burn their garden waste for free, creating more pollution. I remember, not so long ago, paying £15 for the year, with weekly collections. All options far too expensive, not frequent enough collections.

£50 is far too much - I would be an increase but £50 is outrageous.

The service currently offered serves us very well.

Fortnightly is about right

It would cost me a lot more every month privately to remove the waste so would rather pay the amount stated above for the year.

The garden waste collection is, for us, a valuable service which I would be very unhappy to lose.

Therefore I am happy to pay more for the fortnightly collection. We save money by only having one bin like our neighbours, and we share the bins between us which usually works well. For example, if one neighbour has been cutting, mowing, etc. a lot of things in their garden and has filled their bin, and we have spare capacity in our bin, then they top-up our bin and, if needed, top-up the other neighbours' bins if they have space. Obviously sometimes we have an overflow which we put in our old garden waste bags and decant them into the waste bins when they are empty. Perhaps a message to users to try sharing instead of giving up the service might be helpful.

the option of six times a year is farcical. In these difficult times, it would also be good to know that the service cost is not going to be hiked every year to subsidise other areas.

It used to be £12 per bag then that increased and new smaller bags provided. Neighbouring authorities provide this service as free of charge. I do not intend to use this service should it increase to £50.

Whilst everyone appreciates that there are budget constraints on the authority consideration should be given to household budgets especially for those that have two people that work in the public service sector and have seen below inflation pay rises since 2010 and suffered significant personal strain on budgets.

I will not be renewing for this massive increase

Too expensive and no tip locally to take garden waste to since usk tip closed! Very disappointed at the costs outlined!

Reducing the number of collections is not viable for people with gardens. I regularly fill 3 bins.

Doubling the price is also a joke. Appreciate times are tough but increasing the price by 46% is just taking it to far

Whilst you have attempted to justify the ridiculous increase, the jump for £28 to £50 for the same level of service is completely unreasonable. Even with the £35 full unsubsidised cost (as per your FAQ) no more than 10% (inflation) on top of this is reasonable - i.e. £38.50. ...so my question is who's pockets are being lined?

As a lady on her own I find the bins very cumbersome to move. Also they are so big it's finding a place to store and clean them.

Could there be a choice for residents like myself to be able to carry on using bags.

I await your response.

If Monmouth recycling centre was more organised & more accessible I would have chosen to stop collections

Seems an expensive service for a service where I never fully fill my bin. Also is this product being no being sold on after it has been processed or sorted in some way

Will broken wheely bins be replaced - free of charge?

Is it still possible to take garden waste to Llanfoist - free of charge ?

These increases are totally unacceptable for what we would get in return. Other local authorities i.e. Cardiff don't charge at all, plus they get free bins. So stop ripping us off!!!

Are there no other alternatives? For example in the summer months, June July, August, I think bi-weekly collections are required. But for April, May, September, October, November, every other week seems quite a lot. (Maybe 1 every 3?) It would be better to maybe evaluate the months their required in rather than a blanket approach April-November

My preference is to reduce the frequency of the collections to keep the fee as low as possible. I don't tend to utilise the current 2 weekly collection as the bin isn't always full. If the service remained at 2 weekly and increased to £50 I would cease to use the service as it would not be viable for me based on current usage.

Believe at £59 it's too expensive especially for retired people who might have no way of getting rid of garden waste.

Understandable, but not great as I expect the CT will go up as well. The frequency could be reduced March/April and Oct/Nov/December

It is a shame you have to put such a large increase in the cost. It is difficult to get the balance right between folk wanting to use your great service and you encouraging them to "Fly type"

It's terrible that the cost is increasing this much. It means more people will have to drive to a waste depot which causes far more harm to the environment via car fumes. Awful. Certainly considering the huge cost of Monmouthshire council tax. I love Monmouthshire. I do not love Monmouthshire council. ☹

I would like the garden waste collection to stay fortnightly. Being pensioners it is not easy for us to take the garden waste to the refuse disposal site.

I am hoping to move from above in the new year

Having large gardens less frequent collections would be of no use. If you allowed us to attend the recycling centre without booking then I would consider this option. Working full time difficult to remember to book appointments and always used to go to the centre when I did my garden so no waste hanging around

Good Luck

Prices above are a bit to steep this will lead to people dumping there waste and therefore increasing the work load to collect with no payment.

I would prefer stick with the fortnightly collection but not with such a high increase. £28.00 for this year £22.00 increase to £50.00. This is a 78.5% increase. Could understand if the increase was not as much. Everyone else is also facing the increases in prices in all aspects of life but this is way to much. Any collection less than fortnightly is not viable. There would not be enough room in the bin 4 weekly.

Also they would stink and be a health hazard to your collectors.

I would pay for 1 bin 2 weekly.

Clive Chappe

If any less than a fortnight collection, this service will because useless to me as I will end up down the Five Lanes tip every week. That must cost the council more, and that's a free service.

Heavily rely on this service, without it I'd have no where to put my garden waste

The options presented in this consultation are pretty poor - why does it cost only £7.50 less for half the number of collections? Also, you say there was no cost increase in 21/22 as if that was some kind of magnanimous gesture - given this is paid for annually in advance it would have been pretty difficult to retrospectively increase the price. The bigger issue you also don't address is the fact that this garden waste and the food waste are not put to sufficiently good use within the county.

The proposed price increase for the same fortnightly service (£28 to £50, a 79% increase) is far too high, especially in the current economic environment. Although not increased last year, this was already a significant increase on the cost of the old bagged service. This is likely to price a lot of people out of this service, and result in increased flytipping, which will result in additional costs to MCC to clear up. I think a more reasonable price increase would be in the region of 10%, or up to 25% maximum.

Garden waste is essential service for home owners as is refuse collection I consider an increase to £40 a fair charge for a 2 week service provision in consideration of the substantial increase in council tax revenue on household bills

I currently fill three wheelie bins every fortnight, without this I would have to take my car to Five Lanes every week. That is an impossible situation with a return journey of 10 miles, let alone the time I cannot afford. I would rather pay more for the existing service.

This is a valued and valuable service. Please maintain it

Works well thank you.

Living alone with large garden. Find this service essential.

What will happen to customers who are at the start of each cycle (ie in first week of a four- or six-week cycle)? That would make the last collection of the year in mid-late October - just before most people would need to clear their gardens for the year.

Why reduce this service when it's still much needed? I would not be happy having such a big garden if this service was reduced from every other week to every 4/6 weeks

I really value this service because I enjoy gardening but would be unable to take waste to the recycling hub because I don't have a suitable vehicle.

As a housebound 90 yr old householder with no close family I cannot get my garden waste to the dump so would have to opt for the 20 collections. Any reduced option for very old pensioners would be appreciated.

The seasons have noticeably changed and we are still mowing admittedly less often now and also the trees still have leaves. Is it possible to start the collection later in the year, say mid March or end of March and end later in December. We are 'week 1' collection and therefore end on the 22 November, moving to mid December would make a real difference. Thank you.

Whilst I appreciate that budgets are squeezed to the limits, this also applies to the majority of households. This may lead to more fly tipping which has extortionate costs for councils. Any loss in services needs consideration as to what the repercussions may be.

If the 4 weekly collection was cheaper (nearer the price of the 6 week on) then I would happily use that. At only £6.50 difference for half the collections, the 4 weekly option is poor value for money. Smaller annual collections offer poor value for money. 20 collections is a significant price rise on previous to what is already a hefty council tax bill.

It would be a waste of bins if you stopped the service now. You only just supplied them last year. Not very environmentally friendly. I would be happier to pay £60 a year for fortnightly collection
An opportunity to pay by instalments perhaps by Direct debit?

Almost doubling the price does seem rather a lot, and it may well be that i would no longer use it, but before that can be decided i would need further information on other price increases (council tax etc). I find this a very useful service and would be prepared to pay the increase in charges. However, some people may not be in a financial position to do this.

The current service is good and, although the bin is not filled to capacity for every collection, it is still useful to have a fortnightly service.

Absolute money grabbing disgrace. We pay the highest level of council tax in Monmouthshire and still you try and wring more out of us. People will end up dumping it in the woods like the rest of lower Bulwark do.

We fill our bins for every collection. Any reduction in frequency of collection would cause us problems. We would be happy to pay more to keep a fortnightly collection

Quite simply one collection per month is just not enough.

I am 83 years old and rely on your regular fortnightly collections. Please continue with them.

The price decrease for the lesser options do not warrant those as a viable choice.

Really welcome the garden waste service. Wouldn't be convenient to take waste to household recycling sites especially as need to book. Find the current service convenient and prepared to pay more to keep service going.

We really do require at least a fortnightly collection.

Why can't we keep to original price we are having to pay extra on other services we are in our seventies

This service is invaluable to older people who are unable to get to the tip
Summer months garden waste is consumed more. Once autumn commences garden waste is less.
Perhaps fortnightly through May to September with the remainder monthly. Not sure if this would be feasible

50 quid is a massive increase for the same level of service, but I suppose we will have to get used to price increases. Good job I'm getting an 80% pay rise to help pay for this potential 80% increase in cost. Oh wait, that's not going to happen...

It's just too much to pay.. a real steep in price....

The price is way too expensive. Sort it out!

I think the top option is a viable option and would be happy to use it.

I can usually fill one bin a fortnight but this year because of the warm wet weather I am still producing garden waste and hence I am filling the bin the contents of which will have to stay in the bin until collections start again in the next financial year. I am unable to drive so am totally dependent on this service

I loathe the ridiculous situation of having to book a tip slot and driving to a site where the bins are already full to bursting with those residents who are too meanfisted and unwilling to pay for an excellent service.

It makes no sense for the council as you still get as much green waste to process but the summer at recycling centre is one long stream of cars waiting to offload a couple of bags of grass.

Also what about those without cars, computers or the strength to pick up waste?

How green and inclusive is that?

Really appreciate the service. Thankyou!

It wouldn't be cost effective for the amount of times I put the bin out (about once a month). Please note I will expect you to pick up the bin as I don't want it (I say this because I've heard of people who still have their bins). I think it is a shame you are planning to make the service unaffordable, but at least I'm able to drive to 5 Lanes to take green waste.

I would be willing to pay more for the service if it was a monthly direct debit. Having to pay all up front in this current climate is difficult. £8 a month would equate to £80 a year and is a manageable monthly amount. Perhaps amend the survey to give a monthly payment as an option?

Extortionate !!!!

The council provides an invaluable service, It assists in the maintenance of the county's precious gardens. It reduces the likelihood of fly tipping. It is fair for gardeners to contribute to the costs at a time when other important services are threatened. The service has built up a reputation over time and it would be a mistake to discontinue it or to seriously reduce its effectiveness

If I choose not to proceed with any future green waste collections, what will happen with the bin that I have.

How much money will the Council be writing off, if bins are discarded, given that they were only provided a couple of years ago, not to mention presumably the lifting adaptations made to the refuse vehicles?

We really appreciate this service and the prices you show are still far below what it would cost us to take our garden waste to the local Council Recycling Centre.

Really hope we can keep this service but realise in the current financial climate MCC could not justify subsidising this. Thank you.

The service is not value for money as it is now.

Fly tipping will increase

some of the fortnightly collections did not take place. Even when reported it was not collected until the following fortnight.

If collections are changed to monthly then it is even more important that all the collections happen.

It is obviously more ECO friendly for the collections to be reduced to monthly but not if the waste is allowed to back up when collections are missed.

This is outrageous, at a time where there is a cost of living crisis and budgets are continually being squeezed Monmouthshire Council are consistently increasing costs for services yet the services and their quality are continually being reduced.

We have already had our recycling centres change from 1 day a week closure, to 2 days a week. I suspect that you'll also have the audacity to increase the Council Tax at the next and earliest opportunity.

Increasing these costs will just result in residents using black bag or food waste collections as a means to remove their garden waste or fly tipping, which is already an issue in areas.

Moreover, the sheer amount of money the council has wasted on refuse vehicles, which are unsuitable for the roads in Rogiet shows the sheer incompetence at those in charge of making these decisions. This is just one example of the waste of money and resources, the council has undertaken. I would probably reduce from 4 bins to 3 bins to reduce the cost.

Whilst I appreciate there would be an increase in price £50 per bin is extortionate, considering what I pay in Council Tax, but I have no option to pay. You do run the risk of encouraging increased fly tipping in hedges which could cause increased problems and cost for the Council.

I can understand it going up to £35 if you take away the subsidy of £7. Also, an increase in 10% for inflation would still only take it to £38.50. So why the further increase of £11.50 to £50 which is a further 33% increase?

A fewer number of collections would not be adequate for my requirements and at £50, twenty collections of a large wheelie bin is a fair price.

Garden waste disposal is an essential service and I would not be in a position to take this waste to the recycle centre myself, and nor would my elderly neighbours. Maintaining and caring for your garden is positive for your mental health and that includes the removal of garden waste.

This is an essential service. Without collections there would be fly tipping. Personally, I would have to cart waste to 5 Lanes which is extra car journeys and not best for the environment.

It's a good service for a very fair price...

Options offered are far too expensive

I find the service excellent as it is, so don't wish to change it.

To take garden waste to a refuse site we are required to book a "slot" at a fixed time. This is impractical for me as I cannot always find the time to navigate the web site to do this due to working commitments. I then find when I try to book later in the week the web site states there are no slots left? I could understand the booking system during Covid but why now? If we want this service then it needs to be paid for. Anything less than the current collection schedule would not be suitable for me. Anything other than a fortnightly collection would be insufficient for my needs. The cost is more than I think fair.

Service is needed fortnightly otherwise it would not be a practical service.

I see waste disposal (of any kind) as an essential service which county councils should carry out with the cost taken from taxation collected by each authority. I cannot see any justification for a charge. My choice is therefore to either drive to the local dump with a large green bin, which I have paid for every 2 weeks or paid the charge. Fortunately I can afford this extra cost, many may not be able to. I could go for fewer collections if I could opt in and out of weeks. As at certain times I don't always need one, but then I'd need lots in a row - I tend to have small periods of lots of garden waste rather than a regular amount, but would probably still need 15 with this system - also think you need to take into account the increase in fly tipping if you reduce too much or make too expensive - obviously not suggesting I would do this but know that there is a link to cost and fly tipping in standard waste removal

As a retired resident living alone the service is invaluable to myself, also for elderly residents who are not able bodied to lift and transport garden waste, and those without transport to take to the waste collection centre. I hope it will continue. Everything is increasing in price but some services are essential for some people and I hope you will continue fortnightly collections

Being a female over 70 with a disability I value having the kerbside service as I would be unable to lift bags of garden waste into my car and then to empty them at the re-cycling centre. I understand the financial dilemma facing the council but I definitely welcome the service and am prepared to pay for a kerbside collection.

I currently pay £5 a day and for this I have 1 small bag of landfill every 2 weeks and 2 bags of recycle about every 6 weeks. Stop wasting my money on employing idiots who come up with stupid woke traffic schemes that cost a fortune to implement and then a fortune to put back to where they were when they don't work.

I ticked 20x a year because it looks like good value compared to £42.50 for 10 collections. However, I would be happy with 10 collections, possibly a bit cheaper?

Although the increase is way above the rate of inflation, we would rather pay £2.50 per bin collection (20 collections p.a.), rather than £4.25 per bin collection (10 collections p.a.) or £5.83 per bin collection (6 collections p.a.).

Also, there is a significant risk of even more instances of fly-tipping occurring if this service is very significantly reduced or abolished altogether.

Please also bear in mind the environmental impact of a significant number of people having to take their garden waste to a recycling centre by car (and we in Llandegveth have to travel much further to a recycling centre since the Usk centre was closed).

If it goes beyond a fortnightly collection I would find that extremely difficult, as my bin is normally full to the top under the present collection frequency. So I propose to leave it as it is. Thank you.

I really value this service and use it frequently, so would appreciate it continuing as it is.
If the collection is stopped what do you see as happening to garden waste. Will there be an alternative place for residents to take their waste?
I feel that fly tipping will increase in our area.
Burning waste is not an option and environmentally unacceptable.

I am disgusted with this proposal because you took our recycling site away and increased travel to Llanfoist etc. harming the environment. this proposal will also increase fly tipping along the river bank etc. we are proud of Usk and work hard to keep it tidy. Taking away this service will not help us
Reducing the frequency will create confusion of collection days and during the summer months if you have a holiday it could mean garden waste rotting in the bins for several weeks. Probably making them more difficult for the operatives to empty.
yes fortnightly, but from june to end sept ie 8 collections say 38 pds per big per year

We are going to re-think how our garden works. Build more composting bins and try to compost much more than our 3 current compost bins and leaf store. My aim is to garden for nature, but it's difficult to know whether we can process all the waste, if indeed there is any, if I do it properly. I don't know what to do going forward if this doesn't work well.
Would be lost without it -
At these prices taking waste my self is preferable

I have kept the option as now: fortnightly. The reason being I don't have space to compost the amount of green waste I collect (although I have a bio pile in the garden made up of branches not able to be cut down for the green bin). The cost to drive to Five lanes recycling centre with the amount of green waste would be difficult and restrictive plus the queuing time if more people have to use it for green waste - although I use Five Lanes now and again for household items. £50 amounts to £2.50 per collection over 20 weeks and is, as far as i am concerned as senior citizen, very good value. Although with just a difference of £7.50 between the 10 week (£50) and 20 week (£42.50) collection, it points to the 20 week collection being the better value by far. If the service was reduced to six weekly (6 collections) I would probably buy two bins! Some people in these days, very understandable, may not be able to afford the initial payment of £50 but if the 20 week collection is seen as £2.50 weekly and advertised as such, plus with a reliable and excellent service, that may help with decisions. I always speak highly of Monmouthshire's waste collection, as it is so efficient but I understand the cost implications for the Council and service users.

We hear the same thing year in and year out. We need to cover our costs. How do you justify a doubling of the cost year on year. By increasing this cost fewer people will use the service causing a cost spiral. I'm sorry this is a rip off. Prove your costs????

I don't mind paying but my bin wasn't emptied a few times even after complaining
Not exactly inflation based if you nearly double the cost. I hope pensioners will receive a discount on this price.
£2.50 per collection doesn't seem to bad. Six pounds per collection is mental.

I regularly fill mine to the brim at least 6 times a year and a number of half fulls in addition. My garden isn't even that big.

I thought that prices last year were £27 per bin. If so this represents an enormous increase. Current collection ends about two weeks before all the leaves fall which is a shame.

Why do you still have to make an appointment to use the tip? It is unnecessary. All covid restrictions are now gone. It may have led to an increase in fly tipping. Other councils have returned to an open policy.

The proposed additional cost is considerable and in addition to the likely increase in Council tax, means once again, Monmouth residents have to pay for the Council's inefficiency.

Very happy with service provided thank you

Although I'm happy to pay extra to maintain the current service, a 44% increase will encourage a lot of people to just fly tip their garden waste, which will cost you more to clear up. £35 a year for 6 collections is appalling value for money at a time when we are struggling. We are not all wealthy in Monmouthshire!

Keep cost down, as everything is increasing to much.

We need a collection with a large garden but £50 is horrendous!

Happy to pay more for this service

SELECTION BASED ON THE SIZE OF MY GARDEN AND THE GARDEN WASTE IT PRODUCES DURING THE YEAR. MY BIN WOULD COPE WITH 6 WEEKS OF WASTE.

I would probably not use the service at all if frequency was reduced below the current level.

Should this be free and collected when other collections are made to save on resources

Any other option does not offer the same value for money as the full 20 weeks

It is absolutely disgusting to charge £50 for a garden bin. Other councils in the area don't charge anything for garden waste bins. We are all being encouraged to recycle but with all the financial pressures on all households I certainly cant afford £50 for a garden bin. Monmouthshire has the highest council tax. Why cant you use the hessian bags that we used to have. There was nothing wrong with those. This is going to lead to more flytipping.

Too expensive, I would revert to green bags taken to recycling centre

This is a very valuable and efficient service and I would hate to see it reduced

I believe by overpricing and reducing collection frequency all that is likely to happen is that illegal fly tipping will increase in the local area and possibly increase the burning of garden waste which will increase pollution, increase the frequency of airborne particulate illnesses and increase the annoyance of neighbours.

Hi I really rely on this service and would be happy to pay more.

Could compost bins be provided for garden waste to be disposed off? Compost bins as well as the gate den waste collections but reduce the collections frequency

That's basically £2 a week. It would cost me that to go to the tip, never mind the time.

many would find the above to expensive, increase price slightly but stay as it is for collections

I would like to keep this service as it would be difficult to dispose of garden waste because I do not have a car.

Without this service, it would just encourage more fly-tipping.

Completely understand the rationale behind this however will mean more people burning garden waste which is not good for neighbours with any breathing issues, bad for the environment and in the height of summer a fire risk. Sign of the times but disappointing that the cost is going up quite so much.

This is far too expensive. Inflation's gone up 11% not 50%.

What will we do with garden waste if no collection. Put in rubbish bin

Cost seems excessive for less service. Tip is inaccessible due to the current booking system! Can not plan gardening around tip slots especially with British weather! I am concerned this will lead to fly tipping/dumping of waste

Not much of a consultation, very nearly a 100% increase!

This should be part funded from council tax so need for this increase & should remain at current price

I appreciate it is difficult times. I don't have much waste so the option chosen would be plenty for me. As a pensioner I really do value the garden waste collection but cannot cope with the full priced fortnight collection.

Not happy about increase, however as our local refuse collection site in Usk has closed and it is a 20 minute drive to other refuse collection sites there is little alternative other than paying the price as suggested. Collections need to remain fortnightly, any less frequent would not be useful.

I'm now retired so will only pay £50 for 1 bin, currently have 2. I will have to make more journeys to the tip, if that's allowed, not sure if there is a limit to how many times I can visit the tip.

I cannot have a wheelie bin as it is too big to fit down the side of my house and nowhere for it to go in front. Therefore I have one brown garden waste bag (I don't have much garden waste). This is perfectly adequate for me however I had to pay the same amount as having a wheelie bin (£38). Prior to the wheelie bins it was £12 per bag. I can see that there is a significant price increase proposed. I think there should be a different charge for a garden waste bag, and a higher charge for a wheelie bin. Would prefer to pay less and have more collections, we pay enough council tax.

We used to live in Kent and paid more than this 7 years ago

It ain't broke.....don't fix it!

the collection services save on the number of visits to the recycling centre where it is hard to get a slot at short notice when we can go.

helps those that do not drive

I am prepared to continue the service which is currently being paid for

This is a large increase in an area where we pay the highest council. I appreciate your comments on reasons why garden waste isn't covered by this tax. This service in our area is invaluable because of the large gardens we have and would be a great loss

Is a weekly option available

As we are elderly the above is the best option for us but if we were younger we would use the local recycling centre. We fear that those who cannot afford your costings will dump garden waste wherever they can.

I do not have my own transport and although do some of my own composting there are always bigger cuttings and too many autumn leaves.

I find the service money well spent and would probably continue even at increased price.

Happy with the service as it is.

Don't you think we pay enough rates plus we have a limited time to visit the refuse site.

I am sorry but could not afford £50 a year

Absolutely ridiculous cost. What do we pay rates for ?

an excellent service so keep it going

Reluctant response entered.

It is an invaluable service

I keep forgetting when collection is- would love email reminders the day before.

I understand this is difficult financial time for local government and people, however the reduction in service for comparably small price change probably isn't worth it - hence my decision to stick with £50. I suppose you are aware, but a lot of people took to cutting and dumping grass during COVID when collections were reduced, sadly I assume this will happen again (sad because I heard it has a negative environmental impact).

To reduce or cease collections may increase fly tipping and traffic at recycling centre

You have not provided any analysis of the cost you propose which seem extremely expensive. I don't know how many bins per day/lorry can be collected but at £50 per bin it would seem that the money collected is to subsidise other services. Other authorities provide a service fortnightly for all the year, what are MCC doing wrong. You therefore give me no option but to cancel the service. The same garden waste will still be put into the MCC waste collection system but by a less environmentally method. Well done MCC!!

If the waste recycling centre was open more frequently and for longer we would take our garden waste there in the car.

Not happy at all about this increase!

I'd prefer no change, the green bin collection enables garden waste to be collected and I assume safely recycled. I do not have time to go take my small amount to the tip and should this cease I'd it would probably end up in my black bag!

The cost of the collections has only recently doubled and now doubling again! Far too expensive. What a waste of money buying all those wheelie bins...

£50 seems a lot with everything going up in cost but it appears to be the cheapest option as during the spring and summer months a monthly collection would not be frequent enough.

A good service that must be paid for by the user. Not a flat resident with no garden and paying council tax.

That is a huge hike in price for a service that is required with nowhere else to get rid of garden waste at a time when we all have so little money. Perhaps it would be better to reduce the span of months for collection ie from May to October and reduce the cost that way. I have not used the service since October.

Would be nice if our bin could be put back tidy outside the house

Its yet more increases in costs, how can you justify a 28% increase. NOT happy considering Council Tax increase could be up to 5% as well.

As elderly residents we find this a very helpful service. With the size of our garden we regularly fill 2 bins.

Without this service I would not be able to dispose of my garden waste which would lead to problems of what to do with it. It would be difficult to take the waste to a recycling centre on the bus. Bonfires are unsociable when your garden is surrounded by neighbours. There is only so much and certain waste you can compost.

I would much prefer to dispose of my garden waste the correct way and not be forced to be underhanded about it, which is probably what will happen if residents are denied this service. Also I would prefer to keep my garden 🌿🌸 nature friendly 🐝🐜 and not turn it into a concrete jungle! I believe this service is vital to a lot of residents.

Can't afford anymore increases

I am quite willing to pay £50 for a fortnightly collection rather than having to hump sacks to the tip
Too expensive with everything else going up! How are people suppose to live?

I am resigned to using this service as this gives me a means to get rid of my garden waste without having to go through the booking by system for the waste transfer sites. With the booking system in place in its current form, I cannot attend the same day I would create the waste due to the requirement to book in advance or often and after a certain day, cannot book for a weekend. I cannot book slots in the hope of attending due to the limit on number of visits in a month.

As a resident of Monmouthshire I am concerned that the convenience of waste disposal is no longer convenient or generally accessible quickly and easily, and causing an increase in fly tipping, be it garden waste or other wastes - as reported on the gov wales website Newport has increased 87% last year.

There is absolutely no way that you can charge £50 for Green waste collections in the current economic climate. The most I would be prepared to consider is £25 pa.

If it was reduced to anything less frequent than fortnightly, I would have no other way of disposing of my garden waste.

Whilst I have no issue with an increase I feel it should start earlier and end later. We have just had our last collection but trees with preservation orders in the grounds are just starting to shed leaves meaning we have to keep in our bins until it starts again as neither of us drive..

Your proposed policy could have an adverse impact of forcing people to consider paving or astro turf etc. This would be a disaster for wildlife and water surface run off with localised flooding.

£50 does seem to be excessive but without fortnightly collections in the spring and summer I would have excess green waste.

perhaps you should sell spity park and use that money to fund issues in Monmouthshire and not Newport. any reduction in service the fly tipping will increase Caldicot is currently a mess with the amount of garden waste just dumped around public areas!!! also this time a year I pay to dispose of leaves from council controlled trees perhaps you should clear up your own waste correctly almost doubling the fee from £28 to £50 in the current climate will push fly tipping to an unacceptable level costing even more in the long term

We have received excellent service this year from the garden refuse collection team.

Would not be able to justify the top cost options given current usage. Smaller households likely don't need this. Could an every other collection option be made available if bi-weekly is retained.

I think that is a very useful services and i am willing to pay £50 rather having to book and drive to the recycling centre

It's not practical to leave the waste decomposing and smelling in the bins for six weeks

Nothing

To more than double the cost is unreasonable, so I would not use the service. Everyone is feeling the pinch

Alternative would be to open the tip garden waste only without booking.

Cut councillors expenses and wasting rate payers money. Stop wasting money on WOKE idea's.

We are happy to stay with fortnightly collections as at our advanced ages it is a necessity.

But if you do stop than you will have garden waste dumped everywhere

reducing frequency is pointless
reduction for multiple bins would encourage me to sign up again
Provide option of second bin at reduced cost
£50 is a huge rise but this is a needful service. Can I bag it to Five Lanes at no charge?

I am a pensioner and can't drive how would I be able to get rid of garden waste if you stop the service?

Even getting rid of rubbish such as a 'dead' lawn mower is a problem. You won't collect it, and when I got a taxi to the nearest recycling depot you would not take it because I was in a taxi. Wasted trip and taxi fares!! (A friend eventually disposed of it at his recycling centre in a different area.)

Whatever you decide to do please remember some of us are less able.

It is a big price hike. I find it very difficult to book and take waste to the recycling centre so would still use the service. I hope it is not withdrawn I don't think that would be fair when recycling is now made much more difficult as we have no recycling centre in Usk

4 weekly is not often enough :)

Having the service is the only real way to get rid of garden waste so must be kept even if it costs more
Almost a 80% rise in one year, what on earth has happened to cause this. Put the contract out to tender!

Having a large garden, and being elderly this service is most important and beneficial to us. It would be difficult to transport the waste to our local amenity, and for those people with no transport impossible.

If the service is cancelled I think the risk of fly tipping would be greatly increased.

I will have to reduce the number of bins I use despite the amount of garden waste varying very much from week to week.

Personally I have thought that it was exceptional value previously. I would have preferred a more gentle increase but I will cope. I hope local people won't dump their garden waste into the dyke as this will require clearing to avoid flooding.

A less frequent service would result in waste decomposing in the bin therefore likely to smell, fortunately collection seems to work well and I would have no issue in paying more for it.

Disappointed in this as the council tax will increase and we are receiving less service. My husband is already street cleaning the pavement area around our house and it seems he is paying for the privilege.

It seems to me there is an environmental consideration here. And problems with the recycling centres. If it's a good day and I get to my garden then I don't want to have to wait days for a recycling booking to dispose of my fresh and hopefully dry and un-rotten waste. Let garden waste go un-booked to the recycling centres. But that's me running around in a car because I can't take waste on my pushbike. I have just been marvelling at the sheer variety of birds who inhabit my garden including woodpeckers and finches and robins and a wren and two full colonies of sparrows and at the top of this sits the sparrow hawk who hunts through the garden. If I can't deal with my garden waste in a simple reasonably efficient way then I'm going to have to take out the trees, loose the shrubs and deck, gravel and pave my way to a hassle free garden with dramatically reduced habitats and, if you like, let's talk about water run off in these milder wetter winters. Fun isn't it? Not everything can be qualified in cost. Keep the service as is, at the cost it is please.

We have quite a big garden with flowers , grass and shrubs . I am doing my best by making my own garden compost but I really need a fortnightly collection (especially in high season). My car is too small to take the garden waste away.

Although I have not filled my bin for every collection, the bins will be stinking if not collected every 2 weeks during grass cutting season. I would not pay more than £50 though. If you over price this service then residents will cease to use and potentially start dumping within the available green areas around the village.

As a pensioner the service has been a huge benefit and I would be very sorry to see it reduced in frequency. The convenience of not filling my car with garden rubbish, booking a slot at the local recycle centre (which is only open on certain days) along with the fuel and time to visit a centre proves the worth of this service. A monthly or six weekly collection would be useless so I would not renew the service under these conditions.

How are residents meant to dispose of garden waste if they can't afford any of the above options? Especially those who don't have transport to get to the local tip this will lead to increased fly tipping. Disgraceful!!!!

Adrian Aylett

What a massive increase! Stop wasting our money and this wouldn't be necessary!!!

If you cannot provide the same level of service and price as this year, then you should ensure that the recycling centre is available daily and without the need for a booked appointment so that garden waste can be disposed of by residents when they need it without having to book a slot to attend. The centre is staffed so make better use of this commodity.

I will pay the £50 even though I can ill afford it but I have no other way to get rid of my garden waste and I think it is extortionate as we already pay extortionate council tax as it is.

If this service is removed the recycling centre needs to be fully functional, open 7 days a week and now that covid can no longer be used as an excuse, the prebooked appointment system needs to end. As I don't drive or have room for a compost bin I would find it very inconvenient if this service is discontinued.

I'll take it to the council tip

Please keep it going

I don't agree with any of the options above despite ticking the first one! I have a large garden and really value the green waste collection as I still work full time and the appointment service in Llanfoist is very difficult to manage.

I would suggest adapting the green waste service to align to the gardening calendar. For example April, May, June and July involves producing lots of green waste as gardens need regular maintenance and weekly lawn cuts, but March, August, September less so. October is when most gardeners clear for winter which again generates more waste materials. Could the service run that way? I always know when my collection is due and would make better use of my bins if this suggestion was implemented.

This is a very useful service!

Other councils don't charge additional fees for garden collection, why is Monmouthshire different? Furthermore if you are proposing £50 for 20 collections, why is it not £25 for 10 collections? The existing costs of £28 is already high and we are in cost of living crisis and it feels like the council are looking for more ways to squeeze money out of struggling households!

It is pointless having a service that is less than fortnightly - the amount of prunings, grass cuttings, etc from even a small garden means that we more than fill our bin and so also take green waste to the recycling site. If it's less than fortnightly it's not worth running.

Please allow more frequent visits to the dump - more than once a week please

I think 4 weekly and 6 weekly would not work in summer months.

Free in torfaen

Np263lg

N/A

Given Usk tip has closed the alternative is a 16 mile round trip to Llanfoist.

We find this service invaluable and would not like to lose it, nor would we like to reduce the frequency of the collections.

My garden produces so much waste that a fortnightly service must be maintained.

Four weekly over the summer is not enough. Even fortnightly is not really sufficient.

We are not 'cash cows'! Two pensioners pay £270 per month, for what?

MCC provide an efficient refuse collection service and that is all. Street lighting maintenance is laughable, contracted out to a company that seems to think that all streetlights are on streets shown on Google maps.

You should also provide a post Christmas collection like other councils do for Christmas trees and wreaths etc. Also the collections start too late in the year. The more expensive you keep making it the less people will use it and fly tip/burn and then the more expensive you'll make it again. Making it more accessible will mean more people will use the service and get more cost effective
I think the cost of this "service" is rather a lot, especially as we are pensioners and therefore on a fixed income.

But as we have no other option we have no choice but to accept.

Would prefer to keep it as it is.

I am appalled at this increase and the rising cost of fuel for collection vehicles does not justify such an increase. MCC needs to provide this sustainable service at an acceptable cost. Not everyone has the space for a composter. The combined costs of everyone visiting the tip rather than having kerbside collection will be excessive and will contribute to emissions and poor air quality in the area. I expect MCC to collect and recycle my current green waste wheelie bin as this will no longer be needed. What a ridiculous and unnecessary expense to have had to purchase the wheelie bin in the first place! All that plastic!

The garden waste collection is a valuable service which I am happy to pay for.

If there's no green collection it will mean more "rubbish" left around

I compost as much as I can and only use the service for clearing brambles, docks etc that I choose not to compost. I do use the service on most fortnightly collections. If the service is withdrawn, I would like to feel less afraid of going to the tip. Some, but not all, of the attendants are power crazy and tell me things like "that's quite a lot you've brought with you today. You can't come back here for a month now." I didn't know there was a rule like that. If I have to start transporting hedge clippings etc myself, I'd prefer to feel able to do it without judgement. I have to deal with 9 acres so sometimes have a lot of waste. Also my council tax is quite high. I'd love to pay for waste collection to support the local services but if it's not available then I'd at least like to access the centres near to me. Thank you for considering my opinion.

Not much of a choice really! The four weekly collection is half the service of the fortnightly one with a reduction of 15%. Shocking service.

I would pay the above if the service period is extended. With the warmer climate I am still cutting grass and as for leaves, they will not have all fallen by my final collection date so have to dispose of them by other means.

I am elderly and enjoy a small amount of gardening and would miss this service as I have no way of getting to the recycling

Tbh I think the costs are ridiculous. You will see a great number of people opting out and fly tipping instead

While we appreciate the difficult financial situation the council finds itself in, we feel that any of these options will inevitably lead to a huge increase in fly-tipping

Council should allow private individual to either take a trailer or privately used van to take garden waste in if you end up ceasing the service

Leaving period to be longer for collection does not work as grass etc doesn't stop growing because you are no longer collecting.

This service should not be removed to make your savings.

You should look for increased efficiency from within as central government has to do - you already are increasing council tax rates disproportionately compared to wages and this is just an "easy" option for a council that doesn't actually look for real savings.

The service is already very poor and unreliable.

Less than 2 weekly would be useless to me.

The amount of greenery my garden produces is hardly kept under control with present system

£50 is too much to pay with the prospect of community charges increasing. Monthly collections and longer are not suitable as in the summer and autumn our bin is always full for the two weekly collections, having 2 fairly big lawns and a wooded area behind our property.

The service needs to be extended to mid December as the leaves on my Acer trees will not have fallen by Monday 28th November 2022. The present arrangements are not fit for purpose in my case.

This is a great service which I value, and would happily pay a bit more to protect it at this current time. I feel that it still represents good value for money, and saves a lot of unnecessary trips to the tip. This service is essential for those of us who are older and are unable to take large heavy amounts of garden clippings to the Tip, we do not have a vehicle that can accommodate large amounts of green waste and therefore this service is important.

how does increasing the cost by £15 per year equate to saving £7 per year. Another MCC rip off Our garden produces a great deal of waste. The service we receive is excellent & much needed. We can only hope the fortnightly collection can continue. Thank you.

Reduce the collection time eg start end of April (march too early) finish collections end of sept, 2 weekly for same fee or not much more, stop the booking system for the tips so its more user friendly!!

Have large hedges, bushes and trees so need to have clippings and trimmings removed regularly I live on my own, my council tax is enough of a burden without paying An extra £50 for my garden waste. I only have a small garden but I do fill my bin once a fortnight especially in summer.

I think the service currently is a good service. It would not be acceptable to increase the cost and frequency for collections. If this happened we would not pay for the service on top of the extortionate amount we currently pay for council tax which I gather is going up.

I would prefer the service to stay as it is with regard to collections. However, I could not afford £50 a year so I would have to decline and take it to Llanfoist myself.

MCC need to bear in mind the fact that Llanfoist isn't open everyday and people need to book. With this in mind some people will find the process of days and times not being available a nuisance and will decide to fly tip instead. There is enough fly tipping in the area anyway so I think MCC will be far more out of pocket should they decide to increase the fee by an extra £22!

In our opinion if the service was to stop fly-tipping would increase in local parks and woods. There could also be an increase in garden bonfires which could increase the statutory nuisance complaint the council have to deal with.

If you want to charge £50 you need to improve. I had to complain 5 times about missed collections over the last season. I will be much less amenable about missed collections at that price.

We pay enough in council tax and should not be charged extra for this service. Very disappointed with the councils decision. Should look elsewhere to save money

In many areas garden waste collection is a free service; considering the high local council taxes that we have to pay is this not also a consideration? Is this not going to encourage irresponsible residents to either put their garden waste in the waste collection or dispose of it illegally?

Why is there such a difference in the price of collection based on the frequency of the collection - £2.50 for 20 collections and £5.83 for 6 collections

Anything more than 3 weeks is too long to store the waste.

Garden waste collection has already been added as an extra charge to the rates, which are already extremely high in Monmouthshire. We understand that these are difficult times, but these time are difficult for everyone, not just for the Council. Can I suggest that you stop wasting money on 20 Mph speed limits, and surveys where they are not required or needed. We may all benefit then.

We will only be able to afford one bin instead of the 2 we currently have and will need to dispose of any extra elsewhere

If you are going to remove the garden waste bin collection service you need to seriously address the issue of access to the recycling centres. The booking system is frankly ludicrous. If you are trying to stop people from outside of Monmouthshire accessing the centres (as I have been told is the case by people working there) then the simplest, one off cost, is to install barriers and ANPR. All vehicles have to be registered to an address. If you are not local then the barrier does not open. Currently you are encouraging fly tipping and the dumping of garden waste in the forestry areas. A long term, robust, and we'll thought through solution needs to found.

This service is very necessary for gardeners, especially as we get older.

I live on my own and getting to a recycling centre is not easy for me and then to haul up garden bags over the edges of the bins there is virtually impossible for me to lift it that high.

The scheme works well and although I have chosen the second option I would pay £50 for fortnightly collections, tho I suspect others may not. Please do not cease this service ... it is vital.

I begrudge this amount for what has been an unreliable service (missed collections reported) Basically you created a demand for this service (shame the wormery people let you down) I haven't got space for compost bins and bonfires are too antisocial. So I am stuck but the council tax is so high I think you should do better on waste collection, it is about the only council service oldies like me still use!

We compost a good proportion of our soft garden waste material and use the garden waste bin for more woody material. If there is no garden waste service, there are some residents who would locally fly-tip their garden waste material. Perhaps the consultation should have highlighted the fact that with 20 collections @ £50 per year that is £2.50 per collection which is cheaper than driving to the local tip with garden waste material. So seems reasonable...

Including trees and bushes, I could not compost the garden and verge waste I generate without using my entire garden as compost bins, turning as required. If I did not have to make an appointment at the tip, I could combine garden waste trips with other activities and so not use fuel (and time) unnecessarily.

I understand your cost pressures but you seem unaware that price affects take up - as with any service item.

If you keep ramping up the price demand will collapse and you'll have to charge even more.

Be prepared for a very ugly Monmouthshire full of lazy people fly tipping garden waste.

This year's garden waste collection was perfect and at a good price. It was efficient and just what was needed to keep the garden under control. £50 is quite a price but no more. If it is going to keep leaping up in price then I would take my own down to the tip. We have expenses too.

I had a garden bin at my previous address and very much hope to have one again now we have moved. We submitted our answers previously, but there was a power cut immediately afterwards, so we do not know whether our previous answers were received.

This is a significant increase in cost which will impact many households at an already challenging time. If the council were to cease collections entirely, the booking system for the Llanfoist recycling facility would need to be reviewed and streamlined as this would put unprecedented demand on a recycling facility which isn't easy to get booking slots for.

As a small village off the beaten track we get people fly tipping their rubbish here already- the proposals above will just make this worse

I would be very sorry to lose this service.

My bin is never full so 6 collections will suit

This is an important service which I am sure cuts down the traffic to the Llanfoist depot. I am happy to pay for it to continue but wonder whether there needs to be a subsidised element of the service for those for whom £50 is not affordable.

The garden waste I put in the bin naturally breaks down into compost the longer it's left in the bin thereby creating space for more garden waste.

This past year I've only put my bin out a couple of times so fewer collections would be fine with me. Although there may be more bonfires with people burning their garden waste.

I understand the funding problems but an increase 75%+ is very extreme to say the least. One might say typical of councils

CONSIDER INITIAL CHARGE TO COVER THE COST OF THE WHEELY BIN FOR ALL NEW CUSTOMERS.

This is absolutely ludicrous, and will only encourage more fly tipping, which will cost even more in the long run.

RCT have a very effective and much simpler system for all recycling, who don't you share and learn from them?? They don't even charge for garden waste collection!

We would happily take our garden waste to the tip if MCC provided suitable bags to do so (like the brown garden waste bags). I'm afraid the increased cost is too much and the frequency of the reduced cost service would not be enough.

Ending the service or substantially reducing its frequency will run the risk of increasing the incidence of fly tipping and increasing pollution of the environment due to garden fires. Encouraging garden composting is a partial answer to the issue, but is not usually suitable for more woody material. I would support an increase in the charge so long as it does not become prohibitively expensive. That's an individual judgement call, of course, at a time of economic hardship for many of us

This service remains free in other areas. It's disappointing that there is to be such an increase when we are paying more council tax than ever. The subsidy is relatively small compared with other costs in the council, but the impact of the increase per household is large.

I can't see that monthly or 6 weekly collections are worth it and I would be unlikely to pay for that.

The garden waste service is good value for money, without it we are likely to see more waste dumped inappropriately - as happens with fly tipping.

It would be useful if the last collection date were a week or two later.

I live near to a busy road so cannot burn waste. We are OAP and cannot take garden waste to the tip place . We rely on the garden waste service. and cannot manage without it

I pay £260 per month for my council tax. nearly 12% of my pension. A ridiculous amount for my property. I feel I have very little for that money and should have weekly garden waste collections at no extra cost. Chase those that never intend getting a job and contributing to society rather than the hard workers.

We are shocked, this is because council tax is so high in this area!

Fortnightly is essentially the minimum

I think you could have a reduced rate for people that want / need a reusable bag of garden waste instead of a wheelie bin. I thought the garden waste bags from 2019 / 2020 were a good size for smaller gardens.

There should also be stickers to put on wheelie bins to indicate the resident has paid for the Garden Waste Service for the current year and only those bins are collected.

Is there not savings to be made by swapping to reusable red & purple bags for other household recycling?

The way it is framed I think there are only two real options. 2 weekly or none.

Or...If the collection is the cost driver, give everyone two bins for their payment. Then the other options become genuine options.

Absolutely ridiculous the amount you set to charge next year!!! £50 on top of what we pay for council tax! Plus you only collect March to December...people still tend to their gardens during this time, and also what about the vegetarian animal waste???

This has been an invaluable service, as trying to get garden waste to the recycling centre is difficult. I would pay more to have collections in December and January. Due to leaf fall, this is when I need them most. Observation of the overflowing garden waste skips at the tip during these months, suggests other households are in a similar position.

Stop the service but provide provision to take garden waste to the recycling centre

It would be better if collections were extended from 8 Months to at least 10 Months!! For the cost you are asking is a big jump from £28.

I would like extra collections into the winter months.

Please take into account the wider environmental impacts that stopping this service will have ~ fly tipping always increases when service is reduced, which often impacts on footpaths, parks and watercourses.

I would rather pay extra and keep the collection to once every 2 weeks.

Could you reduce costs by charging a one off fee for the bins? Then a bit less per year...?

This service is invaluable

At £50 it will still be good value. I hope the costs will be met at that price.

Why is it that the surrounding authorities can provide this service either free or for a nominal charge and MCC want to raise the cost by 40%?

I don't see the point of a 50% reduced service for only a slight reduction in cost and the cost per year still seems reasonable to me. I would much rather have the collection than have to arrange taking my own green waste to the tip.

I hope we will still be able to use 5 Lanes recycling as well.

I would be happy to pay the higher price for continued collection. I think the collection will encourage recycling of garden waste; and not having to travel to the tip reduces private mileage with consequential reduction in carbon emissions.

I am not happy with any of the options. Your costs are going up, but so clearly are mine, no doubt we will have a big increase in council tax. My fuel costs are going up. So by increasing your prices you are helping to push up inflation. My salary is not going up and I wouldn't get very far if I asked for the percentage increase that you want for the same service. In addition why have you sent the email today about the last collection being on 2nd December, my last collection was therefore today. As a reminder it should have been sent last week, so all users are aware that they have one collection left. I would also comment that this is a massive increase in the 2022 costs and if you compare this to Gloucestershire cost more expensive for less time. I do feel not collecting for 3 months of the year is too long, people do need garden waste

Collection during the months of December January and February

If the service stopped residents must be able to book more trips to the local recycling centres which are currently limited

Could you have a price for one bin, then a much lower price for 2 bins and again another even lower price for the 3rd bin? The prices are too great and we have fully used three bins all this year. So, we do not understand why the monthly price is not half the fortnightly price. We need fortnightly bin collections but £50 for each bin which is £150 for us is far too much.

Garden waste collection is essential.. even in rural locations.It prevents people dumping their garden waste in inappropriate places...making a better environment for everyone

Very useful service, please maintain it

I find it incredible that along with council tax increases and cost of living crisis the council is opting to reduce the service or increase the cost AGAIN. I need two waste bins fortnightly whereas previously I could use 2 bags weekly. If the service was 4 weekly I'd need 4 bins!!!! Is this going to be a yearly change??? Will you do the same again in 12 months?? Forget it, I'm not using your lack of service next year and will not be voting for you at the next council election. What an absolute joke.

This is a very useful service that means we do not have to go to the tip

I appreciate that no one wishes to pay extra for council services and unfortunately some individuals will find the extra charge a burden. But particularly in the middle summer months, a fortnightly service is required even for a relatively small garden like mine. So I feel that the increased charge is the only viable option. Thanks for the chance to contribute and to the recycling staff who have consistently provided an excellent service.

I would be very dissatisfied and curious as to why you could justify upping my council tax but reducing my services

If the price is too much, the county will get more fly tipping. Please can the process to book the recycling centre be made easier. Currently it's difficult to book, and there are few sessions but it's great to see there is increasing of reuse happening.

It's a useful service and worth £2.50 per collection for 20 collections.

I would keep the service as is as it is good value for money. I think increasing the cost to £50 is more than reasonable and would even be prepared to pay more

12 years ago the service was for 12 months, every time it is reduced. We could go to Usk tip, that is now closed.

A good service that is value for money

I am a pensioner with quite a big garden. no transport to take to recycling centre. I think the way it is good

Please provide a dependable service to all areas (urban and rural) every 14 days that is not used to cross subsidise other services.

Stop the pre booking at the tip, so you can turn up adhoc

Allow you to put rubbish in the bins at the tip, without having to rummage through our waste.

It disgusting we should have to pay anything, other councils do not charge and we have some of the Highest council tax charges in wales. Why do we still not have reusable recycling bags in Raglan. If you want to save money stop allowing your employees, taking council (tax payers) vehicles home.

I have rabbits so rely on this service to take away their hutch waste. It's a real shame that it has to increase so much.

I rather not leave any comments about MCC because it would only be rude.

That is just too expensive considering the higher increases to Council Tax - I will take the garden waste to the local tip instead

If the frequency gets cut I think fly tipping of green waste will increase. We already had this last year in our hedge, no legal route to stop it either

Please keep the garden waste to fortnightly collections as keen gardeners we find this a great service I compost most of my garden waste except for twigs. I would restart taking garden waste to the tip if the appointment system was suspended.

£50/20 collections is still reasonable at £2.50 per collection. (I currently only have 1 bin). I find the garden waste collection is really useful and would struggle to keep up without it.

I am happy to pay £50 for the continued service as I am unable to keep the grass cuttings etc in my garden and will be unable to take it to the skip due to my age

I rely on this service every year .and it would make it a lot more difficult for me with out the service I understand that Newport council don't charge for garden collection if so how do they provide for the collection of garden waste?

We pay for the service and the price seems to go up with less service. This temps people to fly tip!
(Also very hard to get recycling center slot)

too many collection failures this year - not convinced service is vfm

Price increases are to high and people will not be able to afford these prices.

To halve the collections from 20 to 10 but then only reduce the cost by £8.50 is unacceptable. This is a massive increase in what after all, is a council tax. I accept we are in austere times and is the only reason I would consider paying £50 but would hope that this could be reduced in better times when perhaps all your vehicles are able to run more economically and revenue is in a better place.

This to high a increase

Obviously not pleased with cost increase

I use compost bin for grass etc but need bin for tree and plant cuttings

This ye

Service poor for price

If left longer than fortnight, the contents start composting and smelling, particularly in the spring/summer months. I would not be prepared t pay £50 for a fortnightly service.

This is daylight robbery, how do you expect people to live with this massive increase of nearly 100% increase

This year I have used fortnightly collection, I use compost bin for grass and lighter cuttings, obviously not happy with cost increase

I will compost more and take residue to recycling site

I cannot see why monthly collections are only £7.50 less than fortnightly!!! Surely the monthly payment should be £25??? If it was £25 then I would opt for this service

Thank you for giving us the above options. The one I have chosen is expensive but being an 80 year old widow with a medium sized garden, I need the convenience of the most frequent service and in these difficult times I understand that does mean paying more for it. So I shall have to economise elsewhere.

If you reduce the frequency I would have to double the number of bins to a total of six. Maybe more. That's environmentally wrong, also having six, seven or eight bins will make my garden look a mess. Furthermore, if you stop collections totally what happens to the old bins?

I have chosen the option to keep the frequency as it is for £50 as I live on my own with a large garden and as an OAP cannot manage large bags to take to the tip, but I think to almost double the price is too much to pay.

It's an extortionate proposed increase, but I depend on the service, there is no other viable option We very much value this service and appreciate the challenging financial circumstances that all authorities are facing.

You could save money by collecting the pink and purple bags fortnightly instead of weekly £50 seems very expensive, maybe a combination of high season fortnightly and from Nov to March six weekly.

Could the service operate with fortnightly for March to November and monthly for December to February? Winter is when a lot of garden tidying up happens so would be good to keep collections all year even if reduced frequency.

We generate more garden waste than fits in our one bin fortnightly already and so we make extra trips to the Five Lanes waste site. We understand the need to increase the prices but it would be more cost effective for us to take our garden waste ourselves.

I still want to use the service even though the cost is going up. None of us want to pay increased charges but this service is better for me than the alternative of taking my own waste to the recycling centre.

If it continues, at whatever new higher cost and frequency, so many will give up that you will not be able to cover the costs of the service and will encourage even more fly-tipping.

It is important to me that this service continues fortnightly. There has only been one week when my bin was empty and that was down to weather preventing gardening. I would find it difficult to take the rubbish to the tip. You have given a good service and the difference in cost between two weeks and four weeks is so little, that I prefer the two week option.

For a service which used to be free this is a rip off

£50 is still great value for fortnightly collections. I was surprised it was as cheap last year. You offer a valuable service - charge for it!

I am prepared to accept an increase and reduced collections. Otherwise I would not use the service; times are financially hard for all of us particularly for us O.A.P.s

£50 per year would be a significant increase in cost, that would make it an unviable option for most householders on the current financial situation. This in turn will lead to more households burning their garden waste creating neighbourhood problems with smoke and inconsiderate timings of the fire. This is not an environmentally friendly solution. It will also create more fly-tipping in areas too. This would seem to be the best option

How can MCC justify a 78% increase in the collection charge?.. Why are people in larger properties charged higher council tax & then expected to pay an additional charge for garden waste collection?. How about a reduction in the salaries / staff of MCC?.

None of the above seem realistic in price per bin.

Just more encouragement for fly tipping with decent people having to pay extortionate prices.

There must be significant profit in these prices where a profit should not be allowed.

Add it to everyone's council tax. No excuses no fly tipping and a cheaper low rate for all

Too costly.

I have pressed for the same service for £50 per bin, but would also be very happy with monthly collection. The service is second to none and I am very pleased that it exists

Because the bins are much bigger than the bags used previously, I can easily manage with a four weekly collection

The above costs are a significant increase and anything less than fortnightly collections would be useless at peak season. Would it not be better to offer fortnightly collections over a reduced period.

The service does not need to run until December. Maybe monthly or 6 weekly during low season and fortnightly during high season

Far too expensive when we already pay so much in council tax!

With the reduced availability of the recycling centre and having to pay extra for garden waste collection any reduction in service should reduce council tax not the constant increases that we keep getting. The council does less and less for more and more money

I hardly use this service (have probably used it once this year) so I wouldn't miss it to be honest.
It looks like you are trying to end this service
A 50% increase is a lot to deal with.

Any less than fortnightly would make the service useless. The five lanes recycling centre used to offer fantastic opening hours meaning that a working person could utilise the facility, now with vastly reduced opening times and a booking system which is not fit for purpose
Would be happy to take garden waste to recycling centre if booking system was stopped. Other counties no longer use booking.

1. Why don't you have a chat with your counterparts in torfaen, who seem to provide a better value service to council tax payers.

2. In what world do you pay to dispose of garden waste? It's an essential raw material for businesses who turn it into compost and flog it. They're business models will be built around you paying them to take it and consumers buying the composted product. A double income. They must be laughing all the way to the bank. I suggest you pin your mismanagement and inefficiencies of running the service on them. Offer it to them for free or at a charge. If they say no, then it's their business that will ultimately suffer. , rather than the enduring residents of monmouthshire.

3. With the options above you are staring down the barrel of huge uplifts in fly tipping, use of the HWRCs (and associated carbon footprint) and residents faced with having to undermaintain trees and hedges (leading to encroachment into highways and pathways).

Rubbish. Literally.
100% need to keep the service

Garden waste collection should be seen as an environmentally friendly concept, ie it stops people burning garden waste and releasing more CO2 into the atmosphere. If green bins were cheaper then more people would use them and our CO2 output would reduce. Further more the green waste could be used to generate energy via a biomass generator, thus creating real financial value.
So please think about the bigger picture, not just short term cost savings. Many thanks, Lee Burrowes.
I am not happy about the huge increase proposed for next year but anything less than fortnightly is not an option.

There could be an option to share bins within a neighbourhood; a communal green waste bin system.
Or, you could have communal compost bins situated in shared spaces.

Is it cheaper to bag to the brown bags with a permit

I rely on the collection as I have no other means to dispose of garden waste.

It would be better if collections continued further into the winter please. We need some collections in December too. Note we already have our own composters but you can't compost everything in a garden composter.

Been a useful service which we have used every fortnight

Taking this service away would feel like a step backwards. We consider Monmouthshire as a county who has been a leader in green initiatives (such as food waste, wild flowers for pollination in public spaces and the green waste collection from your home).

Nil

I feel this is still very high, if tip goes back to open access (not appointments) I think I would prefer to take adhoc

A vital service as far as we're concerned. Long may it continue.

A increase of £22 is discussing also my collection this week was not collected so I would have to think about the increase so you expect me to pay a huge increase

Pointless providing less frequent options - the waste will collect far too quickly during summer and residents will end up bringing to 5 lanes centre inbetween. That erodes the value

We really value this service, and once a fortnight the bin is pretty much full (even though I also have three composters!). Happy to pay £50 a year. I would hate the hassle and cost of taking stuff to Mitchel Troy.

A reduced frequency of collection will be of little use to me so, with reluctance and acknowledging your financial predicament, I would be prepared to pay £50 to maintain current arrangements.

However, I suspect this price increase may be too much for many and as a result you may decide to close the service because it will become uneconomic to operate. If so, can you consider reinvesting the money in restoring opening at Five Lanes on Wednesdays and Thursdays at least during the gardening season as the site is likely to become much busier.

4 or 6 weeks are too long as we would have excess waste and no collections

It really wouldn't work having more than fortnightly collections . It has been a very good service , particularly for older residents who are not able to go to the tip .

Without a collection we would need to go to the tip weekly with bags...more roads, pollution and busier tip.

78% does seem a rather large increase.

Important for me to have regular collections. Rabbit hutch waste and grass/garden waste. Although feel £50 is very expensive!

Please please don't get rid of this service. Having to book a trip to the tip is too rigid and people don't have the time to take their grass cuttings elsewhere. We all have these expensive new bins - please don't let all that go to waste.

We pay the highest price re community charge living in Monmouthshire. We are limited to when we are able to visit the local tip due to working hours and the effort to prebook is nonsense following the lifting of COVID restrictions.

We tried our own composting and due to rural fields behind our garden ended up with rats nesting. Surely the county council should encourage residents to keep their outside space respectable and encourage the use of waste collection.

I would rather no public Christmas lights on the Mardy than no garden waste collection

I wouldn't mind it being decreased to a collection once every 3 weeks instead. If that was an option I'd probably choose that. I chose 2 weeks over anything else because I think 4-6 weeks would be too long to wait particularly during the spring/summer months when people do more gardening and cutting grass.

As there are still problems using the waste transfer station booking service, rather than a drop in arrangement as previously then the fortnightly collection is by far the best option.

I do understand the situation, but I am a single woman in my 50's with one wage coming in. I work up to 60 hours a week to hold down a job I actually don't like to pay my bills... I am lucky I have children, all grown up and doing their own things. My garden is my release from work and my health, it helps with my anxiety and mental health. I'm a 'suck it and see' girl regards gardening, have no idea, never have a clue what I'm supposed to do, all trial and error. so end up with a lot of waste, dead plants... I need this service but not sure how I will fund it yet. But there's worse than me out there. Maybe a few others will give you an insight to their lives it would help you decide what's the right way to manage this.

Kind regards

Paula 🧑🏻🗨️

I use two bins. If the service is reduced to 6-weekly I will need six bins. I don't think it is viable to reduce the service to a lesser frequency.

A fortnightly collection would be great, however the cost of £50 seems too expensive

I think the reduced collection schedule would not be feasible especially during the spring/ summer when grass / plants are actively growing and needing cutting / trimming

We have 2 bins and fill 1 bin per week, option 2 and 3 are totally unrealistic and not cost effective.

There needs to be some form of collection as would struggle to get to the recycling centre.

Anything less frequently than fortnightly would mean that the bin isn't big enough. The cost of two bins at either of the other options makes this more expensive. Also having rotting vegetation around for six weeks particularly during the heat like this summer would not be pleasant or healthy!

I would be very concerned if less collections were to occur especially in spring and summer. At most I would suggest collections in all seasons apart from winter.

We are both pensioners and as such are not as able to recycle our garden waste via the recycling centre especially as we have to book. We do not have enough space to compost all grass cuttings and garden waste. To us the collection is a life saver and while it is expensive we really have no option. Perhaps a discount for senior citizens after all we do get discounts elsewhere?

As a non driver I'm happy to keep this useful service.

Fortnightly collections are important to us especially in the summer months due to having a big garden and so lots of grass and hedge cuttings

Excellent service. Have too much waste to go down to more than every two weeks.

I believe that if this service is terminated fly tipping will greatly increase

I would struggle without this service as I have a garden as well as 4 house rabbits. It's bad enough trying to fit it all in to 2 black bags every fortnight during the Winter months.

I think the price rising to £50 is a significant price rise to keep the service as it is especially given that visiting the tip is not really a viable alternative option with the booking process and limited trips per month.

However I think of the suggested options the £50 for fortnightly collections is the best as the reduced collections are not reduced in price equal to the reduction in collection. Also I feel that less than fortnightly collections is not viable option for the area of Monmouth I live in given the size of peoples gardens and the amount of green waste generated as a result, there are already people on my street with 2 bins. I think this would result in decomposing green waste being left in public areas which would shortly become an issue.

Furthermore I think if the service was reduced or removed it would result in higher carbon emissions for the area due to the increase in households driving back and forth the tip. Additionally it will result in people using their general waste collection to dispose of green waste which would go against the current recycling efforts.

Already paying a fortune in council rates

£28 per bin for 9 months was outrageous, even more is a total rip off

It is very difficult to choose an option as the pattern of use of my green waste bin varies in the current system - sometimes I have very little to put in it while other times I have a full bin and have more that needs to wait for the next collection. In that situation it might be more effective to take it directly to the tip. It might also be worth collaborating with my neighbours to share a bin for a more frequent collection. I hope the decision making goes well and thank you for consulting.

The above is either too expensive or too infrequent

This service is a super way of recycling organic material. Not all gardeners want to compost so the price increase is worth it imho

Good service so long as all of the collection's are made!

We have been missed and despite informing the office, no collection was made.

Needs to be fortnightly every 4 or 6 weeks is too long a gap

It would be easier to take green waste to the tip if the booking slot system was removed.

If we didn't have the collections, there would be more congestion at the Mitchel Troy Recycling Site and it would encourage fly tipping.

As an old age pensioner this seems to be a large hike in the price of collections which I am not able to pay and I suspect many feel this way therefore I foresee lots of dumping of garden waste throughout the year.

Reducing the number of collections as outlined would make it impossible to manage our garden waste. This would undoubtedly mean a risk of rodents as there would simply be nowhere to put this between collections so we would end up with piles of garden waste until the bin is collected. You can only have so many bins otherwise there is nowhere to store them so reducing collection frequency is a big issue. Likewise if collections are stopped it begs the obvious question, how do we possibly maintain our garden?

Have been really happy with the garden waste collection date it starts and finishes too

I have marked above because I disagree with all of the options but had to mark something to submit the following comments. The council's suggestion to increase price or decrease frequency is disgraceful. Our council tax is already very high and at a time of so many increases in the cost of living you now suggest this. It smacks of financial mismanagement at council level and we have to pick up the pieces. This will simply result in more fly tipping and the cost of removing that will be paid by who? This is very disappointing. As a retired person for whom gardening is an important part of my life and mental health where am I supposed to find more money.

It is really difficult to use the tip. You can't book on the day or just turn up. I've been trying to book a tip run at 5 lanes or Mitchell troy, neither seem busy when we get there, but over the last month I've found it hard to get spaces within 3 days if needing them. If you are to reduce the green recycle, then you will need to make tips more accessible. We live in the woods and fly tipping is getting worse, I understand why. I'd be interested in having a community green skip that is emptied when it gets filled as opposed to the bins. We trim the hedges along a 30m stretch of road. This saves the council money but we have to dispose of the waste. We usually take 2 bins a year and fill them everytime they are collected. If prices go up, we shall only take 1 bin, but it will mean we can trim the road hedges less frequently.

4 & 6 weekly pickup becomes ridiculous when a pickup could be missed due to holiday or illness etc. At £50 fee for a fortnight you will get many dropping out of the service and more fly tipping. As rate payers in Monmouthshire we are not getting our money's worth considering we are probably the most expensive area for rates.

We already pay a lot of council tax, we shouldn't have to pay nearly double for a service that has been unreliable recently. Missed collections were a regular thing this year.

I now have 88 years on the milometer of life, love my garden, & drive only locally in Chepstow.

Please give me a break!

Thank you!

Peter Jordan

An increase of £22 per bin seems very high and although I appreciate that costs will rise especially in the current economic market, this seems excessive. We have a large number of trees etc that need to be maintained so we need our three bins to remove the waste so would struggle with a reduction in service frequency.

We find this a very useful service as it gets more difficult to get to the recycling centre.

It does seem extortionate to increase the price by nearly 80%. This is quite disappointing and I fear will encourage more fly tipping.

An unbelievable increase in price. I didn't want to select any option. You have closed the local recycling centre so we would have to travel to get rid of garden waste. I don't have use for a compost heap in my garden — I am not a keen gardener and I don't have use for composted material in my garden. I have a young family and a job. I don't have time to garden as well. I also don't want to pave over my lawn to get rid of potential garden waste. This would be awful for the environment. You are looking for easy cost cutting options. You've already reduced the frequency of this service and increased the cost recently. Don't make us feel lucky to have had such a service when you've removed other options like the recycling centre. You've reduced our options and now have us over a barrel.

You'll increase flytipping if you decrease the frequency or make people use HWRCs. It must always have a fortnightly option. However you could run a campaign to encourage neighbours to share a bin and therefore the cost

All of these are ridiculous - you should subsidise it more from council tax.

What are we supposed to do with the green waste if it is not picked up?

I already compost suitable materials

To keep the service we pay for at present is more than doubling in price which I think is unfair and extortionate

Shame that the price is going up so much and becoming almost unaffordable for most during a cost of living crisis

During the summer months anything but a fortnightly collection would result in taking garden waste to the waste disposal site which would defeat the object of having a collection at all.

Things seemed to work well when access to a bin in the recycling site was freely available. Now it is just a hassle to go there. Too much administration !

We must keep the service going as otherwise people will burn their waste all through the summer reducing air quality and contributing towards climate change

If bin collections were less frequent I would not be able to dispose of my grass cuttings alone, never mind additional garden waste. I live in a "standard" 3 bed with a "normal" garden and work full time. Carrying out a tip run would take me a 30-40 minute round trip never-mind time taken to queue and unload.

I think the rate charged is reasonable so no issues there however I think the reduction of collections would lead to further "dumping" by some people so would prefer to keep collections at current frequency.

Thanks for considering my comments ☺

I would have thought the provision of this service was a basic requirement. What on earth are you doing with our Council Tax and that generated from new homes.

I would like to know the justification and reasoning behind the increase in costs

We are pleased with the service and want it to continue regularly fortnightly

Thank you

A 78% increase.... seems out of proportion, even given the difficult climate.

Failing to offer bin collections will only mean the environment suffers as a result of everyone taking their waste to the recycling center individually.

Still waiting for a replacement bin that the guys damaged

Happy to pay more for this service to continue. I think it's been cheap considering the frequency of collections

I need the service as being of the older population unable to get to the recycling centre to get my garden waste removed I do feel it's a huge price increase and have valued this service ,,,,

It should not change at all. We pay enough council Tax as it is without having to pay more for these services.

It's pathetic that the council cannot provide this service at a reasonable rate when other councils manage to do this. Surely you need to encourage more people to use the service at a lower rate to make it more viable. Not price more people out of the service.

Too much money in a cost of living crisis

The amount you charge for council tax is already hitting residents very hard. This is another tax on your communities pockets. Shameful options offered above!

Absolutely ridiculous keep it the same as it is

During summer months we can fill the bin weekly but spring and autumn we would be happy to have been collected less frequently.

Continual price increases penalising residents is not satisfactory. Suggest minimal increase in price
There is already a large amount of fly tipping of garden waste on the footpaths here. I would not want to encourage that any further

I would not pay £50 for this service as the cost of living going up but to increase it to £50 from £28 is a bit steep

Would have been able to use the local civic amenity site but unfortunately you muppets closed it a few years ago so it is no longer local! Would now have to drive a considerable distance to dump the garden waste legally. Great for the planet I don't think.

I think all is running pretty smoothly and beats taking the garden waste to the recycle centre any day ... thank you

Far too expensive and cutting the number of collections doesn't help. Open the tip more so people can go back to using it - I don't like having to book a slot - what do we actually get for our council tax!!!

Keep this service to two weekly I paid £28 for my bin and don't expect to pay £50 for this service we already pay for this service in our taxes and you won't more money out of us not happy with your proposals

You decided to close the recycling plant in Usk which is why I opted to use this service. I'll be taking my garden waste to one of our recycling centres in future. Closing the Usk centre was a poor decision and basing it on Covid safety was a terrible excuse as it's an outside based service. Everything else has coped with Covid issues.

Provide households with compost bins

Fortnightly collections work well and if these stopped you would see more fly tipping of garden waste. The service is I think value for money at £50 per year.

Too expensive - I will burn garden waste instead

Pointless collection being less than every 2 weeks as will have to pay for collection and also go to tip. Price increase is close to cancelling service particularly with council tax going up, cost of living etc
Very disappointed in the steep increase in prices. You will encourage fly tipping for those who just cannot afford the increase.

How will you operate the system? ensuring the correct frequency of the collections depending on what option each household has chosen?

Anything more than every two weeks is not worth doing. It is a useful service... reduces vehicle use to the tip.

The increase to £50 is too much. Surely it is better to charge £30 and have more people use the service.

Not happy about the large increase in price!

Crazy suggestions - price is way over what we currently pay - there is inflation but that is something else. Council tax rises aswell - people just can't afford it. You will see a rise in people cutting the lawn and then dumping the cuttings. Or worse not cutting the lawns and having a huge rise in rodents. Although I have selected a six weekly service this is due to the proposed cost of a more frequent service. If the recycling centre in Usk was reinstated, residents could manage their own garden recycling. The current option of travelling to other sites within Monmouthshire is not convenient or environmentally friendly.

I am disabled and on benefits. £50 is too expensive. Less frequent collections seem a bit pointless to me. If you could have as many bags out as you like every four weeks that wouldn't be quite so bad. I realise the cost of living crisis is having a big impact but this is a massive hike in price, which seems totally unreasonable. I fear this will just lead to lots more people having bonfires. It is a real shame that the services the council provide seem to be getting less and less. Also, having to book appointments for the skip is also very irritating, especially as it is better to take garden waste when it's not raining, yet it is not always possible to predict the weather. Will you do concessions for people on benefits?

Prices should not be going up we all need to dispose of the green waste from our homes not drive in cars to the local recycling centres using fuel .

Not happy with any of the options. I had expected a price increase but not of this order! Our recycling point in Usk was closed so taking the garden waste to our nearest centre entails cost and time, so also not an attractive option.

it seems a huge increase to £50 a bin but would still want fortnightly collections. depending on circumstances at the renewal time may need to reconsider.

All of the above options require an unreasonable and increase in the cost of the service, which in my view is unacceptable, especially at a time when we are all facing such a cost of living increase. As usual with this council it is offering a lot less of a service for a lot more money! Disgraceful

£50 for fortnightly collections seems rather expensive but £1 per week in effect.

4-weekly collections or less would not be practical for us as we fill our bin every time in just 2 weeks

£42:50 is not much less to pay but for only 10 collections- not practical or cost effective

I would like the service to be extended to fortnightly for the whole year, 26 collections.

None of the above options is my preferred way forward. £50 per bin per year represents a very significant increase in the cost for this service. At a time when your customers are suffering many financial pressures, to seek to impose such a cost increase is grossly unfair. I urge you to reconsider.

Less frequent services are not practical for me, and I suspect for the majority of other people. The cost per collection increases from £2.50 to £4.25 and up to £5.83 as proposed collections decrease in frequency. There is no explanation of why the efficiency of the service reduces so significantly as the frequency of collections decreases. There is no obvious reason why this should be the case.

Happy to pay for the fortnightly service.

It's a very good scheme for the upkeep of properties and so adds to the general well-being of neighbourhoods and people's community spirit.

Happy to pay a small increase for fortnightly collections, eg £30.

Far too expensive. Will fill the car and take to Llanfoist instead. This is definitely not an eco friendly decision. We do not want to use the car!!! Expect MCC will see garden waste fly tipping increase which will increase MCC costs to resolve....short sighted!

I think that even with the increase it represents a good value service . Taking it to the dump myself would be very difficult and expensive .

I use this service as I have no car to get rid of the rubbish

The bin collection is a great service, having to book a slot at the tip for garden waste is not a good option if you can only visit the tip at weekends

I currently pay for 2 waste bins per year, which I think is too expensive!

Home owners paying high rates should not be charged!

By increasing costs, this will encourage fly tipping!

I am going to spend my money and use my car and drive to my local waste recycling centre and also screw up the environment by taking all of my green waste which by the way you turn into saleable compost to avoid paying a stupid increase from £28 per year to a daft £50 per year. Come on, I am not that stupid to believe that the current crisis in Ukraine had driven up the basic cost of collecting garden waste in here is Wales. I can well bet that your stupid proposed increase of over 40% is going to increase fly dumping and burning of waste. I bet the rats and associated vermin are going to love this new proposal. I grow loads of veg to try and be sustainable, and this now means that i have to stop and buy my overpriced veg from Tesco's.

Can you not just increase the yearly cost of the garden waste fortnightly cost to £35.00? Perhaps you would get a more favourable response. 😊

Extortionate price . How come Newport & Barry councils have (up until now) had a free bin collection service . Already people are fly flipping & fingers crossed we don't see an increase which will then cost more to clean up . I am not in favour of any of the questions in no 2 . Will select one only because I have too before I submit this .

This service should be free!

It

Collections need to be at least fortnightly (ideally weekly in the summer) because things grow so fast in the summer.

It's a lot of money to find with the cost of gas and electricity rising as much as it is. People are struggling now and all MCC is charge higher council tax than other councils and give us less for our money.

If more people are unable to afford the collection it could lead to a possible increase in fly tipping. We pay enough now, garden waste used to be collected for free. To increase it to these levels is just a scam

We need fortnightly but £50 a year on top of council tax is taking the piss

In Usk we have no recycling centre. I have an extremely large, protected tree in my garden as well as my fortnightly service I am required to make at least 6-8 trips per Autumn to Monmouth with garden waste from one tree. The impact of my car use age and the environment should be considered. I think you should provide a large container for garden waste for Usk residents. Beside my personal issues this feels like a further financial burden particularly upon the elderly who will find disposing of their garden waste so much harder. I am genuinely beginning to have some understanding as to why people fly tip.

It's a personal preference as I have a small garden and 4 weekly would be considered ample enough.

For environmental reasons (running the lorry etc) I would be happy with a reduced service. However based on the prices above I don't see that reduced service reflected in the pricing and it's a huge increase on last year! I would also need assurance that this reduction in service didn't result in jobs being cut for the collectors and drivers. So on that basis I would keep fortnightly collections but I'm not happy with the price hike, I would need a cost breakdown to justify that. In a cost of living crisis people should be supported by the council.

Please consider allowing residents to visit the recycling and waste centre without the need to book a slot. I understand this was introduced during the covid 19 pandemic but see no reason why this should continue. It discouraged people from doing the right thing with their recycling/waste. Service is fine; cost is OK.

I find that the bins are most useful in late summer through to October.

The current level of service ie fortnightly collections meets our needs. We accept the financial pressure caused by covid/war/recession and recognise regrettably that to continue this service the cost to residents was likely to increase. £50 from £28 does seem a higher percentage increase than anticipated however if the subsidy has to be removed and this figure is what is necessary we would pay this to keep the service. Thank you.

We could not afford to pay any more than the basic. We struggle as pensioners already, and we are not able enough to do the gardening ourselves. We hope for help at the lowest cost possible.

Not sure how you work out a cost if you do know how many customers you have ?
Hope the Increase in cost does not increase fly tipping!!

£50 per year is a big jump, but it's cheaper than the other options, while the alternative is having to book a visit every time I want to visit the tip. That really ties me down - also the Mitchell Troy tip is unfit for purpose and needs relocating for more space and easier access.
This service is good but I think the almost doubling of cost is too much . Perhaps stagger the increase over 2 years
Service should be longer as in the countryside there is more green waste

As much as I would prefer fortnightly collections i appreciate that financially it may not be viable.
Sadly the cost increase may be out of reach for many due to the cost of living crisis.
At our previous address we paid £70 per year for 20 collections

This service is really important as I don't have another way of getting rid of waste. Also I do things like clear leaves in front of house. That could be a cost to the council if services continue to be minimised
Please stop the need to pre-book to use the waste centres (a remnant of COVID measures) as if many of the above measures go through people will want to dispose of garden waste and if it is made Very Difficult I fear fly tipping will increase.

Having to make the best of a bad lot. Hedge cuttings are hardwood and cannot be composted and if you have no transport to go to the tip (which has limited opening hours) we have no choice but to pay this extortionate fee on top of the council tax. Disgraceful.

If this service is to be cancelled due to insufficient take up by MCC residents, what is the councils suggestion for garden waste disposal? Given the very high cost of council tax in the MCC area, in my opinion we as residents seem to get hair brained schemes forced upon us without reasonable consultation or the council's acceptance of better recommendations for investment. As examples, the atrocious waste of money on The Cross redevelopment scheme and the church Rd (unfinished) project, and the ridiculous 20 mph roads. Funny how none of these kinds of useless projects are not destined for Monmouth!

Caldicot village is now a ghost town, even the market days are almost unattended by traders. No greengrocer no general grocers plenty of fast food establishments and little else.

On top of that the anti social behaviour of the younger residents(if they are caldicot residents) make it very close to a no go area after dark.

I and many other residents would strongly suggest you focus more on proving the services we already pay for and not reduce them.

I find the service very useful and I don't feel the drop in frequency in collections is sufficiently compensated for by the lower price,

To reduce the number of collections from fortnightly would be a disincentive to use the service.

I will reduce the number of bins from 3 to 2

Being a pensioner I feel I have paid more than my fair share of taxes & charges for these essential services and think the way forward is reduce the charges which will reduce the fly tipping. I take a bit of pride in my environment and get annoyed when some folks wont pay for collections and dump their waste in layby's or farmers property

The service is good value and saves numerous trips to the tip

I am a widowed pensioner and I feel 50 pounds for a garden waste bin is going to be out of my reach.

I have understand that you are trying to reduce payments by lengthening intervals of collection.

During summer periods two week intervals is about right for collections as I keep my garden looking neat.

Is there any way you could reduce the price for pensioners who are on their own (widowed) ?
Buy increasing the cost as much as illustrated, the council risks residents cancelling their subscription and restoring to fly tipping, with the extra associated costs to the council of clearing it. Does the council want to pay extra for clearing illegal fly tipping, or do you want to spend the money wisely and avoid this?

It is a real shame that this service needs to change or be discontinued. I was planning on increasing from one bin to two next year but will now have to reconsider depending on the final decision.

I need a fortnightly collection service, however charging £42.50 is one hell of an increase, especially as collection doesn't incur any extra routes or manpower, being carried out at the same time, in the same vehicle, by the same personnel as recycling waste, not a day specific to garden waste.

I consider this an essential service. Neither is it cost effective nor particularly environmentally friendly for me to transport garden waste to a local refuse centre myself.

As a disabled customer, I find the garden waste collection invaluable, both my husband and I are disabled but we love our garden, and to know that there will be a collection every other Wednesday is great. I fully appreciate that the price must go up, and whatever is decided as long as we keep the collection I would be prepared to pay.

£35 would be what I could pay .

Any reduction in the frequency of collection is not going to be able to cope with the quantity of garden waste produced. With the amenities at Usk now closed many people are not going to be able to dispose of their waste.

I'd like to know how Blaenau Gwent manages to provide a free garden collection service.

Why are we not using bins for household waste together plastic bags

Its a great service and happy to pay for it thanks

Other parts of the UK include garden waste collection in their normal recycling. It is ridiculous that MCC has to charge.

The choices you've provided don't make much sense. Hard to understand how 20 collections can cost £50 while 10 are only £7.50 cheaper. Feels like we're being pushed into either paying almost twice what we are this year or not having collections at all, as the less frequent options all represent really poor value. I appreciate the difficulties the council has with its budget, but it feels like there could be some better and more equitable options than what the above survey is offering.

If the cost for garden waste goes over £35 I would not use the service.

As a household we really value this service, although that does seem a big jump in price.

Should have been properly priced by previous incompetent administration.

Cease having to book a slot and allow people to use the refuse facilities as and when convenient to them. If collection is too expensive then being able to use the refuse Centre would ease that cost. Stopping these services will increase local traffic and an increase in pollution levels with people taking it to the recycling centres themselves. It goes against all wales cutting emissions policies. There is a recession on, manage your accounts properly,. ae a retired couple I think £2700 council tax is enough to pay

It's disappointing that this service is getting prohibitively expensive. It will encourage residents to fly tip or burn their waste adding to council problems and increasing pollution.

It's not worth running if not a fortnightly service. Would not keep green waste smelling in bin for longer.

How much will fly tipping cost the Council? Losing this service, even at increased rates, will likely tempt some to dump waste; this has to be prevented!

With this level of price increase we will reduce the number of bins and may cease to use the service and use the recycle centre but that's assuming you don't start charging for this. What will happen to all the bins no longer used as I am sure they will be significant in number and would have been a pricey original investment?

I think £35 would be acceptable —20 collections per year.

This service is invaluable for me as, at 76, I am not able to easily use the tip facility to dispose of waste.

For residents who cannot get to the tip for whatever reason, this is a "must have" service

I would be lost without this service. There would be no way I could struggle to take green bags to the recycling centre. £50 for 20 collections is a far better deal then £42.50 for 10.

I've hardly used the service this year so would happy accept a reduced service (once a month) but not for the amount of money you are proposing.

I will go back to taking green waste to the tip. Please can the booking system for the tip be reviewed? It is a hangover from the pandemic. I don't understand why we are restricting recycling facilities.

There has been a reduction in the number of cars spaces, allowed to drop off at any one time. Why is there a member of staff checking cars number plates, what a waste of resource.

What a ridiculous price .Talk about a complete rip off .How can anyone justify this price .You should be ashamed of yourselves.

I think these costs are disgusting on top of what we pay already. This also takes advantage of people who have no option to remove it themselves such as the elderly or disabled.

There is already green waste tipping by owners that refuse to pay for this service - you only have to walk through Undy to see that and personally I think the problem will increase especially with the above proposals. With climate change and warmer summers I think this will cause a greater risk of fires.

The service should continue all year round, stopping at this stage of the year is not helpful for gardeners. The weather continues to be mild and grass is still growing hence garden waste is still being generated.

Costs far too expensive.

If the price per bin increases, then residents will buy less bins. The collection van still needs to travel around, but the revenue from bins purchased, per house, has reduced. It is a false economy to make them too expensive to buy. I currently have 4 bins, but will stop if they are increasing to £50 each.

You have made it too expensive.

Unbelievably expensive..will have to just take to the tip..

I would possibly stop using the service.

Should the frequency be reduced from fortnightly then I will cease to use the service - anything less than every two weeks is pointless

The garden waste collection is very helpful and very important. I would be willing to pay a significant amount more in order to continue receiving this service.

This is a really beneficial service which prevents people disposing of garden waste inappropriately. Now that slots are allocated to visit the recycling centre and with reduced days of opening, it can be difficult to attend the centre in a timely manner, particularly in Summer months when it is busier. Not really much choice as leaving collections any longer than every 2 weeks will stink and the waste won't fit in the bin

Ridiculous suggested increases in cost for a garden waste service that is already considerably more expensive than nearby local authorities charge. This reeks of another way of local councils trying to squeeze money out of the population instead of securing proper funding from national governments. I FIND DURING THE SPRING AND AUTUMN I HAVE MORE GARDEN RUBBISH - DURING THE DRY SUMMER MONTHS NOT SO MUCH.

HOW ABOUT FORTNIGHTLY MARCH APRIL MAY SEPTEMBER OCTOBER AND NOVEMBER MONTHLY IN JUNE JULY AND AUGUST

Disgusting increases suggested . Many gardens are owned by the elderly. This will only increase the amount of polluting fires being lit and fly tipping.

Cheaper just to fly-tip it!!

It's a brilliant service every two weeks but cost is prohibitive at levels you are going to put it up to I find the suggested increases too much. I am a pensioner and have to keep to my budget due to the continuing cost of living and fuel increases. I use my garden bin each fortnight so would find it really difficult, as I have arthritis, to take the garden waste to the collection points. I am sure there are many pensioners in my situation.

Still good value

Essential service for those unable to get to recycling centre. Perhaps allow incinerators to be used at set times.

I will not use the service on the grounds that i have 2 council trees at the bottom of the garden. and i fill 3 bins full of leaves off these trees in autumn. WHY should i pay extra for bins when I'm filling them with what i call council leaves, the trees needs topping and blocking light, asked for them to be topped and got a message back no, so if we got to pay more then the leaves will be going back over the fence. i rest my case

I'm responding on behalf of my 86yr old mother. She can garden and take the wheelie bin to the road, but she wouldn't be able to take it to the recycling centre.

Sometimes we exceed the bin capacity available - how about more publicity for the garden waste collection at the recycling centres?

That's a big price jump! I might have to cease if I had to pay in one go though.
Keep the collections the same frequency for the same cost
Only if I can share with a neighbour will keep

Fortnightly is ok in spring and autumn but is already too infrequent during the summer months
On fixed income (pension). No room for composting.

I feel that this Service should be weekly with no break of service between December-March.
Other area's have a year round service.

Do not need every 2 weeks but maybe some do. I don't want to pay £50 every 2 weeks when I don't need it

I cannot afford such a high price hike, I'm aware council tax is predicted to rise by 3.95% and this alone is a concern to me. I do not wish to burn my garden waste and until now haven't done so due to safety reasons, and smoke to the neighborhood but unfortunately see this as the better option rather than dumping my garden waste locally, as others will undoubtedly start to do. I hope that this decision is given more thought, as it is very disappointing.
Please keep this service running.

For us it is an essential service. The alternative would be frequent visits to the tip which would become very congested. This sort of reduction in service that is seemingly contemplated would also massively increase Monmouths carbon footprint with all those extra visits in cars to the tip. It is time for the Council to put it's money where it's mouth is, and reconsider its decision.
How about some difficult decisions about cutting executive pay to match the wider public sector.
Difficult decisions always means cuts for taxpayers never for the fat cats
This is far too expensive... I like fortnight collection but would not pay £50
This is an extremely useful service. I would not like to see it be cancelled.

5th option -

£50 -weekly service better value for this cost

As survey mentions, trucks, labour, staff costs don't halve if frequency halves.. weekly would equally not double the cost either and would keep waste down.

Have entered that I would cease collections as- this essential service is already minimal at fortnightly and 50£ is a large amount. Would be forced to consider it in reality or find other ways to get rid of my grass/ leaves/ tree SC

Concerns over rats/pests returning if many stop having green rubbish taken away (due to inc cost)

Community concern with this proposal that we will get more garden waste fly tipping as occurred quickly in the area during Covid lockdowns, when collecting initially stopped.

Alternatives needed however- above just composting.

I am not happy about paying more, ultimately though there are limited options, and every two weeks is pushing it, for the increase I would expect to be able to put more out, the bins don't hold that much considering how big they are.

This will increase fly tipping & why do we still have to make appointments to visit the tip now Covid restrictions are over

This is a massive increase for this service but what option is there, where and how are residents going to get rid of garden waste with out this service, especially the elderly and vulnerable. It is a big ask for people as above, young families, single parents, those on low wage who are already struggling with the cost of living crisis. Is the above the only options that are going to be considered?

Why is the service not paying for itself as advertised when the Green bags began? Less than fortnightly would be quite pointless. The potential total environment cost of each household taking waste to distant collection points is absurd. Your job is to take our waste and dispose of it properly. I will continue to use the garden waste collection and would prefer it to remain fortnightly. The cost is worth it for me

6-10 collections is pointless.

if many people cease collections will there be sufficient capacity at the recycling centre - i very much doubt it

guess we just have to pay...

I'm sure you're aware the impact a price increase will have on illegal dumping of garden waste in the countryside

Fuel prices have increased by about 40% but other costs such as vehicle maintenance and wages haven't increased by 40%. Is the council really suggesting that their costs have almost doubled? This will lead to more residents travelling to the tip, increase in CO2 levels and far more fly tipping. My council tax now take up almost 25% of my take home pay.

Any reduction or cancellation of green waste collections will I fear lead to an increase in fly tipping. Reducing the frequency of collections is not viable for people with a reasonable sized garden. The increase in price proposed, seems exorbitant when we already pay a very high rate of Council Tax. Households are already struggling to pay increased fuel and food bills and there is a worry that such a high price may lead to many households burning their garden waste or illegally dumping waste. This would lead to increased air pollution or an increased cost to the council of clearing up fly tipped waste.

Surely the cost of your landfill bill will increase if this service ceases. For those of us with small gardens this is a great service.

This is atrocious. A couple of years ago it was £18. Now you are looking to charge £50! We can't do without it, so will have to pay it! Many people won't though and it will just increase the amount of waste sent to the tip or will increase fly tipping. Putting this price up will NOT save you money in the long run.

Can local authority provide a community composting site in local places - need facility to prevent fly tipping as people won't pay for bin collection if costs keep rising ☹

Newport don't pay for garden waste collections. We pay high Council tax that should cover garden waste

It's only through from Easter when to November I cut grass so for me first collection would be end March end April end May end June end July end August end September and last one end November and to me that would be ample of collections

Service needs to extend to end of December due to excessive leaves which we clean up from roads
If I'm paying £50 a year for this service I want no quibbles whatsoever about what I put in my Garden Recycling Bin!

It's a great service but I believe if you stop it altogether there would be a lot of fly tipping if the garden waste

It is a brilliant service and well worth the cost. At the highest rate that would only be £2.50 per collection !

As a pensioner without a car I would be lost without it. Thank you for providing it.

I have a large garden and have pet ducks my 2 bins go out every collection full I need this service as it's not practical to go to the tip every fortnight

At the prices set above, which have doubled for fortnightly collections and are more expensive for less collections than previous fortnightly (and less than half the collection dates), have chosen cease to use as in an economic crisis with the cost of everything rising, its just not affordable. I would have no other choice but to source another way to rid of the garden recycling. The elderly who use this service a lot would struggle to afford these prices. In all honesty its a ridiculous price increase!

It's a very convenient service, particularly for those who can't make it to the tip.

We value this service and are prepared to support it as proposed. The alternative seems likely to imply significant additional traffic at the recycling centre for composting access, which doesn't seem desirable, especially given the booking system. However, I fear such a hike is a rubicon some won't wish to cross at a time of competing pressures. We appreciate the difficult decisions MCC has to make, but thank you for consulting.

£50 on top of already high council tax bills seems expensive, however the cost to the environment of every household driving to the local refuse centre would also be high. More information on local allotments where we could take our garden waste would be useful as small town gardens do not have the space to compost all our garden waste.

We don't have a large garden but fortnightly is required for the grass really. £50 is a lot I'm not sure everyone would pay and this may increase fly tipping. Maybe have village skip areas where people could drop off their greens? Spain do this for all waste and it works well. In village hall car park?

We have a large garden and could not sustain less frequent collections

It would be good to have it through out the year. We have garden waste all the time! Not just march to November. Offer a discount on people having more than one bin?

We regularly fill the bin over the spring and summer period so a collection frequency less than fortnightly would not be suitable!

This is a valuable service for us as we have a big garden

This is an essential service, savings should be made elsewhere.

Ridiculous going up to this price, won't be using this service at those prices. That's nearly doubled in price for the same service.

This is an excellent service as there would be no way I could get the rubbish to the council tip in Ilanfoist .

If the service does cease I suggest that the existing bins should be re-purposed as refuse bins for normal bi-weekly collection.

With the cost of living increasing for everyone this is a real shame but I understand the budget pressures on the authorities

I still think 20 collections for £50 or 10 for

£42.50 is still very good value,

Do not have the extra money to cover. The council tax is exorbitant now & with more rises due don't know where the money is coming from. The recycling centre should be open without need to book appointment, it appears the services are getting less but we are charged more & more for the privilege. Why can't the compost produced be sold to offset costs? Also why do 2 people need to follow the wagon in a van? As usual this will fall on deaf ears with Monmouth Council who will do as they please any way.

A location for green waste to be taken in Chepstow would mean easier collection for mcc and would avoid residents having to drive to 5 Lanes to dispose of garden waste

Many thanks to all our bin people who work so hard.

I am grateful for this service as our local tip at Usk closed and as I work full time, find trying to fit in the time to travel to either Monmouth or Abergavenny very difficult. I rent my property and the landlord has stipulated garden must be kept tidy otherwise I'd be happy to let it become like a jungle :-)

The additional cost isn't helpful considering the cost of living and current inflation

You closed our Household waste recycling centre in Usk against the wishes of the residents and town council. Usk is famed for its gardens and therefore produces a lot of garden waste. That decision necessitates me having to travel 12 miles to my nearest recycling centre at Llanfoist. I have to do that as the volume of my Garden waste is in excess of the capacity of the Garden waste bin and I couldn't afford extra bins at the current cost, let alone the new proposed charges. As a result of these proposals I will have to cancel my garden waste contract, necessitating more frequent visits to Llanfoist. So much for declaring the county a climate emergency area, and reducing the carbon footprint. Yet when we arrive there you ask us to switch off our engines because of the climate emergency! It's a joke.

As always I'm astounded by how we are paying more for council services and actually getting less of a service. Unfortunately our hands are tied.

I fill my bin every two weeks. I would not be able to manage anything less than two weekly and I can't afford or have the space to have more than one bin.

Am prepared to pay extra for the service ,as it has been most useful and we have always made full use of the fortnightly collection.

I think 10 collections should be £25 and 6 £12.50 and then people would have a fair choice based on what they can afford

Great service, please retain at currently frequency.

Excellent service love the ease of the wheelie bins too - thank you - keep up all the hard work.

Maybe you could consider monthly/quarterly payments for households who can't do a lump sum? Why does the cost barely reduce for 10 collections? I would have happily opted to pay less for four weekly collections, if it was £25-£30 but the difference in price is so small it seems like a really bad deal.

Excellent service would be keen to keep fortnightly to facilitate recycling of garden waste

I always have enough to fill my bin. I need the present level of collection.

The service is excellent and convenient as we now have to make appointments for the tip and restricted visits. Thank you.

How much is a home composter from MCC

I couldn't store my grass cuttings for more than two weeks.

If people have need of a green bin they are going to need the service to stay as it is, otherwise there would be no point to the service.

Please consider at least 2 more collections as growing season extends well into December thank you

As a disabled pensioner I am happy with my current service.

I don't think the options above spell out enough detail to that option to enable me to make a choice I have happy to go along with whichever choice , and realise that the service has to be paid for

☐

Would it be possible to have fortnightly collections in May to August and four weekly collections during spring and autumn?

We would be very unhappy to lose this service. In fact, considering Global Warming and the subsequent longer growing season, extending the collection period would seem appropriate. This would also reduce congestion at the council recycling centre.

£50 wouldnt cover the cost of a meal for two people. Its a no brainer!

Remove the booking system at the Llanfoist recycling centre so residents can fit visits around work/family commitments. Any time we go now it's usually empty, even though the booking system seemed "full". Thank you!

Is there any thought of providing wheelie bins for household waste as other local authorities do?

Thank you

I am not happy with the suspected rise in charges for the current collections, I am a pensioner who loves to keep my garden as best as I can.

You need to start managing the finances and services better you are permitting more development of dormitory style accommodation such as ours for Bristol commuter's we have no space to compost and rely on this type of service with no way of getting it to the recycle centre. For £50 I would also like a full make over of my bin gold paint and bejewelled

Paul

Attempting to compost on site.

Can you please provide the service year round as other local authorities do...of course this will come at a cost but worth it to us.

Still good value and saves the inside of the car and if the bin isn't half full I don't put it out

I'd go with any option that's economically viable. I'd rather people who really need the council's help are prioritised. I will have to find a way to deal with compost I can't process in my garden (hedging)

I believe that there will be more bonfires if the service is too expensive or if it ceases completely. Although I don't really want to pay the £50 per bin (I have 2), as I have a large garden I fill the bins particularly during the spring and summer and cannot do without them. Collecting them less frequently would not work for me.

Fully understand that you need to increase prices due to the inflationary times we live in.

It would be good for the service to continue for one more collection into December as there are still lots of leaves etc to be collected after the end of November.

We haven't a car so a collection service is important to us. Please retain the service

We understand budgets are tight in the council. Happy to pay more to get bins collected, its a service not everyone needs or wants, so we should pay more for it if we want to keep it.

We understand budgets are tight in the council. Happy to pay more to get bins collected, its a service not everyone needs or wants, so we should pay more for it if we want to keep it.

I rely on a 2 weekly green collection as I do not own a car and have no means of getting to recycle centre. My neighbours are all elderly and in a similar situation as myself.

I am a pensioner and cannot afford the prices forecast for next year, will just have to stop cutting my grass

If you'd cut the price of the reduced collections eg 25.00 for 10 collections, I could see the point but the way the reduced collections have been priced makes it very bad value for customers.

I would happily vote to abolish the entire Monmouthshire council, the only service I use is garden waste collection so I pay a fortune in rates for nowt. the facility at Usk which I used was removed, you really are a collective shower of self serving incompetents

This will undoubtedly lead to a significant increase in fly tipping which will affect me personally as Secretary of a local fishing club. When people fly tip green waste it will also include other non degradable waste as there will be no checks. The other option people will take is to burn their waste causing smoke pollution and fire hazard.

It would be great to have a one off collection in January for people to get rid of their Christmas trees. Would prefer collections to take place throughout the year
I still feel this would be value for the money
If this service wasn't available, I would have to burn garden waste - which I don't want to do because of environmental impact.
Way too expensive. Cheaper to take it to the tip. And you will get more fly tipping.

We go to Monmouth quite regularly, so would use Mitchel Troy instead of the paying double. I would be interested in what your plans are for collecting the bins that are no longer being used.

Why have we been paying in the first instance when Newport provide a free service to avoid fly tipping burning and increased carbon emissions on a drive to the tip. Not many can afford this increase. If only a few accept the charges it will not be cost effective to run the trucks and employ the staff. I suggest you look at wastage in administration rather than increasing pressure on residents whom already pay the highest rates in area.

The current rates are high enough. Council Tax is too high and based on an outdated system so you need to find efficiencies elsewhere because God knows how much money you waste on bureaucracy! I fully understand the problem.

Its an essential service and if reduced would only have to use petrol to drive to Five Lanes to dispose so would far rather pay another £20 to be able to have a 2 weekly service 20 collections far better value than 10 at £42 so definitely wish this to continue even though another hit on finances . we are sinking with rising prices...

I am elderly and disabled. I have a large garden which I love and employ a gardener. I need this service as I cannot manage with any of the other options.

I think during the summer you need this service. I cannot always get to the Waste Depot in Langstone and I would think a lot of elderly people need this service.

I certainly do not agree with the increase to £50. However, you are being subsidised by 240,000 for the service so not sure why it is acceptable to cut. This one was already a payable service when you were 23 million in deficit? Maybe you shouldn't be buying other areas like Spyttly retail Park? I would want my bin service immaculate with respect on time, I'm not very happy but you've already decided so I'm not sure why your consultant as you've already said your price increases? Your roads are in terrible conditions as soon as you hit Monmouthshire. Everything is poorly maintained. Think the senior management team need to sort out the budgeting and re-prioritise their priorities.

Garden waste needs to be collected frequently as otherwise not sure what the alternative would be. Would you then provide garden waste bags as previously for us to take to the tip?

I understand the financial pressures that the council is facing. However I would like to stress the usefulness of this service for someone like me, living in a relatively remote rural area, who regularly has to dispose of clippings from blackthorn hedges. Bundling these up and taking them down to the tip is very difficult. The wheely bins are a godsend.

Spring and Autumn my bins are full every 2 weeks but during the summer months I struggle to fill one yet I have paid for both annually. Would it be possible to reduce summer collections and perhaps increase costs to £45 per bin. The increase from £28 to £50 is a massive leap. If you reduced to 4 weeks collections at £42.50 the saving is not worth the hassle of having full bins for 4 weeks with nowhere to keep stuff for 3 of the weeks, I would stop the service if frequency dropped lower than every 2 weeks.

The additional charges you propose to increase is disgraceful. Paying £28 currently is bad enough! Newport manage this service fine with NO charges! Yet our council tax charges are higher than Newport!

That is my preferred option but I am willing to accept the decision of the council. This is a service which I rely on as I am elderly and find it difficult to go to the recycling centre.

It saves the cost of using own fuel to go to the tip and time. Time is priceless. Also think about the carbon footprint .

10 would be fine but none garden waste , ie vegetable peelings would be a bit ripe in the summer months. If you stopped collecting would garden waste go to landfill??

The service is good value. You could charge more!

This is a key service, without it I have not doubt the council would see a large increase in fly-tipping as a result. How much would this cleanup cost?

The increase is inevitable but I fear it will price many out of the option, pensioners should be permitted to keep it at 2021/22 prices.

I regard the service as extremely useful as it avoids the need to visit the Five Lanes site on a regular basis during the "growing season" with the attendant fuel costs and avoidable carbon emissions.

I completed this survey yesterday but used an old works postcode - NP16 5XT.

My comments on the previous completed form was that it is a very important service to our family, we pay alot of council tax and do not use all the facilities on offer but the gardening waste is important to us.

My question to the Council is if you do not provide a service to collect garden waste what are we supposed to do with it.

It would not be an option for us to take it down to the refuse site in Five Lanes,.

I will cut down from two bins to one only

It would be easier to take it to the dump but having to book a slot makes it inconvenient why do we still need to book ??

Living in a rural area quite a distance from my nearest recycling centre, paying a slightly higher rate for a fortnightly collection is still a viable option. I compost a lot, but still always have garden waste I cannot manage.

Collections needed every 2 weeks during the spring and summer due to amount of garden waste produced.

Expected a price rise but disappointed that it is nearly doubling.

I will only have two bins as opposed to the current three

Fear it will increase fly-tipping due to the increased cost

The four weekly and six weekly collections would seem to be impractical, especially as some of the green waste would start to rot, especially grass cuttings. My wife and I are both pensioners, and the increase on last year's amount seems excessive.

As long as Five Lanes facility continues to accept garden waste I will take mine there as and when required.

I would probably end up burning garden waste unless a transfer station for it was made available in or near Usk. It is too far to drive to Abergavenny Llanfoist to dispose of garden waste.

Make the recycling centre at Llanfoist more accessible by ending unneeded booking system and open more more days

Fly tipping could now become more of a problem

would take green waste to the tip

this saves petrol and environment also with limits to Recycling centre will not be able to dispose of other items e.g. glass etc.

Surely the existing fortnightly service can continue with just a modest increase in cost to say £35 per year

Composting for the amount of green waste I have in the year is not an option.

If the service was withdrawn are there plans to re supply the garden waste sacks so that individuals would be able to convey waste to refuse sites?

I think we should become more sustainable and my choice should prompt me to increase my composting but allow disposal of small bush/tree branches through the reduced system

Any less frequent than 2 weeks is impractical. We have had missed collections in the past and if occurred would lead to a 8 or 16 week period before you could fill again.

At present I pay for TWO bins, but that would be reduced to one based on the new proposed rates.

Like many pensioners in these difficult times we have to cut our cloth accordingly.

Very good service reduces my need to go the skips

I presume we can take to recycling centre ourselves.

Please don't reduce this service. It is essential for us living in a semi rural location without easy access to a local recycling centre. It's a total pain trying to get a slot booked in Llanfoist now that usk recycling centre is shut. We, in Castle oak, are surrounded by trees and rely on the garden waste collection for all our leaves to be taken.

Collection of garden waste is a valued service and needs to continue. However the poor reduction in price for any other frequency other than the fortnightly does not make sense! I will stick with the current arrangement.

Absolute joke only place to pay for recycling won't be using this service if any of the options implemented

There would be no alternative to dispose of the garden rubbish.

It's a good service and works well

£2.50 per collection is not expensive and is value for money

I would not want gardens waste collection monies to subsidise other services

A very good service and is really useful for those who are not able to use the tip for one reason or another.

It is absurd that the last collection this year is 21 November when half the leaves are still on the trees in this area. Around here we will be sweeping up leaves up until Christmas. You should continue collections for another month and re-start collections on 1 April.

Would pay £35 for fortnightly collection as proposed last year. Will take rubbish to tip myself otherwise.

Extortionate pricing when we're starting a National crisis!

Is there some way of having a variable frequency ie fortnightly in the Spring Monthly during the summer and then back to fortnightly in the Autumn? Do you have volumes figures that suggest what the best frequency is?

Needs to be fortnightly in the summer (grass is cut every week) but then can be less frequent during the spring and autumn/winter months. Cannot justify the increased costs

As we live so far from a council tip in Usk I find this service expensive and unfair as we have no other easy option but to use it. When we had the tip in Usk we used to take our garden waste there regularly and it was so convenient. I can never get a weekend slot at the Abergavenny tip and taking waste in my car that has been sat in the garden for a while is deeply unpleasant on a 20+ minute journey. Plus fuel costs are rising. Also the grass is growing all year now due to climate change (we are still cutting weekly) and garden waste does not stop in Dec. Maybe a reduced frequency collection should continue through the winter? As ever Usk pays more and gets less. The waste bin costs should reflect those that have easy access to a tip! Not one price fits all.

It's a lot of extra money from £29 to £50 to find & with the annual council tax rise where do u expect people to find the money from every year

We value this service highly

This is a very useful service, good value for the money. It avoids the problems with bonfires. Also the recycled waste via Green2Earth produces excellent soil conditioner.

PLEASE continue the service !

I currently use 3 garden waste bins and these are the minimum I can get away with due to the size of the garden. It is not possible to compost the amount of grass we take off the lawns each week. Please continue the service as i fear reducing it or removing all together will see a large increase in illegal dumping and flies and insect infestations

The Council Tax charge is already too high and we don't think it is fair to charge more for this service. possibly offer 3 different bin sizes, small medium, large for fortnightly collections

If MCC withdraw this service there MUST be more flexible options to dispose of Green waste at Council run local refuse sites. The unnecessary booking system and opening times need to change to allow residents more flexibility to dispose of Green waste

This is an extortionate increase. Everyone's costs are going up but almost doubling it is ridiculous. Composting everything is not viable for many due to space and vermin constraints. Neither is taking it to refuse sites, which requires a suitable vehicle and time and booking a slot in advance.

At the price proposed I would seriously consider whether I renewed it. I am very disappointed by this as I use no other services of the council save for refuse but pay a princely sum each month already.

!d use more than £50 in fuel if I had to get to the recycling centre all the time (if I can get a slot) and my car wouldn't carry as much as one green bin

This is a massive increase, how can this be justified? Would you consider pay per collection

Some weeks my bin has been missed and it is not collected until the next fortnightly collection day. I would not pay £50 for this level of service

The charge for the bin collection has got very expensive. A lot of people will not be able to afford the bin. This will mean more dumping of waste

As a Pensioner I, like everyone else, has to cut back on spending and in light of increasing costs for this service would have to accept a less frequent, but cheaper, option. However, as there is more garden waste at some times of the year than others, would it be possible to start the service earlier in the year.

I wouldn't mind it monthly but that cost still seems not a mile away from £50 so we might as well have more collection for an extra £7.50.

WHY DO WE GET CHARGED FOR GARDEN WASTE COLLECTION WHEN YOU MAKE MONEY SELLING THE WASTE.

OTHER COUNCILS IN SOUTH WALES DO NOT CHARGE .WHAT DO YOU DO WITH THE PROFIT YOU MAKE

Are these real options? It seems the fees are basically to maintain the vehicles first and make collections second. The choice is either provide a full service or not. With the latter that means making a lot of people redundant, fly tipping of garden waste increasing or massive demands on the recycling centres' slots for access. Lose - lose everyone.

The garden waste collection is an excellent service, perhaps especially for older residents, and has been well worth the money. I can totally accept that the price needs to increase.

We do understand the necessity to increase the payment for this service, but surely the same consideration could have been made regarding the financial difficulties when the council decided to continue with Christmas lights when some people are having to choose between eating or heating. Surely the money needed for Christmas lights would have been much better use of council money directed towards those people than lighting up the town for 6 weeks.

If it moved to 4 or 6 weekly collections, people would need more bins and the space to store them, so it would cost more in the end. I could not take it to the dump myself and would need to burn the garden waste.

We live in an AONB. This will increase fly tipping which will increase costs to the council for clearing. It will encourage burning which is very bad for the environment and dangerous to wildlife and property. Especially if we have another extremely dry summer. The increase is nearly 100%. Why can the council say accept the increase or we will stop the service. If you were a business you would not be able to do that. This substantial increase does not reference what our council tax increase is expected to be so how can we manage our budget without this information. It's not a decision we can make fairly as we don't have all the facts

It would be a terrible loss to lose this service and would cause greater fly tipping issues
Helpful and worthwhile service. Stopping the service may result in garden waste being dumped and as a consequence potentially extra costs for cleanup.

Kindly advise when these collections will take place.

It has been drummed into us that we must all re-cycle. So why on earth did MCC get rid of the Recycling Centre in the car park at Usk. This was an asinine decision to remove such a useful service. It should have been expanded not removed.

The service stops too early before all the trees have shed their leaves. It should be a year round service.

I would use the system, having paid for the bin, suggest every 3 weeks for pick up. In the summer time, as a 4 week period is too long...

as an observance, I hope we don't see an increase in fly tipping because of your decision

I value this service highly and believe it should be paid for by households that use it.

How does this save you money if as in our street we have 5 houses with bins and if 2 were to pay £50 per 2 week collection and the rest did not yet you are in the same street. I think a fair amount would be £40 per 2 week collection. Also a increase of over 75% really.

Make using the existing recycling depots more user friendly for Garden waste deposits. Many older residents either do not have computers or are not computer literate and find booking slots difficult. Now that the covid problem has been contained why can't we revert to just turning up as before. On my last two visits half the delivery bays were empty.

We currently pay £300/£3000 per year in Council Tax!

We cannot leave the bin out if we are not home all day as the bin is left blocking the pavement and not put onto the drive. We also cannot put the bin out if we have an holiday so the cost of missed collections is unviable.

I already have a problem with people dumping in my allotment, this will make the situation worse. Appointments to visit the recycling centres also add to this problem. I prefer to be able to visit when I have the opportunity and not have to prebook as then I have to take time off from work. Fly tipping is increasing. I can see this increase 10 fold with the service being unaffordable to many. This also brings cost to clear up, more in fact than providing an affordable service from the home. This will also lead to an increase in garden fires as people turn to burning their waste. I put a small quantity of household waste out monthly / 6 weekly and only food waste is e.g. bones. Whereas neighbours put out large amounts. Can this be addressed? Why should I not pay less than neighbours who put out 2 large black bags and a full food bin overflowing with wasted food.

This is a good service at a good cost please keep it the same for the future Many Thanks

20 collections for £50 is £2.50 per collection. 10 collections for £42.50 is £4.25 per collection. This shows clearly that you are loading up the charge with fixed costs. How about reducing your fixed costs? That's what the public are having to do in these inflationary times!

The risk you are taking is that of more fly tipping which of course costs you money to clear up.

Please open the recycling centre to how it used to be

I think you should cease the booking system at the recycling centres as COVID-19 has passed, this may well reduce the level of 'fly tipping' we see.

Will you be collecting unwanted bins if the service is discontinued?

A Valuable service which I would want to continue

Regular collections are important

As a household of senior citizens we have no alternative in getting rid of garden waste and will be forced to accept one of your proposals.

This is an important service....if stopped and/or reduced the potential environment impact could be significant....ie more and more private cars making the trip to the Council Waste Stations. So pricing and frequency of the service should be reasonable and fair and be recorded as the Council's contribution to the green agenda.

I really appreciate the service but also understand the very difficult situation the council is in, I would therefore like the service to continue but appreciate this may not be possible, good luck!

You are providing a good service thank you.

These's options are extortionate & as a pensioner are just not sustainable.

Price rises such as this will only see an increase in fly-tipping that's for sure!

What happens to the garden waste? how much money does it earn?

The cost of £50 is too high

I think the present price and frequency is about right,

Anything less than a fortnightly collection will make the service inadequate and pointless, and there is only a small garden at this address. I cannot see many people agreeing to £50, as, according to the papers, people are finding the cost of living difficult without this increase. The difference in price between 20 and 10 collections per year, seems hardly an incentive to go for the 10 collections p.a. as for just £7.50 another ten collections are on offer. However, for me, the thought of having to regularly book a slot at Mitchell Troy is not attractive, to say the least, hence my reluctant "agreement" to £50!!

How do we get the bin collected and taken away?

A very useful service.

Too expensive

Always had a good service from the waste recycling

Happy to have fortnightly or monthly it's a good service

Good service!

I think it is important to retain the collections as people will dump their garden waste anywhere

Please keep this service

I live in the shadows of 4 x 80-100ft plus tall deciduous lime trees. I am therefore inundated with 10's of 1,000's of leaves and have to use both my 2 registered wheelie bins to clear these and the fallen twigs etc! A reduced service will NOT be adequate!

The 10 collection not very good value

I found I only used service about once monthly, my second choice would be to remain fortnightly.

the price will be dramatically increased from last year based on the above. reducing the service while increasing the price will undoubtedly lead to more garden waste being flytipped around the county. i would prefer fortnightly collection.

I am 82 years old and find the service invaluable as I would find it difficult to dispose of my garden waste in any other way.

With inflation running at around 11% an increase of 80% seems incredulous !!!!

Too costly at £50

Having no bin would create problems down at the tip. Also if the collection was cancelled, this could cause problems for elderly persons who would struggle to take the garden waste to the tip and lift from the car boot.

Fuel hasn't increased that much and I'm fed up with "Covid" being used as an excuse to increase the cost of anything! The cost of living on the other hand is real and many people won't be able to afford this increase and an increase like this will only lead to more "fly tipping". I know It's nice to have a garden and I'd like to maintain it as one, not an overgrown mess and am happy to continue to pay the current fee as I think it's fair.

I think £50 is too high as our council tax is going to increase as well. People are struggling as it is I am sure there are ways to cut costs.

Would prefer the collections to be weekly. Also to continue into December, when you work and the weekend weather is wet you are unable to clear the garden as you wish. Disappointingly I still have garden waste to deal with.

Two drivers for two vehicles (one truck and one van) doing the same round at the same time on the same day ? That simply does not make sense.

The collection service is well managed and is an ESSENTIAL facility since the Usk recycling centre was closed down.

The Green Waste cost should be included as part of the general rates

£5.50 a month for 2 collections seems good value. We do have reoccur ant problems with our bin being missed but if that is rectified I think it's good.

Unfortunately we do not have any choice as do others that use the service. £22 is a massive increase for this service and will lead to more fly tipping. Your choices above are not acceptable as charges have increased from last year even for 6 collections a year. It would appear that the deficit you face is being past on to your customers.

This a zero sum survey, with no real alternatives - six collections a year! All surrounding authorities manage to provide a service that has no additional charge. While I would accept a small additional charge, £50 is basically stating to residents 'we do not wish to provide this service', which you should be. I would also add that cost differences overall are very small in relation to MCC total budget, but will incur wrath that displays an inverse relationship to the perceived 'savings'. Residents are already paying the highest council taxes in Wales.

In view of the increasing number of special visits which will need to be made to the recycling centre if the service frequency is curtailed (or we can only afford fewer bins), please consider supplying customers with a windscreen pass so that we do not have to book in advance for the limited days that the centres are open.

Perhaps consider changing frequency of collections throughout the year, rather than for the year as a whole? For example, I often have too much waste for the fortnightly bin collections in the summer months, but could probably reduce to one collection every 4 weeks in spring and autumn. I assume it will still be possible to take garden waste to the recycling centre, as well as using the collection service

In this age of not being able to burn waste at home, despited home composting as much as possible, the lack of the Garden Waste Bin collection will probably mark an increase in countryside fly-tipping of garden waste, with the grave threat of unsuitable species of plant and insect being introduced to the environment. Not everyone can or wishes to take garden waste to the local amenity site, particularly as it is now by appointment, and probably not convenient when garden maintainance takes place. please keep service as it is fortnightly thank you -

It would be a false economy to increase the price so much. More people (including me) will take waste to local sites, thus increasing traffic and congestion at sites. Some people will also dump garden waste at inappropriate places, e.g. roadside.

None

Brilliant service, good value for money. Your workers are fantastic, really helpful lads - they are Worth every penny.

Even at £50 I feel this is good value for 20 collections throughout the year. It also saves an extra trip to the amenity site, less cars on the road.

There are trees near my property and most of the leaves from these tree blow into my garden thus an amout of my waste is not actually my waste but the councils that I'm actually paying for to dispose of! This should also be taken into consideration in your increase in costs.

I'd be happy to keep the collection as it is at the increased cost, although I want to point out such a huge increase from £28 to £50 isn't easy for a pensioner. If I was going to pay a lot more I'd expect a good service, i.e. not to have missed bin collections, which happen sometimes (e.g. this week, the last one of the year).

Why is there only a £7.50 saving for half the collections!?

Valuable service which should be continued as I pay my council tax! Other issues need to be addressed eg the payment of councillors!! Also, when you are considering redundancy's across MCC have you considered the amount of counsellors needed including their expertise in the areas they are responsible for??

An increase to £50 is unacceptable. It will fuel the rise in the cost of living we are all experiencing. Be more realistic. A smaller increase will be expected. The cabinet needs to understand that confidence in their ability to govern is very fragile. We have struggled for years as WG has inadequately funded Monmouthshire through the funding settlement. Go back to your bosses in Cardiff and fight our corner.

I fear the result will be increased fly tipping. Some residents think it's fine to destroy our woodland and verges by fly tipping grass cuttings already.

Most swallowed the move to fortnightly collections. Any less frequent is also unrealistic in the growing season.

That is a huge increase from £18 per bin. Will the Five Lanes site be open 7 days a week to cope with the extra traffic generated by possible garden waste collections ceasing?

Remember the good old days (2012) when it was free?

I need my bin collection every 2 weeks as I have a very big garden, however, £50 is an unacceptable increase an average of 35% from last year. I can accept a 10-20% increase, however, 35% is really unacceptable

As a rural resident we already do not benefit from many council services. Increasing the cost of garden waste collections at this current time is not feasible for many residents who live significant distances from council recycling centres

I will be cancelling my collection and revert to attending the tip on a weekly basis. This is an outrageous increase given the incoming increase in Council tax for service reductions??? Especially when MCC can afford to buy buildings i.e., in Spytty Newport and the Mitel building to name but 2.

With the current situation at the moment we are struggling to pay our bills as it is and then you nearly double the bin collection is a joke I can't justify paying that amount for a bin collection. If you reduce the frequency of the garden waste collections it wouldn't be of any use to me as I'd have to make frequent trips to the recycling centre or have bonfires as I'd have more waste than you could take. Might as well do that all the time.

We rely on the Green Waste collection to dispose of the leaves that come from the overhanging Oak tree that Monmouthshire Council refuse to maintain. We have been told that to return the leaves to the Council side of my fence would be considered to be 'fly tipping'. As we are unable to compost the quantity of leaves that fall, we have no choice but to pay whatever the Council, fairly or otherwise, decide to charge.

In this economic climate by putting the prices up you will find more people fly tipping their garden waste.

£50 is extortionate and 6 weekly is far far too long!

Should be free service helping the environment

Although I have opted for the monthly collection and have read everything that you have written regarding the difference in cost between the fortnightly and monthly, I still feel there should be a larger difference in cost without the £50 rising any higher.

I can't say I like any of the options but garden waste needs to be removed otherwise our streets would look pretty appalling. What is the council doing to reduce other costs? How about cut some people out not doing their job? The police another example bullying residents rather than doing what they are paid for, ensuring people and themselves abide by the law. I equally wasn't happy when my council tax shot up recently again because someone failed to do some maths. The public sector in areas is a joke. It wouldn't be accepted in private business and people would be sacked

I am unable to store garden waste without it being collected.

The reduced service at your recycling centres mean it's impossible to spontaneously get rid of any waste as you have to book days in advance.

Large increase in cost same as everything else in the UK right now. However a valuable service that should be continued.

We do use this service and would struggle to not have it. Also we recognise that the Local Authority are under enormous pressures, however, we do think it is regrettable that this is the choice we are faced with as two old age pensioners. It will, undoubtedly lead to yet more fly tipping which will cost the council a lot to remove.

My view is that this is a deliberate attempt to make the service unviable by pricing most customers out of the market. £50 per year is outrageous. I think you will find that fly tipping will increase and your recycling centres will be overwhelmed by people taking their garden waste to them. It's a bad decision- the council should reconsider this, as surely it's part of the service to council tax payers (albeit partly paid for by users). I will NOT be using this service in the future at these prices!

Can you evidence that the decision to invest in bins and specialist fleet has saved money? Or has it simply removed the ability to introduce competition?

If you stop it I think we will have more fly tipping

I would prefer the collection as it is, but would be happy with a four week collection if this is the preferred option as I know that many of my friends only put their bin out every four weeks.

We previously lived in Suffolk and paid £52 per year for the garden waste collection service so I would be happy to pay £50 here.

I am unable to burn (have bonfires) at my property to dispose of garden waste. Plus if I did this would impact on my neighbours & the environment. I believe a central compost from residents garden waste could be a benefit to the community. We are so lucky to live in an area of outstanding natural beauty we have a duty of care to look after it.

Happy with present service,

Is there a reason the food waste is not allowed in the garden waste bin. In other authorities it is. Would far rather pay more for the current service than find alternative means of disposal such as recycling centres, these services would likely also suffer higher demand, longer queues and increased costs as a result of more people taking garden waste there, mitigating any potential savings from reducing the waste collection service

Other councils in Wales offer this service for free and also pay less in council tax! The wasted 20mph limit money would have covered the full subsidy!

I appreciate that you have difficult decisions to make.

I live in Llanover and have a large garden. I currently have 2 green waste bins which I fill with garden waste every fortnight. Thus, I am in totally in favour of keeping the frequency of collections as it is, fortnightly.

I would not use the green waste service if the frequency of collections was changed to 4 or 6 weeks. Instead I would dispose of my garden waste by taking it to the Llanfoist recycling centre which is 4 miles away, (8 miles round trip). Such an arrangement is not environmentally friendly.

In my opinion reducing the frequency of the green waste collection service is likely to lead to an increase in fly tipping.

We greatly appreciate this service and would be sorry if it were to go. It does need to be a two-weekly collection to make this viable for the user, even at the higher price. However, we understand that these are difficult times for councils trying their best to manage the appropriate allocation of resources. Of course, depending on the result of the consultation, there may be additional demand for the garden waste services at the recycling centres. Thank you.

Yes a lot of money however least of my worries with gas electric and petrol etc, happy to pay £50 An extortionate amount to pay as council tax costs enough as it is. We have hardly any streetlights in Llanvair discoed, no police, no main sewerage, no gas yet we pay a huge amount because of the postcode. The grass collection shouldn't be chargeable at all. I would rather dump it at the recycling centre.

Has been very useful service

My bin is rarely full and I don't put it out every fortnight if there is only a small amount in there. I would be happy with any decision except to cease collection as I have no idea how I would dispose of the waste. I am 70 next year and rely on this service, it really helps me.

I appreciate we are all in a cost of living crisis, the Council included.

If the cost described above is purely to cover the cost of the collection. Why is the cost of 10 collections not half the cost of 20 collections? That looks like it's been costed, so people will see not much cost difference between the two, and choose the "better value" option. For anyone who loves to garden, anything less than a fortnightly collection is not sufficient.

A three weekly option may be acceptable.

We live in a rural area, so need this service to continue as it has been, we unfortunately wouldn't be able to store our garden waste for month. It would also cost us more in fuel to drive the 8 miles to the tip, and back which also is not very eco friendly, if the service was to scaled down, we would have to find an alternative and stop using the service you provide now.

The service frequency has to stay as it is. However, I would point out that in an ever increasingly difficult financial situation for many people, a more than double rise in costs is not acceptable. If this was known about prior to this "consultation" then a smaller increase implemented incrementally over a number of years would have been less of a hit to many pockets. Unfortunately residents have no other option than to use the service as the only other option is to take the green waste to the refuse centre.

Given the limited availability of tip access and the need to book a slot - please, please don't stop all garden collections. I would be happy with the other above stated frequencies - if you could organise a better reminder system. Currently I have moved house within Monmouthshire - and have been totally unable to reprogramme your email reminder system.

For me, having the garden waste come every 2 weeks is optimal, if you miss a collection and they are only 4 or 6 weekly, it's too long a time to wait for the next one. It would mean going to the recycling centre for disposal of excess. The reduced cost isn't much compared the benefit of a regular service. A few times I've put it out and it's not been emptied.

I think once a month is enough for me personally as I have a mostly stoned garden with a small lawn We appreciate the opportunity to have our garden waste removed two weekly and accept that in the current economic climate, this requires an increase.

This absurd increase in cost is going to result in far more fly tipping, £28 was alot compared to the bags. At least the bags were cheaper and weekly (I believe).

You don't even collect Christmas trees as a one off for those who pay for the service and people still need garden waste collected in the winter (especially leaves etc). I wouldn't be surprised if the services gets scrapped as a result of this survey, people are struggling to live with the absolute craziness of the cost of living. Our lovely towns will look appalling as people won't look after their garden, leaves blown everywhere as people won't pick them up, this also becomes very slippery when wet. Will even result in more garden waste fires!

Great timing with this survey!!

I for one will not be using the service if the costs are set out as per the survey....

The £50 chrg is too much. Doing away with the Service is a retrograde step.. Any other colection does not meet my requirements. A reduction on the £50 cost welcomed

Its a great service - please keep it going

No possibility to use the online missed collection form to request a collection and charge accordingly or limit to one / two collections per month?

Please consider choosing a cheaper option. Those with bigger gardens can always choose to purchase two bins, but increasing the price to one of the two higher options removes all choice and many people will have to forfeit the bin collection all together.

I would say that a varied timetable might work better. Monthly March - April but then 2 weekly during summer and then monthly for October and November?

Once every 6 weeks would be no good I definitely wouldn't sign up for that and I'm doubtful if I would sign up for once a month.

It's a bit ridiculous price change

Its a valuable service as my mother is disabled. Mums garden in the spring and summer is a lifeline to her, giving her peace and a purpose with the small jobs she can do. Multiple trips to the tip for getting rid of garden waste is too much for us.

Where would the green waste go if we don't have this service.

The service is getting worse and you're always asking more. What exactly am I paying over £2000 a year for

Reinstate the ability to visit the refuse collection point at will. Nobody ever answers the phone and making an appointment just does not work. Covid has been used as an excuse to further erode services. No-one will catch Covid at a refuse site when men stand 30 feet away in the fresh air - wearing masks!

really pleased with the service and the wheely bin now provided, it saves me trips to the tip and avoid putting waste in my car, in an ideal world i would not want to pay more but the service is useful enough for me to pay

Agree that collection should be monthly, only in the autumn is when it gets completely full. All other times it's only a half full or quarter. By being monthly means it would be full more often

Of course all the options are expensive, but most people find it a necessity. Could there be a reduction for pensioners

The current service frequency is ideal for my needs. Thank you.

We have no bin this year as just moved in a few months back. Will be getting one next year - please don't cease the service

Pleased with the service currently provided. With the politics in our country everything has become more expensive.

This is an important service

What other options to curbside collection are available ?

People will be dumping grass trimmings in lanes which will cost the council more to clean up

I don't know how you can justify the increase of 78% for the same service.....

Or keep it as it currently is, we pay enough for council tax ect. No more increases people can't afford to live as it is. NO MORE PRICE RISES NO MORE COSTS

2 ORCHARD GARDENS, PORTSKEWETT

You need to keep the waste tips open every day otherwise people with chuck rubbish in verges and fly tip.

I'd prefer to drive to a tip every day if needed. The problem is the tip isn't always open ...that encourages people to dump

New collection price seems excessive

Extremely expensive but we have little choice, I suspect that garden waste will now go into black bags for a lot of people!

I felt the service was expensive for this year, let alone a new increase on top of an already expensive council tax on top of the rising cost of living. I don't have a front garden as my driveway has chippings so I only mow my back garden. I'll simply use 5 lanes recycling centre or maybe consider burning it. As my husband is over 80 and had dementia and I am 78 taking our garden to the waste to the recycling centre on a regular basis is not a viable option for us.

I rely on this service

I have a lot of green waste most probably need two bins if you reduce the service seems like another money spin

With the living crises at the moment to increase the charge for this collection would be terrible, no one will be able to afford that, we pay 26/28.00 now, as for charging 50.00 and keep it fortnightly is wrong, it's cheaper to take it yourself to the tip, you really need to think about the whole fee and keep it fortnightly

I am happy with the collection every 2 weeks and appreciate that there will be an increase in cost for the service.

Fortnightly is the minimum that is viable for us over the summer, but currently are not sure we will be able to use a service that has nearly doubled when the cost of essentials such as food and energy are also increasing. These options are very disappointing to see.

I am a pensioner but a keen gardener, I use the service fortnightly.

I do have a question - Any reductions for pensioners?

Yes, this is a valuable service to houses in Monmouthshire. I would be willing to pay a figure that covers the cost, in order to retain it.

I would not use the bin enough to warrant paying £50 and would rather take the cuttings to the dump when required

During the spring/summer we frequently fill our garden waste bins, without this service we would be severely affected, with no other option to dispose of our garden waste. I don't mind paying a bit extra to keep the level of service we currently have.

I fully understand the financial problems you are facing and do sympathise. I had been expecting a price increase. I do hope this is acceptable to many of your customers.
80% increase is not acceptable in this current market when inflation is only 11%.
If you add a 15% increase it would bring the cost to £32.20 per year for a normal collection period! A reasonable increase.
I will not be using this service, if you propose to charge such extortionate prices, that are totally unnecessary at this time.

I'm not paying more for less. This is ridiculous.
The proposed price increases and suggested reduced frequency are an absolute disgrace
NA
10 collections should be half the price of 20 to make it worth while. The saving isn't enough to want to reduce the amount of collections.
Start later in the spring and finish later in December when all the leaves have fallen
Maybe introduce community composting sites as an alternative
worth the increase to £50 if only to keep fortnightly collections
I am happy with the current service, and I understand that all prices will increase, and we will all be paying more for everything. The garden waste collection is a valuable service, and on a personal level I am happy pay an increased cost for my green waste bin
Very pleased with the service.
This is so expensive I will continue to take my waste to the five lanes skip. I feel this will increase the fly tipping issue we see around which is such a shame to see this.
I think we should not be charged for this, how are other councils able to not charge
In the two years I have been using the service it has been important in the management of a large garden. Less frequent collections would not be as useful and would be more expensive as I would need more bins.
My one complaint has been that there was a week when the collection was missed despite my informing MCC repeatedly of the problem. This is a service I am paying extra for and I expect the contract to be honoured by both sides.
I am 75 and can't get my garden worked on. I'm not fit enough so I don't use other bin much so monthly would suit me better
Thanks to those who did the job this year :)

I feel £50 is a huge amount
But this hick in price will greatly impact of people tipping garden waste in the countryside
I am blind and need a safe way to dispose of garden rubbish
It will increase the amount the amount of rodents in thee area as people will tip around the area

We are paying so much for council tax atm and the cost of living Siri g I can't work due to my disability but all my saving are vanishing
I honestly think the above options are not allowing people to express just how they feel
Personal ally think £50 20 collections is reasonable given economic climate would cos much more to remove it myself

This service allows me to dispose of prunings and hedge clippings and other bulky material that I cannot dispose of at home - I already have two composts bins at home that are fully used and also compost most food waste at home, I just don't have room to compost everything at home.

I find the prices a bit extreme I would not pay 50 pounds a year for garden collection and 35 pounds for 6 collections a year is extortionate. I paid 28 pounds for every fortnight collection!

This seems like a very sharp rise in costs. Nearly £20 extra for the same service?

The options don't really reflect value for money if they are reduced. If the service frequency is cut by 50% it seems unfair that the price is only reduced by £7.50. I don't understand why this service cannot be subsidised and offered at a more reasonable price - it's merely going to encourage people to fly tip! Very disappointing

Happy with the service as a fortnightly collection. Saves having to book slots at the tip just for garden waste and the kerbside collection is ideal.

I have a large garden with hedges that I like to keep tidy and without the collections I will have to burn the waste. I do not have transport to go to the local tip which at best is pathetic. When the system was introduced it transformed gardening in Monmouth.

Remove the need to book into the dump, the APP doesn't work for me either it constantly says my password is incorrect, so have to phone for appointment, which is very annoying and now we are not restricted by covid why has it not gone back to easy access?

It would be better to have all year round collections

£2.50 per collection seems very reasonable.

I appreciate costs have gone up for the council. But so have everybody else's. Bills, council tax, fuel, food, etc. £50 for 20 collections is ridiculous. I think it will promote fly tipping around the area and people burning a lot more waste to get rid.

Why is it that all other Boroughs in Gwent provide this service free of charge

Wrote once but wanted to add. If you use my info please do not display my email address or my name if possible.

I had said monthly better as I'm 75 and unable to do garden. Thanks to the men who worked the job this year :)

If you don't collect green waste we will be drying and burning instead as we have no option to take to the tip in our tiny car. We ordered 2 skips when it piled up this year but it is a lot of cost and hassle so burning remains as the only viable solution

This feels like you are getting evidence to support a price increase or reduction in service and not actually asking what customers want.

If you already have the bin then the price should reduce or keep the cost down and charge separately for the bin.

Also why not get people to book if they want a bin collected so you don't turn up where people have not got a bin out? Give a cut off time so you can print the driver schedule out that would save time and cost and improve efficiency of the service.

50 pounds is steep on top of the 2200 I already pay on one not so large salary for council tax. The only reason I need the service is the green bins are so high down the tip I don't have the strength to lift the grass bags up to empty in the containers.

I am grateful for the service provided thank you.

We really rely on the service you provide and really hope you don't reduce the amount of collections. Thank you.

A 79% increase in the current financial climate is unacceptable. I'll bag up my grass and take it to the tip thanks.

We pay enough money through council tax we should not have to pay for garden waste, other areas do not.

I would be happy with a less frequent collection but for less money. 10 collections per year would be fine but only if it's nearer to half the price of 20 collections. Why haven't you arranged the pricing more fairly? £2.50 per collection if we have 20 collections per year, or £4.25 per collection if we have 10 per year. That's not even close!

WITH THE INCREASES IN CHARGES IT WILL ONLY CAUSE MORE DUMPING OF GREEN WASTE . i WILL NOT BE ABLE TO INCREASE MY PAYMENTS FOR THIS SERVICE.

I feel fortnightly is the best option but £50 is a lot to pay for a bin per year on top of council tax. Great service - please keep it!

Would also be happy with 4 weekly collections. Thank you.

The suggested increase is ridiculously nearly 100% and can not be justified even in the current economic situation. A 10% increase would be acceptable.

One of the best services provided by Monmouthshire CC

I feel that fortnightly collections are absolutely necessary to be of effective use to the average householder and gardener, although priced at £50, is unlikely to be taken up by the majority of existing users.

It is obvious to myself, that if the local authority does not accept some responsibility for partly reducing the proposed costs, the result will be, more garden bonfires, fly tipping of waste, and other antisocial activities, which could result in the MCC incurring other additional expenses, (clearing of dumped material, possible court cases etc).

I would like to thank you for the opportunity to voice my opinions, and would like to point out that as a pensioner in mid 70s, that I and a lot of people in similar circumstances will simply not be able to afford the extra

proposed expenses likely to be incurred, albeit having to pay the same council tax, as a typical household with 4 or 5 people resident, with a corresponding larger burden on council services, than for myself and my wife.

If possible I would appreciate a reply.

John Langley, 52 Caldicot Road, Portskewett, Caldicot NP26 5SH

Tel:- 07434770493

Email:- langleyjohn4@aol.com

Looking at the per collection cost, I'd be fascinated to know the feedback.

$50/20 = £2.50$ a collection

$42.50/10 = £4.25$

$35/6 = £5.83$

Garden bins will become status symbols!

I have opted for the first option although I still believe an increase of nearly 100% in the current climate is excessive

If you stop collections of garden waste what are people going to do with their waste, do you have an answer? I do they will dispose of their waste anywhere and everywhere which will mean that the council will have to clean it up at a cost. Please do not stop collections. If you have less collections I think you will still have problems.

This is a ridiculous amount of money, fortnightly collections that we pay for are not enough as it is and to pay for garden waste on top of our rising and ridiculously costing £300 per month Council tax is robbery. Absolute robbery. In the options above, you give slim chance for anyone to choose anything other than £50 for 20 collections a year for one bin. How does 6 weekly collections at a raised price of £35, nearest to our current £28, suffice a full garden bin? I don't understand the logic other than pushing people into a survey funnel, forcing a result that has already been decided. We have this every year. Every other council neighbouring does not charge for garden waste as it is compostable and re-sold or used within the council. Yet again, raise the price, force people elsewhere, encourage fly tipping. I pay for my garden bin solely to collect the leaves of the council trees that burden my home and garden, it's a nuisance. I have to pay to remove its damage and debris and it's the council's tree. I won't have another garden bin.

Because of our age and deteriorating fitness we will reluctantly opt to pay for the convenience of this service. However, I think it will only drive some people to return to burning it on bonfires or dumping it in a lay by !!

The service has been excellent & for those who are less able to load their cars & go to the tip it's the only way to recycle garden waste. Despite having large compost bins I still need the collection. Many thanks.

Having the green bin has saved me from going to the tip this year. If the service stops I hope you will reconsider the requirement to book to go to the tip which is an unnecessary hassle, now that pandemic regulations are over.

Also - will you collect the green bin?

I live on my own and am elderly and have mild osteoporosis - which means I have to be very careful of lifting any thing heavy.

These restrictions make it difficult to lift and carry any bags to the recycle site in Monmouthshire.

Also the number of cars/vans etc that would be used would increase pollution around Monmouthshire which has an impact on the health of residents

Would not continue to use this service as it would be unaffordable to me at this time.

It is now far too expensive. People on benefits cannot afford the increase

Could not manage with a lesser collection as we are a very elderly couple

The frequency at which garden waste is collected should vary throughout the year. More in warmer months, less in colder for example.

Really disappointed that the cost has doubled.

Fed up with rising costs

I do not believe the cost should go up at all. I'm sure you could find savings elsewhere. I expect you will also be increasing our council tax as well.

One collection every four weeks is ample as my bin is never full to brim.

Environment better to keep service, otherwise more driving to recycling centre

Fortnightly collections work best for me.

This is an essential service for anyone with a garden. We have no recycling centre in Usk so a trip to Abergavenny to dispose of green waste is both environmentally wasteful and expensive.

Monthly collections in summer would not be frequent enough for my garden, however I have not used my garden waste bin for almost two months now, perhaps the collection season could be shortened by keeping the frequency of collection during the summer growing period at 2 weeks and reverting to monthly at the start and end of the current collection season ?

I really don't understand why you charge for garden waste collections. £30 per year was enough. I've only put my bin out two or 3 times this year as I've not been able to do the gardening. When it has been done I've had to leave the cut grass on the garden. This has made my choice easy. It'll stay on the garden next year

It is a necessity for collection regularly when you are a pensioner and need support there should be reduced rates if you are a pensioner going forward

PLEASE KEEP THIS SERVICE.

With raising costs for utilities, this is a service that also increases in price every year

Whilst you did not increase the price during one period, you did cut the service from yearly to the 9-months that it is now.

I don't really see why it ends when it does. Later on would be better given that we still have a volume of garden waste going further into December.

Reducing the service to monthly or worse, would just mean that we'd need more bins or would cancel it and make a lot of separate trips to the Llanfoist Recycling Center.

I'm very keen to keep the service going in whatever format is most popular

Don't increase the payment, it's expensive enough already! Change the tip back to how it used to be, scrap the appointment system for the tip!!!

Find the system of booking into the dump v. difficult. Too much garden waste to allow it to build up over more than 2 weeks-wish it was weekly.

The prices proposed are not proportionate for the service delivered, plus after 4 or 6 weeks garden waste ie grass cuttings will start smelling in the bins in high summer

None

It's a good service

none

It's a huge jump from the current cost fortnightly. A little increase would be more acceptable.

2 weeks is long enough especially when regularly cutting grass also if left longer the weight will be much more and you probably have a weight limit £28 is expensive enough a couple of pounds may be ok but £50 way too much, if it goes up that much won't be using it dispose elsewhere

It is difficult to imagine properties in this location needing collections more than once per 4-6 weeks as most gardens are quite small and fenced, rather than surrounded by hedges or trees.

The amount required is of course higher over spring / summer, but for me it is mainly for grass cuttings, and over a week, the grass will reduce in size, so I could manage a reduced collection. But I can see the need for more, if it could be an option to select a 2 weekly or 4 weekly collection, but appreciate how that is managed your end and those who collect the waste, may be difficult to manage.

I would like the service to continue as going to four or six weekly would seem to be too long at some times of the year. Also the reduction in price to go to four weekly from fortnightly is not sufficient considering the number of collections is halved.

Please consider providing free or discounted compost bins

It is not possible for me to dispose of my waste myself

Very grateful for service

I don't know how to answer this as none of the options are acceptable. As an OAP, I would find options too expensive or too infrequent, and would have difficulty taking waste to dump. It means I'll be unable to maintain my garden.

I think the charges for 20 collections are extortionate considering the rates we already pay in Rural areas and have no lighting, pothole repairs and general maintenance done unless you make numerous phone calls and grovel. The charges we paid for the last twelve months should have been enough to cover the extra costs.

The current frequency is already too infrequent. Even with composting, in Autumn I have to keep hedge cuttings and leaves in the old 80 litre bags in my garage and eke them out over subsequent weeks by topping up the 240L wheelie bin as last week's grass dries and shrinks. The reduced frequency proposals are, I'm sorry, ridiculous - would only suit someone with a microscopic garden and no hedges and shrubs. Must be 20 collections if not 22.

That is far too much money to pay when we already pay taxes. Going from £28 this year to £50 next year for the same service is not on. And £42.50 for half the service is laughable. Everyone is already struggling in these times. Authorities and government should be doing more.

That's quite a substantial increase, especially for a much reduced service. Has the cost of clearing the additional fly tipping that will likely result been taken into consideration? With the increase in the cost of living this is going to be a challenge to pay.

I would prefer to keep it as it is with a small increase, but do not have that option.

It all works good for me no problems

Happy to pay for the service - please do not cut it! For us, monthly collections for every month of the year would be optimum - ie. 12 collections per year with no break over the Winter

Whilst we appreciate everything is on the increase we were very pleased with the service provided this year

This service was initially covered by the council tax but then became a separate service. Each year the cost of this service and the council tax have risen greatly. With council tax now likely to increase considerably in 2023 shouldn't the service once again be absorbed back into this tax but limited to once a month collections. Every household would then have their garden waste collected.

I am surprised that the council could justify such a drastic price hike for this public service. We were already considering stopping the service due to the difficulty of getting our bin up and down steps when bags were so much easier, so I would definitely not renew at this price.

I am happy with the current level of service, but could manage if the number of collections were reduced.

Put a skip locally for everyone to use, our options will just increase flytipping £50 as opposed to £35 is a 46% rise. Inflation is 11.1%, how can you justify the extra 35% rise. No doubt council tax will be rising by above inflation too. Perhaps the money wasted on banners and road signs promoting the unwanted speed restrictions in this area could have been put to a better use in these depressing times.

We have a large front and back garden, in the summer as the grass grows, the bins get full very quickly. Keeping the fortnightly collection (at £50 a year) is the option that is best suited for our household.

We value this service and would be happy to pay a bit more for it we would only need to go down to the tip at five roads

How can the council justify such a huge increase in price? what do we actually get for our council tax now a days as everything is becoming an extra cost.

I cannot afford to pay £50 when I only fully fill my bin once a year when I trim my trees, every other time my bin is not even quarter full or it can be empty some months, I would happily reduce collections to every 6 weeks if the price was affordable, £3 is still extortionate as it actually makes each collection more expensive, you would think less collections the cheaper it would be, but no you only get 6 collections for more than you paid this year for 20 collections!!

This price increase will only encourage more people to fly tip and subsequently cost the council more clearing the mess up.

Unfortunately the maximum waste is in October and November when the flowering season comes to an end and fortnightly collections are required. For the rest of the time 4 weekly pick up is acceptable

The reduction from £50 to £42.50 seems a bit ridiculous and pointless given the reduction in collections is literally half. Should there have been a bigger reduction in cost, this would have been the option I'd have gone for. Because 6 collections all year seems as good as none.

Maybe it would better to reduce the frequency during the non Summer period which would help reduce the costs?

If you keep collections as they are you should charge more.

It would be very difficult for many pensioners and those with disabilities or ones who lack transport if this service is withdrawn all together.

Why don't you consider keeping to the following frequency to reduce costs for the consumer and council:

- May -> Sep 2 weekly collection
- Sep -> Dec 4-6 weekly collection

Garden waste production reduces significantly from September onwards. Reduce the frequency of collections towards the end of the season. Maybe even cease the collections at the end of September?

You simply cannot reduce or stop this service. For rural areas and elderly people in the village it would be impossible to take the garden waste to llanfoist. The main reason being that it is impossible to get an appointment there at short notice or any notice! and if you don't have a vehicle or one big enough then it's not going to be possible. It is a much needed service and we are prepared to pay for it, even with the increase (which is a lot!). The situation at llanfoist is utterly ridiculous and to reduce the garden waste service further is just inconceivable!!!!

Typical one of the most expensive counties to live in and always reducing services yet spending a stupid amount of money building a car park no one wants or needs at Severn tunnel no wonder there's a deficit

Awful service this year, you have missed half of our collections and didn't deliver bins until late. Will not be renewing next year

I think the service works well as it is. Please don't change it because we'll have to go to the tip more often, and booking the tip is a pain.

I have a huge garden and no other way of disposing of garden waste. Through spring and summer I can easily fill 2 bins weekly so fortnightly collections are already no frequent enough. I believe if it is stopped all together you will see a vast increase in fly tipping as people won't want a compost heap collecting vermin and flies in the corner of their gardens.

Don't mind paying the £50 if you collected all year as per the Gloucestershire collections.

I can't understand why it is going up so much!

With my disability I use garden waste bin to support my limited garden fun.

Will this mean more people concrete their gardens because it's a becomes a another luxury they can not afford

This is a little disappointing as a few years ago it was free of charge, then went to a chargeable service which has now almost doubled in price.

I personally value the service however 75% increase seems a bit high, everyone has suffered additional costs this year and I think £48 pounds P/A would be a fairer increase and looks a better figure than £50 pounds, If 25% of householders give up the service MCC would still have to provide the service with 25% less income. A fine balance for the accountants to think about.

I think this is a very useful service, however, I understand the financial constraints currently and would suggest if the service were to end, that the current appointment system at Llanfoist Recycling Centre be ended so that people can just turn up.

I appreciate the difficulty MCC have here. I wonder if the council recoups anything from the sale of the compost.

Firstly, my answer at Q2 is not what I would really like but it is the best of the other answers. I would need to understand the breakdown in the cost structure to see why the price has risen that high. IF the council decided to make attendance at the tips easier and NOT that we have to book all visits - that would mean that I would also look to use the tips more often and my waste collection. The necessity to have to book a slot - means that the ability to get to and drop garden waste in an ad hoc manner isn't available anymore. THis needs to change to allow people to use the tips easier and to stop fly-tipping. Fly-tipping around Devauden is becoming more of a problem! In these current financial climates just putting charges up from £38 (I think) to £50 / bin is unacceptable without fuller explanations. I have read the earlier information bulletin on this web-page, that is not enough justification.

Less frequent collections no good, would need more bins to store waste between collections; extra storage space not feasible for most households.

If price increases too much some current users might resort to fly tipping garden waste ... which would still then need to be cleaned up by someone.

I think the service is too expensive for me as I'm not sure what garden waste I will be having for the amount that I have been having lately doesn't amount to enough to warrant the payments

Since moving to Monmouthshire in November 2021, we have found the garden waste service to be invaluable and would hate to see the fortnightly service reduced

Why not have a reduction for more than one bin. Hope you have factored into the price the cost of illegal fly tipping as a result of the increased charges.

£50 is a huge cost increase and as high as I would consider paying for. Any intervals longer than fortnightly would make the service of no use at all and I would not use it.

Decaying grass smells really badly and is likely to cause a health risk to residents and attract pests. I'm strongly against reducing the frequency of collection but you could perhaps consider a shorter "season"?

Too expensive with cost of living crisis, we pay enough council tax

The fortnight collection works well. However cost if £50 will be expensive

If you are looking to reduce or cease collections of garden waste then you need to abolish the booking system to visit the recycling centres. Other councils have done it. Putting up the cost of each bin for fortnightly collections is not acceptable either. This price is way out of reach for a lot of residents especially if they are unable to use the centres..the bags were much better seeing as people use recycling bags to go to the centres a lot of the time for the garden waste anyway and would be less costly to provide to residents I would have thought.

People will flytip more frequently which will not be cost effective if you are looking to save money if you are required to clear or they will burn it in their gardens regardless of regulations. We use this service but will not take part in this service at all now which will probably be the general consensus for Monmouthshire residents as a whole which would be a win win situation for MCC.

I am happy to pay for this service to save me having to make regular trips to the recycling facility at Llanfoist as long as our bin gets emptied. For the last two years, the first four collections of the year were missed, despite me reporting it each time.

COST OF LIVING + GAS & ELEC SO COST TO HIGH

WILL END UP WITH MORE FLY TIPPING

I appreciate the cost need to increase my concern is there will be increased dumping of garden waste and I already have a problem with it to side of my garden

How can you warrant such a hike in prices for what we currently have and this will end with people fly tipping their garden waste which will cost the council more money or it will be being put in black bags. Council are very willing to waste money purchasing offices (Mitel) and Shopping centres (Spytty) but not giving people who pay council tax a useful service

The current alternative to collection requires travel to the local refuse / recycling centre, and from an environmental standpoint this is more damaging albeit probably a similar cost to the curbside option. A big increase. Expensive in current climate. Concerned many will find 'alternative' ways to dispose of garden waste.

Not sure why there is such a price rise. Seems a deliberate ploy to stop the service.

People can buy more bins if they want more collected. Keep it as cheap as possible with the 6 week collection so people can use it and decide how many bins they pay for. It allows it to be accessible to those on lower pay, reducing likelihood of fly tipping/dumping or putting garden waste in black bags (Which I have heard of residents doing).

If you could do a collective email to let everyone in each area know when their collection would be due each four weeks or whatever, it would ease the confusion as it is easy to forget exactly which days you collect.

Please keep to fortnightly collections

This is a handy service as having to book and visit the skips is a pain and can only do 1 visit to the skip per booking

Why should we be having to pay for garden waste in the first place, our council tax is one of the highest in Wales, if not the highest. The council can afford to buy buildings such as castlegate business park, we have an office there, which is losing money had over first, since Mitel moved out!

I feel that people living in Usk were forced to pay for a recycling service after you closed down the recycling unit here in Usk. There has been an increase in fly tipping. Residents already pay some of the highest Council Tax in the County with limited public facilities and it seemed unfair to ask the to pay an additional £28 to have their garden waste collected 20 times a year. However, to hear now that you wish to nearly double this seems a bit unfair. There seems little cost benefit to reduce the number of collections per annum if halving the number sees only a 15% reduction in the cost.

We would be unable to afford the increased price of this service in the current financial climate so would have to reduce to the minimum option available as we have a garden and therefore waste from it. Many people will stop paying I suspect and then dump their garden waste illegally enforcing the council to pay for it to be cleared. Will this really save money in the long run???

The service is very valuable and I fully expected an increase, therefore £50 is not unreasonable to maintain the regularity of the collections!

This is both an invaluable and necessary service and even at an increased annual cost will still represent an essential service.

I think that even for fifty pounds a year it is good value for money and for me an indispensable service.

I still think £50 a year for this service is vfm

Good service and happy to pay the cost but reduce frequency.

Service would still be good value and save trips to dump

a service that collect waste less than ever 2 weeks will not allow me to dispose of my garden waste effectively.

I cannot store waste longer than 2 weeks without it starting to decompose.

Customer explained it is expensive but for them it is necessary

Wouldn't use the service if it became less than fortnightly, would have to revert to more frequent recycling centre visits.

This is preposterous and while not happy with the increase we have to retain this service at the current frequency. Council tax is far too high and we get little to nothing from the extortionate costs.

I expect to see a minimal increase this year and a reduction in council costs to support the need to deliver an efficient service.

This has proven an essential, well-used service, reflecting a) less usage of private vehicles b) a solution for those who cannot/ no longer drive c) employment for the team (who assured me they are not involved other waste collection d) recycling of green waste.

We are being encouraged to be more self-reliant, grow our own veg, reduce Co2 emissions, be more community aware- hasn't the Garden Waste been an example of the afore-mentioned?

The proposed costing would appear excessive - discouraging, even- is this deliberate?

Those, like us, who pay the full Community Charge, already feel we don't get a fair return. And, doubtless, there'll be a successful attempt to raise the CC in the Spring. So we'll be facing, as pensioners, yet more increases.

Before the decision is made, I trust the Councillors involved will look carefully at the way our money is already spent & be honourable & courageous enough to admit wastage where found & channel funds into schemes already proven to benefit a considerable proportion of the Community.

Four or Six weekly bin collections wouldn't work for myself unless I had two bins.

Luckily, I can store two bins. I sincerely doubt others would have the room or willingness to adopt more than one bin to reduce the frequency of collections.

I live alone and am not able to take my garden waste to the tip myself.

I have a small garden in the town centre. The challenge with composting all my garden waste is space and rats - I have had rats every time I have tried a compost bin. Driving to the recycling site is more difficult now that visits have to be booked in advance which is why I decided to go back to garden waste collection

You obviously want to cost this service out of existence. Perhaps if you got rid of the highly paid management tier that comes up with these scatterbrained ideas you would be able to make some significant savings. Newport currently manage to provide a free green bin service. I will now have to add to pollution by driving to the tip more frequently.

It's a big increase, but I guess £2.50 per bin emptied isn't a bad price

There should not be a cost to have garden waste collected. We pay enough in council tax!!

Save money by using the council tax notification to ask households which language they wish to use.

Rather pointless waste supplying paperwork in both.

I think this is a valuable service. If I had the opportunity I would do own composting, but unfortunately I don't and I would have to put the garden waste in with the black bags which will go to landfill. Maybe the landfill option is a hold one as at least the green waste would go back to the earth anyway.

Any less than 10 collections would result in rubbish by the bin. Preferably we would like 20 collections. Thank you

2 bins per pick up instead of just 1 as some of us have bigger gardens etc

Could cope with monthly collections in the 'off seasons' - early Spring and late Autumn - but not in the middle of the year

Although very expensive, the £50 option is the best deal

Garden waste bins will be full of decomposing garden waste in summer if the bins are not emptied more regularly

Absolutely disgraceful!!

Option chosen (fortnightly) at the price shown is £2.50 per collection, which we consider to be very reasonable. We have no car and not all garden waste is readily compostable, so this service is important to us.

With great reluctance I have selected the £50 option. I find it appalling that MCC has joined the easy option brigade of introduce a charge for a service that should be part of the council tax and then increase costs. To almost double the cost when incomes never reach that level of increase is daylight robbery. Give most ordinary residents a chance to find savings in the Council budget and they would do so easily. No doubt Council tax will also increase with nothing more to show for it. Stop charging more and find economies by working smarter for the same cost.

Why not charge per collection?

Basically, you're doubling the price for fortnightly-collections. If you could cost the collection as it was for two years, is this price rise justified? We do also pay a hefty (Band F) Council Tax - and that will be going up, no doubt!

Too expensive. Will take my waste up to the tip as will a lot of people, causing more congestion there, presumably with a lot of people fly-tipping like they used to.

As I have a large garden with grass cuttings and hedge cuttings, I am happy with the increase in price. These costs are extortionate. To increase the cost from £28.00 to £50.00 per bin for the same service is unbelievable. Since this service started costs have risen year on year from £8.00 per bag to this current year of £28.00 per bin. Other councils manage to provide one bin free within the community tax..why is Monmouthshire so different.

If the outcome is to reduce or remove the service please provide a sensible alternative option
In Cardiff you don't pay extra for garden waste, why do you have to in Monmouthshire.
I would suggest you shorten the time period and have more collections in those peak months. Lawns do need mowing more regularly in the summer and a 6 or even 4 week wait appears unrealistic.
Where I have 2 bins, if you put the price up I'll reduce to 1.

As an aside. We do already pay a large amount in council tax and we should actually get a decent service for the tax we pay. I think you should be clearer about what we do get for our money locally when you are asking for more money on top....as I'm honestly not sure what we do get locally, I'm not convinced we get much of this spending here in Magor.
Please don't cut back on frequency!

We we two disabled pensioners, would there be a discount for us. We need this service but with the cost of living at the moment it is very difficult to decide which option to choose.

Firstly, I am wondering how an 80% increase can be justified even taking into increase in costs and removal of a subsidy. Is this an example of a Council taking a stealth Tax? I am sure the Business Case for the increase would be an interesting read if made available to the Public. Secondly, have cost cutting measures such as consolidation of routes or reduction in Managerial roles been considered? Thirdly, doubtless, if service is stopped we will see an increase in rural car parks etc festooned in grass cuttings, dead weeds and leaves. Nuisance garden fires would also doubtless proliferate with an adverse effect on the climate! How does this fit in with the Councils accession to the moral high ground on Climate matters! I am sure you will be increasing the availability of slots at Waste Recycling Sites!

There should be an incentivised price for once a month (£7.50 less than a £50 charge for fortnightly collection doesn't seem right. It should be 50% of £50 (£25 pa) for a monthly collection.

Thanks for consulting.

Second option would be to retain the status quo

You'll just create more illegal dumping. That the service isn't covered by legislation doesn't mean you shouldn't provide it if it's necessary to create a pleasant environment for residents. Try reducing your councillor's allowances/tourism subsidies/senior managers instead.

If it was easy to pop to Llanfoist recycling depot I'd take my own garden waste there, but, you still have to book a slot in order to use the facility. This is the only reason that I use the bin collection. We began having garden waste service this year. Although there have been several occasions when the bin had been missed and we have had to contact the council and ask for the bin to be collected, these issues seem now to have been resolved.

We value the service and are very glad to have it. We consider £50 for 20 guaranteed collections to be fair and would willingly pay it in order to retain the fortnightly service.

We recognise that fuel and pay costs have risen.

Many thanks for canvassing service users opinions.

If the recycling centre was open without booking an appointment i would use it more often as it is difficult to get the time slots and not really straight forward to book. That being said i dont think £2.50 per collection is a big ask given that it would cost me that to drive to the tip. P.s a big thankyou to all the bin men they do a fantastic job that is little appreciated.

I personally would not want any of the above, but I have to buy bins, because I have a big garden, and £50 a bin is really expensive when you have to buy more than one, it's ok for people that have small gardens.....

I have to even try and use the recycling centre as well to get rid of my garden waste, as you don't even do the collection service for 12mths of the year and yet I still have to clear all the leaves and prune apple trees and you can't burn wet wood etc

To make matters worse you've also made it even harder for us to recycle it, as you now have to book a slot at the recycling centre which is not convenient most of the time, or it's fully booked, I'm very disappointed.....

It needs to stay the same as we are restricted to the amount of waste that fits into the waste bin and it's too expensive to have more than one bin at a time and not everyone has the space or money to have more than one.

Any cut to this service is likely to result in more fly tipping than at present.

Increased fly tipping will result in additional costs to be covered, as not all responsible for doing it are caught or prosecuted.

I have 2 bins but would reduce this to one

I appreciate the great service provided.

So much easier than filling green bags and having to make an appointment at the recycling depot and then having to transport it there

Want to keep the service but shocked at the price rise to £50.

We're pensioners and this is too expensive for people that are not wage earners

I pay council tax and have reluctantly paid for garden waste collection. I consider the increase way above inflationary cost and financially could not justify this increase.

Reduced price for pensioners as it is much more difficult to man handle garden waste at that age.

I value the service more since the Usk Recycling site closed. I have enough green waste to keep the every two collection rota going and accept that I will have to pay more. It is still a more economical option for me than driving into the recycling centre at Llanfoist and I would guess less emitting of CO2. Don't change the service. 2 weeks is sometimes too long.

The collection is a valuable service for me, especially in the Spring and Summer months.

£50 for 20 collections is a no-brainer
only £2.50 per collection.

Since Five Lanes went to appointments only it leaves me with no choice.

I do not think that increasing the price by almost 50% is going to help, this will only increase fly tipping! We are in a cost of living crisis for god sake!! People can't afford to heat their homes or put food on the tables & you want to double the charge!!

For the service to be halved at £42.50 a year, that's only saving me £7.50 which seems crazy.

However, we generally don't need it collected every fortnight.

In an ideal world it would be six-weekly in the bookends of the year and then much more frequent when we are all out gardening in May-July time, but that would be impossible to organise I guess so I'd want frequent collections to prevent the waste piling high
Any you will do what you want anyway

I can no longer use the wheely bins because they hurt my back. Can the one I have please be collected.

It has been a very good service

Could just about manage to pay for current cost, would not be able to pay for increased cost and leaving it for 6 weeks is not an option...

With the cost of everything going up I seriously don't think we should pay for the service, we pay enough for council tax as it is. Not all the bin is emptied on some collections.

Please don't discontinued the service altogether. Thank you.

I think this is a disgusting amount to pay for a limited service especially the way the economy is at present. It is well documented that Monmouthshire is one of the boroughs with the highest council tax and yet we are made to pay for the collection/disposal of green waste. You/the government are already looking to increase council tax yet the overall service is poor!! By raising the cost of this service/ending it you will end up with the green waste bagged within black bags at the 2 weekly collections. Instead of looking at what is more council friendly ask yourselves what is more friendly to your service users because the options you have given are NOT service user friendly!!!!

If the local recycling didn't have a booking system, I would take any waste there myself!

It's an excellent service & surely its better for one vehicle to drive round and collect the bins than have lots of residents driving to & fro to waste collection sites.

Whilst I appreciate that not everybody has a garden waste bin and you say it is subsidised, I do not think an increase in necessary in these times of crisis. The council tax will going up so an increase in the garden waste cost should not be necessary. You wil start charging to collect household waste next!

Finally, I think fortnightly is sufficient during the summer.

Such a huge increase in the cost. Why.

I would no longer use this service if the price increases

Why don't you reduce frequency to 4 weekly before eg Easter and after September which may help to reduce costs a little. Personally I havent needed fortnightly during October and November. But Summer needs to stay fortnightly

I don't use my bin very often so I would be happy with less collections. As I am disabled I find it difficult to get to the recycling centre so any collection is better than none for me.

I think reducing collections would force me to take my own refuse to the tip. If I have to do it sometimes, I may as well do it all the time.

It's a cheaper option that trying to find somewhere to put my garden waste

If you didn't have to book at the tip I would take some stuff there and compost the rest.

This will lead to increased fly tipping

If collections are ceased we would like more open access to the recycle centre so that we can get rid of rubbish promptly.

Leaving grass cuttings for more than 2 weeks becomes very unpleasant.

Green bins for life

I've worked out that option 1 would cost £2.50 per collection

Option 2 would cost £4.50 per collection

Option 3 would cost £5.84 per collection

Why would anyone want to pay more for less service???

Increasing the cost from £28 fortnightly to £50 is absolutely absurd!!!! We're in the toughest financial times and you think people will be able to find almost DOUBLE the amount?! Absolutely disgusting. We are on our knees financially and this is just a joke. Sadly I rely on the service so was forced to choose the lowest option (still an increase in price for less than a third of the collections) otherwise I would happily cease collections. Take a good look at yourselves.

Most of my bins are filled from tree leaves in front of our property, an ongoing problem. Why should I pay for a communal problem. I guess I am not alone with this complaint.

The increase from £28 to £50 is not acceptable to our household I am afraid. Less frequent does not provide the service we require either.

If the collections were less frequent I would forget to put them out (I sometimes already forget fortnightly). I also would need to see if it is worth the collection cost for me as we garden when we can around work and also it's weather dependant so some weeks I have enough for a couple of bins and then some of the year I don't use the service, but it is convenient to not go to the tip. I may need to review this perhaps to see which is more viable (both time and money wise) and weigh it up. Please consider increased fly tying risk if you continue to make recycling more expensive. The countryside is already blighted with rubbish.

Taking garden waste to the recycling centre is not an accessible or convenient option for many. Especially considering the funding cuts have closed the Llanfoist recycling centre 2 days a week. And that the new online booking system requires booking at least 24 hours beforehand in the week and 48 hours on a weekend which is painfully inconvenient. How would you expect people without cars or older people with limited mobility to dispose of garden waste if bins were not collected. Very open to hear alternative options such as community composting schemes. But cutting garden waste collection would be a terrible idea.

I'll take my garden waste to the recycling centre at Llanfoist

In view of all the information given I am happy to pay £50 a year, £2.50 per collection is reasonable I very much appreciate the garden waste collection scheme but I would only continue if it continues to be two weekly and costs approx £35 a year.

Anything less than 20 collections will not work

I will probably end up having only used the service once this year due to various factors - my health and finding a good reliable gardener and even when I have a gardener, my garden is small and doesn't justify a weekly or even fortnightly service. Every six weeks is probably enough but then there is too much waste for one bin and I'm left with waste left in the old green bags for me to put into the bin when it's empty. Of course that presents it's own difficulty as the bag is too heavy for me to lift!! I don't know. Other councils seem to be able collect garden waste at the same time as the rest of the waste. In fact, Herefordshire County Council provides a bin where everything is deposited and it doesn't have this never-ending, never-settled system of coloured plastic bags and coloured canvas bags. And whilst here, those canvas bags are a nightmare for people in small houses - where are we supposed to put them? And isn't it fun when the tops don't stay closed and it's windy day and stuff blows all over the place. Chepstow still has it's plastic bags and so I don't why we in Monmouth are stuck with this lousy system. There! Got that off my chest!! Have a good day :)

We would definitely want the collections to continue we have a large garden with no other way of disposing of the garden waste.

The service is beneficial to me as I am near 80 and live on my own so without this service I would have to travel back and fore to the council refuse so I find the service very helpful.

A £7.50 reduction for half the amount of collections is not a fair disparity.

20 collections = £2.50 per collection.

10 collections = £4.25 per collection.

6 collections = £5.83 per collection.

There is no real choice here, despite the fact that I only use the service about 10 times per year, I would choose the maximum just in case. The costs need to correlate better with the reduction in services provided. ☹

2.50 per bin collection, wow, I think I might set up a rival business, it seems you're being ripped off and need a proper unrestricted call for tender

WORDS FAIL ME

In the growing season I can easily fill my two existing bins and often need to also go to Mitchel Troy with extra bags of green waste, as I will probably need to do regularly between the December 2nd last collection and March 2023 - this year's weather has stretched the growing season well into the early winter. Journeys from Llangybi to Monmouth are a fuel cost I need to take into account, when calculating the cost benefits of MCC 's collection service.

Collections should in no circumstances cease completely. If they do, people will put their garden waste on waste land adjacent to our estate, as some already do

What about having a system where you can click to say your bin needs emptying ? Because there are quite a few weeks where my bin was not even half full and I have a fairly large garden so surely that must be the case for many people .

the service is required as the older people (especially those who no longer drive) have no other option than to let garden waste rot in their garden enticing rats.

Could I suggest that if it is more cost effective to provide garden wast BAGS for those who are able to take there wast to a collection point (ie Five Lanes) and provide a Special Area set side from the rest. With a voucher system for fortnightly drop off. Cost of BAGS and DROP OFF to be advised.

Would like the two weekly collection to remain with the increased charge of £50

Living in an urban setting this is an essential service as I would be unable to dispose of garden waste by any other means. Discontinuing the service could result in more unkempt gardens and encourage fly tipping, so generally bad for the environment.

If it were to be every 4/6 weeks we woyle all need an extra bin hence costing more in the long run.

I would prefer fortnightly collections in the summer and 6-weekly in the winter

opting for 6 weekly pickup means a drop to 1 in 3 compared to last year for £7 extra, please bear in mind that not only are council costs rising family incomes are being extremely squeezed. Council should make better use for tax payers money.

I'm sure this will have part of your thinking, but if the collection is stopped or the frequency is significantly reduced there will be greater demand at the recycling centres as the waste has to go somewhere. We are probably waiting for the lorry to come so we can get more stuff in about half the time, not enough for a second bin, but significantly frequently. If collections became less frequent, we'd probably have to look at a 2nd bin as home composting doesn't make sense, we use too little compost. Final point - has anyone checked what the bins would be like if they're left for 6 weeks? End of November is way too early to cease existing collections the trees are still full of leaves and people will just start dumping them

The price was upped when you changed for bags to bins which is justified but then you've upped the price again which is the same for those then purchasing a bin which others already have there should be two prices. One if you don't have a bin and another if you have a bin. This service has been going for years and was cheaper to have multiple bags than it is to have one bin. There was never an issue with the collection and prices before. £50 a year is ridiculous considering the sheer amount of individuals that have garden waste. It's going to force people to use the recycling centres more causing them to be busier

IT WOULD BE PREFERABLE TO HAVE MORE COLLECTIONS WHEN GRASS CUTTING IS AT IT'S HEIGHT AND LESS CUTTINGS BEFORE AND AFTER THIS SEASONAL TIME.

For this price you would need to guarantee to collect. Several times we are missed

If the fortnightly option is maintained.....I think, for that charge, customers should be allowed to put as much garden waste out for collection as they need to. One bin per fortnight isn't sufficient for many people. If we are expected to pay £50 per year...it seems only right to have all our garden waste collected..not just one bin otherwise several trips to the recycling centre are required on top of the collections. This also is not a simple process because of the need to book a slot.

As this collection is not covered by the council tax, can I claim, since I have no children of school age, a rebate for that part of the council tax apportioned to education?

I prefer a weekly collection, 52 weeks of the year, as I have to visit the Five Lanes waste disposal site on a regular basis throughout the year and this costs me time and money.

Inflation is around 10 per cent NOT 100 per cent

Dont mind paying for fortnightly collection

This service is invaluable to those who have no other way of disposing of garden waste. Waste is too heavy for us to take to the tip.

WOW....just wow....from £28 a bin to £50 a bin..... I had 2 bins last year for £56 now it would cost me £100.....I would drop a bin from my collectioncould you not maybe do a price for one and a lesser price for a 2nd? its not like the truck has to drive any further ?

It seems to be working well for us.

That is a big jump in price when no doubt our council tax will have a huge rise. You will end up with fly tipping of garden waste in my opinion.

I would not use the service if the frequency was reduced to monthly or 6 weekly as (a) the waste would get smelly and (b) I would run out of space in the bin after 2 weeks.

I intend to sign up to this service and think £50 for fortnightly collections represents fair value Consider having more intensive collections over the summer ie fortnightly, then just monthly in Spring and Autumn. Or reduce the period over which collections take place eg so they stop in October rather than December.

Times are difficult, we are paying extra for everything so I guess we have to bite the bullet and pay. Green waste needs to be collected regularly therefore a 4 weekly option will not work, 3 weeks is too long too.

Customers like me will either have to keep the same number of bins and cough up the £50 per bin or reduce their bins (difficult)

A 3 or 4 weekly service would not be fit for purpose and I would object to it.

Therefore keep it as it is please and I will pay the extra

We definitely need the fortnightly collection!

The bins are too big and take up way too much space. I only use it for grass cuttings. It would not be cost effective for me to carry on with the service with the price increase. I'd prefer the old bags as 1 of those would be all I need. It's a shame you couldn't offer the bins or 1 bag (at a cheaper price and only collected once a month)

I would like fortnightly collection but the almost 50% increase is way too expensive so not sure at the moment what to do. I have ticked one but may decide at a later date to cease service.

The present service is excellent and worth £50

Thank you.

We are pensioners but could manage hopefully - with only six collections per year.

I fill my bin within a fortnight

I think it is an important service as not everyone has access to the local tip but with cost of living everything rising in price people will find it difficult to fund the collection service. I would have no choice but to choose a less frequent service if the cost was in excess of 50 maybe a option of payment plan or a means tested reduction would help please who are struggling but rely on the service you provide.

Not really happy with any increase with the amount of council tax I am paying already. The grass used to be collected for free and my council tax was a lot less

I feel in the current climate the charges have gone up hugely and because I'm partially disabled I find it hard to transport my garden rubbish to the tip. I have no option but to use the service but find the charges very costly.

Have you considered a compromise between option 1 and option 2 with a three weekly collection at £45.00 per bin (14 collections)? Monthly and six weekly collections are too infrequent.

I'm not happy with current fortnight big garden waste bin collection anyway, old weekly bag service was much better, now I have either a very heavy bin to move outside property fortnightly or not enough space for the garden waste especially because I have a huge amount of fallen leaves in autumn season, grass from lawn mowing and cuttings from bushes. Not to mention, the bin stinks in the summer from the decaying wet grass inside from the heat. The collection ending too soon with climate change, I still have leaves falling into my garden, and the last collection already happened. It should be until New Year to get rid of Xmas trees etc. Now you want 50 quid for this lacking service, not very fair price to be honest. Reducing frequency of collections is not a good solution either as some of residents have large back gardens.

I am an OAP who still manages to enjoy gardening.

I don't have any other way to get rid of my garden waste and really value this service....Thank you.

This service is important to the elderly (of whom I am one). Although the difference in cost is not substantial, I appreciate that some of us may struggle to find the money. I should, therefore, be prepared to accept reduced frequency of collections rather than lose the service altogether. Very short sighted decision, a reasonable increase would be easier to absorb but I'm struggling with bills as it is. A rise of nearly 80% is very hard to swallow, along with the increase in our council tax next year.

Please reconsider, as this means I will have to start having bonfires to get rid of my garden waste. I'm sure other people will be in the same situation and fly tipping biodegradable material is an easy solution that won't bother a lot of people's conscience.

I think that a fortnightly collection would be the minimum for me.

But £50 does feel quite steep and I am not sure if I would continue with the service at that price.

Find the service very good and £2.50 per bin per collection is a reasonable amount to pay. We would not want to reduce the frequency of collections.

it would be a shame if it ceased especially for older people who don't want to go to the tip

When collections are missed for no good reason, almost doubling the cost makes each missed collection even more inconvenient. That aspect of the service would have to improve.

The price increase is considerably more than I think it should be. Reducing the number of collections is not an option for me though with the size of our garden and the amount of waste it generates You are going from £28 per year to £50 per year is a phenomenal increase given the present economic situation .

Why do we have to pay in Abergavenny for collections when Pontypool is free?

The alternative is having to take all garden waste to Llanfoist, which is time consuming and costly in petrol. Continuing the services at an increased cost is preferable.

Extra hike in price is still viable for the convenience. Would not want less collections per year though.

A full 12 months collection would be even better, since there is lots to recycle between the months of November - December!!

Fortnightly collection is by far the best option.

This is a service we need therefore would have no choice but to pay the increased charge

We do not appear to have any choice but to accept option 1 although I am surprised that Monmouthshire who prides itself on being a number 1 council for recycling is going to stop the service. It would seem a waste of money to buy all the green bins and then discard them after a couple of years, also I wish to remind you that the cost of green collection has gone up every year and the service has been reduced from 12 months to 10 months and the council tax we pay to MCC is one of the highest in Wales. What do you do with our money? I would like a response please.

The fortnightly system is the only one that would work. The increase from £35 to £50 almost 50 per cent is obscene. A £40 fee would be more appropriate. As a Magor resident for many years who has seen steep rises in Council Tax I find it incredible that the grass collection does not form part of what we pay in community charge. We as residents are short changed given the poor state of roads (I have lived in Blenheim Avenue 26 years) and lack of infrastructure. It makes me wonder where our money goes. It would help if Monmouthshire County Council became more efficient and reduce what they pay top employees.

I have a great deal of hedging and bushes that need regular trimming, so have to make frequent trips to Five Lanes to dispose of the cuttings which won't fit in the wheeled bin. The extra cost of the wheeled bin compared with a few extra trips to Five Lanes cannot be justified.

The bin fits a lot in so happy with once a month. Price is still fairly high I'm worried people will start putting out black bags full of grass clippings

We would find it difficult to manage without this service

I feel £2.50 per collection still offers me reasonable value.

This feels like a total rip off, be prepared for waste dumping and garden waste going into black bags



I think for the amount of garden waste I provide I can just place it in my general waste

The service is excellent and would be a shame to lose it .

If it was to be reduced perhaps the fortnightly collection could be retained in peak summer season and monthly in spring and winter

none

People may prefer an option to buy just one bin permit , if they have two. You will have people dropping out and dropping to less bins with a pay increase.

Or each village , has its own green waste area for grass and weeds, a more environmental friendly way, that generates free composte? A waste disposal expert could check and maintain it, in costings rather than a collections service. Also people pay a small charge to dump there. Composite is free.

£50 for 20 collections seems excessive. Any less collections will lead to fly-tipping in my estimation. Why would it cost £2.50 per collection every fortnight, around £4 every 4 weeks and around £6 every 6 weeks? The job is essentially identical (bar a slight increase in weight of wheelie bin) so should cost you (and me) a very similar amount. I may be missing something here, so if you can justify the disparity to me please do. I would prefer to pay £25 for 10 collections if that is how much it costs you to collect. Thank you.

I've very happy with the current service and am happy to pay more to keep it as it is - or as close to the current service as possible.

I fear than any reduction in the service along with any increase in cost will lead to some people choosing more ad hoc methods of getting rid of garden waste which will be pushing the problem elsewhere - but clearing up fly-tipping will still be an issue for the council to deal with.

What about returning to the bags? Seems the cost went up significantly when current wheelie bins introduced which would include the need of specialised vehicles to manage them. Has anyone costed returning to bags? If pink/purple collections now going to bags must be a benefit.....so what about garden waste?

Open up the recycling centres to drive through without the nightmare of online booking PLEASE!!!!

Way too expensive. Cost of living has increased and now this too. Joke!

The £50 for fortnightly collections is the most cost effective.

The collection service is important to me as I have TWO wheelie-ins and I regularly fill them both within the two-week period.

Even with fortnightly collections we cannot always have room for our garden waste as our gardener only comes every two weeks

I cannot use a wheelie bin, how much per bag is proposed, this isn't included in your options ?

Without the service we would have to resort to frequent bonfires.

I don't know what to do. £50 is too expensive but less collections would not be enough.

I guess it will mean trips to the tip again with heavy bags that for pensioners is very difficult.

I would be very upset to cease collections and am disappointed with potential price rises.

Minimum requirement would be every 2 weeks, for customers who have large gardens this is essential.

you cannot keep reducing services while you put up your prices. country is a joke

We only need 1 bin for fortnightly collection, which seems to be just about right for us. Very worthwhile!

My choice above, is purely my own based upon what I hope I can afford for 2023 Garden Waste Collections.

But, I am very aware that there will be people with various 'difficulties, illnesses/disabilities/age/etc' who would

(need) such a service.....John.....

this is so unfair to charge those prices we have the highest tax in wales all the houses being built in undy use the money from that as we have no transport, facilities or even doctors 5 days a week monmouthshire needs to budget like the rest of us this will result in fly tipping

I moved to Monmouthshire from a different local authority area earlier this year. In my old area a 2 weekly collection was free. I was surprised to have to pay for the service in Monmouthshire but as it was under £30 for fortnightly collections I paid it. The price might have remained the same for a few years but when the same service is free to residents of neighbouring LA areas the increases suggested seem very unfair especially when all households are facing financial stretches in all aspects of expenditure. Ceasing this service will surely result in either people not looking after their gardens or fly tipping. I understand the waste can be taken to the tip but many people will not make this effort and ultimately the areas will become littered, overgrown, and dirty

£50 is not unreasonable,£2.50 per collection is fine with me.

A collection just after Christmas would avoid people fly tipping their trees.

Existing provision of service is good.

We are pensioners with a country garden, and gardener to help us. Before Covid 19 we took our garden waste to the re-cycling center but cannot do this now. If we did not have your garden waste collection's we would then be forced to have bonfires, not good for the planet. We do have a composter and use this as much as possible.

As users of this optional service, we think that we should pay the full cost.

I'm VERY disappointed that the increase in possible charge is so considerable, but would have no option as less frequent emptying is not viable for even a small to medium size garden. However, we, your loyal customers, are given no choice because the next alternative of 4 weekly emptying carries the outrageous price of £42.50. You have your own customers over a barrel here and I was sorely tempted to not use the service at all due to our increased cost of living. Surely iro £40 to £45 absolute max for every 2 weeks is a more reasonable uplift in the top price and fewer collections should likewise be priced accordingly.

I would like the frequency of collections to remain the same however, £50 per bin is a significant increase. We currently have 2 bins which would mean a payment of £100

Since Usk recycling centre closed We now have to make a journey to llanfoist for other waste and recycling , we pay the highest rates in Monmouthshire for the least services,we don't want to lose another even though we have to pay extra for it.

An increase of nearly 300% in charges would mean we would reduce the number of bins we would order.

A near 100% increase for the same service is unbelievable. You've already put up our council tax enough

Happy with things as they are. Bin collection crew are a cheerful bunch!

My bin is almost always full. If you reduce the frequency can I have a second one to compensate for the lost collection?

Good service and works well!

Monmouth recycling is too small for the town and makes recycling difficult. We do compost as much as possible but we have a big garden with lots of hedges.

I am concerned that any reduction in the frequency of collections would result in an increase in fly tipping. Has the potential cost of this been factored in?

I have never lived anywhere else where we are charged for garden waste! You are shameless! Your council tax is high but you offer less!

£50 would still be reasonable and would save the pollution that would otherwise be created by countless vehicle trips to recycling centres. Extending the intervals between collections as per options 2 and 3 would be counter-productive whilst ceasing the service altogether would be unthinkable. This is essential to my home and safety of my garden.

I manage to fill my bin within the current 2week collection and would have to just pay the price or otherwise resort to burning my garden waste.

It is more reasonable to keep the current frequency (i.e. fortnightly) whilst adjusted from GBP28 to GBP42.50

Would prefer weekly collections, ideally.

Fortnightly collections are the longest wait time I would consider to be a usable service worth having. We struggle timing the grass cutting to coincide with the bin being empty. 4 week or 6 week collections would both make the service unusable as the bin would be full but still required before it is emptied. If the council opts to lessen the frequency of collections then I shall not be renewing I find the current bin much too big for the amount of garden waste I produce and inconvenient to my property which has steep steps at both back and front which I find hard to negotiate with such a large bin.

I am elderly and really need garden waste collected. It will cause great problems if not collected.

considering I used the collection service less than ten times this year I think the proposed prices are a bit exorbitant for how many times ive had collections so I wont be using the service next year I am somewhat taken about the increase in cost to £50 for the two weekly option and can see not justification for an increase of this magnitude.

This is good value for money what ever the moaners say

Great service and fair at price above. I have 2 bins.

The collection of green waste is a very necessary service. I hope that whatever decision is made as a result of the questionnaire whether it is to increase the cost, reduce the number of green waste collections, or remove them altogether doesn't increase the amount of fly tipping.

Ridiculous Amounts!

To leave grass cuttings for any longer than two weeks in a closed bin would make the operator's workload more difficult-both smell and texture.

Even though the price increase is disappointing against the cost of living increases the financial constraints are understood. Without a service there would be additional personal costs and emissions associated with travel to recycling hubs as gardens are too small to accommodate composting, plus there is a concern that gains made in Wales on recycling could be reversed and fly tipping would increase. I would support a lower frequency and lower cost option if that made things more affordable for others.

Why are you not using garden and food waste and paper shredding in an anaerobic digester? Pure composting releases methane etc which adds to global warming!!

As the occupier of a property in the highest tax band paying further stealth tax is barely acceptable for the provision of essential public service in any circumstance.

None

It helps me all the time.

I'm not happy about such a hefty increase to keep the service but so many weeds, leaves, hedges encroach on my boundary, I need it. Are there any plans to cut council hedges near houses more than once a year?

Would be happy for either fortnightly or four weekly!

I think four weekly collections would be alright for me but some with bigger gardens my need more it would be helpful if we could have the bins emptied right through December

All Recycling Collections could be reduced. I think Pink/Purple Collections could be every 2 weeks. Quite understand the need for a cost rise - not the Council's fault!

This is hardly a consultation. One would normally expect a lot more background information. One other option might be - keep the number of collections but reduce the charge per bin (in anticipation of increased take-up).

Will not the options above more likely reduce the number of people taking up the service, possibly leading to a higher subsidy; the whole thing spiralling down such that the service becomes impossible for the Council to continue.

Really happy with the current service of fortnightly collections and would like it to remain as it is . At £2.50 per collection, a total of 20 collections for £50 seems a small price to pay to have our garden waste collected rather than having to load it into a vehicle, book a suitable time slot at the dump then drive there.

Expensive but worth it.

Keep the fortnightly collections, cannot believe the increase, practically 100%.

It works very well at present. There are times during the year when a reduced frequency would not meet requirements.

This service is important and useful - I think more illegal 'dumping' of waste could take place without it. How is the waste processed, does it go to make compost?

It also reduces visits to local tips which is better for the environment.

this is a very valuable service particularly for older people and would be badly missed .we would like it to continue as it is

Just keep the service going

If the frequency of collections drop 10 or 6 per year , will the bins be replaced with larger ones ?

Very pleased with the service provided and reducing to four weekly would not be a problem for us

Far too expensive especially with the current situation for the cost of living. Everyone is struggling financially and don't understand how MCC think its OK to put the cost up that much

I am not in a position at the moment to continue with the service even at existing rates and it is therefore unlikely that I shall go on with it. I shall therefore have to take my garden waste to the Refuse/ Recycling Centre here in Monmouth which I assume I shall still be able to do free of charge. Thank you

WE LIVE IN USK, AND MCC CLOSED OUR RECYCLING FACILITY, SO WE HAVE HAD NO OPTION BUT TO USE THE BIN. WITH SUCH HIGH COUNCIL TAX WE FEEL THE NEW COLLECTION CHARGES ARE EXORBITANT SO WE WILL HAVE TO RESORT TO BURNING THE GARDEN WASTE.

very good service

On reflection would prefer to stay with every two weeks, one bin .

Even though I am not a keen gardener and my garden is not big I still fill the garden waste bins almost every time. Useful service. Would be prepared to pay more.

I understand extra costs but that's a big increase and I think people won't pay it and they will dump it anywhere they can. Do people check that people actually pay again each year? Does it need to run for so long?

Austerity doesn't work!

The reason that I have chosen six weekly (6collections) is because that happens to be the number of times that I use the service although the £35 fee is the most expensive per collection, but £35 is what I would be willing to pay for this service.

I have a small garden and would not need more than this, give people the choice on how many collections they would need as not one size fits all. Some people have much larger gardens than others

Based upon the cost involved of regular trips to Council recycling centre I think a unit cost of £2.50 per bin collection (£50 for 20 collections) still represents value.

A fortnightly collection is more appropriate and convenient at certain times of year, even then there may be times when I will bag up additional garden waste for the next collection if I have filled the wheeled bin.

The bin has been far better value than the bags

Considering what we pay the council and what we get in return, the options you suggest are insulting!

Reducing collections is nonsense, the grass will grow whether you are collecting or not, and the price increase you suggest is again insulting, are counsellors going to reduce their salary to help???

Much too expensive for us to consider

Flytipping will increase

I found this service very useful, but an increase of £32 a year to keep the service as it is is too extreme for me to continue using it.

Could you make it easier to go to the recycle centre with garden waste,

My elderly parents would take it to the recycle centre but booking a slot is too much of a deal for them

Concerned for the increased dumping of garden waste in public recreational areas

This is an essential service for many people and should continue as at present.

Fortunately we have a very small garden so lawn cuttings and a few dead plant compost is not a problem to have only 6 collections a year. I wouldn't pay more than £35 a year. It is a very expensive pay out. Not really happy

I would prefer to keep the fortnightly

Service. The others offered isn't convenient nor value for money

I think the service is good value.

With a smaller garden, fewer collections would suit me.

Please do not end this service, it will increase fly tipping as already the people in our road who do not pay for the service just throw their garden waste over the fence alongside the A466 trunk road. I would prefer this service being charged to our rates and then Everybody would Have to pay, if they have a garden. Thank you. Richard Price, 13 Fairview, High Beech.

No comment

I take my rubbish to five lanes so will add my garden waste at same time. I dont believe i had value for money this year as didnt use the facility as much because i kept missing the fortnightly collection and then had to wait another two weeks. Kind regards

Consider reducing the collection of plastic and paper recycling to a fortnightly basis to reflect the use of the service.

There is no other good alternative. I have a large garden and therefore a lot of garden waste. I am a pensioner and do not want to struggle carrying heavy garden rubbish to the tip all through the year.

Could this be pay on use ie choose a certain number of collections per year at a price per collection ?

I definitely need the service fortnightly

Currently collections cease end November,

BUT so much is still growing in the garden beyond this date.

Is it possible to lay on one last collection end December -

perhaps, by only having one collection in March.

Otherwise, garden waste sits rotting for several months -

it'll be very smelly and slimy by the time of the first collection in March !

I could not drive to Llanfoist and back for £5 obviously garden waste is not hazardous so I think it is just a personal choice I would not like to see a reduction in our other waste services in our difficult times.

As the autumn is getting later, and leaves are falling later, a service into mid December would be more preferable

The price is ridiculous. Make it cheaper. I pay so much council tax already.

Quite an increase in price. I could not afford to pay £50.00 for fortnightly collection.

I would prefer a later start to the service and a later finish. I still have huge quantities of leaves on trees and no further collection. If you need to reduce costs start later in the year since less green waste until late spring or early summer

What we are paying now for fortnightly collections is sufficient the cost revision is just ridiculous
Bins are very awkward to manoeuvre for me on a steep drive, hence I have bags, I only use one bag never the three bags provided.

Thank you for the service you provide.

I worry that this terrible increase in price, or any proposed diminished service, will cause other problems for many people during the cost of living crisis.

Stop subsidy. It's not affordable

For those people who are unable to transport waste to the tip this is a vital service

This is a very useful service and reducing the frequency would not really be sensible.

Newport council included garden collection for nothing extra. I get very little for my exorbitant council tax and this is just another example of charging more and getting less, you don't even provide proper bins for general rates.

My age does not allow me to deliver refuse to the waste collection area and it is difficult enough to handle the wheeled bins and it would be more convenient to return to waste bags which would enable me to take to the designated waste refuge.

I would go to the waste site at Llanfoist

£50 for fortnightly collections is better value than £42.50 for four weekly collections.

Appalled at nearly 50% increase, particularly after all the waste of money you have spent on the bins, frequent change of recycling containers over a short period of time. Stop wasting money and get a grip!! Perhaps you have too many overpaid managers??

This is really expensive. Our bin is full every fortnight and its cheaper to spend more every 2 weeks than have 2 bins four weekly in the long run as we would have to use the refuse centre and this is a distance away.

I'm not sure how we would dispose of our garden waste as we live in Usk and it will be over 19 miles round trip to dispose on it. Are there any allotments in Usk that take the garden waste?
The current system works well. Unless the booking system is removed from the recycling centres I would struggle with less frequently

While I appreciate costs are rising, when I moved here 10 years ago garden waste collection was included in council tax. It has been going up and up now I will have to pay £100 as I have 2 bins or have to make several more trips to recycling centre which isn't exactly 'green' or cheap.
Find cuts elsewhere. Are all employees working in the offices full time and earning their wages to the best of their ability?

A fortnightly collection may not be necessary in the summer, when I imagine less waste is produced, but pruning and clearance in autumn produce a lot of waste, when fortnightly collections would be beneficial - perhaps a hybrid system of the first two options above.
I live in Usk we had a very good recycling site where we were able to take garden waste, unfortunately this was closed so therefore people of the town had no choice but to have garden waste bins and have a fortnightly collection which has obviously become very costly to provide having to run a lorry along with driver and men to empty the bins.
Maybe a rethink on providing a large skip for people to just take their garden waste possibly housed in the MCC carpark at Usk would be worth thinking about.
We need to keep the collection at 2 weeks as a keen gardener it would negatively impact my ability to garden throughout the seasons. PLEASE do not cut the service.

We already pay for this service when neighbouring councils don't charge. I would revert to visiting the recycling station - however, the other problem is the current booking system is too restrictive. It is a valuable services and reduces car journeys to the HWRC. I feel that £50 is a reasonable cost when compared to the national average of garden waste collections as well as locally comparable collections. Yes - I do work in the waste industry!!

Per Ardua Carrow Hill

Please cease collections

I'm sure that council tax will go up next year as always. Hard to understand why we have to pay so much to have our garden waste removed.

Maybe there should be an entry charge when one starts using the service to cover the cost of the bin. If the service ceases who owns the existing bins? If it is Momouthshire CC - will you collect them up for recycling?

We need fortnightly collections.

It's abecedary service. I don't mind paying a little more for it, so long as it doesn't become unachievable to afford.

Why is it other authorities (eg Cardiff) can provide this service without an additional charge on top of the Council Tax being paid?

Making collections at 4 or 6 week intervals would be absolutely ridiculous. That would be pointless for anyone who mows a lawn during the spring/summer months. This is just going to force people to start fly tipping.

The increase in price is ridiculous the fortnights service should increased to a weekly service to justify the the increase

The proposals represent a significant increase far above the level of inflation.

How will you keep track of all these different options if people choose differently

MCC is the most expensive council in the area. Other council's offer better facilities for less

Why has the price increased AGAIN

The only option which works for me is the fortnightly collection, however the price of £50.00 is totally unacceptable I will not be using this service

As Gardeners we rely on this service regularly so it wouldn't benefit us any other way.

I can't believe the price increase considering we pay over 2k for our council tax every year. Are you trying to get rid of the service really?

Very much appreciate your service! Works perfectly me

Maybe reduce the collections in the spring and ramp up in the summer months e.g every 4 weeks early and late and every 2 in the summer

Too much of an increase

We like the convenience of having the waste collected and appreciate the service.

I have no transport and appreciate the collections.

I think it would be better if the collection started a month later and stopped a month later because there are a lot of leaves at this time of year whereas we don't start to cut lawns until later

I think it is disgraceful that there is an extra charge for garden waste when the council tax is so high already. Also that there are no wheely bins for recycling and black bag rubbish ! Why is Monmouthshire so behind the rest of the world where we put plastic bags out for rubbish collection. Also why are garden waste bins free in Newport and not here and now you want to raise the cost ! And you wonder why people fly tip !

What you consider a three weekly collection.

If the collection is less than fortnightly we would not use it. £2.50 PER empty is about the maximum we would pay. We are lucky that Troy is on our way to Monmouth. Not so easy for folk further from a collection depot.

Every person has seen a rise in prices in every aspect of life, it would be unreasonable to think at this time anyone would be happy with an increase to £50.

Would be nice to start seeing some of where the council tax is going, rather than just witnessing Monmouthshire council at charity balls (for a fee)

If the collections were every 4 or 6 weeks we would end up using extra bins which would cost more in the long run for us and council costs.

The social benefits of the Garden Waste Collection service to it's customers and the visual benefits to the whole community at a time when M.C.C. Are allowing the visual deterioration of the visual provision to the community of their own responsibilities is abominable, and this collection service helps improve it's visibility and must be continued, but at a more appropriate cost to the residents who use it, with benefit being to the Whole community, so the cost must be shared!!! Also Think of the Gardening costs to the residents who provide this benefit for the whole community. Very expensive now

Too big a jump in cost. £42.50 for fortnightly collections would be better.

Really disappointed that the council is pricing this service out of reach, which will no doubt increase the level of fly tipping going forward. Giving the 2 weekly cost has increased nigh on 80% so way above inflation it is clear the council does not want this service to continue. I have always been proud of Monmouthshire's approach to recycling and so saddened to see this approach being adopted .

Service is invaluable

Where we live, there are a considerable number of elderly people who enjoy their gardens but have no other means of disposing of their garden waste. However, many of these will already be struggling with the cost of living so this seems like a significant hike on top of which, I'm sure the council tax will rise again. It is easy to understand why you need to make these changes, but please do also bear in mind that with every price hike, something else has to give. Whilst I acknowledge that garden waste collection may seem like a luxury, it is vital for mental health and also to help build a sense of pride in community. Our council tax is already 25% of our mortgage cost. It is often a struggle to see how we will make it all work. Cloths have already been cut significantly, and this may end up being a service that we just cannot afford, unfortunately. Equally, 6 collections a year will not cover the collections required. It might be better to consider keeping the frequency of collections but shortening the number of months - perhaps April to October instead.

I think it is an excellent service which I am prepared to pay for.

Whilst I understand the financial pressure the council is under, an increase from £28 to £50 per year is shocking. I do not see how it can possibly be justified.

At a time when MCC remove our local recycle centre which means the only option left is to use the collection service it appears harsh to increase this cost. Surely at a time of increased economic hardship people may now choose to not use the collection service and transport waste by car to a distant recycle centre. This will undoubtedly have an environmental impact. Reduce offer services such as libraries and offer digital resources instead.

Although expensive for me there is no convenient alternative so I have voted for £50 pa for fortnightly collection. If it was less frequent I'd be obliged to go to the tip so might abandon the bin altogether. It would be much for convenient if the last collection was early December not end November - the leaves are still falling

Still to much money

I will support whichever option is the majority vote as I do not want the service to cease.

I think the solution is different. Please hear me out. there is a way of reducing the cost (to the resident and to the council), reducing the mileage and improving the service to residents. I'll start by saying that the options that you listed above are not appealing, firstly because the reduction in price is too low, but also because if you drop the frequency some people will need to pay for more bins.

Unlike the other waste collections, few houses use the garden waste collection every time it comes around. but once or twice a year a garden may produce several bin-fulls of waste. What if through a simple app (or a page on the council website) one could request a collection when they need it. not a particular date, just a "please collect" button. the computer then groups together collections that are in the same area, saving many miles traveled to properties that don't need a collection but are on the route that day regardless. as long as it comes within about a week of the request it would satisfy residents' needs but leave the algorithm plenty of opportunity to group them more efficiently than daily routes. the same kind of software is used for planning courier delivery routes, so should be almost off-the-shelf ready.

I know its not as easy as just cutting services, and will take some planning and a small investment, but it will have a much better outcome, I think, in terms of the quality of the service and the savings for the council.

Anything other than fortnightly is not viable as we would need so many bins or be up and down to the tip so much causing much greater harm on the environment than a council fortnightly collection. We have a small plot but are surrounded by other peoples trees which we have to clear from our land. Cost is not desirable but better than a 4/6 weekly collection.

I don't object to paying more for the convenience of fortnightly collections. I do however object to the per bin basis of pricing. The difference in time and effort to collect 2 bins from a property is trivial when compared to collecting a single bin. The fees for collection should be a flat rate per property attended. If the pricing remains per bin, I'll only renew for 1 bin next year.

This service also reduces the qty of cars on the road as they don't have to drive to the tip. A tip that would become busier with a booking system that wouldn't be able to cope.

£50 is too much and I'd have to consider going back to driving into the tip. You can't leave grass in a bin for 4 weeks or even 6 weeks. ☹

Christmas tree collection service would be a good service

I think £50 is too expensive. I don't think there is a problem with the current service. We live in a small house with a small garden so don't even fill a whole bin in two weeks so £50 seems quite a lot. Taking your waste to a recycle centre is not viable, the current system of having to book time slots and only opening on certain days is bad enough. Measures like those and increasing prices will lead to more fly tipping.

I would be okay dropping to once a month collections, but if it's £50 for 20 collections or £42.50 for 10... doesn't seem quite fair - you get half the collections so shouldn't you charge nearer to half the price?

I regard this as an essential service. A fortnightly collection is just about manageable but moving it to a monthly service would be unacceptable. Having said that, maybe some thought could be given to varying the collection at certain times during the year. Autumn is the time when gardens are being cleared out ready for the Spring, so that ceasing the service at the end of November is too early given that there is still much to do in the garden.

In the Spring and early Summer there may be a case for a monthly collection when there is less waste to dispose of. My strong opinion is that this is a valuable service that should continue. Stop the service and the incidence of fly tipping will increase significantly.

I am not happy with the price increase. This is another thing for people to try and find money for when people are really struggling to make ends meet.

What are people supposed to do if they cannot afford it or able to get to the recycling center.

THE SERVICE PROVIDED IS FINE BY ME.

DON EDWARDS

£50 is a huge jump in price from this year and having moved from a different district recently where next year is £32 for a service that runs throughout the year (doesn't have a break over winter) makes £50 seem extortionate. Unfortunately, due to the size of our garden, we would be forced to pay the £50 as we do not have a suitable vehicle to take the grass cuttings to five lanes recycling centre every 2 weeks. Due to the cost of living increases expect an increase but not nearly double what already pay. A small increase would be welcomed.

We understand that budgets are tight but as pensioners we would not be able to afford to pay the extra costs

Charge per household regardless of the number of bins. This is likely to reduce the risk of dumping garden waste.

I live on my own so one bin is adequate for me.

The service is expensive as it is

Keeping the fortnightly schedule is easier to remember as it goes out with the green glass and rubbish. Going down to 10 collections does not reduce the price to £25. So best to be £50 for 20 collections.

Need to keep the fortnightly collections.

The reduced collections offer less value for money per collection.

worth while service, keep it every two weeks

I didn't use your service this year but was going to resume the service next year myself and my partner could afford the £28 between us but the options you have given we cannot afford so we will not be using your service again not at the prices and number of collection's you are providing

£50 is a ridiculous amount to ask for! You will be encouraging fly tipping. I put a lot of leaves blown in from council property in our bin, where would I put it?! Or shall I just leave it all clogging up the drain on the road where I usually pick it up from, a main road and let it keep blocking that?!

We pay so much for council tax, stop taking advantage of people in a cost of living crisis!!! Absolutely disgraceful trying to raise the costs. Those bins stink if you leave them too long in summer too!

The bins are quite large so I would be happy with a 6 week collection. If the cost was anymore than 35.00 so 6.00 a collection I would consider booking a tip run and taking it myself to five lanes. I don't want to do this really as I try and not use my car for unnecessary journeys.

If the service stops completely waste will be fly tipped. Likewise if the service becomes too expensive there will be fly tipping. Remember that some people don't have the space to store or compost garden waste.

Thank you

How can you justify a 78% increase in garden waste collection? Especially with the cost of living crisis expected to get worse. The elderly may not have the options to dispose of their waste any other way than with collections. They may have ill health or caring for another family member, no access to a car, cost of heating their homes going up. How will they be able to afford this increase? Could you not divide the amount up and get people to pay monthly which would be a more managable amount rather than a one off larger amount.

"JUST A THOUGHT"

Perhaps there is another option where the service runs April to October, which would provide a slightly lower cost option to residents.

Don't think the reduced collections suggestions are particularly good value for money

Perhaps you could offer more frequent collections (eg fortnightly) in summer, and less frequent (3 or 4 weekly) in spring/autumn?

Every two weeks is perfect. Thank you.

I understand there is a need for an jncrease but think the proposal of £22 extra is too high £ 40 should be the maximum

Have a large garden If I cannot have regular fortnightly collections I will have to go back to having A bonfire!

As I have mobility problems I have to absorb the cost as I have no other way to dispose of my garden waste. However I'm disappointed.

Has a low income family we could not afford this extra cost

You are providing less and less services for more and more money. I pay ever increasing council tax and see less and less service

It needs to be fortnightly otherwise the waste will be disgusting in the bins provided.

Due to being disabled and my husband having mobility issues we will have to absorb the cost however this is very disappointing. Beware of fly tipping.

Too much of a rise. can you provide free garden waste bags and we will book and drive to tip?

Why do we live in Housing association housing not that we can afford to keep in creating payments.

But then we keep our gardens tidy and get penalty.

I think it is disgraceful that monmouthshire council charge so much for this service.

Newport council does not charge for the same service ie green bins fortnightly. I attended the original community council meeting when MCC proposed this. At that time it was a token amount but has been increased dramatically almost every year.

MCC has also seriously restricted general access to the recycling centres which could be used as an alternative to collection. I am struggling to understand the disparity between the poor service MCC offers and that of Newport CC despite far higher council tax rates! Is perhaps money being wasted elsewhere?

I am aware MCC receives the lowest grant from Welsh government but this appears to be offset by having one of the highest council tax levies.

I feel very sorry for elderly residents of monmouthshire who will likely struggle with your pretty poor webpage for booking tip slots. There must be so many people who have just given up. I myself am well used to booking things online but still struggle with your less than user friendly web booking page.

OK I agree to the raised charges. Thank you for your services.

It is a valuable and very useful service, greatly appreciated

Stop wasting money in other areas and you'll have enough!

Could offer reduced collections during the year and do it on an if required basis - could book collection slots via website

What happens to the wheelie bin if the collections cease??

It's needed as accessing the recycling centre is so difficult now since Covid. On this street we have a need as size of gardens bigger than most modern houses.

I studied social science and the way you have positioned the 3 cost options is designed to get people to select £50 pounds option. If £50 is 20 pick ups a year, 10 pick ups half of 20 should be half the price. Why is there no option to to have more regular pick ups during summer months and less pick ups during winter when the grass doesn't grow as much - appreciate it may be leaves falling, but I think you would have data when most people put their bins out and when that starts to get less over the year - there must be patterns and trends that can help you offer another option.

The proposals you have submitted are so unfair. We paid £28 last year for a collection every fortnight. How can you justify wanted to charge an extra £22 for the same service. With everything else going up (including the council tax) I think this extra charge is just greedy and unjustified . Many people will not be able to afford this extra charge and now either take up the tip themselves or fly tip.

Please re think these proposals

Thankyou

The Planning & Highways dept can easily collect more cash through proper enforcement of new developments and save cuts to other departments.

£28 this year was fine but this service doesn't deserve to be increased by 78%! I rent a property and the requirements are to look after my garden but I can not afford to pay £50 on top of your large council tax bill! I would rather disregard it myself for cheaper

Although my preference is to maintain the service as it is, I would prefer any option more than the service stopping as really value having waste collection

How much would the council consider charging per bin for a weekly service because the contents of the bin can get really smelly in the summer.

None of the options given justify such a huge price increase and to go longer than a fortnight for a collection would mean we would need two or more bins to collect the volume of garden waste we would accumulate in this time. So this is no longer a viable option for us at this cost. I can foresee many current subscribers not renewing and sadly instead burning garden waste as an alternative.

Ridiculous idea. Keep the price at £28 and reduce the months to March to September. Keeping it running into December is over the top. Save two months and keep the price the same.

£23m deficit...the Council should have engaged with Mitel...£1.8m rent down the drain right there.

Stop wasting money on the 20mph 'trial' bunch of absolute clowns thinking you're a cut above. Adding MISERY to local residents.

Stop building houses. You're ruining Caldicot and surrounding areas.

Currently have two bins but don't think any of the options are fit for purpose. Would rather not bother with the bins and take a carload to tip once a fortnight.

If I was able to turn up at the tip at time and date of my choosing I would most likely take my garden waste to the tip.

Why is the council not promoting community composting as in Gloucestershire. This will reduce the cost of collection and the carbon footprint by composting locally.

By reducing the fortnightly collections is ridiculous. If you have a large garden, you then need to purchase more bins to take all the waste, which would cost us more. Therefore this would increase fly tipping!

If people can only afford one bin the smell would be horrendous in this time. I cannot believe the 6 weeks is even an option. Truly ridiculous, another way of getting money from people in these hard times. This council is just trying to make money from people wherever possible, absolute joke! Maybe provide the service for free, like Torfaen and other councils around wales? Otherwise increase fly tipping

I think by discontinuing these service you encouraging more fly tippers
I don't have large trees in my garden
And 40% off my waste has been neighbours trees
It's a bit expensive, especially as I no longer earn money
All the options are too expensive.
fortnightly is about right to £42.50 is a justifiable rise and would be sustainable for me

I know councils are finding things tough but to go from £28 to £50 is a little bit excessive ???
Are you sure that you can double the collection capacity from 10 to 20 collections a year for only an 18% uplift in cost? Are all three options cost-neutral? What are you assuming about the effect of the price increase on uptake?
We value the service and don't want to see it disappear because you have miscalculated the price point.
fifty pounds for 20 collections is £2,50 per collection which I think is a fair price.
I depend on the garden waste service because I cannot dispose of my garden waste myself and every two weeks is great . Please do not stop this service

I think this is a disgraceful increase. I understand it's not a "statutory" service but it should be!
Council tax is already at a ridiculous level and will inevitably also be increasing. You write your note as if youve done us a favour by not increasing it in 2021 but you increased it in 2022 and also REDUCED the number of collections, so it wasn't a like for like increase, it was bigger than that, and this increase is an extortionate amount for an even further REDUCED service. I have no option other than to sign up for it as I can't take my garden waste to the recycling centre but I do so under huge duress and disgust.
It is an excellent service and it would be a shame to see it diminish. This increase means that each collection would cost £2.50 and I'm prepared to pay that.
Nil

The money raised would depend on the number of households who take up the service. A lower price would raise more money if take up is increased. Without the service many households may not have transport to take their garden waste to a recycling centre, fly tipping would be increased. This service is vital for people who have no alternative but to have a collected service and cannot use recycling centres as an alternative

1. If the frequency of the collections were reduced from fortnightly, I would cancel my collection agreement.
2. Why is it the same charge for extra bins? It doesn't take more than 2 minutes to collect a further bin as your vehicle and staff are already there collecting the first bin. It would seem sensible to reduce the cost for further bins.

In summer, the collection needs to be every week, as the grass grows more and can't afford another bin

The price increase is too much.

Fortnightly is not enough however the cost looks to have risen for next year. In which case I would suggest fixed fee for one, discount for 2 and so on in order to resolve both value and frequency needs.

We only use the garden waste service due to the fact that we have fought a constant battle with overgrowth from neighbouring properties for over seven years. Our own gardens has no such waste. Due to the lack of our own transport, the garden service is vital to us. Anything less than fortnightly is not worth having. Already problematic that there is no collection in winter when most cutting back is done.

service is perfect as is

Increased costs of collections will cause fly tipping to increase which will end up costing more money. Also more energy consumed if people drive to the recycling centre. The 20 mph signage wasted lots of money.

This service is essential. Less frequent than every 2 weeks is just not possible in the summer when the gardens are growing quickly, and the cost at £50 is still a great service for 20 collections through the year. I know it is tough, but your team do a great job, please keep it going 😊

Whilst the booking system for the local recycling centre remains it is more convenient to have the facility of the garden waste collection service.

Newport provides this service for free, and the alternative is fly tipping. £50 is extortionate, particularly with a cost of living crisis. There is also no information here on why you're having to put the cost of the service up by almost 100%, so this seems even more unreasonable to customers. None except I find the bin men extremely helpful

If 20 collections a year cost £50, why don't 10 collections a year cost approximately half of this? I understand that it's not as simple as my calculation but £42.50 seems excessive for 10 collections.

I would rather purchase a compost bin

these prices are not affordable for every household. Favours wealthy. Poor ethos for a council

Will increase fly tipping

We will be moving house to a flat in May.

Expensive but a much needed facility

I feel that 50 pounds is very very expensive as an old age pensioner and collection less than every two weeks is not enough to double the price seems to me far too much a increase of 5 to 10 pound for every two weeks seems fairer.

This service should be included in our already hefty council tax bill. Other councils in Wales collect green waste for free!

Cancelling this service would create irrecoverable latent costs for the council e.g. increased fly tipping

I have difficulty leaving the house and cannot get to the five lanes centre easily. Although I also cannot do much gardening and don't use the service regularly, it is essential for me but as I am on benefits and low income, the £28 was about what I can afford. Nearly doubling that is out of the question. Even without the subsidy that makes it a 50% increase and there have been large increases for the service almost every year especially when we went to wheelie bins. Personally I would like to go back to the original service which was free but I know that is impossible.

leaving it in a bin for 4-6 weeks in the summer will turn the grass to jelly and your collectors will spend longer trying to get the green waste out of the bins because it will be sticking to the sides.

thanks

The council to sell the fortnightly service to more people for £35 ✓

If any changes are made to the frequency of bin collections, then the need to book a slot to visit your Recycling centres should also be removed. Unnecessary Bureaucracy!

This service is important. It greatly reduces carbon emissions by facilitating the removal of garden waste in the most efficient way. Without this service I and others would be forced to make individual trips to the recycling centre

Planning too re-instate our compost heap so less needed next year. With less frequent collection I'm likely to miss them

Being disabled means that I'm unable to take garden waste to the dump personally. I can't manage a compost bin either. Garden waste collection is my only option. It will be a struggle to keep paying out for all the things and services I need to support me living alone in my own home. Heating etc has already been cut back significantly and I'm economizing wherever I can. I'm well aware that I'm one of the many who are struggling and I suspect we will end up with more people fly tipping garden waste I am away quite often in the summer and would not make good use of it.

I have already complained in writing (on the second occasion receiving no reply) that the service already does not meet my needs as an individual whose primary need is for leaf removal in the autumn. Somehow, other councils seem to be able to provide a more comprehensive service at no cost. I am prepared to pay the increase but feel that it has come at a bad time.

This is a very valuable service for us as we have a large garden. The price increase from £28 to £50 per bin is huge, and it seems a shame that you are charging so much. Even the less frequent collections are expensive. Our alternative will be taking everything to the recycling centre again as we might not be able to afford this any more. But what about the elderly who love gardening but don't have this option - can you give a reduced rate for them?

It's a very good service, particularly for those who can't make it to the tip.

I still think that £35 for six collections is still expensive

At those prices and collections!!

The argument for increasing the cost is based on fuel and fixed costs. To charge the same for each additional bin is financially inaccurate and deceitful

Why is it only reduced by £7.50 for four weekly collections?

I have used the garden waste service since its introduction some years ago with the free collection of green bags if they were purchased. I have noted the creeping changes into chargeable brown bags and then the bins. I also note how the council has used covid to micromanage the use of the Tory site so that it is now impossible to make spontaneous visits to dispose of any waste rubbish, garden or otherwise. Frankly the quality of service seems to diminish as the cost escalates.

I understand that the year ahead will be challenging however we have a large elderly population and they rely on green waste collection. They take pride in their gardens but don't have the physical ability to dispose of garden waste. Although I feel we are paying a substantial amount in council tax I for one would be prepared to pay extra for this service to help keep it servicing for those that need it the most.

You would have more money in the account if people who carried out so say "refurbishment" of homes, but actually rebuild, to the extent not even one pre-existing wall is left on site, pay the appropriate council tax. Instead you are left with one of the smallest cheapest council tax band homes, being turned into the largest, most valuable in the area, paying peanuts.... Do the maths it's thousands a Yr! That's just one dripping tap on the account, there are many.

Absolutely extortionate increases. I will not be paying that, maybe educate your staff to put down food and bottle bins instead of throwing them to the ground which breaks them and you could make a saving which one day could be passed onto your customers

This service is invaluable for people with small properties having inadequate space for composting or similar. I would not like to see it ending.

For the cost this should be a 12 month collection service

We have a number of mature trees adjacent to our property on council owned land. During the Autumn period these trees shed a large number of leaves and seed pods. We regularly fill the bin and have to store the excess until the next collection. Why not allow the residents who are affected by these excesses to put out extra containers to be collected at the same time. (Suitable container being Garden Bags.)
Once again you are taking advantage and trying to balance budget by ripping off people. With very poor access to the dump you are not really giving people much choice.

We value the collections for the convenience of removing our garden waste from our doorstep
We need fortnightly collection in the summer but less in spring and autumn
It's an excellent service.

This must be one of the only councils to charge for this service, our community charge (rates) are already one of the highest in Wales. As pensioners trying to live an independent life you are crucifying us with huge rises. Time to review the councils structure and costings, paying for professional council employee's is acceptable but paying for Mayors and councillors is not and should go back to expenses only, the cost savings would be in the millions, in fact this cost should be made highly visible in your next bill. We are not cash cows for the privileged amateur councillor part time brigade who for the most is a second job. Back to garden waste collections perhaps you could give an explanation of costs and what happens to the waste, its recycling process and sales to whomever, maybe a costing to a private source could be made.

I would hate for the garden waste collections to cease for the following reasons.
I am over 75 and enjoy gardening and so keep fit.
I do not have a car and so cannot get to a recycling centre to dispose of the garden waste.
I have compost bins for grass and soft green waste, but do not put hard wood shrub cuttings , perennial weeds and diseased plants in it as the temperature in it doesn't get high enough.
Ideally I would prefer two week collections, but any would be better than none! And £2.50 per collection is less than a cup of coffee at a cafe.

Having moved to a property with a large garden our plan was to get a bin ready for the next season. The bins are not big enough to last a month with a large garden so fortnightly is preferred. However for £2.5 per collection it is cheaper to use the car fuel to put it in bags to go to the recycling centre.

For myself it is only grass cuttings and later some pruning and leaves clearing in late summer/autumn. This service is too costly in this day and age it should be free we pay enough council tax dont moan about fly tipping

I don't need to use the service regularly so every 4-6 weeks would be fine for the prices offered
Better to take garden waste in bags to refuse centre.
Could you supply green bags?
I fully appreciate that costs have risen significantly however the proposed cost above is wildly disproportionate. Surely 10 collections should be £25. This is simple mathematics. Very disappointed with this proposal
We have a large garden and could easily fill five bins a week (we currently pay for two) so reducing the frequency would be difficult; this is in addition to almost weekly tip runs. Our house comes with the job so the size of garden isn't by choice.

The trees at Overmonnow School are so huge, they dump all their leaves in our garden! During autumn, our green bins are FULL of leaves only. We should be paid to collect the leaves, not vice versa. If the bin collection gets less frequent, we will have no option but to throw them back over the fence into the school!

I made several comments yesterday - Thursday 24th November.

One thing I forget to mention is that if you reduce the frequency of green waste collections you should open the Llanfoist recycling centre 7 days a week.

Due to the amount of garden rubbish it is essential that the current frequency of every two weeks is maintained at whatever cost. The quoted figure of £50 is entirely reasonable

If collections not continued more fly tipping. Dump also needs to be reopened as it was pre-covid.

Without this service, I would need to drive to Five Lanes Recycling centre every two weeks. The collection service effectively reduces my vehicle's impact on the environment.

i will reduce the number bins to mne

I really do not understand why it has to increase by this much? It is a significant rise on top of the already increased cost of living in general.

I am No 16. I share the large bin with No 17, as our front lawn is a joint one and the back lawns are small. So we go from £14 per house to £25 per house which, in the present financial circumstances, is reasonable. Thus I vote for continuing 2 weekly, at £50 per bin per year.

Please keep the cost as low as possible, say £30 per bin pa

I will be assessing all household costs in the new year & may have to cease garden waste collection if the cost rises too much.

I very much value this service and want it to continue, but I cannot afford the £50. I hope this valuable service continues as it reduces the need to make appointments at the local recycling centre and may also reduce fly tipping garden waste.

It's a drastic increase, with other services increasing it's becoming unaffordable. Other councils (Newport) provide this service at no extra cost. Seems very unfair!

I have never paid the price as I think charging for this service is bonkers.

Gardens are natural and should be maintained but to charge for disposal is stupid.

It would be better if collections could continue into December as the end of autumn is the time of serious pruning

If it's a cheaper alternative why not revert to the green/brown bags and charge per bag?

I had no other choice than a minimum of a four weekly collection. That extra cost will not be easy for me to afford. One unhappy resident.

Yes very happy with service happy with added costs

I, like many other pensioners are finding it hard with the increase of energy prices and food etc.

I would like to put forward to you that all pensioners get to pay a lower rate for the garden waste bin.

Kind regards

M Reese.

If the frequency is reduced then i wouldn't want the service because in peak months even fortnightly meant the bin was full to the brim

We need to use the service, as we haven't got regular access to a vehicle to take garden waste to local recycle centre.

We could only afford one garden waste bin, each year this scheme has been running, we are a low income household. You are now looking to nearly double the price increase to cover costs. We will now struggle to afford just that one bin. But we will need more frequently than 6wkly.

We don't always put waste out every fortnight, but when the years collection starts it has been every fortnight. It took us 4 months to recycle the autumn/winter/spring backlog whilst keeping on top of the grass cutting during spring & summer.

The collection service needs to either stay the same or 4wkly at a minimum.

There's a worry if you drop the service to 6wkly it will increase fly-tipping on the patch of grass area next to where I live & other areas.

Alternatively you might consider if the collections needs to go into December and possibly stop in November, as a way of keeping costs down. From Mrs Morris, 07745560311

The bin men are brilliant .

A price increase of around 100% from last year. REALLY ??

That is a very steep increase in price from last year. It is an invaluable service for those who can't get to the tip

We at present have two bins which are regularly filled. Everyone knows that costs increase but for us to change to four weekly collection would mean doubling the number of our bins thereby increasing our expenditure even more - we are not alone in this situation. It will be better for collections to remain as they are (i.e. fortnightly).

Extreme price increase considering other authorities INCLUDE garden waste in their bin collections.

Why has costs gone up by 78.6%

You charge too much and unfortunately I have to make a choice and choose to dispose of my garden waste at the tip. How much more do you expect people to pay and council tax which should be apart of our amenities with bins etc.

I think the prices are a bit heavy and complicated. It's complicated enough now.

As I have no transport and a large garden, I rely on the garden waste collection as my only means of disposing grass cuttings etc.

I have no where to put garden waste except the use of the green bin. I would worry that garden waste would start to be dumped especially on the grassland behind our houses as it has no monitoring and garden bonfires have been an issue there in the past.

We have chosen option 1 but only because the other options are not viable. We are pensioners and have a large garden and going to the tip is not an option for us. When the time comes to renew the permit we will have to think again. Please can you reconsider to charge lower price for fortnight collections for example £30 - £35.

50£ ok by me but no more

Money could be saved if the overpaid management took a decrease in salary, and if the vehicles were used more efficiently on their "planned routes". Whoever planned the routes, must be on the same committee that planned monnow street. We have had four of the large lorries, this week. Whoever is picking up a salary for that bit of "cost effective use of transport" should seriously save the council money, and retire.

Has the option of using private contractors to bid for the provision of the service been investigated?. If not then why not

Being disabled I rely on this service. I already pay someone to cut the grass but an extra £22 for garden waste collection is not within my budget when trying to get by on a pension in this cost of living crisis. My sister in Swansea has no cost for garden waste, still with bags & can put out as many as needed.!! How will I be able to remove the garden waste now?

Assume we get to retain/keep the waste bin in the event that collections cease?

Where general citizens are facing extortionate prices at every turn, I consider the Council's 'options' to be all but insulting and for many the last straw.

I can foresee an up turn in 'fly-tipping' as a result of this and other charge increases being levied against the public.

As one who has no choice to rely on benefits, I cannot think how much longer I shall be able to avail myself of this service. Not at all with the almost 50% increase cited to keep the service fortnightly.

I cannot believe just how out of touch with the REAL world local and national governments are.

If bins are withdrawn, it would help if the current booking requirement at Recycling Centres was lifted. You could also offer taxpayers compost bins at subsidised/cost price

I don't object to any of the above, but am currently unable to manhandle a bin to a pick-up point.

The bags are a much more practical option for me.

Cost for 2022 was £28, so a close to 100% rise in the price for this service seems rather excessive. As the waste site in Usk was previously closed as a cost saving measure we are being left with little alternative for disposing of our garden waste. Hundreds of cars driving many miles to major waste sites (such as Llanfoist) will not be good for the environment and can hardly be considered to support MCC's "green" agenda.

If Monmouthshire residents were able to visit the Llanfoist refuse centre without restrictions put in place during COVID, which have not been lifted, we would not need this service at all. The public are being discouraged from using the facility, particularly those who are not very computer minded.

Some trees have leaf fall all year round were we live

If the frequency of the service is reduced, I would not be able to maintain the green waste from my garden. My two bins are filled every fortnight - greenery, hedge cuttings etc in spring/summer and leaves in the autumn. I would need to find a way of taking the garden waste to the refuse centre every week. I don't think that for example £42.50 per bin every 4 weeks is value for money or fair pricing. People have the bins because they have green waste, this won't change as vegetation will continue to grow and people will still have to find a way to dispose of their green waste in some way.

The only service we make use of and we have to pay extra for the privilege. You should be selling the green waste to a composting company to generate the income to provide this service, your move to four weekly or more collections plus the cost will simply result in more fly tipping, well done!

Very expensive! But I'm unable too take my garden waste down the tip. So I have no choice

Was willing to pay £28 , but any increase in cost ,with reduction in service, is not acceptable for me. £50 is outrageously expensive, especially for people with multiple bins.

Perhaps you could offer a scheme to encourage residents to have compost bins so they wouldn't require as many collections at extortionate prices. Other councils aren't charging for green waste collections. Monmouthshire are continuously increasing Council Tax per year but residents aren't seeing an increase in services being offered.... In fact we're now having to pay extra for such services which should be included in our council tax.

As a pensioner, with a frequent need to empty my bin fortnightly I find it appalling and unfair to have to pay even more than I currently do, the current rate should be frozen for pensioners not raised in the current cost of living crisis. I expect the general household rates will increase again by 5% yet another tragic cost for pensioners to find.

Less than fortnightly in summer would be very unpleasant with rotting vegetation in bins.

We only have a small garden. We were happy to pay the fees up to now but that's a lot of money, or leave your waste to rot in your garden for weeks.

We personally would rather sort our own solution at that cost.

It is appalling that you are increasing the amount by 78%, especially in this economic climate, and not actually providing any additional service with this increase!! We as residents pay more than enough in council tax, maybe you should manage your budgets better!!

The service every two weeks is most valuable. I usually fill my bin in that time so any reduction in service would make it far less useful and would necessitate trips to Five Lanes. If that were to be the case, there would almost be no point in the service at all and I would not subscribe.

The only other option is to take the waste to the WRC. This takes, time, fuel and ultimately has a greater impact on the environment if everyone has to do this. Please keep the current service as is. £50 per year is much less other councils charge for a similar service.

Not worth the money I will compost most of it and what can't compost I will burn and use the Ash for the garden

I do not wish to lose this service but I believe that we will lose it before too long. This charged service has only been running since (I believe) 2019 and superseded a previously free garden waste collection and it has increased in price year on year, although there has been a reduction in the number of collections.

We are I believe approaching the stage where residents when also facing a large increase in Council Tax (which is bound to happen in April 2023) will not be able to afford it. I believe that MCC are still operating transfer station services in Abergavenny under the appointment system arrangements introduced during the Covid-19 epidemic which may be convenient for MCC but is not as convenient for residents. It is ironic that Council Tax and extras (like garden waste) are rapidly increasing whilst Council services are rapidly decreasing. Where is the fairness and value for money in that?

This service is essential for people who have gardens, or enjoy gardening, such as me, who do not have the vehicular means of getting rid of their garden waste at the local refuse / recycling sites. My garden waste bin is utilised throughout the entire gardening 'season' and, although I feel the proposed charges are excessive, despite the comments that you make, I have no option but to go along with maintaining the current collection scheme (i.e. fortnightly collections). During the very hot weather last summer my garden waste bin was extremely smelly at times (due mostly to rotting grass cuttings and vegetable matter) and that would be exacerbated if the collections were less frequent than at the present time. In the current 'cost of living crisis' such a substantial increase in the cost of the service is hard to take but I am afraid that I will just have to accept the situation; as galling as that is !! Not everyone will be in a position to pay the increased fees proposed; especially some of the elderly and less well-off members of our community. How will they deal in the future with their garden waste ? I doubt they will be able to put it in a neighbour's bin who has paid for the service. An increase in the amount of fly-tipping in the area may result as a consequence of the actions you are proposing and that would lead to an even further drain on precious resources to clean it up; and possibly cost more to clean up than to collect in the first place. All told, I am extremely disappointed with the hugely increased charge that the council is proposing to introduce next year for garden waste collections.

We and our neighbours at Cartref have had very few collections this year. It seemed our two properties were missing from your collection lists. In fact several of the collections were made by your employees who saw our bins sitting outside for weeks. We will continue with the service and hope you will ensure collections are made as due.

These proposals are likely to increase demand at the Mitchell Troy facility, which is already unsatisfactory and has not returned to an acceptable service level after the Covid restrictions. It is inefficient resulting in long waiting times. Whilst the booking system has merit, I cannot see why more than two vehicles are not allowed on the tipping apron at any one time. It could surely accept at least three?

The extra charge is no problem!

Useful service - can't expect everything for free

I still disagree that we should have to pay £50 extra for this household waste collection!

The problem is that you cannot immediately access garden waste if you want to go to the tip. If you actually have free time and a dry day you cannot then dispose of the garden waste at that time so you have to book a slot and transport potentially wet garden waste.

Is there any way the booking system can be reviewed to accommodate this

Too expensive

Frequency was originally weekly, 2 weekly is ok but no point in providing service if you can't maintain that frequency.

Also at £50 I am 50/50 as to whether I would pay that.

20 collections @£2 per collection making £40 would be better.

We have a large garden and therefore use 2 bins. However, with the price increase we may need to reduce that to one bin only.

We are one of the highest council taxed area in Wales ,which is a disgrace I thought a labour council would have received a more favourable allowance from the synedd.Shame on you !

I think its very important to continue collecting garden waste on a fortnightly basis. However your proposal to increase the cost by 79% to £50 per bin is I feel extremely worrying!

Due to the size of my garden I have found it necessary to purchase two garden waste bins, which will mean based upon your proposed costing as above that I will have to pay £100 per year. (extra £44 pa.)

May I suggest that if you agree to increase to cost to £50, that anyone that has more than one bin, could the extra bins, (second, third or fourth extra bins) cost say be reduced to £28/£30 each, as the vehicle costs to collect them wouldn't increase very much.

I would very much appreciate it if my suggestion is accepted.

Yours sincerely,

Chris Munslow JP.

We are all being "ripped-off" as now we cannot afford food, fuel or energy and now a ridiculous price for garden waste!, Shame on you Monmouth County Council as you wallow in your increased profits and BONUSSES!!!.

Difficult for us to access municipal tip

As a female widowed pensioner I find this an invaluable service as I would find it difficult to take my garden waste to the local recycling centre.

Charge is a reasonable fee for an excellent service

Thankyou to your Staff

Ridiculous to think you can increase this by a massive 78% and expect residents to continue using the service, the increase should be in line with inflation at most.

What the hell does the council do with our council tax money if there is a £23 million funding deficit? Greedy and lazy council members at the top trying to make quick money out of residents for a service that is poor and inconsistent at best.

Go ahead and scrap the collection service, I expect many others will say the same.

I think it will dramatically increase fly tipping, which in the long run could cost more money
Can you not earn funds by selling off the compost made from the green waste.

I have enough trouble remembering fortnightly collection days. Reducing the frequency would inevitably mean missed collections and either over-full bins or additional trips to Five Ways!
Should be included in the council tax! Newport area do not pay!!

Increasing the cost will result in households been priced out of the service, added to the ever increasing difficulty in using the Household recycling centres, has the potential of increases in fly-tipping which in the long run will cost the council more than the loss made on this service.

20 collections would work nicely as I am able to have my main garden waste taken away properly

Was charged for the full year when I only moved into the area in August and only started the collections in September. Would have thought it could have been pro-rata especially as collections already in the street. Very expensive service will take my stuff to the tip in future.

I find the service invaluable and hopefully it will continue

Good service

I cannot get to the recycling at Mitchel Troy often enough to be able to drop back on the frequency on collections.

Those prices are astronomical and due to the cost of living crisis I will not be able to afford those prices. It is disappointing for the elderly, disabled or those that don't drive that can not take the waste to the recycling centre themselves.

I believe that this charge is a scandalous imposition and ALL waste collections should be covered by our council tax.

Instead of looking at collection frequency perhaps the annual window could be reduced... collecting garden waste into December seems pointless as grass cutting finishes pretty much in October

It is very important to keep the 2 weekly collection especially with climate change.

As an older, single person, I would be concerned if the service ceased as lifting any amount of garden waste to take to the tip would be an issue for me.

I would happily pay £50 per annum but do feel the service period should be extended. We all like to be in our gardens in the summer, cutting the lawns etc. Autumn there is a lot more clearing up to do, leaves falling off the trees and blocking drains. I fill my garden waste bin more times in the autumn than in the summer. 1st February - 14th December would be a much better timescale less than once a fortnight would be completely inadequate and the increased cost will be offset by not having to visit the tip so often

Extend months of collection

As we are pensioners we have no option but to have a collection.

I use the bin to dispose of my used Guinea pig bedding so a fortnightly service is preferable. Would suggest as a way of cutting costs the purple and pink (paper and plastic) collections are reduced to every fortnight instead of weekly. This is what I do as the bags are never full after two weeks. I find putting them out fortnightly is quite adequate.

As we are pensioners we have no choice but to have a collection.

All of these proposals are absolutely disgusting and you should be ashamed of yourselves for even suggesting them. Council tax is VERY high here and will of course rise yet again in April. There should be no cost for collection of garden waste, the cost should form part of council tax. The proposed fee of £50 per bin can only be described as daylight robbery. We are in the midst of a cost of living crisis where people are struggling to buy food and heat their homes and yet you think that charging £50 to collect grass is an acceptable proposition. You need to live in the real world. It is time this garden tax was abolished.

Thankyou for providing a good service.

Excellent service still good value for money

None

far too expensive

The garden waste scheme is really useful, and I would be very sorry to see it discontinued It's already a struggle trying to pay it at £28, there's no way we could afford any more.

With the present climate conditions we will still have loads of garden waste left on Dec 02 and that is with three active composting bins , i have also just mowed the lawn 25/11/22 , think of the future . £50 a year is a big increase. But the gap between 2 & 4 weeks would be too long in the summer. Have you thought of having more collections in the summer every 2 weeks & Less through the winter & spring every 4?

Reduce the collection in March, October & November to one collection and subsequently reduce cost to residents

Could payments be staggered?

I would suggest a reduction or cessation of the Service would increase flytipping. Many elderly gardeners who keep their gardens neat and tidy do not drive and rely on the collection service. During difficult times gardening is a popular option for improving mental and physical health. resulting in improvement in the environment and personal well being .

Do the council offer a discounted rate for a purchase of compost bins?

Is the council able to sell items to Monmouthshire households as a profit/non profit organisation?

The service is very good. I find the bins easier to cope with than the bags [pushing not carrying] and they contain a lot of waste. It is worth the cost. Thank you

Very satisfied with the service

A two weekly service would be the only viable option but not at £50.

However, I may have to reconsider if I am not fit enough to drive to the recycling centre (Five Lanes)

I will try and set up home composting and burning.

The service for which I currently pay is not a luxury.

Can't understand why such a hefty increase in price when taking in inflation rise surely it should be £40 not £50 per year

You need to continue this service as the re-cycling centre I'd hopeless, it's closed more than its open. Some people, like myself are on our own and unable to manage getting to the skip, please don't make this any harder

Stop the appointment booking at waste centres let residents take their green waste in as and when they need to . Or provide a cheap community green skip for residents use

£50 is too far out of my budget and I can't get to the waste center to dispose of grass cuttings.

As a pensioner with no room in my garden for composting I would find it very difficult if I did not have a regular collection . I would have to consider cutting down on the flowers etc that I grow and love. No useful comments to add

Whilst I appreciate the fact that costs have increased, I fail to see where the council people are going to find the extra cash for a service that was always free up until a few years ago. It will encourage people to just dump their garden waste (fly tip) or they will just not maintain their gardens as other cost increases take priority, thus causing areas to look run down. I am assuming that Council Tax will also increase even though services are decreasing.

It's very expensive, but I can't really do without it.

Though reluctant to pay £50 per month, it is more cost effective than £42.50 for 10 collections which may not be sufficient. If it goes above £50 per month I would be unable to afford it. What will happen to all these redundant wheelie bins only recently purchased if they are no longer used? Will it ever go down if finances improve? Many people and in particular pensioners who enjoy their gardening, which is also regarded as a healthy activity, physically and mentally, will be unable to afford an increase which may then have repercussions in fly-tipping etc.

The fortnightly option still represents reasonable value for money. The other options don't and I would likely opt out of those completely

Saving between fortnightly and monthly not large enough to balance reduction in collections

Seems very expensive for garden waste, I feel the current charge is enough, when other areas do not pay anything. We pay a lot of council tax here at the moment, which should include garden waste Disappointed in huge increase in price, we believe that a lot more fly tipping will result as people will prioritise their spending going into the New Year.

Not much choice here- horrendous price jump!

Too expensive. Rather cancel it

I really value the collections and would find it difficult to go to the tip with my garden waste

We have recently moved into Llanellen from Merthyr Tydfil. There is currently no charge for green garden waste fortnightly large bag collections, which we used.

We would be willing to pay for the service to continue as is, even if a bit more expensive, as our garden, whilst not large, generates a lot of clippings, grass and flowers throughout the seasons and going to book in to amenity site and load into our car each time is difficult for us.

The service seems good, however my bins have never been emptied despite putting them out on the correct day and time, and chasing collection several times

I think it is disgraceful that we are charged for Garden Waste when Cardiff & The Vale Council include it in their normal rates. It would be very beneficial if the Five Lanes Recycling was opened up properly on a daily basis without people having to make appointments. Everywhere else no one has to make appointments. At this rate it will lead to fly tipping and cost the Council a lot more.

It would be very difficult for me to remove any garden waste from my property if the service stopped completely,

as I am a widow living on my own and at my age I wouldn't be able to remove it myself. I am sure there are many residents like myself that would have the same problem especially living in a rural area.

I can't get to the Llanfoist recycling centre now so I find the fortnightly collection very useful. I do have paid help in my garden but I still do some gardening and the wheeled bin is ideal.

Vital and brilliant service with lovely large bins

Would like 22 collections for my £50.00

I will use the local skip. Costs are too high

A really good service, particularly for those who can't make it to the tip.

Increase / service reduction relative to last year seems exorbitant even when considering inflation.

Extremely disappointing, in Newport & Torfaen their garden waste is collected at no additional costs to their council tax, we pay considerably more in council tax and get far less for our fees. We feel as if we're held to ransom for such a poor value of service. Roads in a poor state, paths not cleared, hedges not cut back, drains not cleared this area is going backwards, no local police where does it all end !! The ridiculous money spent on 20 mph zones but not able to be enforced

The service we receive is very poor, we are quite often missed off the collection. If you increase the price, can we expect the level of service to improve?

This is a massive increase to pay as a one off payment, perhaps payment could be made in instalments.

Although I have indicated the first option it is possible that I may have to cease collections if everything else continues to rise

As a potential new customer a monthly service is attractive if it is only for garden waste. A 2 week service is too frequent for garden waste unless it is combined with other organic waste such as food waste.

I have no choice as I have to somehow get rid of it. Doing this will cause more people to burn garden waste in their gardens leading to hazards, it's a false economy. It only takes one fire to cost you more than the £240,000

This will only exacerbate fly tipping in the area

Bins need to be emptied fortnightly as in the summer months it is required as they will overflow. The price of £50 per bin is very expensive and considering all the other recycling we do seems too much. In my view the two week cycle is required when maintaining a reasonable sized garden.

I don't think it is necessary to collect more than 4 weekly as you can fit a lot of garden waste in the bin - think this would be the best price for everyone in the current financial climate.

To say that the cost wasn't increased during COVID is ridiculous, as the garden bins weren't even collected, which was crazy, when people had more time at home and were doing more gardening.

It's also stated costs haven't increased since the 2020/21 tax year, well that's only a year.

This will cause more fly-tipping, which will end up costing the council more. It's so short sighted.

Absolutely shocking price rises shame on you.

Going up to £50 is too expensive. People will fly tip garden waste more frequently now

I find this service invaluable and while I would be happy for it to be only monthly, I would hate to lose it altogether

If costs increase to much above £50 I will donate my garden to wildlife to save future expenditure. If frequency of collections is reduced I will stop using the service.

The options are not consistently priced. The 20 collections are £2.50 per collection. The 10 collections are £4.25 per collection. The 6 collections are £7 per collection.

As I already pay the full council tax I feel that the garden waste scheme should not be increased

A service that is less frequent than fortnightly is pointless and unhelpful for gardeners. A rise in the cost of this service was expected given the rise in transport costs, wages etc but this level of increase is ridiculous.

The garden collection is ideal for disabled and those who cannot drive to the tip. Please don't abandon the service but please make it affordable for low income residents.

Price increase significant and unwarranted as introduction of wheely bins prevents disposal of waste at recycling centres. Previous green bags much better option. Collection of bins uses specialist equipment so removal of service completely would be false economy and inappropriate. Must be grants available from Welsh Government to provide this service so why aren't these being applied for to maintain subsidised costs and minimise there cost increase for this service.

Considering our neighbours of Newport don't pay for their garden collections along with our council tax being a fair amount higher than theirs I already resent having to pay for this service. Increasing the cost further or reducing service for that cost is adding insult to injury and I simply wouldn't use it. You will find alot of people dumping or burning in these scenarios unfortunately.

Charging more will prevent people from affording this extra cost and increase fly tipping

Feels really expensive but an essential service and appreciate the tough times

It is a big rip off as we pay council tax anyway

I know this is more complex but do the collections have to be at regular intervals as I find that at some times of the year it is needed much more eg in the autumn when things are being pruned back Reducing the frequency of collections makes no sense at all. It will very quickly result in overfull bins and queues at public waste disposal sites.

The amount of garden waste isn't going to decrease simply because costs are increasing.

Unfortunately we will have to pay more. Thank you to the Tories for ruining the whole country even in devolved administrations. Perhaps you should ask Truss to cover the increased costs?

I want keep 20 collections.

What is the reason to increase by over 40%. It is over the top compared to the cost of living

Keeping the service at fortnightly would be my preferred option. However, I'm not sure I could afford £50 but getting the waste to the tip is difficult for me. Please consider how this will increase people fly tipping and this is already a big problem.

Proposed cost rise is excessive at a time when household budgets are under pressure. Disposal of garden waste should not increase this burden.

Please keep fortnightly - the service won't work properly otherwise

There should be a collection for Christmas trees. Also, stopping collection the first week of December is too early. We still have lots of leaves on the trees and expect to be raking until mid December.

Living in a rural area the services provided to residence is limited anyway.

Green waste skip only in Usk a viable option ?

Although we currently use the collection service you provide we find the options you are suggesting are now too expensive for us going forward. As pensioners the service will no longer be something we can budget for. This will obviously mean we can no longer get the pleasure from our garden that we have grown accustomed to. We have no doubt many other pensioners within Monmouthshire will be in a very similar position!!

Also, we feel Monmouth County Council will soon have to deal with greater levels of Fly tipping in the future, and heaven knows how much that will cost the rate payers within Monmouth going forward!!

I can't get to the tip, so this is my only way to dispose of garden waste

I don't know if this will be sufficient for us. We have two wheelie bins and often fill them. I suggest trying it this year but have another consultation next year to see how everyone has been finding the reduced collections.

I would also like to add that we would find going to the tip regularly difficult. As we go out to work we cannot go to the tip in the week. Often at weekends there are no available slots.

Great service, it would be a shame too see it go

The only problem you are going to create is more and more people are going to throw their waste over the fence just like loads do in the lane to my house, I have reported it BUT no one seems interested to have a look, Mon cc going down hill!

Being a keen gardener and struggling for space in my garden I would like Cole room all year.

The service provided is very good. It helps me a great deal as I am now getting to that tender age!!! Although both my wife and I are very fit and well, we would like this service to continue in its present form.

I don't see that some of us have much of an option if we can't always get to the recycling centre, other than to have our gardening waste collected.

Much prefer to keep the service in some form, even at an extra cost and possibly fewer collections.

Absolutely disgusting that we have to pay £50 for green waste collection - what do we pay our council tax rates for? I believe there will be a rise in fly-tipping of green waste if prices are increased.

This feels like an attempt to push customers away from the service in a bid to abolish it completely. If it is abolished, will there be increased capacity at Council recycling sites to deal with the extra volume of green waste ???

This service with large bins is not necessary for average size gardens.

It has become too expensive to dispose of garden waste, I would dispose of elsewhere
Worried this is going to encourage more green waste fly tipping especially along the A466 where we live.

I rely on the fortnightly collection to take away the garden waste as I am a OAP.

The fortnightly collection is insufficient for my garden's needs at the moment so moving it to a longer duration would be impossible. I used to manage the additional garden waste by driving to my local refuse point (Usk), but you closed this facility forcing me to now have a 30 mile round trip. This is awful for the environment. Ceasing service at the end of November does not work either as the leaves have not fallen from the trees by this time. It feels as though I will have to move to burning the garden waste (again, not great for the environment but the volume is far too great for composting).

We need this service!

If you have a garden of any size this service is the bare minimum.

We are in the top band of council tax and consequently have a large garden. I pay for 3 x bins as visits to Mitchell Troy recycling centre are restricted to 2 per month. If more frequent visits to use the garden skip we're allowed that would help. People will start burning garden waste and that will have an environmental impact.

If this service is not available people will start to fly tipping again which will cost the council more money

Feel this service is very expensive. Not happy about paying £50. Without this service how would we dispose of our garden waste.

My initial reaction was to not renew the service. Having looked more closely, the cost equates to £2.50 per collection and I consider that to be value for money. I just hope that people will do the math's and keep the service as it now stands.

It's quite expensive as I'm on bennits but the kids have rabbits & need the bin for there waste, maybe you could up the bag collection to 3/4 bags per house hold

In order to be useful, the service needs to be regular. Although this makes it more expensive, it isn't compulsory so those who don't want to use it, or can't afford it, can make their own arrangements.

The best value for customers is undoubtedly the 20 collection option, especially if they are unable to drive to the tip.

We make use of the garden waste service regularly and would not want the collections to reduce in frequency. Whilst we do have an allotment and compost a lot of our garden waste, we also have a large garden and have too much waste to compost everything ourselves.

I understand why garden waste collection is not a statutory service, but it is a very useful one. Please bear in mind that if garden waste is not collected (or is collected less frequently), then more trips will be made in private vehicles to Five Lanes, Mitchell Troy etc., and that will increase CO2 emissions.

This will have a negative impact on the declared climate emergency.

If garden waste collection was withdrawn access to local tips must be made easier. The booking system needs to be withdrawn and the sites would need to be open 7 days a week to allow garden waste to be cleared more easily. It is also suggested that residents be allowed to use any site near to them be areas making partnerships with adjoining councils. Removal of garden waste shouldn't be made difficult.

Question 2 is a poorly constructed question and set of answers. Where's the 'remain the same' option? What do you mean by "...deliver a viable service for our customers and residents"? Do you mean from a garden waste collection perspective or wider waste collection?
Each option has either an increase in cost or reduction in service. We regularly fill our bin, and I assume many also do, so any reduction in service won't be popular.
What do residents do with their waste if the service is reduced? Do we add it to our regular domestic waste?

I pay £280 per month for council tax...the proposed increase in cost for this is absolutely disgusting. Maybe you should look at your operating costs and where you can streamline instead of continually passing increases onto customers that are already feeling the squeeze. This is a great way to increase fly tipping of garden waste around the county. Ridiculous
It is a very good service - hope it continues.
The council needs to be careful that pushing costs up more and having an opt in or out service will encourage more fly tipping, especially in rural areas. People may not be able to afford extra and so opt out but do not go to tips.

I would either pay £50 or cease to use the service. The other options are a complete waste of money
If the green bin collections are reduced in frequency then more weekend slots at the tips should be opened up to enable more people to dispose of Garden waste.

Ceasing the service will lead to even more fly tipping than we currently see, which is a lot.

Obviously the cheaper the better, but with a garden frequency of collection is also important as the waste can build up. Perhaps this could change ie every four weeks during the 'tidying-up' times in Spring & Autumn but every six during the summer when less waste is accumulating?
This service is essential in a rural county where lovely gardens feature throughout. Stopping the service will surely increase the likelihood of fly tipping and add consequential cost elsewhere for the council.

I'm furious that the council will charge £50 for collection every two weeks. I currently pay 28 pounds per year which is reasonable, but to hike the price to £50 is unacceptable and an insult.
Monmouthshire is one of the highest for council tax and I cannot justify why we (I) am paying so much. It's becoming unaffordable to live here. I have recently retired but will have to go back to work to cover my council tax bills. Every year for years the tax increases and there is nothing to show for it. Many people are leaving Monmouthshire as they cannot afford to live here. I fear I will have to do the same. Please get it together and make it affordable. I am very worried.
Due to the size of the bins available a 4 or 6 weekly collection wouldn't be worth it for us so we almost certainly wouldn't continue with anything less than a fortnightly collection
Very satisfied with the service we have had this year
Keep the service running please. It works well and is worth the increase in fee.
We would reduce from two bins to one bin per collection
I can take garden waste to the tip easily by booking.

This service should be free, why do I pay council tax? This tax should cover garden waste collection, it is going up in price this year and I personally don't think we get a lot for the amount we pay.
I am moving to the area and want to join the service I'd prefer every 2 weeks and happy to pay the increase

It's getting increasingly more difficult for the elderly to live in a rural location. Since closing the Usk recycling amenity, disposing of any non recycling waste almost impossible for me. Now even garden waste which is recyclable is affected. We are all affected by the increase in costs and have to reduce spending levels in order to heat our homes and feed ourselves. This is yet another cost being passed on to the householder.

Very sad

Half as many collections eg 10 should surely be £25? Why so much more for half as many collections??

If the collection drops to monthly, what will the staff do on the missing weeks?

It make sense to keep at 2 weekly, as most bins are full and need emptying. Monthly collection will cause customers to find other ways to empty their full bin before collection time (fly tipping).

Including taking their own garden waste to refuse tip, increasing waiting time and work for an already busy place.

It's too expensive at £50 per bin, but we need fortnightly collection of grass cuttings otherwise we have to drive to the recycling centre ourselves to dispose of the cuttings, which is not good for the environment either

This makes very little sense, a few people will pay the increase and numerous people will stop paying. Surely meaning the council are no better off and invariably dealing with increased levels of flytipping.

Why can't some more thought be given to implementing some community composting schemes?

It is too difficult to dispose of garden waste without this service

You are proposing an increase of over 75% to keep the collections as they are. At any time this increase would be incredulous but during a cost of living crisis it beggars belief that you would even consider an increase this high. Are you aware that people are struggling to heat their homes and buy food? Do you even care? This proposal needs to be reconsidered urgently and changed to a number that is sensible and realistic. Your long term plan is obviously to make this 'service' so unaffordable that people stop using it. Well I won't be paying this amount next year (or any year). In future I'll cut my grass without a grass box and the grass cuttings can just blow away. Also when the leaves from trees on your land blow onto my garden they will be put back onto your land and not picked up by me and placed in garden bin. It is time that you stopped charging for this so called service. We pay enormous sums in council tax every year for very little return. I'm sure we'll soon be hearing how hard done by the council is in order to try and justify another large council tax rise. Well as far as I'm concerned you can stick your garden waste tax money because I won't be robbed blind by you! In the summer there is too much green waste to collect less than every 2 weeks. If you do collect less than this there will be more 'dumping' of waste illegally.

I find a nearly 80% increase totally unacceptable and will not be using this service again.

I really think this service should remain exactly as it is, £50 per year is a reasonable cost.

Increase the price, but have one post Christmas collection for Christmas trees/ fresh greenery.

Impossible to dispose of with small car and 40 min trip to tip.

If increased to 6 weekly we would never remember which week, and bins would be too small.

This is a poor excuse of a survey. All you are doing is letting us know that the price is hugely increasing!

Too expensive

I am in a band E property, it seems to me that if you are in this band it is presumed that you are mega rich, I have limited income but above benefit level, I receive the 25% discount but it is still a struggle. I have been a widow since 2005, I am afraid I will not be paying this amount.

I am registered blind and live alone. I have no other way to get my garden waste to the tip and, though I accept that all prices are rising, I wouldn't pay more than £30 for this service. Bagging it up and getting a taxi to take it to the tip is a possibility. (I'm sure some people will just put it in their household waste!!)

With proposed increase in council tax can't see why we have to pay extra again. The recycle centre isn't open seven days a week, street lighting has been reduced, drains are not being cleaned leading to more surface water and flooding. No police in Abergavenny so what exactly do I pay over £2000 a year in council tax for?

I'm shocked at the increase. I am a pensioner. Please remove the necessity for booking slots. It is madness to require a password for using the dump!

I don't mind paying for a service if it's of a good standard. This year the collections were often missed and I had to contact mcc many times to complain

Better for the environment with less collections.

We really appreciate the current Garden Waste Collection Service and even and even at a cost of £50 per bin per year consider would consider it reasonable value for money.

discount for more than 1 bin would make increased cost acceptable

Bin was put out last Thursday but whilst others in the street were emptied ours was not!

The best value for money is obviously the 20 collection option but still quite a jump with the current cost of living...just wondering how you could collect for nothing when it was Worm Tech....

Too expensive on top of council tax for collecting some vegetation.

I have a large garden front and back and use 2 garden wheely bins every fortnight throughout the collection period. a very useful service, thank you.

This is discusting, that as pensioners, that on top of our high cost of our council tax, we have to pay this.

Whilst I understand that costs have risen significantly - the price increase you are proposing is huge! We have a large lawn and hedge, so anything more than fortnightly would not be good.

Still feel this is the most cost effective and environmentally friendly option for myself. I feel driving halfway across the county to my nearest transfer station is not the best option. I also find it ridiculous that I have to book 2 days in advance to visit a transfer station.

This is a wonderful service, I would be happy to pay more for the fortnightly collection. Please keep it going.

The reduced frequency options would be very poor value for money.

As you have already mentioned its difficult times but to increase from £28 to £50 is extortionate. We are are seeing hard times financially and we all have to cut our cloth accordingly. Even £40 for 20 collections would be more acceptable.

Maybe switch To April to October collection only as these are key growing/waste months. (Grass cutting, hedge trimming, pruning etc)

Shambolic news.

I assume I could still take my green waste to the recycling point.

I think £50 is too expensive as I am an old age pensioner and can not take my own rubbish to the skip. We need this service

This service remains important

In a cost of living crisis we are doing everything to save money and pay the bills so putting it up would see us cease using the service. Hard enough to survive and no doubt council tax will keep going up

I was pleased with the men who kindly collected my bin from the front garden each collection day. Due to the cost of living I believe this is too expensive and would cease using the service as our council tax is much higher than neighbouring counties ie Torfaen who do not pay anything towards their collection!

It's getting too expensive to use comparing to other nearby local authorities. (South Gloucestershire charge £30 for all year round collection). We will have to just use our own composter.

We currently have 2 bins but would probably only pay for 1 to be collected fortnightly.

I think you are encouraging people to fly tip. As a retired person who has given up driving We need greens to be collected

I am grateful for the service provided and appreciate it, thank you

Need collection every 2 weeks - could not cope with garden waste if every 4 weeks.

I think these are rubbish solutions. We have garden waste all year. Monmouthshire Council offer very little to Devauden, so this should be kept. If you take it away, you MUST take away the tip booking system.

I have an alternative which is more cost effective to me personally.

The existing service is much appreciated and so much easier for us than many trips to the waste recycling in Mitchel Troy. I appreciate that this good service comes at a cost. Our garden is not huge and we use just about all of our fortnightly collections. I hope that you can continue.

A first class service for which I would welcome an increase in fee if the service continues

The garden waste collection is invaluable. Please, we need it to remain.

I would like to know why MCC charge for this service. Newport CC do not charge residents for collecting green waste and from speaking with friends and colleagues in other parts of the UK, their councils do not levy charges for this service.

If it went up to £50 per year I would probably take my own waste to the Recycling centre

We would be lost without the garden waste service

It is a highly useful and valuable service that more than offsets my fuel costs, as well as helping to reduce the environmental pollution effects, of making individual round trip journeys of 25 miles by car to take my Green Waste to Llanfoist.

Still good value compared to the inconvenience of having to travel to the recycling centre at Five Lanes and having to make a booking

The service has been excellent and has reduced the number of visits I have to make to the recycling centre.

We NEED collections to be done fortnightly at least due to the size of our garden, if it was done less frequently we would have to purchase multiple bins. It was expensive enough at £28 per year fortnightly collections, but £50 is just unacceptable. No doubt you will be putting rates up again this year as well as charging us for grass collections which Newport council does free of charge. Instead of putting these increases on the public yet again why not make cut backs in the Council and reassess the wage restructure in the Council which is taking up most of the money from the Welsh Government.

I believe that you are using this as a stealth tax and you could be making massive savings elsewhere if you really put your mind to it. I look to Caldicot library as an example. There are lights on ALL the time regardless of light outside. They should be on sensors. If this is one small area what about other areas such as offices etc.

I feel the increase the increase is very high and will encourage people to flytip !

This is a valuable service that surely reduces Fly Tipping, has this been included in your calculations ?
Access to the Tip is all very well if you have suitable transport - many don't !

We do not think 50£ is value for money. We very often find we have to take excess garden waste to the recycling center.

Reducing the frequency from fortnightly to four or six weeks would mean we would have to pay for at least one extra bin and perhaps two at £50 each

The service however should reflect the new price with a better quality. Paying MUCH more for the same service (with lots of improvement areas) is not acceptable.

Pandy is a rural village 7 miles from the recycling centre

I am 82 years of age

Do you really think this proposal is realistic and value for money for pensioners

A reduced frequency of collections, particularly in peak garden growth months, would either require trips to the recycling centre or multiple garden waste bins to cope with the volume of waste.

I think the current collection frequency is most appropriate with perhaps an increase of £2 so it was £30 March to November. I would be willing to keep the same frequency and raise the fee to £50 if there was a full years collection as in rural areas there is always garden waste, mainly leaves. I find I am doing the councils job by picking up the leaves outside my property (they get very slippery and dangerous) and cutting the grass on the verge next to my property and then having to pay for the privilege by funding the collection of said green waste by putting it in the bin I have to pay for. On the whole Monmouthshire CC do not provide value for money or bins for that matter, but the green bin is a necessity so please leave it alone! I have clicked cease collection above as none of the options are particularly attractive

If you reduced the number of collections we would not use the service. We are prepared to pay a maximum of £50 for 20 collections per year

The £28 we paid originally included the bin so why has it gone up so much? This will only encourage fly-tipping.

I would only use one bin but find the service really helpful. I think many older people rely on this service when they can no longer drive a car and take garden waste to the tip themselves.

When are you going to tax the backside out of the air we breathe ?

Shocking rise in cost!!!!!!

The other two options are too expensive per collection. We are unsure even at £50 whether to keep this in place, an incinerator is sounding appealing...

The cost of petrol and time have also got to be taken into consideration as well as actually getting the compost to the depot without sizeable transport therefore a fee is still preferable.

Apart from being a shocking rise in cost , I feel penalised as I am not able to go to the tip with garden waste (mobility impaired) so already have assisted pickups (can't manoeuvre the bin)

Also this could cause a rise in fly tipping

because people are struggling with cost of living already 😞

If you put the price too high you will have fly tipping of garden waste particularly on the coastal path at Sudbrook. We already have an inhabited derelict caravan on the path which is clearly condoned by council members and the coastal path authority due to any inaction concerning it or removing it.

Too expensive for the service provided. Can't see any point in 6 collections per year.

this is why we have fly tipping whar are we paying extra money for rates

This is a necessary service we pay for which has already been reduced. Whilst I understand the increased costs of the Council, further reducing collections will increase the number of garden fires that people have which has a knock on effect to people's health. people without access to a car will flytrap this is too expensive for a lot of the residents in the current financial crisis. This is what happened when mcc put up the cost of collections of old furniture it just got fly tipped

Please can you publish the funding workings, as currently we are making a financial decision without understanding the underlying facts beyond a narrative that may/may not be biased.

As we manage a communal green area outside our house, we fill the bin every 2 weeks but £50 is a bit steep and monthly for a £7.50 saving does not seem a viable alternative.

The price increase is very high and I think unacceptable - but I have no choice

that's quite an increase. however as a pensioner with limited mobility I really don't have much choice!
Ar hyn o bryd mae 2 bin 'da fi. Felly beth fyddwch chi'n codi am yr ail bin? £50 ychwanegol? Neu'n llai - yn dilyn y rhesymeg oedd wedi'i ddatgan gennych eisoos?

I really appreciate the garden waste service and I think £50 a year is still value for money.

This cost is extortionate and I would reduce my collection to only one bin per fortnight It must have been very expensive to provide bins and a specialised lorry,I was quite happy with sacks. The service also finishes too early, there are still leaves to fall.

If necessary, we will go back to having a compost bin. We are pensioners and cannot afford all these increases

The current community charges are more than enough for the standard of services provided.

Clearly funds are being mismanaged if more money is being asked for and this should be questioned before applying additional charges to residents.

Without any collection fly tipping will increase, essential that garden waste collection continues.

If I am going to pay £50 I would require a more efficient service than we have had this year.

Our street still has 3 garden waste bins awaiting collection for week before last and this is not the first time the bins haven't been collected.

At £2.50 per collection the first option should be promoted much differently than you have done!!

like many residents of Chepstow, I have a large garden and although I have several active compost bins, I still need and appreciate the green waste collection. furthermore, our community recycling facility is a 15 mile return journey away and such a journey is not a green alternative! There may be many elderly residents who no longer drive. please do not cease collections - they are well worth the price increase.

Just moved would like to start this service

Come on!! Your having a laugh. With the cost of living going up and you expect pensioners(like myself) to pay an increase to take garden waste away. How about a reduced rate. The nine months I'm paying for collection I'm only using it for 3 months. I don't drive, so I'm unable to take it myself to the tip.

Good value, thank you for your collections.

I find the collection from my home extremely useful, as I am elderly and will find it difficult to take garden waste to the Recycling Centre as my sight and general health deteriorates.

I understand the reasons behind the increasebut...I worry that people will not be able to afford the cost and just dump the green waste.

Fortnightly best option as we currently have two full bins collected each time under present arrangement.

In comparison to other areas £50 seems expensive for collection.

Although I acknowledge that funds are stretched this year ,I do think that pensioners , should perhaps have a small discount as they are not always able to carry or have the transport to take the garden waste to the recycling depots.

I think £50 per bag is rather expensive. Would like to go to the oval tip without having to make an appointment.

How is it that Caerphilly Council provide a weekly garden waste collection free of charge and Monmouthshire collect fortnightly and are proposing an increase to what we are already paying? I have reluctantly ticked the fortnightly option as I believe less than fortnightly would result in garden waste either fly-tipped or piling up rotting outside people's properties awaiting collection.

Perhaps a more vigorous and open audit of how and where our council tax money is spent would be enlightening.

Still need a fortnightly collection

Vale of Glamorgan garden waste collection free included in Rates !!! Yet another way for MCC to overcharge people to use excess money elsewhere . Roads are in a mess , Chepstow needs a Bye pass and then someone decides this Increase !!!!!!!!!!!!!!!!!!!!!!!
£50 is far too much but the service is required otherwise people will just fly tip
this is a good service and we would like to continue with it.

None

Should keep it to the service as is now, I feel most people would turn to take garden waste to the tip or start dumping it if the prices increased anything above £30, Where other councils offer it as a free service and some even do it all year around

The alternative will see multiple trips to refuse site - an inefficient way of disposing of garden waste Rather than maintaining an optional garden service we'd rather you focus on essential services that everyone accesses.

I have a 50m by 10m garden and if reduced it would be a nightmare. Also if reduced you will note a large increase of fly tipping as people will not recycle correctly.

its pricy but with fuel costs as are cheaper than going to 5 lanes

Would prefer it be kept to fortnightly collections as during the summer months I fill both my garden waste bins for each collection and I do not drive so I am not able to take it to the recycling centre to dispose of it

For £50 this should be all year round service

We are a group of 4 private flat owners,-all ;pensioners -with gardeners who look after our shared grounds and put garden waste in the bin for collection. We rely on this service.

All i can see happening is basically fly tipping of grass.

I disagree with the comment around maintaining service during Covid, the price was the same but the waste service was stopped and the household recycling centre became shut and then reservation only - that was not fair value and we were in effect subsidising the council - to claim you "maintained pricing" is dishonest in principal and offensive.

Reinstating the open access at the HWRC will alleviate the demand on the green waste service. When perform gardening work it is difficult to know how much waste they will produce and one trip to "the tip" is not enough. (And you can only book one visit)

I fail to understand why we pay for a service delivered free in neighbouring council areas. If you could demonstrate a service we get in Monmouthshire not shared by Torfaen or Blaenau Gwent to compensate, that would be helpful.

The service works well and we are very happy with this.

I don't have the space to compost the amount of green waste I produce and fill two bins easily every fortnight. If the service was reduced I don't know how I will get rid of my green waste.

I think that collection of garden waste is an essential service and for most people it is the only way to dispose of garden waste. I certainly feel that the increase in cost is rather large. How are older non drivers expected to get rid of their waste?

I think that this is an essential service particularly for those people without the means of disposing of their garden waste themselves. Removal of the service could lead to more fly tipping.

What are we going to do with the waste if they cease collecting?

Why can we not go back to bags for smaller households, it worked very well but once again MCC are greedy as usual.

In my opinion, the increase in fees is unjustified.

Times are hard for everyone and whilst the County Council is not a charity, they must be making a good deal of money from this service which is an additional charge to the Council Tax.

Given that this charge is additional to the Council Tax and given that everyone is struggling in these tough times, it does not sit well with me that charges are being increased. Furthermore, this could ultimately result in undesired side effects.

I don't drive and therefore not able to use the re-cycle plant, and to keep a tidy garden I have no options but to pay the excessive increase being asked by the Monmouthshire council..

I'm an oap, the price is already too much, but just about doable with a struggle!!! What do we pay council tax for !!!

Scandalous!! I pay over £3000 a year council tax. Shouldn't have to pay for grass to be collected at all and should definitely not be increased. All this will do is encourage people to fly tip. We are all facing a cost of living crisis, why MCC see the need to rob residents further is disgusting. Hope you're satisfied.

I'd be happy with either keeping the service frequency at fortnightly and paying £50 or four weekly. The current booking system for the recycling centres doesn't encourage people to recycle. Why do you have to book in several days before ? ☹

We would like to see an option whereby the collection frequency is increased during spring and autumn, but with the frequency reduced during the summer.

The prices are too high I would be unable to afford any of them and it will just go in the black bags
Can you remove the booking system from the tip and I can take my garden waste there. I have to book a week in advance and because I have a small trailer can only go at 10 or 4 and that does not work with the kids activities. You make it very difficult to access. The bins are very hard to use as I have a big hill and lots of steps, plus no where to store it.

Why not just provide bags that customers can take to the Refuse Centres

I think £50 pa is too high but I have little choice as I have a fair size garden which produces quite a lot of waste. I compost as much as I can Getting the rest to the tip is difficult for me now. [impossible for a lot of my elderly friends]

Unacceptable but reluctantly prepared to pay double. Where's your Green Strategy with everybody driving to the tip?

If your new home planning ensured adequate domestic design then it might be ok - but that's not the case here.

Don't think you have actually given anyone a choice there apart from the increase!

Typical council taking more and giving less!!!!!!!!!!!!!!

Although it's expensive, it still seems to be the best option

I think this service is needed but if the cost continues to rise it would force me to stop.

If you reduce the collections we would need more bins / garden waste storage. The bins are already very heavy and so an extra bin would be needed but I imagine that would then involve us paying more for the extra bin, which would not be viable for many people. The only option is therefore £50 for 20 collections but this is extremely costly for most people and I imagine many pensioners use this service, so is an extra burden on the elderly's finances in particular.

We wouldn't need to use the service as much if the access to the dump wasn't so restricted. Since Covid it has been like trying to get into Fort Knox! What would help everyone in this time of financial crisis - is put resources into the dump so we can use it "on demand". We would then be able to take the garden waste there as soon as a sufficient pile was made, the booking system is an added inconvenience and deters us from using it.

What possibility is there of creating a separate garden waste disposal area in each village where residents can drop off their garden waste? Perhaps this could be turned into a composting scheme, which would have "Green" benefits? A large communal tub that is collected at the less frequent intervals might save costs for all. In Gilwern it could be located near the library / village hub, where there are cameras to prevent fly-tipping / misuse.

Garden waste collections are full at fortnightly collections. Don't agree with £50 price. Not ticked any option as mulling over what to do. Other councils, Swansea and Newport do not charge for grass collections and their council tax is cheaper than Monmouthshire. Suggest you look at this pricing and options again

Good morning,

We appreciate that the cost of living increases and inflation are on the rise like never before, and with that, no one is exempt. It's not lost on us the great service that has always been provided in Wales and therefore, we opt to increase the yearly cost in order that we continue to receive the same level and standard of service as previous years.

Thank you for all that you do!!

The Geers-Pryors

Monmouthshire is an exceptionally price high rated county. Most counties (including England) do not charge additionally for weekly green waste collection, it is included in the general rate charge.. An additional £50 for residents, especially those on a low income, trying to ensure their properties remain neat and tidy, is prohibitive. Budgets are a problem for everyone at the present time, not just councils.

This is a major increase in price which will be difficult for many people to afford. The service is valuable and the alternatives will be either green waste being dumped or more journeys to the Recycling Centre, which has other environmental implications and just moves the cost from the council on to individuals. If the collections are less frequent what happens to the vehicles and staff? How much saving would there be?

It is useful having a garden bin as it is not easy to go to a skip. Without a bin there is going to be more fly tipping.

I would be absolutely lost without council help with garden waste. Growing fruit and veg (thus reducing shopping bills) creates a lot of green waste as do prunings and grass cutting. My age and arthritis prevent me from disposing of green waste at the council's recycling centre.

Please keep the home collections.

We moved recently this year, and we would like to use the service for the next year

A disappointing increase but a valuable service to save congestion at the recycling centre 🙏

I am very happy with the service. However, I was not informed that the service with large bins (rather than too small bags) was starting. I found out from my neighbour. I think you would have more customers for the service (even after the price increase which is understandable) if we were notified by post and encouraged to subscribe. this would make it more cost effective. A reduced frequency collection service would NOT be suitable for me!

I still find 35 pound still too much for pensioners .

I think increase from £28 to £50 for similar service is too much

We pay plenty enough Council Tax for this! Disgusting. You don't even cut the council owned grass bank at the start of Lancaster Way behind my house! I am putting your grass in my bin!

I would certainly like to see the service continue, as with a busy work\family life I would not always have the time to visit the tip.

There seems little value is reducing the service when most of the costs are fixed . Better to increase the price so that subsidy goes to priority services . Sam Knight

Happy to have the collection less frequently say every 4 weeks (10 collections) for half the price of every 2 weeks (20 collections) and in my simple maths that's half of £50 ie £25

Making it too expensive will probably result in more fly tipping which will have to be cleaned up by the council at what cost?

This should be included in the massive amount of council tax we already have to pay.

As a volunteer litter picker, we have already seen a big increase in fly tipping and litter on the streets, increase the costs and it will almost certainly add to an increasing problem.

The service is still reasonably priced and very convenient.

The current services that we receive does not equate to the amount of council tax that we currently pay so would not be happy paying this extra increase in charges.

Collection need to be at least fortnightly or more/larger bins need to be provided. However, I feel that doubling the cost is excessive. Reducing frequency would necessitate trips to the recycling centre to deal with the excess garden waste, in which case I will take all waste to Michel Troy myself.

The current arrangement suits me fine, every four weeks I consider to be a backward step.

If you generate a reasonable amount of garden waste option two is insufficient nor is it cost effective.

Have you considered that if residents stop using the service and instead drive to Five Lanes, this is not a green option? You should have included a further costed option- a year round service with frequency reducing to monthly in winter months. This would be line with services delivered by some other local authorities.

I am disabled and would find it difficult to use alternatives to waste collection. I do not want to reduce frequency because I do not want to store more than the two wheelie bins I currently have.

Let's keep it going if we can. It's better for everybody.

44 Hillcrest Road, Wyesham, Monmouth

You having a laugh £50 per bin, going to be a lot of fly tipping around the lanes of Monmouthshire. Reopen Usk recycling and save us travelling halfway across the county for a recycling centre.

Both Newport and Vale of Glamorgan residents have free collection. I'm not impressed with Monmouthshire CC charging residents. We already pay high community charge for fewer services than other counties. Wrong assumption by some that we are all wealthy people !

As we have a relatively large garden we have struggled to manage our garden waste. If there were options for larger waste collections with less frequency we would consider this.

At a time where people's finances are stretched you want to increase prices to an extortionate price. This will mean more frequent trips to the tip increasing people's fuel cost at the same time as damaging the environment. For many years our council taxes have been going up whilst the services we receive are diminishing. Just one more slap in the face for Monmouthshire residents.

I only have a relatively small garden but the bin gets full every two weeks. The collection saves me having to drive to the tip with garden waste so I'm prepared to pay for the service. For me it's essential that you retain the fortnightly collections and also that it takes in 40 weeks - any other length of time would be too short for the growing season.

NB If you reduce the frequency I will end up going to the tip in between collections anyway so it would not be worth signing up for the service.

I would like it to continue through the winter as we have leaves that need composting

The garden waste collection service provided by Monmouthshire County Council is invaluable, especially to older residents who can't always get their waste to the recycling centre. It would be sad to see it reduced or discontinued because of lack of support for the service.

I am very disappointed that you feel it necessary to increase the cost to the consumer by so much. We have already paid for the bins ourselves and to maintain the current service you are almost doubling the cost. Can I take it that increasing the collection charge will mean no increase in our annual council tax. Is this indicative as to how the new Labour Controlled Monmouthshire County Council intend to treat their community in the future.

Ridiculous amount to increase for the service. I assume you wish to cancel the whole service as most cannot afford this.

It is crucial to continue the free green bin collection for community groups such as churches, and for those of us who clear public areas voluntarily. I purchase a permit for my garden waste, and receive a free permit for clearing a lane that is constantly used by members of the public taking kids to school, going to events at the Caldicot Castle and walking their dogs.

I do hope this will continue as it supports and builds on community good-will. Thank you.

It would be good to have collections into the second week of December as there are still a lot of leaves waiting to fall

It's beyond scandalous that our council services have decreased year on year and yet here we are paying ever more for what is very poor value for money services from our local authorities. Council Tax desperately needs reforming, We should only be paying for the services we use. Council Tax in its current form is un-affordable before you even consider increasing it in 2023.

My thoughts on this are,

Every six weeks the bins would be very smelly in the summer Months, which is too long every six weeks collection.

£35 (6 collections) = £5.84 each collection.

Every Four Weeks the bins can still be smelly, because I have missed a collection in the summer very smelly.

£42.50 (10 collections) = £4.25 each collection.

Every Two Weeks the bins will not be as smelly, and in the summer Months people will have more garden waste.

£50 (20 collections) = £2.50 each collection.

Kind regards.

If the bin collection is to stop, the public tips need to be open every day without the need for pre booking

With the amount of garden shrubbery (hedges, bushes, small trees and lawn) the current 2 weekly collection is a MINIMUM requirement for me.

I would rather pay more and keep collection's. It's too easy to miss a collection, so with only 6 collections it may not be enough.

Definitely don't want fewer collections.

Open up the recycling centre, not have to book a time, fly tipping has probably increased because of it, and now black bags have to be searched another slowing down of going to the recycling.

The collections need to stay the same my property fills a wheelie bin within this time scale! With the council tax and the extra charge for the garden waste any more increase in the charge especially nearly doubling the charge is unacceptable when we are in a cost of living crisis - I for one will look to put my garden waste elsewhere!

That level of increase (from £28 to £50) is simply not acceptable in the current financial climate. It will undoubtedly lead to increased fly tipping which will undoubtedly lead to higher clean up costs for MCC. I think the price should be maintained or reduced to encourage more recycling.

This is an extortionate rise for what is an extremely useful service

At this point I am unsure of the above options but with the probability of a large increase in Council Tax next year and the current inflation I feel increasing the cost of this service from £28 to £50 is excessive. Not all people will be able to get to recycling centres and rely on this service to dispose of their green waste. This could therefore lead to dumping of green waste in other places.

As the council tax will be increased I think the waste cost will be expensive, I would suggest reduced rates for pensioners say over 75 as quite a lot would not be able to manage getting to the waste tip

We have 3 bins & are pensioners, this service has been very convenient to us over the years. The price increase you are proposing is not affordable on our limited income therefore not acceptable. I will have to look at alternative ways of getting rid of my green waste probably using your refuse sights instead which will be very inconvenient but more affordable.

This is an extremely good service one that I should miss very much, I would pay for the extra increase if reasonable.

My only comment would be that the increase is more than 100 percent, whilst adjacent councils offer better services either incorporated within their overall rating policies, or provide longer collection periods. It seems that a real choice is not being offered; either agree or lose the service. Quiet hard as you get older, receiving fixed incomes as you have to pay for more and more services. The alternative thought of lifting waste sacks upwards over the bin bars at Five lanes at the age of 80 with little help being voluntarily offered is very off putting.

please keep the service

You should consider more collections in spring and reduced collections in summer when the requirement is less.

I find the service extremely beneficial and would appreciate the service very much to continue, even if frequency of collections is reduced.

Unfortunately with cost of living and council tax increasing every year won't be able to afford extra £22 to pay for it

Not able to afford extra £22 to pay for this

Council charge us enough council tax which should include garden waste .

As we have to spend our time sorting out recycling etc plus garden is now cluttered with different bins & bags to do this 😞

Keep it to fortnightly at the same price

If it's changed at all I would have to seriously think about renewing for next year ☹️

The present fortnightly collections have worked very well for our property. If they were made less frequent then we would have to use local recycling centre in the intervening weeks

They don't pay for garden waste in Newport or up the valleys and there council tax is less than we're paying. My be we should find out why.

Being elderly I would find it impossible to dispose of my garden waste. There is no alternative unless I pay for garden services privately.

Reducing the frequency of collection does not really work - the garden still grows week by week!

Having to increase trips to the tip & pay for garden waste collection (at 4 or 6 weekly intervals) is kind of like the worst of both worlds.

£50 for 20 collections is still just £2.50 per fortnightly collection - this still makes economic sense for those of us with too much garden waste to successfully compost everything! Please, try to keep the current frequency of collection.

this is a huge increase for any household to pay and will only encourage fly tipping.

Also why do we still need to book a refuse appointment to get rid of waste where by in New Inn refuse Centre you can go there any time? IT is unfair because often people who have made appointments do not keep them and it is hard to predict a time day to get rid of rubbish.

We already pay over £3,000 in Council Tax!

Given the lack of queues at Waste Disposal Sites and the end of social distancing, it would be helpful if Monmouthshire Council could end the system of having to book visits to the sites, especially as the system is quite cumbersome to use. This may help reduce instances of fly-tipping as well as making the sites more accessible to residents.

I think the cost of £50 is unjustified

If the collections are stopped what will the council do with all the wheelie bins that will no longer be wanted by residents?

If you are going to reduce the frequency, you really need to allow us to visit the tip without booking as we will need to take our waste to the tip ourselves. I think the booking system is increasing fly tipping and can't be justified now we are not distancing for COVID

This seems to be getting extremely expensive especially with the cost of living going up, so in the future if prices rise anymore I will probably cancel our collection. I hope because of high cost of this service it does not increase fly tipping, which I believe it just might
I think £35 should be the option for staying at fortnightly collections. Jumping to £50 for fortnightly from £28 is disgusting. I know a lot of pensioners who use the service and £50 is way too much. 6 weekly at £35 is too long

Understand the budget situation, however you have removed the option for Usk residents to use the free garden waste disposal at the Town recycling facility, having closed it, and then significantly increasing the cost to taxpayers who are paying for the service already. You are potentially risking significant increases in fly tipping by people who are not able to afford the proposed SIGNIFICANT increase in cost for this previously free service. You want to meet your target for recycling but don't actually appear to be encouraging people to do that.

Cut some of the trees down around my property as they are not on my land but I have the hard work of getting them trimmed ETC I am 83 years of age

I think you should consider the Money you have wasted in Monmouthshire some of it my money which could have been put to better use. I think the recycling centres are operated very well and must be costing less as you have far less staff than before COvid

I would prefer the council to not subsidise this service. I should be at full cost or no to at all.

We currently have two green bins, but due to the increased cost, will now only use one. I suspect many households will do the same. To avoid future waste of resources, will MCC collect the spare bins and reuse them for new customers/or replace damaged bins? This would also reduce future costs.

Having changed our collection from bags to wheelie bins at our expense last year and by default bought new trucks to collect I resent having to pay even more for an invaluable service especially in a rural area.

I would reduce the number of bins

It was inevitable that the council would increase costs for recycling services. What never seems to be factored in is that this will simply lead to yet more fly tipping, which then has a cost to clear up
Very good service, much needed by many households

I use and value the current fortnightly collections and want the service to continue but understand the financial pressures the council is operating under and therefore the increase in cost

We are feeling the pinch and would not be able to afford such increases.

This still gives excellent value for money whilst reducing the carbon footprint of taking green waste to the tip (compared to each household making multiple journeys). Thank you to all the refuse collectors for all the good work they do.

Considering the garden waste collection service was once included as part of normal waste collection, I resent making any additional payments.

However, I cannot keep running to the recycling centre to dispose of my garden waste so have no option but to pay.

We feel it is a good service

I struggle to see why you charge for collecting when other unitary authorities do not charge. I need the service so therefore have no option but to pay. Fortnightly only just covers my needs as I am unable to carry garden waste to the tip. If you reduce the service any more you will encourage fly tipping if it and it will cost more to pick up that waste than to run your collection service. The bigger picture needs to be looked at and not just how a few pounds can be so say saved here and there

It is quite a steep increase. I appreciate that costs in running the service have increased. However, it might soften the blow of the increase if there could be some kind of garden collection during December/January/February as there also is garden waste during the Winter months.

Wheelie bins are a blight on the streets, they block narrow pavements preventing wheelchair users and push chairs from using the pavement for its intended purpose and cause a hazard. They are usually left out for at least 24 hours, sometimes longer.

We have to have recycling bags as there is no access to the garden except through the house.

my bin would be overflowing for anything over fortnightly and the hike makes it cheaper to transport to and from recycling centre

If the frequency of collections is reduced it would undermine the value of the service at all. Many people in this predominantly rural County have larger than average gardens which need management throughout the year. We already have the headache of storing the green stuff that follows the end of year clear up as the growing seasons get longer and longer (climate change?). The garden waste service is important to us makes a significant contribution to managing domestic green spaces with responsible disposal built in. Please, no further reductions. If that means cost increase, so be it.

The second and third options above are far too expensive and make little sense to a resident given the cost/service ratios displayed. Given MCC's desire for us to pay considerably more for an existing service, we would want as frequent a service as possible. However, the entire waste collection service needs reviewing. Neither Newport nor Torfaen charge for green waste, nor do they require residents to travel (in our case a 12mile round trip) to collect single use plastic bags for recycling. With such a strong focus on sustainability, residents should be encouraged to recycle as much as possible. MCC's approach discourages people from doing it.

Pensioners. Can not afford £50 and less than 3 week collection will not be healthy. Collections could start Mid April to mid November. Payment €35

As a household I feel the County Council provide very few services that we use and tax we pay is already huge. I am still furious why we have to book a slot at the recycling centres. In Brecon you can just turn up. Also why is there no recycling in USK any more. Monmouth Council like the Welsh Government are complaining useless

20 is too much in my opinion. I would be happy with 6.

I would consider the proposed cost of £ 50.00 to be excessive.

I am sure by increasing this charge you will get more people dumping their garden waste in unsuitable places which will cost more to clear up. So it's a very short sighted attitude to increase the charges especially as everyone is struggling with costs at the moment.

Fly tipping into local community woods will increase substantially if this service is not available

We value the service and will abide by what is decided. Thank you

The removal of the garden waste recycling facility at Usk was the reason for having the home collection. I find this a valuable service, more so when I was a single occupant, but still valuable now. £50 per year is probably the limit of affordability, particularly in the current climate of austerity.

This is an exceptionally good service thank you we prefer for it to continue

The residents of Usk really need this service as we have no other way of disposing of our garden waste

I really appreciate the waist bin collection. I try to recycle as much as I can myself but all is not possible as a keen veg gardener.

However just as the council we as a family have been hit hard by the recent pay increase, we no longer could afford collection at the prices suggest and the reduction of collections I see no point as we will be overwhelmed with waste with 6 collections yearly.

As I am elderly and disabled (and there must be a lot of people like me) I could not possibly take my garden waste to the recycling centre so really there is no option for me but to pay the £50. As a pensioner this places an extra burden on my cost of living.

We are very happy with the service as it is and happy to continue as normal. Thank you
Monmouthshire Council

We certainly wouldn't pay more than we are already . we only need it every few weeks anyway. We just use it for grass cutting and binning plants that are seeding that we don't want more of in the garden.

Options are too expensive and when you need it ie winter leaves and all annuals need cutbacks or ripping out etc the service stops , collections are too frequent in summer when half bins are being emptied ie just grass cutting as everything else is growing

The service should be for the whole 12 months

Carry on with fortnightly collection

Keep it going, its providing jobs and a worthwhile service to the community - Merry Xmas to all
Thier is a need for a fortnightly collection BUT at a reasonable cost. £50 on top of the Community Tax is excessive and will encourage fly tipping and burning of the garden waste in Thier gardens £30 would be reasonable and in line of inflation

WE NEED THIS COLLECTION AS ANY REDUCTION WOULD MEAN TRAVELLING TO THE 5 LANES RECYCLING CENTRE BY CAR ADDING TO THE ENVIRONMENTAL POLUTION

The garden waste should come out of the ridiculous amount of money I pay for my county tax. Like other councils.

I will do my own composting

Big increase in cost, but still reasonable (£1 per week).

I can accept this.

This is day light robbery, EXTORTIONATE WE PAY ENOUGH ALREADY FOR LITTLE SERVICE

I've had to tick one , but don't agree with any questions, done under duress

Garden waste collection should continue throughout of the year. Current service is not adequate and not good value for money for the customers

1. Reduction or curtailment of this service is clear discrimination against the elderly and residents who have medical problems who rely heavily on the collection of garden waste.
2. Reduction or curtailment will inevitably increase fly-tipping and the costs for the Council to deal with it.

Provide 2 bins for £50 every fortnight or 1 bin for £35

None of these options are a feasible alternative. And the reductions that are on offer for the longer periods do not make financial sense to a customer, we would just be paying more for less.

I don't understand why collection cost isn't halved when reducing the amount of collections so significantly

I can't see the rationale in the 2 to 4 weekly price differences.

Not happy but it's a necessity to have garden waste removed.

Ridiculous - the council tax is so high and this was one of the useful functions.

Ridiculous - the council tax is so high and this was one of the useful functions.

I do not approve of stealth taxes

Why not let people have a second or more bins cheaper. Not costing any more petrol picking up more than one bin.

Make it easier for customers to dispose of their own garden waste

Why would you not carry on with garden waste collection. If it's not in place, at best it would be cars by the dozen using recycling centres adding to emissions & global warming, at worst garden rubbish being dumped over the nearest hedge.

Given the current financial situation for most households, increasing the cost for garden waste collection will probably lead to 'Fly Tipping' which will inevitably cost the council more in the long run. Do the council not recoup money from the sale of composted garden waste?

None

When is the last collection this year

Could you provide subsidised home compost bins and water butts?

Every 2 weeks works fine - it gets filled in that time so 4 weeks is problematic and every 6 weeks is ridiculous.

We pay enough council tax. We shouldn't have to pay for garden waste to be taken, more money for less services disgusting

It's an excellent service which is certainly appreciated to maintain our garden. A regular 2 weekly service suits fine.

Other councils provide this service 'free', from the considerable amount of council tax paid. Bringing in any of these proposals will increase fly tipping, instead you should consider cutting out internal waste (ie money spent on private consultants, often ex council employees) and inefficiency.

As we have a large lawn it would not work for us personally to have the collection any longer than 2 weeks apart.

I'm unsure whether I would continue at this cost. It is a big increase.

Given the later Autumns there is always garden waste to be collected. Extending the collection into December would be helpful.

You want us to recycle our waste yet you are putting prices up all the time as I am a pensioner I cannot afford the increase therefore I will find an alternative way of disposing the waste

£50 option is the best value for money for the customer and most convenient. The charge of £35 for just 6 collections costs £5.83 per collection, plus the added bother of trying to ensure that the infrequent collection date is not missed.

The collections need to stay as is, with a good size garden, the bins are constantly full and need emptying each fortnight. Without this service at the frequency, I would need more bins for a shorter frequency or trips to the tip which would be difficult.

If we don't have a collection at least fortnightly the smell will be an issue and it will encourage fly tipping as well as people using the general black bags instead and it will not get recycled. Cutting your grass happens once a week at peak so reducing collection will not work.

Sadly this makes the service very expensive but unavoidable for many residents. Thank you for the opportunity to feedback on the difficult options.

We would value a year round service as much work is still required in a garden throughout the winter and we have more than we can compost even with a fortnightly service. I can't say I'm happy with a price hike to keep the same levels of service but the tip alternative is not as convenient. Therefore, we would probably pay up. A less frequent service is worthless unless we were to have more bins, which ends up costing more than a fortnightly service.

Just as an observation, I think increasing the cost of the bin will inevitably lead to an increase in fly tipping of waste. Which budget does the clean up of this come from? Is this a question that has been included in the review?

I think the increase is very high and will encourage more tipping of garden waste. I have no transport so no way of getting my garden waste to the provided council sites.

I understand the financial pressures on MCC and why these charges are having to be increased.

I have no room in my garden for a compost heap but I have a plastic composter plus I do not have space to collect up my garden rubbish and take it myself to the Five Lanes tip

Far too expensive for pensioners to meet this cost.

Very important service to us as we have no other way because of physical restrictions to dispose of our garden waste.

Residents will stop using this service if the price goes up so you will end up with less revenue.

This service is valuable to us but this proposed price increase is astronomical! To jump from £28 per bin to £50 ...

The rates that we pay for the area are some of the highest bands around considering you don't get much for it, we don't have even street lights etc and to keep paying charges on top of that, that increase with a percentage rise of this much is appalling

Very steep increase in price doesn't help anyone with the cost of living at the moment

We have no other way to dispose of garden waste

I am a lady in my seventies living alone, and would not be able to use the recycling center, £50 for a bin is extortionate, but I have no option but to use this service. Don't know why Monmouthshire CC essential services are so expensive compared to Gwent!

Having a wheelie bin for my garden waste has made life much easier and I can't praise the men who collect mine enough. I'm happy to pay the additional cost to keep the service going.

Have you considered doing a monthly collection during the winter months? A lot of gardeners are busy in the winter too!

Good luck during these difficult times and Seasons Greetings to you all. Thank you

There would be a major impact on recycling centres if this facility was withdrawn plus potential increase in fly tipping.

Other councils provide this within existing council tax charges

I cannot afford to pay this

I really value the service and put out 3 or 4 bins per fortnight - really don't know how we would dispose of our green waste otherwise

I could not afford to pay more than 30 pound a year .

Lots of people already dump green waste in the woods in wye crescent ...I can see this happening even more

As an oap I couldn't cut any more out going s to be able to pay for this

Very happy with the service. The present frequency proved to be ideal

I do not agree with the this very substantial increase from £28.00 to £50.00 for green waste collections when i see many things going on and expenditure being used for things that i do not consider essential. MCC should be using the council tax i am paying for the benefit of its customers. None of the above, as I think it is a bit much to almost double the cost of fortnightly collections and the other options are not often enough.

This years service has been poor and not value for money already with failed collections and numerous complaints from me to the council. If the money goes up I would expect a guarantee of collection and compensation for failed collections.

It's preferable to extend the service to the end of December. Not all the leaves have fallen off the trees by the end of November, so we currently have to find an alternative way to dispose of them. We are very satisfied with your service Please continue as before but we do not want to pay extra money Our poll tax should cover it

There will be a majority of people who can't afford any of these costs, which is very unfair when you consider it started out as free

£50 a year is a massive increase for the service. A monthly service will not be adequate.

In view of you expecting households to take their own garden waste to the recycling centre will the appointment sytem be ceased and /or 15 min slots given to accomodate the increase in household visits to dispose of the garden waste ?

Elderly neighbours who do not have access to the internet have not been consulted on this subject and very annoyed at being excluded.

I think that if the service is not available there will be an increase in dumping in unwanted places.

There have been problems round here with rats and compost heaps. How do elderly people manage the waste if they have no car to get to a recycling centre?

Would not pay any more as most of this year my garden waste was never picked up and loads of occasions I had to make numerous phone calls ,sorry after this year I have no intentions of going though this stress

That is far 2 high a price in this state we r in this country

£50.00 is too expensive in this current climate. Four weekly collections would not be sufficient in peak season. Therefore I propose that householder's take they're own garden waste to the recycling centre without the need for an appointment as & when required. MCC should try & accommodate this proposal, by relaxing the booking system for green waste.

The garden service is vital to keeping my garden tidy

I feel you're backing us into a corner! The above prices are extortionate for the service. It's been made even worse by the restrictions you now have in force at the recycling centre. Life was much easier when you could go down, show proof of address and deposit your garden waste. Why change a good system? This is more money people will have to find, and god knows what the increase is going to be on council tax this coming year. I know it's hard time's, but don't make it even harder. I want the service to remain the same but at a cheaper cost.

Why does MCC charge separately for garden waste collection when other local authorities don't? We pay exceptionally high council tax in Monmouthshire for fewer and fewer services.

A good facility thank you.

We pay enough poll tax already it is the only thing you do in ladyhill there has never been a road sweeper up here also where would you like the garden waste to go as you took away the skip in usk perhaps you should cut expenses to councillors this could help

Why has the cost of each bin increased so much? £28 to £50! This is higher than current inflation!!

Like the service all good to me

It's so convenient to have it collected

An increase from £28 to £50 is expensive, especially when I will require two bins. Are you able to provide larger bins or is the cost linked to volume of waste collected? Reducing the frequency will lead to waste being dumped / more congestion at the recycling centres and a general reduction in the aesthetics of the county as people cut back on how much waste they produce as it can't be taken away.

What about the pensioners who cannot manage to pay this amount. People will be dumping rubbish especially if they have not got a car.

Essential for most who already have green bins.

I will have to look at my finances when it comes to it ! Finances will decide whether I get it or opt out

If you wish to increase fly tipping then reduce the collections!!

People from our estate tip in the woods behind Thornwell

Extension of service may be required to cover warmer spring periods.

What ever happened to service? Perhaps cut the free tea, coffee and biscuits for senior staff and politicians?

I would prefer a weekly collection.

It is totally pointless in having a service with a frequency of more than a fortnight. Garden waste needs to be collected at least on a fortnightly basis. To nearly double the cost especially in a rural area is very unfair. Other councils like Torfaen include Garden waste in their council tax. As usual no doubt that will be going up as well! I would be prepared to pay £40 for a fortnightly collection but no more.

I hope you will be able to continue to offer this valuable service and wish it could continue through the winter as that is when most pruning is done.

Very reliable service. It's well worth £50. Keep it going.

I think that this is outrageous. We pay around £305 a month and you have the audacity to charge a lot more for a collection that we have to use, some of us who find it hard to get rid of the green waste just have to opt in. The saying "Over a barrel" comes to my mind.

And yes I hear you saying.....

You don't have to use it or move to a small place with no garden..... very helpful

Still very expensive from £28 a year to £50. When pay so much council tax.

This service is essential but I would suggest a reduced price per year of £40

. This will help the recycling targets. If it is too expensive either people will take their garden refuse to a waste site thereby causing carbon emission issues or they will end up dumping it.

It should be free. We pay more council tax and get less each year! Absolutely wasteful councils

Would not be happy with rotting waste for four or six weeks.

I don't particularly want to pay any more than £28 but will pay a higher rate rather than lose the service. If Monmouthshire Council hadn't deemed that we no longer required our recycling centre in Usk we would not be in this situation and it wouldn't be costing us to visit Ilanfoist etc or harming the environment using our cars

Need to look at more efficient ways to collect all waste. Not to be thinking in terms of this is how waste has always been collected. If service is removed or becomes too expensive for householders, "fly tipping" will increase resulting in higher additional expense for the council.

An increase by inflation ie 10% would be OK with the same frequency.

We get our street swept once a year, our road doesn't get gritted in the winter, if you provide a universal service for ALL council tax payers, I might agree to one of your options. However, how much will it cost us to clean up all the fly tipping when you increase the charges? The cost of fuel is also going down at the moment, not up.

This will also increase pollution as we have nearly 100 houses in our postcode. 20 trips a year is 2000 car trips instead of 20 trucks a year.

As pollution is the cause of our 20 mph torture throughout our county I beg you to reconsider.

A keen environmentalist

The fortnightly service is already inadequate, to reduce it further completely undermines its viability. It is very difficult to understand how an 80% price increase can be justified. Monmouthshire residents already pay one of the highest council tax rates in Wales for substandard service levels. Given the increase in Welsh government funding, why should Monmouthshire residents continue to be penalised for the local authority's incompetence?

It's a very substantial amount to increase by and expect home owners to pay. They should be all year collections not just March-November or at least start in February as people cut their lawns and tend to plants and trees throughout the year

I think this is at odds with how garden waste is collected in other councils. I don't know of another one that charges for garden waste collections at all. This should be something that is covered by the (excessive) council tax cost in the first place. I frequently miss the collection day due to leave so anything less than fortnightly is not viable as often it turns out to be monthly as it is due to a missed collection day anyway. Charging such excessive fees runs the additional risk of increased dumping of waste, which unfortunately is already a large problem in Monmouthshire (and nearby rural Newport areas).

My problem is not having enough garden waste to fill the bin on a fortnightly basis but... sod's law says I'll then forget to put the bin out and end up with too much waste for the bin!!

Collections in towns and large villages seem necessary, but I don't think are really needed in more rural locations (such as my postcode area).

£50 for 20 collection sounds reasonable. It works out 2.50 a collection which I'd rather pay than having to drive to get rid of it another way. Could you do other options.. PAYG, select the collections you want, or choose the option your want from above
No comment

How can you almost double the price? I do wonder what I pay my council tax for?? Why are you increasing the prices again? Where do you think people are going to find £50 in the current climate. My mother is on a pension - where is she going to get the extra money. My fuel bills have doubled, my food bills have gone up by a third, petrol has almost doubled in price. I have one wage coming in to my household. I currently work 2 days in the office and 3 days from home fixed hybrid working. When I work from home, I sit in one room with no heating on and have a candle burner to take the chill off the room with a blanket on my lap to keep my fuel bills down. £35 for a fortnightly collection would be somewhat better, but still expensive. Maybe if you did the collections all on the same day instead of sending out trucks on multiple days (especially in Rogiet where my mother lives) the cost could be reduced.

I am unable to get to the Waste Centre and this service is key for me being able to keep gardening

Given the lack of subsidies it is inevitable that there will be changes to the current arrangement. However we hope that this does NOT close the door on the council keeping informed about any changes in being able to use garden waste etc. for biomass energy purposes in the future. Hopefully a close eye will be kept on any progress made by other councils in finding a beneficial use for waste as more innovations will inevitably be introduced somewhere given the drive to avoid fossil fuels. This increase in charges could be seen as encouraging some negative environmental impacts - more single use trips to tips, more fly tipping, more concreting over drives and gardens or using artificial lawns etc.

If you charge the 50 quid you will see flying tipping increase ten fold as people won't bother going to the dump. With the cost of living crisis which effecting a lot of people they can only just afford to pay their bills. How come is it that Newport council can this service for free but we have to pay. I think you should look long and hard about the increases you are suggesting

Customer thinks that the increase is a lot.

£50 is a lot of money for smaller households to pay compared to the £28 we have paid previously.

Could we not provide smaller bins for smaller garden households?

As my wife and I are 80 year old pensioners would we be entitled to any discount ?

Would it be viable to have a three weekly option

£50 is a lot of money for garden waste especially for smaller properties who may not require the 120ltr bin, people do not want to have fewer collections due to smell - maybe look at a small bin provision?

the current system is nonsense. some people do the right thing and pay for the service, otherwise dont and drive many miles to the tip thus increasing pollution / climate change. the problem is that MCC are only looking at the issue from a cost perspective not a "total carbon" point of view. shallow thinking? make everyone pay even those who visit the tip would be my suggestion to make the service more equitable.

Not much of an option was it?

I would like the service to be all year rather than ending in the Autumn. This year's service ended on 2nd December before all the leaves had fallen. I am now faced with paying privately for someone to remove my rose bush cuttings, Autumn leaves (a lot of them), and my Christmas tree in early January.

I currently pay for the fortnightly collection but have found that a monthly option would be better suited to the amount of waste I generate.

Not at all happy with the price going up but feel carrying on as now is the cheapest option - leaving rubbish for a month would lead to overflowing bins and rats and for six weeks it would be even worse! Whatever the outcome we as residents do not seem to get much for all the tax we pay!!!!

A very necessary service particularly for elderly residents who still derive pleasure from their gardens Invaluable service. We don't own a car and have no other way to remove bulky garden waste from our garden

The price is either too high or the frequency of collections is too long between each one. Whilst I am willing to pay the current price I would not be able to pay the proposed increase as I have two bins. I feel all mcc are doing is charging more and more for services which should be in our council tax. We are all feeling the increased cost of living and have to survive without help from the council or government, because I work. If I claimed tax credits or any other credits I would get everything paid for

Nil

Less frequent collection means having to use the refuse sites instead. This has costs as well and is not practical for all, e.g. older or unfit residents.

We ve have only just gone to the bin collection which we purchased on the basis of a fortnightly collection. It was probably a rash decision to pay all that money for plastic bins when the bag system was fine. Don't forget this summer was a drought and there was far less growth of lawns & vegetation. There is maybe scope to go 3 weekly in height of summer July/Aug. When growth of everything is normally reduced but less frequent collections in spring & autumn would just cause huge problems . People would just allow hedges, bushes & trees to overgrow affecting roads footpaths and pavements and potentially creating further more expensive problems We pay over £3200 so would be very frustrated if you only collect six or four weekly. As we'd have to get at least 4 bins or more & would have nowhere to keep them.

I would not subscribe to the service if it was any of the other options, these are not frequent enough.

Would be a shame to lose this excellent service, so will continue to support it. As I do not have my own transport to take garden rubbish to any centre, this service is valuable to me.

Valuable collection service, a 4 weekly pick up would be useful. Saves multiple people/car visits to Llanfoist site

We have the highest rates of council tax in Wales, but we still have to pay more..

To say that you have not increased it previously is an insult to our intelligence. By reducing the number of collections to every two weeks and keeping the cost the same was a 100% increase! If I am being asked to pay £50 per bin I think the very least you should do is to collect until Christmas. As I understand they don't charge at all in Caerphilly! Because we have a large garden we already pay more rates!

This garden waste service should be included as part of the council tax and not an additional charge against household

This service is essential

Very happy with the current service, still good value at £50.00.

It is not quite clear from your explanation the reasons

for increased cost and reduced service. You just write down some figures.

I don't use my garden waste much in the autumn so maybe you could stop it at the end of September to save money

The present price and frequency is just right.

Disgusting !!!

Why is it that MCC charge a higher rate of council tax PLUS additional fees for removal of garden waste , whereby TBC and NCC do not charge any additional fees for collection of garden waste ?????

Now you want to substantially increase the fees even further !!!!! Shame on you MCC . Well done for encouraging escalation of fly tipping !!!!!

Spencer Perrin

Although we try to compost some garden waste, we value the fortnightly garden waste collections by your Council staff. Frequent visits to the waste recycling centres by lots of residents who currently use the garden waste collection service will generate a lot more emissions.

Happy with current service and wish to see it continue at current level.

The annual cost of Council tax demand from MCC is already at a level that is extremely expensive and in addition, the proposed increases suggested in the consultation survey are ridiculous. Why is it that other local councils include garden waste service in their overall council tax charge, yet MCC can't, and are looking for even more money from homeowners!

Price increases are mental!

The most value for money would be the 20 collections for £50 per bin, however if you were to reduce the price to £25 per bin for 10 collections. I would continue with 2 bins and be happy to reduce the collection to 10.

Even at £50, 20 collections equates to £2.50 per fortnight. Trips to the waste tips would be considerably more expensive and unnecessarily time consuming.. it's a bargain can we change back to bags if that would be cheaper (they are less cumbersome to move round the garden and to store

Why not go every 4 weeks april, may, october, november but growing season every 2 weeks

We assume that if the decision is to cease collections, that each household will be reimbursed for the cost of the bin....

I think this is absolutely disgraceful £28 upto £50 how is this justifiable nearly 100% increase I believe this large percentage increase will mean households will cease using the service. It could also lead to increase in fly tipping.

Hopefully the collections will continue. If they become less frequent, I will still use the service, but will need to take garden waste to the recycling centre as well.

The service is very useful for this household as we have a large garden (and have two garden waste bins). Reducing the frequency of collections would result in us having too much for the bins available. There could also be issues with waste beginning to compost itself in the bins whilst awaiting collection. Please keep the collections to fortnightly. The increased cost would still represent good value for us.

I would be prepared to pay £50.00 per year to keep the service as it is at the moment

I feel that the current charge is sufficient and with the amount of council tax I currently pay a significant rise in the cost of collecting is unfair

That is just a ridiculous amount to pay

i ma a pensioner and i cannot afforded the bills i hvee now but do need mu garden wast removed

Whilst an increase was expected I am disgusted by the very large proposed % increase.

It seems very unfair that we have to pay for this service when other local councils provide this service free- particularly as we already pay higher Council Taxes than other local councils.

Everyone should be able to compost their waste as the amount produced should be relevant to their garden size especially in rural areas

Good service - well appreciated

Disgraceful price increase.

One collection per fortnight is OK but frequent collections near the start and end of the gardening season and maybe once per month in July, August, September and October.

Weekly collections would be nice

Just wondered why a three week collection was not considered. This would have been an ideal compromise for those with smaller gardens vs those with larger gardens. Especially if costed around £42.50 as per your second option price or less.

Was also curious why it also cost less the more collections you had and that the charge on the other options although reduced, did not equate to that of the first offer. I understand economy of scale but it does not make sense to a consumer to pay more for less service.

The best value for the consumer is to continue with the first option, as I have chosen. At least this way the bin does not overflow nor is too heavy to move up my steep drive.

I would appreciate some feedback on my submission.

I think £50 is rather expensive.

It was £28 last year so rather a large increase in price especially in the current situation when everyone is struggling with the cost of living crisis.

Disgraceful

I think £50 is way too much. I can honestly see there will be more bonfires and dumping of garden waste. Not everyone is able to take it themselves in vehicles to the tip.

I will be sharing my mum in laws garden bin, £50 is way too much for 1 household.

Would it be possible to have a mixed solution, so those who want fortnightly can pay for that and those that opt for fewer collections can have that? If it goes to £50 all in I will probably withdraw from the scheme.

Whilst we expect prices to increase, it would be handy to have an option for 15 bin collections rather than reducing the collections to half

A valuable service. Our garden size requires a fortnightly collection.

Going to the dump is increasingly difficult for persons of our age

Our bin is only usually full in the height of summer so I'd rather extend collections to four weekly.

Thank you for the chance to comment on these proposals.

Ideally, I would like a more frequent collection.

As an older person and living on my own, I would find it very difficult to take garden rubbish to the tip. I can afford to pay £50 per annum. Driving to the tip would cost at least as much as the new charge in petrol costs and probably more.

It is an excellent service which allows those who do not have access to a car the ability to dispose of garden waste in a responsible way. The removal of the service will surely damage the Authority's green objectives. What happens to the material collected is there the possibility of selling the resulting compost?

will consider 2weekly collections, if majority vote for this. As I am not able to take my rubbish to 5lanes, I really appreciate this service.

If the service cost was £50 per year, it would still be cheaper than going to the waste recycling centre. The only downside to raising costs would be that more fly tipping would take place, costing the council more to clean up

The constituents should take the garden waste to a recycling centre themselves, I would be in favour of the service ceasing or the cost should go up from £50 a year to £100 and that would be for constituents who can't drive or able to take the garden waste.

I can understand the need for an increase in costs, but this is a huge rise - almost 100 per cent. How can that be justified?

If the service is reduced /stopped then there will be an additional burden on the access to the HWRC Centres at Llanfoist etc.to cope with the extra demand. What extra provision will be provided?

This is a valuable service which in the current financial climate should not be subsidised. We are willing to pay the proposed increase in costs.

If you cease collections, I would hope to have the recycling centre at llanfoist open for local residents to dispose of their garden and other waste free of an extra charge 7 days every week. As it used to be before covid.

As a council I believe you need to think very carefully about significantly increasing/introducing payments for waste services. The higher the cost the less people will use the service. They will instead start fly tipping meaning the council will have clear up, which obviously has cost implications. Many councils around the UK offer this service F.O.C. I believe that the present charge represents a good balance between a charged and free service. I also think that any substantial increase would encourage the practice of 'fly tipping' which in turn will cost the council greater cost than the status quo.

When the service started the council provided it free of charge with the somewhat optimistic idea of making money by selling the resulting compost. Since then we have seen a steady increase in price. I personally have reported several incidences of fly tipping in the area. The increase in cost plus the closing of the recycling centre i n Usk is not going to reduce the incidence of fly tipping. I would not be surprised if your costs of cleaning up fly tipping will be more than the increase in revenue from this service. I hope I am wrong, but I shall continue to report incidences when I see them. I can afford your increased costs this time (although many more increases might not be affordable on my fixed income). I am afraid there are people out there who regard the world as their dustbin and they know how to fly tip without being caught.

Please open up the Llanfoist waste site more freely then I can take my garden waste there and not bother anyone. The appointment booking system is too limiting because often you can't get an appointment for a week and then can't return on same slot. I understand there is a budget crisis but surely if the site is already manned it can be opened up and save you money on the collections.

A very valuable service, which is much appreciated.

Service is irregular even allowing for fortnightly basis. Didn't appear to be included for a while. 20 collections is not much for the [increased] money

£50 is very expensive! But the frequency is required. Very disappointed we pay more council tax than other areas and pay high extra charges for other things, unlike other areas who pay less council tax and are charged less for additional services. A detailed breakdown of why it costs so much and where the money goes would be appreciated.

If 20 collections work out £2.50 per collection I would pay £25 for 10 collections.

The current price is extortionate and now you are trying to take the piss !!!!

I feel that if we leave our bin for emptying for more than 4 weeks it will smell especially in the hot weather so 4 weeks should be a maximum.

I feel it is really important to maintain a garden waste service fortnightly to help ensure that people take pride in their gardens. Not only for the local areas to appear attractive but also to help protect wildlife. If the service ceased I fear how bad fly ripping could become.

Fortnightly collections for £35 per bin would be a more acceptable option.

Would rather this service cost less as we already pay very high poll tax.

As I have rather large-ish garden and am also unable to drive I feel that the current option is the only one that will help. However even if I could get someone to take it to the recycling centre around the corner from me it seems very inconvenient that those in Monmouthshire have to still have to book to go to get rid of their rubbish. Why can we not go to the recycling centres on an ad-hoc basis as we did before Covid? To me the booking system seems to be a hangover from Covid restrictions which have long since gone. I have noticed a lot of complaints on this issue on the Abergavenny Voice on Facebook. I fear that the current recycling centre restrictions will lead to fly-tipping and I believe that you as a Local Authority will end up paying more for this than you would if the Recycling Centres had these booking restrictions.

I still think it is a lot of money considering how much council tax we pay

It's very expensive considering the amount we pay for council tax in Monmouthshire. A monthly collection of £35 sounds fair but I doubt this will be listened to

It's such a great service and not having it would discourage me from recycling my green waste. I would find it a huge inconvenience having to go to the Centre at Mitchel Troy

Think that garden waste collection has gone up too much in price. Times are hard for everyone and think people will fly tip garden waste

Would not pay that amount for the service when it's already included by neighbouring councils at no extra charge. And why is it only part year - vegetarian animal waste can go in there but it's not going to be nice in there from December to March waiting to be disposed of

I forgot to put my bin out when I was a customer a few years ago and so the bin has been full since then so a lower frequency seems fine. I never managed to sign up again because from your form I wasn't clear if I was ordering another bin or just renewing my payment, so I would suggest working on the form.

Are there alternatives to bin collections the council could fund that might be cheaper with subsidy? Compost bins? Communal compost bins/drop off at the end of residential roads

Any other collection frequency option would mean the necessity for more bins and a higher cost per bin per collection.

Also have you taken into account a probable increase in fly-tipping and an increase in traffic to local amenity sites?

An increase of virtually one hundred percent is disgusting, especially with the cost of living as it is today. I only chose this option as this is a service we use all the time and we do not want to see the service reduced in frequency.

Shocking cosy and you wonder why people fly tip.

It would be sad to see the service end, but I have 2 bins and so couldn't afford to pay £100 for only part-year collections and I'd need 2 during the main grass cutting season because of the size of my garden. As I drive past the tip every day anyway, I'll just take it to the tip.

Also, it's worth noting that missed monthly collections would also be a huge problem, unless arrangements are made to revisit, as this hasn't been done this year.

The collections to begin from March to the end of September on three weekly basis if possible

An agreeable service for us as customers

I can't understand how other councils, with lower council tax rates, can collect green waste free of charge and MCC has to charge for collection. The rise in the collection cost is only going to lead to an increase in fly-tipping.

Possible additional discount for more than one bin. Overall we thought the service was very good and the guys were excellent in managing the workload.

Have a lot of grass so fortnightly best

I think this is disgraceful. Why no 4-weekly option that reflects the cost savings? Halving the collections for a meagre saving of £7.50? I run a business and if I offered these options to my customers I'd soon be out of work. Shameful, absolutely shameful. The public sector really has no clue about commerce

I don't like any of the above options to be honest. 4 weekly collections in the summer is not enough and £50 for the year is too high with the cost of living at the moment.

We feel Fortnightly collections suit us well at the moment as opposed to monthly

The service doesn't run long enough to allow for leaves falling from trees into late December.

Certainly not happy about these charges. Surely 10 collections should be half the cost of 20 which would be £25 not £42 50p

None of the options were acceptable but chose the most acceptable. This will lead to an increase of fly tipping which will eventually cost the council a lot more to clean up - very shortsighted!

I think it's incredible that other councils don't charge for garden waste i.e Newport

What happens to the waste if we cease collections. This will increase fly tipping.

Absolute madness

I'll drive to the tip when I need to. Present bin sometimes not enough room, some times not put out.

Depends on time I spend tending the garden.

What happens to bins when the service is discontinued?

Too expensive

Needs to be rethought especially in the current cost of living crisis

It's a very good service.

Too expensive, 78% rise in costs during a cost of living crisis is despicable. I don't think many people will feel too morally concerned with fly tipping green biodegradable waste.

Reducing times more than fortnightly I would simply forget to do it.

This cost increase is going to encourage fly tipping, as it is unaffordable. Flytipping is a higher cost to the tax payer, then if you keep this as an affordable cost as it was in 2022.

Very happy with service received to date.

This service is heavily subsidised by all council tax payers because the council cannot work out what it would cost to run it as a standalone service and if they could the cost would be prohibitive to most users. Either make it free or allow the market to take up the customers and provide a proper customer based service which they define.

Anything over a 2 weekly collection would increase health issues. Plus where could people store all that amount of waste

If there were community drop off areas which DO NOT NEED prior appointments I would be happy to do this instead of collection.

What justifies an approximate 60% increase in costs???

The new price per fortnight is still cheaper than going to the tip by car or van

Just ensure that we don't lose another vital service unless you are going to stop the appointment system at the dump

If the service ceases we believe there will be a lot more fly tipping for you to deal with.

We are still able to take excess waste to the tip but people like our 90 year old neighbour need the collection.

No comment

A reduced frequency might be OK if it wasn't so difficult to go to a recycling centre. The appointment system is hopeless especially for moving things like garden waste which needs to be done on a dry day. I have a second home in England . The recycling centre there is absolutely brilliant. No appointment is needed and I have never had to queue [I do choose a quiet time of day]. The difference is stark.

The garden waste collection is a really useful service, it probably saves many gardeners from burning their waste, and also saves many individual trips to the tip, therefore it's environmental impact is so important and it's a shame the government cannot subsidise it.

I appreciate times are tough and the price needs to go up to reflect increased costs, however I am going to have to opt out as I'm unable to afford a fortnightly collection and as we have a lot of waste, will have to visit the tip more frequently.

This is criminal, you are holding garden waste hostage. There are plenty of non statutory provisions made by the council which are not charged for. This was and still is household waste and as such should be collected free of charge, For winter I am using black bags and shall continue to do so next year. Recycling is your issue not the customers!!

This is DISGUSTING. We have lived in 4 Council areas in total and MCC are the worst Council I've ever come across. The service is poor, the prices are terrible. No one gives two hoots.

I find the increase is way too much so will not be using this service anymore it will increase more people to the recycling center or you will see people fly tipping as keen gardeners we could fill it weekly we managed just with fortnightly but won't be using the service no longer which is a shame. This service has now become too expensive for us. We are pensioners and with all the other cost of living costs rising this is a service we will now stop using.

Removing the service will lead to fly tipping. Composting locally attracts rats. We pay a lot of council tax. I have no idea how this can be considered optional

Stopping the service in December is not helpful as gardens are still being cleaned up many leaves only just fallen so have bins full and no collection needs to be an all year around service

Excellent service, 20 collections at £50 is reasonable in my opinion. The option for us is booking a slot at Mitchell Troy - a system which is perhaps less than user-friendly?

As a private provider of green waste removal it is in my interests that your service becomes more expensive or ceases altogether.

how on earth can you justify those prices ?!!! even £28 was much too much . im sure i can find another way to dispose of the little garden waste i produce without paying any of those rip of prices your proposing !!!

By increasing my costs as a Monmouthshire ratepayer, at present paying higher rates than other local authority ratepayers, then MCC will not be subsidising other local authority residents. I have been made aware that some authorities do not charge for garden waste and some authorities even give out free dog mess bags. I also trust that MCC ratepayers will no longer subsidise other LAs, such as Blaenau Gwent, Torfaen etc.

Mr Drakeford should also consider how he accounts and spends taxpayers money on such trips for he, and his colleague Vaughan Gethin, when spending £13,000 going to Qatar, wasting £174m on a M4 relief road consultation, and changing Welsh traffic and road signs.

That's all we'll and good. But not everyone can afford these ridiculous price increase!! And what if you haven't got a car to take your waste to the recycling centre???

Suggest an extension to the collection service until the end of December as many Oak trees in the Raglan area have not shed their leaves this year (mid December).

Increased charges will put the service beyond the reach of some residents and people will find other ways of getting rid of garden waste - in food or other rubbish bags, garden fires etc or just simply dumping it in the locality.

Really like the garden waste service. Thank you

The service would still be good value at £50; only £2.50 per collection. Much better than driving to Five Lanes site.

My main concern is people using other people's bins - we have ours "topped up" on times when we've put it out - which is cheeky, but no real issue, but we're aware that others in the village have had waste put in after the collection by someone else - so they haven't room for their own waste & have someone else's waste in their bin until the next collection. Any proposals to help with this issue, which I think will worsen with reduced collections.

It needs to be collected every two weeks but the fee of £50pa is too much.

Still more cost effective than having to travel to the house hold recycling centre given rising fuel costs. Not everyone can commit to composting.

I think it would be a sensible option to have a two weekly winter collection and then maybe a 4 weekly summer collection. Will always use more in winter with leaves etc and trimming plants for the frost than in the summer

I do not see why we should have to pay for this service and why it stops in December as we pay enough on our rates. Money is wasted by having correspondence in Welsh as well as English. Money could be further saved by switching of street lights at say 11.30pm to 5.30am. Why can garden rubbish not be collected at least fortnightly by using bins for food and garden waste as a lot of councils do?

I need this service as do many others, getting rid of this service will potentially cause some current users to dump their waste.

Another idea would be whether it's possible to provide (purchase for those who want one) composting bins for garden waste (not food waste) for home use?

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Integrated Impact Assessment document

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

<p>Name of the Officer Carl Touhig</p> <p>Phone no: 01633875845 E-mail: carltouhig@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Implement full cost recovery model for garden waste collections service.</p>
<p>Name of Service area Community and Place – Neighbourhood Services</p>	<p>Date 19/12/22</p>

Age 209

4 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	Retaining the garden service was highlighted in the customer consultation as important for older residents who don't drive or would struggle to take material to the household recycling centre	The increased costs in delivering the service may impact more residents on low income	We will continue to provide cost price composters through the reuse shops for residents that can't afford the service but want to compost at home
Disability	<i>As above</i>		
Gender reassignment	NA		

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	NA		
Pregnancy or maternity	NA		
Race	.NA		
Religion or Belief	.NA		
Sex	NA		
Sexual Orientation	.NA		

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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>Socio-economic Duty and Social Justice</p>	<p><i>Increasing the costs of the garden waste collection service for the 14,000 customers will reduce the subsidy from all residents to operate the service.</i></p>	<p><i>Increasing the cost of the service for all residents is likely to impact adversely in respect of people suffering socio economic disadvantage.</i></p>	<p>We will continue to provide cost price composters through the reuse shops and provide advice to those seeking to reduce costs and compost at home.</p>

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><i>The proposals do not impact on the Welsh language requirements and we will continue to promote and use the Welsh Language in all communications</i></p>		
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>NA</p>		
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>NA</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Retaining the service provides jobs for drivers and loaders on the collection service. The material is composted in Abergavenny by a local company providing further job opportunities	As a non-statutory chargeable service the proposal sets out that those who benefit from the service cover the costs.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Composting garden waste creates a soil improver that reduces the need for chemical and peat-based fertilizers	Promote home composting and encourage everyone to mow less
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Gardening is a positive stress reducer and improves mental health and wellbeing. Retaining the easy system for garden waste collection and treatment will help make it even more enjoyable	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Providing good quality options for residents to recycle, compost and reuse keeps our communities more attractive	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Welsh Government support chargeable garden waste collections as part of high-quality recycling services. We must all think about the waste we produce and contribute to its treatment.	Continue to provide home composters at cost price to further promote the principles of proximity and producer responsibility
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	NA	
A more equal Wales	NA	

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?
People can fulfil their potential no matter what their background or circumstances		

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>	<p>Retaining garden waste collection services at the current frequency is important to 67% of respondents to the consultation. Delivering a viable service for the long term that allows residents to continue to benefit.</p>	<p>NA</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>NA</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Consultation with customers and residents to shape the proposal.</p>	<p>Continue to listen to resident's views and investigate further the requests in the responses to maintain the service through December to capture later leaf fall with changing climate</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Providing a full cost recovery model will ensure the long-term viability of the service</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.NA</p>	

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	NA	<i>.Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect</i>	
Corporate Parenting	NA		

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

The results of consultation with customers showed a 67% majority in favour of retaining the current frequency of collections at £50. The qualitative data shows that many customers believe £50 still offers good value for money but understandably the data also shows that for many others there is contradicting views. To ensure the service is full cost recovery and viable in the long term a list of options was provided to existing customers and was open to all residents. Appendix 1 and 1A.

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?

Continue to promote home composting alongside the garden waste collection service.

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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

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	Customer consultation	December 2022	<i>Preferred option taken forward into proposal</i>
1	Place Scrutiny	January 2023	Will include recommendations as part of Cabinet Report
2	Cabinet	January 2023	

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SUBJECT: ESTABLISH A 3-11 SEEDLING WELSH MEDIUM PRIMARY SCHOOL IN MONMOUTH

MEETING: CABINET

DATE: 18th January 2023

1. PURPOSE:

The purpose of this report is to seek approval from Cabinet to enter into statutory consultation processes to establish a 3-11 seedling Welsh medium primary school in Monmouth.

2. RECOMMENDATIONS:

- 2.1 For Members to agree to enter into a statutory consultation process by the 1st June 2023 that seeks to obtain the views of a wide range of statutory consultees as listed on page 24 of the draft consultation document which can be found at appendix 2.
- 2.2 For Members to receive and approve the draft consultation document (appendix 2) but to delegate responsibility to The Cabinet member for Education and the Chief Officer of Children and Young People, so that changes can be made to the document prior to starting the statutory consultation.
- 2.3 To agree to undertake the statutory consultation process in line with the timeline proposed under appendix 1.

3. KEY ISSUES:

- 3.1 The School Organisation Code (2018) places responsibility on local authorities in Wales for ensuring that there are sufficient and suitable school places across the County to educate its children and young people.
- 3.2 There are currently two Welsh medium Primary Schools in Monmouthshire, Ysgol Gymraeg Y Fenni located in the north of the county in Abergavenny and Ysgol Gymraeg Y Ffin located in the south of the county in Caldicot.
- 3.3 The capacity of Ysgol Gymraeg Y Fenni in the north of the county has been increased to 317 and from September 2024, the school will be relocated to a new site, which will enable them to become a 420 place primary school.

¹The term 'Seedling school' is used to describe the model of school that is being established. This will be a consultation to establish a maintained school but its growth will have the potential to be accelerated rather than maintain the traditional year on year establishment.

- 3.4 The refurbishment and expansion of Ysgol Gymraeg Y Ffin has been completed to ensure it has the capacity to be a 210 primary school, with a Cylch Meithrin within the grounds of the school.
- 3.5 Whilst these are significant and important developments, we acknowledge that the north east of Monmouthshire is currently without Welsh medium primary provision and pupils have to travel long distances to Abergavenny to access education through the medium of Welsh.
- 3.6 Over the last three years, officers have undertaken significant work to identify a suitable location for a new Welsh medium primary school within the Monmouth area. However, despite these efforts, we have not been able to secure a suitable site within the town because of a lack of available or suitable land.
- 3.7 To fulfil the ambition to increase the number of children educated through the medium of Welsh as set out in the approved Welsh in Education Strategic Plan, which was agreed by cabinet on the 19th January 2022. There will be a satellite class located on the Overmonnow primary school site from September 2023; this provision will be under the leadership, management and governance of Ysgol Gymraeg Y Ffin. The provision will be for nursery, reception and year 1 pupils.
- 3.8 The admission round for children to start primary school in September 2023 is already underway; the closing date for applications is 11th January 2022. We have currently received 2 reception applications for the satellite class. We have also received 1 nursery application.
- 3.9 If there is a positive response to the consultation and the proposal to establish a new seedling school is agreed, a new maintained seedling Welsh medium primary school will be established from September 2024. This school will be its own body corporate and have its own leadership, Board of Governors and budget.
- 3.10 The location of the school is still being assessed. The current proposal is that the school will be located on the Overmonnow Primary school site however the availability of land and accessible space is a challenge therefore officers are still continuing to explore potential alternatives.

4. OPTIONS APPRAISAL

- 4.1 The attached consultation document details five options considered prior to arising at the proposal outlined in this report. These are:
- i) Do Nothing and maintain the status quo.
 - ii) Build a new Welsh medium Community Primary school on a new site in the Monmouth area to include early years and childcare provision.
 - iii) Utilise Osbaston CIW primary school site in Monmouth to create additional Welsh medium primary provision and bilingual childcare.

- iv) Utilise the former Raglan junior school building to create Welsh medium primary provision and build a new Welsh medium early years and childcare provision on the site.
- v) Utilise existing accommodation available on the Overmonnow Primary School site to establish a seedling welsh medium primary school and early years and childcare provision.

4.2 Option 5 is the preferred option, which we propose to deliver by utilising existing accommodation available on the Overmonnow Primary school site and carrying out appropriate refurbishment works.

4.3 A feasibility study has been undertaken on the Overmonnow site to identify the most appropriate build options and how the two schools can be co-located. The final report, which will include detailed site analysis and plans, is expected by the end of February.

4.4 The full options appraisal is available under section 3 of the consultation document, which can be found at appendix 2.

5. REASONS

5.1 The Council has a responsibility as part of the School Standards and Organisation (Wales) Act 2013 to consult with appropriate stakeholders when considering any significant school reorganisation proposals.

5.2 Local Authorities are required to produce a Welsh in Education Strategic Plan, which must contain how they will improve the planning of the provision of education through the medium of Welsh.

5.3 The proposal supports the Welsh Governments long-term strategy of 1 million Welsh speakers by 2050. It also demonstrates a commitment to increasing the number of children accessing Welsh medium provision and meets our targets outlined in our Welsh in Education Strategic Plan (WESP)

The reasons that this request has been brought forward have been set out above.

6. RESOURCE IMPLICATIONS:

6.1 The initial costs for the seedling provision for the nursery / reception class will be:

Staffing costs	£90,882	One full time teacher and one full time teaching assistant for foundation phase. This includes agency costs to cover absence and PPA
Executive Headteacher	£34,700	Management of the seedling provision.
Resources	£5,000	

The costs above are for the full year, for the first year the costs will be lower to reflect the final 7 months of the financial year.

- 6.2 Overmonnow Primary School is currently fully funded for utilities, maintenance and grounds therefore no additional costs are expected.
- 6.3 The transport costs are expected to be neutral, it is anticipated that any additional costs will be offset by savings of transporting pupils to other Welsh medium primary schools.
- 6.4 As the school increases in size, the costs for each class will be:

Staffing costs	£80,882	One full time teacher and one full time teaching assistant for foundation phase.
Higher Level Teaching Assistant	£33,652	40%
Headteacher	£65,000	
Resources	£5,000	

6.5 To set up the Welsh medium seeding primary school the capital costs will be £478,000 for early years and £1,637,699 for the school. The total of £2,115,699 will be funded by a grant from Welsh Government. Officers continue to liaise with Welsh Government officials about the funding arrangements

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

Please see attached.

8. CONSULTEES:

CYP DMT
Cabinet Member for Education
Welsh in Education Forum

9. BACKGROUND PAPERS:

School Organisation Code (2018)
Welsh in Education Strategic Plan

10. AUTHOR:

Will Mclean, Chief Officer, CYP

11. CONTACT DETAILS:

Tel: 01633 644508

Appendix 1

Timeline for Statutory consultation process

Process	Key dates
Publication of formal consultation document	June 2023
Deadline for responses to consultation proposal	July 2023
<p>Consultation report to be presented to Cabinet Publication of consultation report</p> <p><i>Cabinet consider consultation report and determine whether to proceed with proposal</i></p> <p>If agreed - Proceed to next stage If not agreed - proposals will end</p>	July 2023
<p>Publication of Statutory Notices and enter into objection period</p> <p><i>If approved, the Statutory Notice will be published on the County Council's website, posted in the named school and other conspicuous places within the community. Copies of the notice will be made available to the relevant schools to distribute to pupils, parents/carers and members of staff.</i></p> <p><i>Opportunity to formally object to the proposals.</i></p>	September 2023
Objection report presented to Cabinet	November 2023

<i>Cabinet Consider objection report and determine whether to implement proposals in light of any objections received</i>	
Implementation of proposals	1 st September 2024

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CONSULTATION DOCUMENT

OPEN A 3-11 WELSH MEDIUM SEEDLING PRIMARY SCHOOL

MONMOUTHSHIRE COUNTY COUNCIL

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1. INTRODUCTION

Monmouthshire County Council fully supports and is committed to the Welsh Government's national strategy Cymraeg 2050, which introduces a long-term vision for a Wales where the Welsh Language thrives. The strategy aims to increase the number of Welsh speakers to 1 million by 2050.

Welsh Government announced that they would be providing funding to support capital investments and facilitate growth in Welsh medium education and the use of the Welsh language.

Monmouthshire County Council bid for funding and were successful in obtaining £2.1 million to open a seedling Welsh medium primary school with Early Years and Childcare provision in the Monmouth area subject to successful statutory consultation processes.

This document represents the Council's responsibilities as part of the School Organisation Code 2018 (a document produced by virtue of the School Standards and Organisation (Wales) Act 2013) to consult with appropriate stakeholders when giving consideration to any significant school reorganisation proposals.

The purpose of this document is to provide information on the Council's proposal to establish a Welsh medium seedling primary school in Monmouth.

2. BACKGROUND INFORMATION

Monmouthshire currently have two Welsh medium Primary Schools, Ysgol Gymraeg Y Fenni located in the north of the county in Abergavenny and Ysgol Gymraeg Y Ffin located in the south of the county in Caldicot.

We have increased Welsh medium provision in the north by increasing the capacity of Ysgol Gymraeg Y Fenni to 317. The school will also be relocated to a new site in September 2024, which will enable them to become a 420 place primary school.

We have started the refurbishment and expansion of Ysgol Gymraeg Y Ffin to ensure it has the capacity to become a 210 primary school, with a Cylch Meithrin within the grounds of the school.

Whilst these are important developments, we acknowledge that the north east of Monmouthshire is currently without Welsh medium primary provision and as a result, we plan to open a seedling Welsh medium primary school in Monmouth.

Over the last three years, significant work has been carried out to identify a suitable location for a new Welsh medium primary school within the Monmouth area. However, despite our efforts, we have not been able to secure a suitable site within the town because of a lack of available or suitable land.

Although we have looked further afield, any prospective sites were judged unsuitable and/or the distance to travel was too great.

Please see the options appraisal below for further information.

3. OPTIONS APPRAISAL

Option 1 – Do nothing and maintain the status quo. This would mean there would be no change to existing provision beyond our 21st Century schools proposals.

Strengths	Weaknesses
Low Cost	Does not provide primary Welsh medium provision in the Monmouth area where there is an identified demand
	Pupils will continue to travel long distances to access Welsh medium provision and this may suppress demand
	Would not contribute to the Welsh Government's aim of 1 million Welsh Speakers by 2050
	We would not meet our agreed WESP target

Option 2 – Build a new Welsh medium Community Primary school on a new site in the Monmouth area to include early years and childcare provision.

Strengths	Weaknesses
Would meet the identified demand in the Monmouth area	High Cost
Pupils living in the Monmouth area would not need to travel long distances to access Welsh medium provision	There are no suitable building sites available within the Monmouth area
New school building could stimulate demand	Existing English medium school estate would not be fully utilised
Contributes to the Welsh Government's aim of 1 million Welsh speakers by 2050	There may be an impact on the numbers travelling to Y Fenni resulting in surplus capacity in the school
Increase the availability of Welsh medium early years and childcare provision	There would be limited impact on uptake and primary/secondary transition numbers

Option 3 – Utilise Osbaston CIW primary school site in Monmouth to create additional Welsh medium primary provision and bilingual childcare.

Strengths	Weaknesses
Medium Cost	Increase in traffic would be difficult to manage due to lack of space
Pupils living in Monmouth would not need to travel long distances to access Welsh medium provision	Osbaston school may not facilitate the utilisation of their site
Enhances facilities in all schools involved in the development	Sharing a site would not support full immersion in the Welsh language
Provides an opportunity to increase the number of childcare settings	There is a risk of flooding on the site
Makes better and more efficient ways of delivering education for the future as well as managing the school estate more effectively	The space on the site may be limited and not sufficient for two schools
Contributes to the Welsh Governments aim of 1 million Welsh speakers by 2050	Legalities surrounding ownership of the site

Option 4 – Utilise the former Raglan junior school building to create Welsh medium primary provision and build a new Welsh medium early years and childcare provision on the site.

Strengths	Weaknesses
Medium cost	Pupil numbers at Raglan primary school may decrease
The new school would have its own site	Pupil numbers may be lower because parents living in the town will not want their children being transported
The site is accessible and less prone to traffic concerns	Numbers in the Cylch Meithrin Trefynwy may be affected
Provides an opportunity to increase the number of Welsh medium early years and childcare settings	Cylch Meithrin Trefynwy may no longer be viable
Central location so travel distances may be reduced for pupils living in areas outside of the town	There may be opposition to the proposal from the community
Contributes to the Welsh Governments aim of 1 million Welsh speakers by 2050	

Opportunity to create a community focussed school	
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Option 5 – Utilise existing accommodation available on the Overmonnow Primary School site to establish a seedling welsh medium primary school and early years and childcare provision.

Strengths	Weaknesses
Medium Cost	Pupil numbers at Overmonnow may decrease over time
Pupils living in Monmouth would not need to travel long distances to access Welsh medium provision	Traffic management issues
Cylch Meithrin Trefynwy could transfer to the new site	Sharing a site would not support full immersion in the Welsh language
Contributes to the Welsh Governments aim of 1 million Welsh speakers by 2050	
Makes better and more efficient ways of delivering education for the future as well as managing the school estate more effectively	
Provides an opportunity to increase the number of Welsh medium early years and childcare settings	

3.1 THE PREFERRED OPTION

Our preferred option is option 5, to utilise existing accommodation available on the Overmonnow Primary School site to establish a 3-11 seedling welsh medium primary school to include childcare provision.

4. THE PROPOSAL

The proposal is to open a 3-11 seedling Welsh Medium primary school on the Overmonnow Primary School site from the 1st September 2024. This will be achieved by utilising existing accommodation at the school. There will also be a Local Authority nursery on site and childcare provision.

From September 2023 there will be a satellite class located on Overmonnow primary school site, this provision is under the leadership, management and governance of Ysgol Gymraeg Y Ffin. If the proposal is agreed, a new seedling Welsh medium primary school will be established.

The school will open initially with pupils in nursery, Reception and year 1, pupils who are currently attending the satellite class will automatically transfer to the new school. There would also be an opportunity for pupils who would like to move into Welsh medium education to be supported from the immersion class in Ysgol Gymraeg Y Ffin.

Overmonnow Primary school is an English medium primary school situated in Monmouth town. Following a condition survey that was undertaken in 2019 the school buildings were categorised as Condition Category C, which is defined as “*Operational but major repair or replacement needed in the short to medium-term (generally 3 years)*”. The backlog of maintenance is estimated to be £251,898.93.

Seedling Schools

A seedling school is a model that neighbouring authorities have used to good effect, it enables the facilities and staff to be used efficiently when the school grows to its full potential.

Benefits of seedling schools

- The school capacity would grow over time in line with demand
- Stable growth to support existing schools
- Reduces the possibility of mass movement of pupils from other schools
- Effectively manages class sizes to support staffing and the school budget

Disadvantages of seedling schools

- Takes a number of years to deliver growth and the growth is not linear
- Possible implications for siblings with changing catchments
- Possible implications for families moving into the area with different aged children due to change in catchments

In its first year the school will have pupils in Nursery, reception and year 1, a year group will be added each academic year until the Year 1 cohort reaches year 6. All seven year groups will be in operation by September 2029.

During the first year three mainstream classes will be in operation as follows:

- A nursery class where 30 part-time places will be offered as a morning session and wrap around childcare provision would be provided in the afternoon.
- A reception class with a maximum of 30 places.
- A year 1 class with a maximum of 30 places

The table below illustrates how the school will grow if the maximum number of pupils are allocated places.

Year Group	Rec	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Academic Year	Maximum places per year group							
2024/25	30	30						60
2025/26	30	30	30					90
2026/27	30	30	30	30				120
2027/28	30	30	30	30	30			150
2028/29	30	30	30	30	30	30		180
2029/30	30	30	30	30	30	30	30	210

Projected Pupil Numbers

The projection below shows how the school will grow based on current pupils accessing Welsh medium early years provision in the area. We have also looked at growth trends for our current Welsh medium primary schools when they were first established and applied a percentage increase.

Year Group	Rec	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Academic Year								
2024/25	10	7						17
2025/26	7	10	7					24
2026/27	4	7	10	7				28
2027/28	6	4	7	10	7			34
2028/29	9	6	4	7	10	7		43
2029/30	6	9	6	4	7	10	7	49

Early Years and Childcare provision

Take up of early education places is monitored on a termly basis and, although there are currently sufficient English medium places throughout Monmouthshire, there is no Welsh medium early education provision in the Monmouth area.

The intention is for a Cylch Meithrin to be co-located on the school site, they will then provide Welsh medium childcare for 2-3 year olds and wrap around childcare for 3-4 year olds.

Catchment Areas

There will be a need to establish a catchment area for the seedling Welsh medium primary school so therefore we will need to amend the catchment areas of Ysgol Gymraeg Y Fenni and Ysgol Gymraeg Y Ffin to reflect the additional provision in Monmouth.

The existing and proposed catchment areas can be found at appendix 1, they have been established whilst taking into account travel times and projected demand for school places in the surrounding areas.

5. RISKS AND COUNTER MEASURES

Risks	Counter Measures
The project will not be delivered on time and within budget	Aim to meet the programme dates to deliver on time Grant funding is being provided by WG Monitor tender returns and scrutinise what is included in the package
Statutory objections are received to the proposals	Ensure thorough statutory consultation processes are followed and key stakeholders are consulted with and fully informed from the outset
Welsh medium demand in the area is not as expected and pupil numbers are low	It is very difficult to predict whether demand for places will be as expected. An appropriate promotion campaign will also be developed to stimulate demand.
The majority of the funding formula is based on pupil numbers and therefore growing schools will see a delay in funding which could put the school in a deficit.	There are elements of the funding formula that offer protection to allow schools to classes of a maximum of 30 in each key stage, in addition to this there is a minimum level of funding built in for management and administration. Several of the premises costs are delegated on floor area which will allow classrooms to be resourced.
Numbers on roll in the English medium schools in the Monmouth cluster may decline as a result of the proposal	This will be counter balanced by an increase in Welsh medium places but overall the number of places will be the same
There may be an increase in surplus places in English medium schools within the cluster	Surplus places are monitored closely and school reorganisation proposals implemented if necessary

6. SCHOOLS AFFECTED BY THE PROPOSAL

The following table shows general information on the schools affected or likely to be affected by the proposals.

The Welsh medium primary schools Ysgol Gymraeg Y Fenni and Ysgol Gymraeg Y Ffin may be affected by the proposal because the catchment area for these schools

will reduce as parents may choose to send their children to the new seedling provision due to its location. It is possible that all schools within the Monmouth cluster will be affected by the proposal particularly Overmonnow due to it being located on the same site.

The Language category and the capacity has been calculated using the Welsh Government guidance “Measuring the capacity of schools in Wales” and the capacities below are based on the calculations for 2022/23 academic year.

School Name	Language Category	School Type	Capacity & Admission Number	Number of Nursery Places	Age Range	Pupil Numbers Jan 2022 (Exc Nursery)
Ysgol Gymraeg Y Fenni	WM	Community	317 / 45	60	3-11	250
Ysgol Gymraeg Y Ffin	WM	Community	180 / 25	30	3-11	93
Osbaston CIW Primary	EM	Voluntary Controlled	210 / 30	N/A	4-11	204
Overmonnow Primary School	EM	Community	390 / 55	60	3-11	309
Kymin View Primary School	EM	Community	210 / 30	60	3-11	154
Llandogo Primary School	EM	Community	111 / 15	N/A	4-11	72
Raglan CIW Primary School	EM	Voluntary Controlled	210 / 30	N/A	4-11	182
Trellech Primary School	EM	Community	180 / 25	N/A	4-11	178
Cross Ash Primary School	EM	Community	210 / 30	N/A	4-11	172
Usk CIW Primary school	EM	Voluntary Controlled	280 / 40	N/A	4-11	274

The following table shows the number of pupils on roll for the last four annual school censuses for all school affected by the proposal. The figures do not include nursery pupils or pupils on roll at Special Needs Resource bases.

School Name	January 2021	January 2020	January 2019	January 2018
Ysgol Gymraeg Y Fenni	228	232	230	234
Ysgol Gymraeg Y Ffin	92	101	108	127
Overmonnow Primary School	311	296	298	329

Osbaston CIW Primary	210	208	201	200
Kymin View Primary School	165	164	183	174
Llandogo Primary School	78	79	67	72
Raglan CIW Primary School	195	199	202	203
Trellech Primary School	172	180	176	172
Cross Ash Primary School	174	175	182	190
Usk CIW Primary school	278	269	261	251

The following table provides forecasted pupil numbers for the next five years for the schools likely to be affected by the proposals:

School Name	January 2023	January 2024	January 2025	January 2026	January 2027
Ysgol Gymraeg Y Fenni	253	260	268	286	290
Ysgol Gymraeg Y Ffin	104	105	104	106	102
Overmonnow Primary School	297	307	285	262	260
Osbaston CIW Primary	206	206	206	207	208
Kymin view Primary School	145	130	115	103	101
Llandogo Primary School	68	62	66	69	65
Raglan CIW Primary School	175	159	155	145	133
Trellech Primary School	178	172	167	158	142
Cross Ash Primary School	169	170	159	151	142
Usk CIW Primary school	260	247	233	223	208
Total in Monmouth Cluster	1498	1453	1386	1318	1259

The table below shows the building condition rating as assessed during the most recent condition survey carried out by Monmouthshire County Council for those schools likely to be affected by the proposal:

Condition Rating	Definition
A	As new condition
B	Sound, operationally safe, and exhibiting only minor deterioration
C	Operational but major repair or replacement needed in the short to medium-term (generally 3 years)
D	Inoperable or serious risk of major failure or breakdown

School	Condition rating
Ysgol Gymraeg Y Fenni	C
Ysgol Gymraeg Y Ffin	C
Overmonnow Primary School	C
Osbaston CIW Primary	C
Kymin view Primary School	B
Llandogo Primary School	C
Raglan CIW Primary School	A
Trellech Primary School	C
Cross Ash Primary School	C
Usk CIW Primary school	C

7. QUALITY AND STANDARDS IN EDUCATION

As a new school, the leadership team at the new Welsh medium Primary School will receive support from both the Local Authority and the regional consortia the Education Achievement Service (EAS) to help ensure the school establishes effective management and teaching practices. Monmouthshire has a good track record of delivering quality primary education, with none of our primary or secondary schools being in an Estyn category as at December 2019.

Consideration of the potential impact of the proposal on quality and standards is aligned with the Estyn Inspection framework:

Learning

The proposal will not affect the quality of learning in any of the English medium schools in the Monmouth cluster or in either of our existing two Welsh medium schools affected. The new Welsh medium primary school will receive the appropriate level of challenge and support to ensure that a high quality learning is achieved.

Wellbeing and attitudes to learning

The creation of a new seedling Welsh medium primary school in Monmouth will increase parental choice in the town by providing Welsh medium education closer to home for children living in the north west of the county. As a result of shorter travel times, we expect the proposal to significantly improve the wellbeing of children in the seedling provision. Pupil wellbeing is a priority which is monitored and reported through school self-evaluation processes and improvement plans. The proposal will not impact wellbeing and attitudes towards learning at the other affected schools.

Teaching and learning experiences

Teaching and learning experiences in the new Welsh medium will follow Curriculum for Wales with Welsh as the language of teaching and learning. The proposal will not impact the teaching and learning experiences at the other affected schools.

Care support and guidance

The new Welsh medium primary school will be supported by the local authority and the Education Achievement Service to provide high quality care, support and guidance. There will be no change in care support and guidance at the other affected schools.

Leadership and management

There will be no change to the quality and effectiveness of leaders and managers at the other affected schools. At the new Welsh medium primary school, the school leadership team will receive support and guidance from the local authority and Education Achievement Service to ensure best practice in leadership and management are adopted.

A summary of Estyn Reports for affected schools can be found at appendix 2.

8. WELSH IN EDUCATION STRATEGIC PLAN

Monmouthshire's Welsh in Education Strategic Plan was approved by Welsh Government in June 2022. The establishment of a third Welsh medium primary school in Monmouthshire is a central element of our Welsh in Education Strategy to enable us to reach our target of having 115 learners, in each primary year group, being taught through the medium of Welsh by 2031.

The location of the new school in the town of Monmouth will encourage more parents to choose a Welsh medium education because it will reduce the need for learners to

travel long distances to access Welsh medium education in Abergavenny. This has been a determining factor for some parents when selecting a school for their child.

9. FINANCE

The initial costs for the seedling provision for the reception class will be:

Staffing costs	£90,882	One full time teacher and one full time teaching assistant for foundation phase. This includes agency costs to cover absence and PPA
Executive Headteacher	£34,700	Management of the seedling provision.
Resources	£5,000	

The costs above are for the full year, for the first year the costs will be lower to reflect the final 7 months of the financial year.

Overmonnow Primary School is currently fully funded for utilities, maintenance and grounds therefore no additional costs are expected.

The transport costs are expected to be neutral, it is anticipated that the any additional costs will be offset by savings of transporting pupils to other Welsh medium primary schools.

As the school increases in size, the costs for each class will be:

Staffing costs	£80,882	One full time teacher and one full time teaching assistant for foundation phase.
Higher Level Teaching Assistant	£33,652	40%
Headteacher	£65,000	
Resources	£5,000	

To set up the Welsh medium seeding the capital costs will be £478,000 for early years and £1,637,699 for the school. The total of £2,115,699 will be funded by a grant from Welsh Government.

10. LAND AND BUILDINGS

There will be no transfer or disposal of land and buildings necessary because the Welsh medium seedling provision will be located on an existing site.

11. CONSULTATION ARRANGEMENTS

The Council proposes ***to open a 3-11 seedling Welsh Medium Primary School on the Overmonnow Primary School site by utilising existing accommodation.***

The council is now engaging in statutory consultation processes with all interested parties to ensure that any decision taken by the Council is one that is informed.

The timescales for the formal consultation process are:

Statutory Consultation Period to commence by	Statutory Consultation Period concludes by	Period of consultation required
1 st June 2023	July 2023	6 weeks (including 20 school days)

4.1 FORMAL CONSULTATION PROCESS

The formal consultation process represents an opportunity for people to learn about the proposal, ask questions and make comments that will be recorded and considered when the Council determines whether or not to implement the proposal.

The Council seeks to engage with a wide range of stakeholders on the proposal outlined in this consultation document. A full list of the consultees can be found under Appendix 3.

As part of the consultation process, the Council has arranged for the following sessions to engage interested parties who may wish to learn about the proposal.

Day	Date	Time	Venue
TBC	TBC	TBC	Overmonnow Primary School

In addition to the above, any views, comments, or questions on the proposal can be submitted to the Council by:

- Completing the online consultation questionnaire available via www.monmouthshire.gov.uk/school-reorganisation
- Emailing strategicreview@monmouthshire.gov.uk

Completion of the questionnaire will enable us to undertake detailed analysis of the feedback we receive from consultees.

Comments must be submitted to the Authority by the consultation closing date.

Important: This consultation will not make any assumptions, so whether you are for or against the proposed changes, please take this opportunity to have your say.

If you have any questions on the proposals please contact the Access Unit on 01633 644508 or by emailing strategicreview@monmouthshire.gov.uk.

It is important to note that any unfavourable comments made during the consultation period will not be treated as objections to the proposals but will be accepted as adverse comments. Objections to the proposals can only be accepted after the consultation period has concluded and should the Council determine to proceed with the proposals by way of publishing statutory notices.

If you wish to object, you will need to do so in writing should the Council enter into a statutory objection period. If consultees submit a request during the objection period, asking for a response submitted at the consultation stage to be treated as an objection this will be accepted.

4.2 CONSULTATION WITH CHILDREN AND YOUNG PEOPLE

The views of children and young people are extremely important to the Council and therefore children and young people will be provided with opportunities to contribute to this consultation process. The Council has produced a summary version of this consultation document, which will be made accessible for all children and young people affected by this proposal.

The Council also intends to hold sessions with the relevant school councils and individual learners where this is felt to be appropriate and practicable. Consultation with children and young people will be supported by key professionals and their views captured and considered in any reports that may determine our way forward.

4.3 CONCLUSION OF THE FORMAL CONSULTATION PROCESS

Once the opportunity to respond to the proposal outlined within this consultation document has closed. The Council's Cabinet will then be provided with a consultation report analysing the views shared by consultees during the formal consultation process and determine whether or not they wish to proceed with the proposal. A copy of the consultation report will be published at least two weeks prior to the publication of a statutory notice.

If the decision is taken by the Council's Cabinet to proceed with the proposal, a statutory notice will be published. The statutory notice period will last for 28 days from the date of publication to enable consultees to express their views in the form of supporting or objecting to the proposal.

The Council's Cabinet will then consider the responses received during the statutory notice period in the form of an objection report, and make the final decision as to whether to proceed with the proposal. The proposed timetable for decision making following the formal consultation process is:

Stage of process	Key date
Cabinet consider the results of the consultation and determines whether to proceed with proposal	July 2023
Council publish statutory notice and enter into objection period	September 2023
Cabinet consider the objection report and determine whether or not to implement the proposal	November 2023
Implementation of Proposal	1 st September 2024

12. STAFFING

If the proposal is agreed in order to establish the new school we will need to follow processes to ensure everything is in place including employment and leadership policies and procedures.

The protection of employment policy for schools confirms that the temporary governing body would firstly appoint a headteacher and then staff. The temporary governing body would need to consider the timescales for the appointment of a headteacher in order that an appropriate staffing structure can be created and recruitment to take place.

The Council would advocate the adoption of Monmouthshire County Council's human resource policies as these have been subject to consultation with trade union representatives.

13. COMMUNITY IMPACT / EQUALITY IMPACT ASSESSMENT

13.1 COMMUNITY IMPACT ASSESSMENT

Community Impact Assessments are a structured way for the Council to fully understand the implications of its decisions and whether they are detrimental or discriminatory to certain groups or sections of the community. They help the Council to consider the impact of its decisions and policies within and between communities more generally. The Community Impact Assessment process ensures that the Council's decision making process is robust and impacts on all communities within Monmouthshire are fully considered in Council business. By carrying out impact assessments, the Council is working to promote equality for all our service users, employees and the wider community.

13.2 EQUALITY IMPACT ASSESSMENT

The Council recognises that people have different needs, requirements and goals and will work actively against all forms of discrimination by promoting good relations and mutual respect within and between our communities, residents, elected members, job applicants and workforce. The Council will also work to create equal access for everyone to our services, irrespective of ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-beliefs, use of Welsh language, BSL or other languages, nationality, responsibility for any dependents, or any other reason which cannot be shown to be justified.

An Equality Impact Assessment has been undertaken and can be found at www.monmouthshire.gov.uk/school-reorganisation

14. WELSH LANGUAGE IMPACT

The proposal supports all of the targets set out in the Welsh Education Strategic Plan. If the proposal were to be implemented Welsh Language provision would be expanded by establishing a seedling primary school in Monmouth town, which would serve the wider Monmouth area including Raglan, Usk, Trellech and Llandogo.

It is evident from the information provided above that the proposal would have a positive impact on Welsh Language provision within the area and in particular Monmouth. Currently pupils living in Monmouth wanting to access Welsh Medium Education would have to do so by travelling long distances to Ysgol Gymraeg Y Fenni in Abergavenny.

15. ADMISSION ARRANGEMENTS

Monmouthshire County Council will be responsible for admissions to the new seedling school and they will be undertaken in line with the School Admission Policy.

Applications for admission to all community primary schools will be assessed in accordance with Monmouthshire County Council's school admissions policy.

Parents / carers will have the opportunity to complete an application online and can express up to three preferences. The Local Authority operates an equal preference scheme, which means that all preferences are considered equally in line with the Local Authority's oversubscription criteria, and not on the basis of the order in which they are listed on the application form.

Admission to Reception - September 2024

The application process opens on the 8th November 2023 and the closing date is midnight on 9th January 2024.

Decisions for in-time applications will be issued on the 16th April 2024.

16. HOME TO SCHOOL TRANSPORT

Home to school transport will be provided in line with the current policy which states pupils who attend their nearest or catchment primary school and reside more than 1.5 miles away will be eligible.

Pupils currently receiving free home to school transport to existing provision who will be residing in the catchment area for the seedling school will not lose their entitlement to free home to school transport. Home to school distances and the new catchment areas will be relevant for applications to start the new school with effect from September 2024.

Further details of the home to school transport policy can be found on the following link:

<https://www.monmouthshire.gov.uk/school-transport-home-to-school>

17. OTHER INFORMATION

Further Information and regular up-dates on this proposal can be found on the following webpage:

www.monmouthshire.gov.uk/school-reorganisation

Frequently asked questions will be up-loaded weekly and put onto the Monmouthshire County Council Website.

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19.APPENDIX 2 - ESTYN REPORTS

The most recent Estyn inspection reports are shown below for the schools likely to be affected by the proposals:

Overmonnow Primary School	
Date of Inspection:	November 2018
Recommendations :	
	R1 Raise standards further by making full use of available teaching and learning time in all lessons
	R2 Maximise the use of resources, including sharing the expertise of all teaching and support staff throughout the school
	R3 Improve pupils' punctuality
Follow-up:	No Follow-up
Link to report:	https://www.estyn.gov.wales/system/files/2021-08/Inspection%20report%20Overmonnow%20C.P.%20School%202019.pdf

Osbaston Primary School	
Date of Inspection:	September 2019
Recommendations:	
	R1 Improve pupils' mathematical reasoning skills and their abilities to use numeracy skills across the curriculum
	R2 Ensure that all teaching meets the standards of the school's best practice
	R3 Provide regular opportunities for pupils to take part in physical education lessons
Follow-up:	No follow-up
Link to report:	https://www.estyn.gov.wales/system/files/202108/Inspection%20report%20Osbaston%20CIW%20Primary%20School%202019.pdf

Kymin View Primary School	
Date of Inspection:	May 2016
Recommendations:	
	R1 Raise the standards of extended writing, handwriting and presentation in key stage 2
	R2 Improve outcomes for more able pupils in all year groups
	R3 Improve the quality of marking and feedback to pupils
	R4 Ensure that all teachers' assessments are accurate
	R5 Refine self-evaluation processes to identify accurately the most significant areas for improvement
	R6 Ensure that improvement plans have specific and measurable targets
Follow-up:	No follow-up
Link to report:	https://www.estyn.gov.wales/system/files/2020-08/Kymin%2520View%2520Primary.pdf

Llandogo Primary School	
Date of Inspection:	October 2013
Recommendations:	
	R1 Raise standards of achievement in the core areas of learning in both the Foundation Phase and key stage 2 to ensure that all pupils, especially the more able, reach their full potential
	R2 Improve standards in writing across the curriculum, particularly in relation to extended writing in key stage 2
	R3 Raise standards in Welsh second language
	R4 Ensure that planning procedures are rigorous and consistent, particularly in relation to the planning of key skills across the curriculum
	R5 Address the shortcomings identified in teaching
	R6 Improve procedures in assessment for learning, marking and reporting to parents
	R7 Develop self-evaluation procedures to ensure sustained improvement
	R8 Improve communication with all partners.
Follow-up:	Estyn Monitoring
Link to report:	https://www.estyn.gov.wales/system/files/2020-08/Inspection%20report%20Llandogo%20C.P.%20School%202013%20%2528English%20only%2529_0.pdf.pdf.pdf.pdf.pdf.pdf

Cross Ash Primary School	
Date of Inspection:	June 2016
Recommendations:	
	R1 Raise standards of Welsh oracy in key stage 2
	R2 Provide opportunities for pupils to apply their literacy and numeracy skills more independently and creatively in work across the curriculum
	R3 Strengthen the Welsh dimension
	R4 Ensure that statutory requirements for collective worship are met
	R5 Improve the strategic analysis of school data to plan provision to meet the needs of all groups of pupils
Follow-up:	No follow-up
Link to report:	https://www.estyn.gov.wales/system/files/2020-08/Cross%20Ash%20C.P.%20School_0.pdf

Raglan Primary School	
Date of Inspection:	November 2016
Recommendations:	
	R1 Improve outcomes in mathematics and science for more able pupils in key stage 2
	R2 Improve attendance rates
	R3 Provide further opportunities for pupils in key stage 2 to apply their numeracy skills across the curriculum
	R4 Ensure that teachers' written feedback to pupils is effective in bringing about improvements
	R5 Develop the role of the governing body more fully in holding the school to account
	R6 Ensure that the school's self-evaluation procedures involve staff, governors and parents more fully
Follow-up:	Estyn Review
Link to report:	https://www.estyn.gov.wales/system/files/2020-08/Raglan%20CIW%20V.C.%20Primary%20School.pdf

Usk Primary School	
Date of Inspection:	April 2018
Recommendations:	
	R1 Provide pupils with opportunities to develop their independent learning skills and resilience to ensure that they remain focused on their learning
	R2 Improve spelling in key stage 2
	R3 Raise standards in handwriting and presentation in key stage 2
Follow-up:	No follow-up Estyn Case Study
Link to report:	https://www.estyn.gov.wales/system/files/2020-08/Usk%2520CIW%2520Primary%2520School.pdf

Trellech Primary School	
Date of Inspection:	April 2015
Recommendations:	
	R1 Raise standards in Welsh second language
	R2 Extend pupils' ability to take responsibility and to contribute to decision-making in the school
	R3 Extend opportunities for pupils to experience the wider curriculum and to learn more about the history and culture of Wales
	R4 Ensure that the small number of pupils in intervention groups attend the daily act of collective worship so the school meets all statutory requirements
	R5 Track decisions and action points derived from management meetings more systematically
Follow-up:	No follow-up
Link to report:	https://www.estyn.gov.wales/system/files/2020-08/Inspection_report_Trellech_CP_School_2015_English_only.pdf

Ysgol Gymraeg Y Fenni	
Date of Inspection:	February 2017
Recommendations:	
	R1 Ensure that teachers provide appropriate opportunities for pupils to develop their independent learning skills, to enable them to take more responsibility for their own learning
	R2 Ensure that teachers' feedback enables pupils to understand exactly what they need to do in order to improve their skills
	R3 Address the safety concern that was raised during the inspection
Follow-up:	No follow -up Estyn case study
Link to report:	https://www.estyn.gov.wales/system/files/2020-08/Ysgol%2520Gymraeg%2520y%2520Fenni%2520eng_0.pdf

Ysgol Gymraeg Y Ffin	
Date of Inspection:	October 2017
Recommendations:	
	R1 Share best practice in teaching across the school
	R2 Develop opportunities for pupils to apply their numeracy skills more frequently in other areas of the curriculum in key stage 2
	R3 Ensure opportunities to develop pupils' ICT skills in key stage 2

Follow-up:	No follow-up
Link to report:	https://www.estyn.gov.wales/system/files/2020-08/Ysgol%2520Gymraeg%2520y%2520Ffin%2520en.pdf

20. APPENDIX 3 - LIST OF CONSULTEES

- Parents, (and where possible perspective parents) carers/guardians and staff members of schools affected by the proposal
- The governing body of any school affected by the proposal
- Pupils/Pupil Councils of schools directly affected by the proposal
- Headteachers of schools affected by the proposal
- Welsh Ministers
- All MCC Town and Community Councils
- All MCC Assembly Members representing the area served by the school
- All Members of Parliament representing MCC area
- All MCC Libraries
- Directors of Education of all bordering LAs – Blaenau Gwent, Newport, Powys, Torfaen, Herefordshire, Gloucestershire
- MCC Youth Service
- GAVO
- Monmouthshire Governors Association
- Teaching trade unions
- Support Staff trade unions
- Welsh Language Commissioner
- Welsh Ministers
- ESTYN
- RHAG
- Mudiad Meithrin
- Church in Wales Diocesan Trust, Director of Education
- Roman Catholic Diocesan Trust, Director of Education
- South East Wales Consortium
- South East Wales Education Achievement Service
- Gwent Police and Crime Commissioner
- Early Years & Childcare Partnership
- Welsh in Education Forum



PROPOSAL – *Open a seedling Welsh Medium Primary School*
YOUR VIEWS

We would like your views on the above proposal. Please complete this pro-forma and return it to the address at the bottom, alternatively it can be handed in at the consultation event or there is an on-line response pro-forma available at www.monmouthshire.gov.uk/school-reorganisation

Access Unit, Monmouthshire County Council, County Hall, Rhadyr, Usk, NP15 1GA
or email strategicreview@monmouthshire.gov.uk.

Please tick the box if you wish to be notified of the publication of the consultation report.



Integrated Impact Assessment document

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

<p>Name of the Officer Will Mclean</p> <p>Phone no:</p> <p>E-mail: willmclean@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To establish a Welsh Medium 3-11 seedling primary school in Monmouth.</p>
<p>Name of Service area: CYP Access Unit</p>	<p>Date: January 2023</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	The school will provide Welsh medium education for children aged 3-11 living in Monmouth. Currently pupils have to travel long distances to Abergavenny.	Welsh medium education for children aged 12-19 is not yet available in Monmouthshire	MCC in collaboration with neighbouring authorities in South East Wales are looking at potential options across the region
Disability	No Impact	No Impact	No Impact
Gender reassignment	No Impact	No Impact	No 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 Impact	No Impact
Pregnancy or maternity	No Impact	No Impact	No Impact
Race	.No Impact	No Impact	No Impact
Religion or Belief	.No Impact	No Impact	No Impact
Sex	The provision will be co-educational including boys and girls.	No Impact	No Impact
Sexual Orientation	No Impact	No Impact	No Impact

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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	<p>Establishing a new Welsh medium primary school will increase the number of Welsh speakers in Monmouthshire. Being bilingual has many advantages, for example, due to the Welsh Language (Wales) Measure 2011 the ability to speak Welsh is either an essential or desirable skill for a growing number of jobs such as health, education, leisure, childcare and retail. This is especially the case in the provision of public services where the Welsh Language Standards require local authorities, fire and rescue service and police etc to provide their services to the same standards in both Welsh and English. The expansion of Welsh medium education across Monmouthshire means that more learners will have the opportunity to become bilingual thereby giving them a real advantage in securing employment opportunities</p>	<p>Time, distance and cost of travel has been identified as a challenge for some learners, particularly those suffering from socio economic disadvantage. As a result, Welsh medium education is not a genuine option for some learners. Learners who did not start Welsh medium education in Nursery or Reception have been unable to join in later years.</p>	<p>The Local Authority plan to review the School Transport Policy to ensure that it provides learners with a genuine opportunity to have a Welsh medium education. The additional primary school in Monmouth and the development looking at secondary provision in partnership with Blaenau Gwent, Merthyr Tydfil and Powys will create potential. This will allow more choice to parents wishing to provide Welsh medium education to their children. The development of an Immersion provision within Monmouthshire means that all learners, irrespective of age or linguistic background, will be able to benefit from a Welsh medium education.</p>

3. Policy making and the Welsh language.

<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<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>Should the proposal be agreed it will have a positive impact on the Welsh Language as we will be creating a Welsh Medium primary school in Monmouth. This will enable families to access Welsh medium education closer to their home. They will also have access to Welsh medium nursery and childcare. The proposal will significantly promote the Welsh language offer in Monmouth, this links directly with the Council's ambition to support the Cymraeg 2050 strategy of 1 million Welsh speakers and also the targets set out in the Council's Welsh Language 5 year strategy 22-27 and also the targets set in the Councils Welsh in Education Strategic Plan 22-32.</p>	<p>There is a risk that due to the school being on the same site as an English medium school that pupils will not be fully immersed in the Welsh Language.</p> <p>There is currently no Welsh medium secondary provision in Monmouthshire so there will still be long travelling times to Ysgol Gyfun Gwynllyw in Torfaen.</p>	<p>The headteachers of both schools will work collaboratively to ensure access to shared areas are managed effectively.</p> <p>MCC will continue to develop its discussions and engagement with Powys County Council and Blaenau Gwent County Borough Council to secure new Welsh medium secondary provision in the north of Gwent / south Powys area to mitigate the potential negative impact of this proposal. The council's Welsh In Education Forum (WEF) will be kept closely informed and involved in discussions on this.</p> <p>The Council will continue its on-going dialogue with Torfaen County Borough Council regarding the provision at Ysgol Gyfun Gwynllyw so that Welsh medium secondary education at the School remains an attractive option for pupils who wish to received a wholly emmersive Welsh education experience.</p>


<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>The establishment of a new school will generate the need for a greater number of Welsh Medium teachers and support staff in the Monmouth area over time. This will create opportunities for Welsh speakers in Monmouthshire and outside of the area to be able to utilise their Welsh language skills in the work environment. Recruitment Will be easier and can be gradually.</p>	<p>There is a risk that we may not be able to secure sufficient Welsh speaking teachers / staff to fulfill the requirements of the new school.</p>	<p>In order to mitigate this risk we will actively engage closely with our colleagues in the Welsh Government, the Education Achievement Service (EAS) and the local higher education institutes to help facilitate greater numbers of Welsh Medium teachers. We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (twitter, facebook, you tube), council website, bespoke Welsh Medium recruitment sites, Linkedin etc. We will engage with our partners in the Welsh in Education Forum (WEF) to assist us in this process utilising their expertise and range of contacts</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Should the consultation document be agreed it will be distributed to stakeholders in both Welsh and English.</p> <p>All correspondence and communications including on social media in relation to this proposal will be bilingual as required by the Welsh Language (Wales) Measure 2011</p>	<p>There is a risk that we will not be able to recruit sufficient Welsh speaking specialist local authority staff to deliver all services in Welsh.</p>	<p>In order to mitigate this risk, we will actively engage closely with colleagues in the Welsh Government, and the local higher education institutes to help facilitate greater numbers of Welsh Medium staff. We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (Twitter, Facebook, YouTube), council website, bespoke Welsh Medium recruitment sites, LinkedIn etc. We will engage with our partners in the Welsh Medium Education Forum (WEF) to assist us in this process utilizing their expertise and range of contacts</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The ability to speak Welsh is either an essential or desirable skill for a growing number of jobs such as health, education, leisure, childcare, retail and public services. This means that more learners will have increased employment opportunities as a result of being Bilingual in Welsh and English. There will be Increased employment opportunities within the proposed new school	No impact
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The establishment of the new school will reduce the requirement to transport children from the Monmouth area to Welsh medium provision in Abergavenny.	No impact
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	This proposal would result in more children being able to access Welsh medium provision in their community and be able to walk to school rather than being transported.	No impact
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Parents seeking Welsh medium education for their children in the Monmouth area will be able to access provision within their community. This will increase the opportunities for more learners to use the Welsh language outside of school in social settings and a range of authentic contexts.	No impact
A globally responsible Wales	No impact	No impact

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?
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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	If the proposal is agreed The Welsh Government's strategy of One Million Welsh Speakers will be supported by the increase in the number of pupils being educated through the medium of Welsh.	No impact
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The expansion of Welsh medium education in Monmouth means that more learners will have the opportunity to become bilingual in both English and Welsh and increase their chances of securing employment as adults and fulfilling their potential.	No impact

9. 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>	If learners are able to attend a Welsh medium primary school in their local community or within a short traveling time, they are more likely to choose and continue their education through the medium of Welsh.	No impact

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>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>This proposal is supported by our Welsh in Education Forum (WEF), the forum is represented by a number of key partners who are consulted with and are crucial in the delivery of our WESP targets.</p>	<p>No impact</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The new school is to serve the entire Monmouth cluster and all those affected by the proposal will be consulted with as part of the statutory consultation process. In addition the WEF members have been actively engaged on the proposal.</p>	<p>No impact</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Currently families wanting to access Welsh medium Education in Monmouth have to travel to Abergavenny, this may be suppressing demand and resulting in parents not choosing Welsh medium education. Having a local Welsh medium school will resolve this issue and also stimulate demand.</p>	<p>No impact</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.Having Welsh medium provision available in the local community will have a positive impact on the health and wellbeing of pupils who are currently having to access provision in Abergavenny. Because of the reliance on school transport this may mean that pupils cannot access after school clubs and other activities that are available after school.</p>	<p>No impact</p>

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	Appropriate safeguarding policies and procedures will be in place at the new school	No impact	No impact
Corporate Parenting	N/A	N/A	N/A

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

Page 262	<ul style="list-style-type: none"> • Faithful and Gould condition and suitability survey including identified backlog maintenance requirements (the Proposal document cites local backlog maintenance measures) • Data supplied by Health on the number of “live births” within the County. • Data from Planning on number of Housing Developments planned for the immediate coming years. • Current numbers on school rolls and trend analysis. • Surplus places – data from MCC Access team • Planning of school places data – MCC Access team
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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 Main benefits of the proposal is by creating Welsh medium provision in Monmouth we are enabling the local community to access education through the medium of Welsh without having to travel long distances to Abergavenny. This will in turn increase the amount of Welsh medium places across Monmouthshire so meeting our targets within our WESP. We will also be contributing to the Welsh governments strategy of 1 million Welsh speakers by 2050.

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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

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
1.0	Cabinet	18/01/2023	

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Subject: COUNCIL TAX PREMIUMS CONSULTATION – LONG TERM EMPTY PROPERTIES AND SECOND HOMES

Meeting: Cabinet

Date: 18th January 2023

Divisions/Wards Affected: All

1. PURPOSE:

1.1 The purpose of this report is to:

- outline the discretionary powers that councils have available to them to charge higher amounts of council tax (i.e. premiums) on certain types of property.
- seek approval to go ahead with a public consultation exercise to consider introducing council tax premiums from 1st April 2024.

2. RECOMMENDATIONS:

2.1 To note details of the discretionary powers that Councils have relating to council tax premiums, as detailed in this report.

2.2 To agree to undertake a public consultation exercise for proposals to introduce a council tax premium for long term empty properties and second homes, to sit alongside the planned budget consultation exercise due to run until 16th February 2023.

2.3 To use the results of the consultation to determine whether or not to introduce council tax premiums for either or both long term empty properties and second homes from 1st April 2024.

2.4 That the response to the consultation and the resultant proposal for any introduction of council tax premiums is considered by Scrutiny Committee prior to being considered for approval.

3. KEY ISSUES:

3.1 Since 1st April 2017, under the Housing (Wales) Act 2014, Councils have discretionary powers to charge a premium of up to 100% on long term empty properties and second homes.

3.2 The decision to charge a council tax premium on either a long-term empty property, second home or both is a decision for each council to make. Councils can set different levels of premium for each class.

3.3 Welsh Government have recently undertaken a consultation exercise to update these regulations. As a result, from 1st April 2023, councils will be able to charge a premium of up to 300% on top of the standard rate of council tax for these properties.

4. Long term empty properties

- 4.1 A long term empty property is defined as a dwelling which is both unoccupied and substantially unfurnished for a continuous period of at least one year.
- 4.2 In determining the length of time a dwelling has been empty, no account is to be taken of any period before 1st April 2016. In addition, the furnishing or occupation of a dwelling for one or more periods of six weeks or less during the year will not affect its status as a long-term empty dwelling. In other words, a person cannot alter a dwellings status as a long-term empty dwelling by taking up residence or installing furniture for a short period.
- 4.3 The regulations identify seven classes of dwellings that are exempt from the premium. These include dwellings marketed for let or sale, annexes and seasonal homes. A full list can be found on page 7 of the accompanying guidance found in Appendix One.
- 4.4 There are currently circa 400 properties listed on our council tax system as a long-term empty property. We will however have to check and verify the status of each property ahead of billing for any premium.

5. Second Homes

- 5.1 A second home is determined as a dwelling which is not a person's sole or main home and is substantially furnished. These dwellings are referred to in the Local Government Finance Act (LGFA) 1992 as dwellings occupied periodically but they are commonly referred to as "second homes".
- 5.2 There are currently circa 190 properties listed on our council tax system as a second home. As above, we will have to check and verify the status of each property ahead of billing for any premium.

6. Consultation

- 6.1 Any decision to charge a premium must be made by Full Council following a period of engagement and consultation with key stakeholders.
- 6.2 It is proposed that consultation runs alongside the 2023/24 budget consultation exercise which is scheduled to run through January and February 2023. A copy of the consultation questions can be found in Appendix Two.
- 6.3 The intention is also to write out to all properties currently identified on our database as being either a long-term empty property or a second home to draw their attention to the consultation.
- 6.4 Thereafter the outcome of the consultation will be considered as part of the Council Tax Resolution and Final Budget Setting report that is due to be debated by Full Council on 9th March 2023.

7. Proposal to charge a premium

- 7.1 The outcome of the consultation exercise will ultimately determine whether the council goes ahead in charging a premium for either long term empty properties and/or second homes. The consultation will also determine the percentage of any premium applied.

7.2 For second homes, the legislation and guidance requires councils to make their first determination at least one year before the beginning of the financial year to which the premium relates. It is also considered good practice to give rate payers of long-term empty properties 12 months' notice of a first determination to apply a premium. Therefore, a decision to charge a council tax premium will need to be made before 1st April 2023 and will be effective from 1st April 2024.

7.3 Should the Council determine to charge premiums there is also a requirement to publish a notice in the local paper within 21 days of a decision.

7.4 The council will also write out to each homeowner affected to advise them of the decision and to provide them with as much advance notice as possible.

8. Housing Context

8.1 The discretion given to councils to charge a premium is intended to be a tool to:

- help bring long term empty properties back into use to provide safe, secure and affordable homes
- support councils in increasing the supply of affordable housing and enhancing the sustainability of local communities

8.2 The council's Community and Corporate plan is currently in draft and is due to be presented to Full Council on 19th January 2023. The plan identifies some specific issues that the County is facing particularly in respect to house prices, an increasing demand for affordable housing and the use of temporary accommodation. Any additional revenue generated from council tax premiums could be utilised to help address some of these issues in future.

9. OPTIONS APPRAISAL

9.1 Full consideration of the proposal will be made following the completion of the consultation exercise.

10. EVALUATION CRITERIA

10.1 See above.

11. REASONS

11.1 To agree to undertake a public consultation exercise about the introduction of a charge for council tax premiums for long term empty properties and second homes in the county.

12. RESOURCE IMPLICATIONS

12.1 The amount of additional revenue generated from the proposal will depend on the number of properties (as noted above a full housekeeping exercise is required to determine exact numbers) and the percentage level of the premium awarded.

12.2 Current modelling, estimates that for:

- **long term empty properties:** estimates range from £88,000 to £2.1m depending on the level of premium and number of eligible properties.
- **second homes:** estimates range from £21,000 to £1m depending on the level of premium and number of eligible properties.

12.3 The full budget impact will be determined following the consultation exercise and will be included in the Medium Term Financial Plan for 2024/25 onwards.

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

13.1 This will be considered in full following the outcome of the consultation exercise.

14. CONSULTEES:

Cabinet
Strategic Leadership Team
Chief Officer for Resources
Head of Finance

15. BACKGROUND PAPERS:

Appendix One: Guidance on the implementation of Council Tax Premiums in Wales

Appendix Two: Consultation questions.

16. AUTHORS:

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Llywodraeth Cymru
Welsh Government

www.gov.wales

Guidance on the Implementation of the Council Tax Premiums on Long-Term Empty Homes and Second Homes in Wales

January 2016

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Guidance on the Implementation of the Council Tax Premiums on Long-Term Empty Homes and Second Homes in Wales

Introduction

1. From 1 April 2017, local authorities will be able to charge a premium of up to 100% of the standard rate of council tax on long-term empty homes and second homes in their areas. The legislative changes were made by the Housing (Wales) Act 2014 and the powers given to local authorities are discretionary. Whether to charge a premium on long-term empty homes or second homes (or both) is, therefore, a decision to be made by each local authority.
2. The purpose of this guidance is to assist local authorities in their decision whether or not to charge a premium in their area.
3. This guidance has been produced to ensure that there is a fair and consistent implementation of the premiums and their exceptions across Wales.
4. The guidance is statutory and is issued under powers in sections 12A (3) and 12B (4) of the Local Government Finance Act 1992 ("the 1992 Act") as inserted by the Housing (Wales) Act 2014 ("the 2014 Act"). It applies to all local authorities in Wales.
5. This guidance should not be treated as an interpretation of the legislation. The interpretation of legislation is in the first instance a matter for the local authority, with definitive interpretation the responsibility of the courts.

Legal Framework for the Council Tax Premiums

6. Paragraphs 7 - 14 set out the legal framework which is common to both the premium on long-term empty homes and the premium on second homes. Requirements which are specific to long-term empty homes are set out in paragraphs 15 - 17, and those which are specific to second homes are detailed in paragraphs 18 - 19.
7. The 2014 Act amends the 1992 Act by inserting new sections 12A and 12B to enable a billing authority (a county council or county borough council) in Wales to disapply any discount granted to long-term empty dwellings and dwellings occupied periodically and apply a higher amount of council tax (a premium).
8. Local authorities have discretion to decide on the amount of the premium up to a maximum of 100% of the standard rate of council tax that applies to the dwelling.

9. Where a determination to charge a premium is made, a local authority must publish a notice of the determination in at least one newspaper circulating in its area within 21 days of the date of the determination.
10. A determination by a billing authority to charge a premium will also disapply any discount that is granted under section 11(2)(a) of the 1992 Act for dwellings in which there are no residents.
11. A billing authority can make, vary or revoke a determination made under sections 12A and 12B of the 1992 Act, but only before the beginning of the financial year to which the determination applies.
12. The Welsh Ministers also have powers under section 12A(4) and 12A(5), and 12B(5) and 12B(6) of the 1992 Act to prescribe through regulations certain classes of dwelling which may not be subject to a premium. The Council Tax (Exceptions to Higher Amounts Wales) Regulations 2015 have been made under these powers and the exceptions they prescribe are detailed later in this guidance.
13. The council tax system already provides a number of specific exemptions from council tax. The exempt groups are set out in the Council Tax (Exempt Dwellings) Order 1992. There are a number of exemptions in place for unoccupied dwellings, such as, for example:
 - where the resident is in long-term residential care or hospital,
 - where a dwelling is being structurally repaired (for up to one year),
 - where the resident has died (for up to six months after grant of probate or letters of administration).
14. A dwelling that is exempt from council tax is not liable for a premium. However, where a dwelling becomes no longer eligible for an exemption, but remains unoccupied, it will become liable for the premium. In the case of an empty home, it will be liable for a premium after it has been empty for a continuous period of one year.

Section 12A: Higher amount for long-term empty dwellings

15. A long-term empty dwelling is defined as a dwelling which is both unoccupied and substantially unfurnished for a continuous period of at least one year.
16. In determining whether a dwelling has been empty for one year, no account is to be taken of any period before 1 April 2016. In addition, the furnishing or occupation of a dwelling for one or more periods of six weeks or less during the year will not affect its status as a long-term empty dwelling. In other words, a person cannot alter a dwelling's status as a long-term empty dwelling by taking up residence or installing furniture for a short period.

17. Where a local authority makes a determination to charge a premium on long-term empty dwellings, it may specify different percentages (up to a maximum of 100 per cent) for different dwellings based on the length of time for which they have been empty. This will enable local authorities to take a stepped approach with incremental increases applying over time.

Section 12B: Higher amount for second homes

18. A second home is defined as a dwelling which is not a person's sole or main home and is substantially furnished. These dwellings are referred to in the 1992 Act as dwellings occupied periodically but they are commonly referred to as "second homes".

19. In order for a premium to apply to dwellings occupied periodically, a billing authority must make its first determination under section 12B at least one year before the beginning of the financial year to which the premium relates. This means that in order to charge a premium from 1 April 2017, a billing authority must make a determination before 1 April 2016. A determination to charge a premium in 2018 must be made before 1 April 2017 and so on.

Making a Determination to charge the Council Tax Premiums on Long-term Empty Homes and Second Homes

20. The discretion given to local authorities to charge a premium is intended to be a tool to help local authorities to:

- bring long-term empty homes back into use to provide safe, secure and affordable homes; and
- support local authorities in increasing the supply of affordable housing and enhancing the sustainability of local communities.

21. In considering whether or not to charge a premium, regard should be given to these aims. Authorities should take into account the particular housing need and circumstances in their area.

22. There are a range of factors which could help inform local authorities in deciding whether to charge a premium. Whilst some factors will be specific to either long-term empty homes or second homes, others will be common to both. A list of these factors is set out below to assist local authorities. It is not intended to be exhaustive.

- Numbers and percentages of long-term empty homes or second homes in the area;
- Distribution of long-term empty homes or second homes and other housing throughout the authority and an assessment of their impact on property values in particular areas;
- Potential impact on local economies and the tourism industry;
- Patterns of demand for, and availability of, affordable homes;

- Potential impact on local public services;
- Potential impact on the local community;
- Other measures that are available to authorities to increase housing supply;
- Other measures that are available to authorities to help bring empty properties back into use.

23. The determination by a local authority to charge a premium under section 12A or 12B of the 1992 Act must be made by full Council. Prior to doing so, a local authority must give due consideration to its statutory duties to carry out equality impact assessments under the Equality Act 2010 and the Welsh Public Sector Equality Duties 2011 and to all other relevant considerations. A local authority should also give consideration to engagement and consultation with key stakeholders, including the local electorate, before taking a decision as to whether or not to charge one or both of the premiums.

24. Having made a determination to charge a premium, in addition to the requirement to publish a notice in a local newspaper within 21 days, a local authority should give consideration to how its decision is communicated more widely, particularly to those who might be affected. This may be through the publication of press notices, providing information on website pages or other avenues to raise awareness such as, for example, direct communication with council taxpayers who are likely to be liable for the premium. A local authority may also wish to give consideration to how they advise or inform those who may be affected but who normally reside outside the local area.

Exceptions to the Council Tax Premiums on Long-Term Empty Homes and Second Homes

25. Sections 12A and 12B of the 1992 Act provide Welsh Ministers with powers to make regulations to prescribe one or more classes of dwellings in relation to which a billing authority may not make a determination to apply a premium. The Council Tax (Exceptions to Higher Amounts) (Wales) Regulations 2015 are made under these powers – a premium may not be charged on a dwelling that falls within an exception. A local authority must have regard to these exceptions before deciding to implement a premium.

26. The regulations prescribe seven classes of exempt dwellings. Classes 1, 2, 3 and 4 apply to both long-term empty homes and second homes. Classes 5, 6, and 7 only apply to second homes. The classes of dwelling are outlined in the table below and are detailed further in paragraphs 28 - 46.

Classes of Dwellings	Definition	Application
Class 1	Dwellings being marketed for sale – time-limited for one year	Long-Term Empty Homes and Second Homes
Class 2	Dwellings being marketed for let – time-limited for one year	
Class 3	Annexes forming part of, or being treated as part of, the main dwelling	
Class 4	Dwellings which would be someone's sole or main residence if they were not residing in armed forces accommodation	
Class 5	Occupied caravan pitches and boat moorings	Second Homes
Class 6	Seasonal homes where year-round occupation is prohibited	
Class 7	Job-related dwellings	

27. Each exception is described further in the next section. Additional guidance will be provided in relation to assist local authorities in the application of the exceptions for:

- dwellings being marketed for sale;
- dwellings being marketed for let; and
- job-related dwellings.

Class 1: Exception for dwellings being marketed for sale

28. This exception applies to both the premium on long-term empty homes and the premium on second homes. It excepts dwellings that are being marketed for sale. It also covers dwellings where an offer to buy the dwelling has been accepted but the sale has not yet been completed.

29. In order to qualify for this exception a dwelling must be on the market for sale at a reasonable price. In considering whether a price is reasonable, regard should be given to the sale price of comparable dwellings in the area. Additional guidance will be provided to assist local authorities in the application of this exception.

30. The exception period runs for up to one year from the granting of the exception. After an exception has ended, a dwelling being marketed for sale will not be eligible for a further exception period unless it has been sold.

Class 2: Exception for dwellings being marketed for let

31. This exception applies to both the premium on long-term empty homes and the premium on second homes. It excepts dwellings that are being marketed for let. It also covers dwellings where an offer to rent has been accepted but the tenant is not yet entitled to occupy the property because the tenancy has not yet started.
32. In order to be eligible for this exception, a dwelling must be on the market for let at a reasonable rent, that is, the rent the property would be expected to fetch having regard to the rent raised on comparable dwellings. Additional guidance will be provided to assist local authorities in the application of this exception
33. The exception period runs for up to one year from the granting of the exception. After the end of the exception period, a dwelling being marketed for let will not be eligible for a further exception period unless it has been subject to a tenancy that was granted for a term of six months or more.

Class 3: Exception for Annexes forming part of, or being treated as part of, the main dwelling

34. This exception applies to both the long-term empty homes premium and to the second homes premium.
35. This exception applies where an owner has adapted their dwelling to provide an annexe and the annexe is now being used as part of the main dwelling.

Class 4: Exception for Dwellings which would be someone's sole or main residence if they were not residing in armed forces accommodation

36. This exception applies to both the long-term empty homes premium and to the second homes premium.
37. This exception applies to dwellings that would be a person's sole or main residence but which is unoccupied because that person resides in armed forces accommodation.
38. This exception is also intended to cover armed forces personnel whose homes are unoccupied because they are living in armed forces accommodation overseas.

Class 5: Exception for Occupied caravan pitches and boat moorings

39. This exception applies to the second homes premium. It covers dwellings that consist of a pitch occupied by a caravan or a mooring occupied by a boat where the boat or caravan currently has no resident, but when next in use will be a person's sole or main residence.

Class 6: Exception for Seasonal homes where year-round occupation is prohibited

40. This exception applies to the second homes premium. It is applicable to dwellings that are subject to planning conditions that prevent occupancy for a continuous period of at least 28 days in any 12-month period.
41. This exception is intended to cover purpose-built holiday homes or chalets which are subject to planning conditions restricting year-round occupancy. The exception is based on the definition of the existing discretionary discount for seasonal homes (Class A) in The Council Tax (Prescribed Classes of Dwellings) (Wales) Regulations 1998¹.

Class 7: Exception for job-related dwellings

42. This exception applies only in relation to the second homes premium and applies to dwellings occupied by a person who is:
- a qualifying person in relation to the dwelling, but who is resident in another dwelling which is job-related (as defined in Schedule 1 to the Regulations); or
 - a qualifying person in relation to a job-related dwelling.
43. A qualifying person is defined as:
- a person who is liable for council tax in respect of a dwelling on a particular day, whether or not jointly with another person; and
 - a person who would be liable for the council tax in respect of a dwelling on a particular day, whether or not jointly with another person if that dwelling did not fall within:
 - i. Class O of the Council Tax (Exempt Dwellings) Order 1992; or
 - ii. Class E of the Council Tax (Liability for Owners) Regulations 1992.
44. This exception applies where a person is required to reside in a job-related dwelling. It applies to a second home that is occupied periodically because a person is required to live in job-related accommodation elsewhere. It also applies where the job-related accommodation is a person's second home.
45. The definition of a job-related dwelling is given in the Schedule to the Regulations. Although this exception is similar to the job-related discount under the Council Tax (Prescribed Classes of Dwellings) (Wales) Regulations 1998, it differs because the discount only applies if the job-related dwelling is a person's sole or main residence.

¹ SI 1998 No 105

46. Another difference from the job-related dwelling discount is that there is no requirement for the taxpayer to be liable for council tax in respect of two dwellings, meaning that a person who has either a main home abroad or a job-related dwelling abroad can also benefit from the exception. Additional guidance will be provided to assist local authorities in the application of this exception

Reducing Liability for the Council Tax Premiums on Long-Term Empty and Second Homes

47. Under section 13A of the 1992 Act, a billing authority has discretionary powers to reduce council tax liability to such extent as the billing authority thinks fit. The power can be exercised in particular cases or by determining a class or case. The power may be used to reduce council tax liability in circumstances where a local authority may otherwise charge a premium.

48. Some illustrative examples of where a local authority might consider using these powers include:

- where there are reasons why the dwelling could not be lived in;
- where there are reasons why a dwelling could not be sold or let;
- where an offer has been accepted on a property but the sale has not yet been completed and the exception period has run out;
- where charging a premium might cause hardship.

49. The above list is not exhaustive and billing authorities will want to consider all factors they think are relevant.

50. It is a matter for a local authority as to whether the discretionary 13A powers are used to reduce council tax liability in respect of a premium. In the interest of fairness and transparency, a local authority should have a clear policy on whether, and how, these powers will be used. The authority should, however, consider each case on its merits having taken into account the circumstances of the case.

51. It should be noted that deliberations around the use of the discretionary 13A powers are likely to be different when they are considered to reduce council tax liability resulting from a premium compared to reducing liability from the standard rate of council tax. This is because dwellings liable to a premium are already liable for the standard rate of council tax.

Appeals

52. If a person is aggrieved by a calculation by the local authority of the amount of their council tax liability including their liability to pay a premium, they must, in the first instance, make an appeal to their local authority.
53. If they are aggrieved by the decision taken by their local authority or if the local authority does not provide a decision within the required timescales, they can appeal to the Valuation Tribunal for Wales but only after they have exhausted the local authority's appeals process.
54. Further information on the appeals process can be found on the Valuation Tribunal for Wales' website via the link below:
- <http://www.valuation-tribunals-wales.org.uk/home.html>.

Next Steps

Amendments to related legislation

55. In order to ensure that local authorities are able to administer and enforce the premiums the Welsh Government will amend relevant legislation to reflect the introduction of the premiums for example, changes to the calculation of the tax-base and to the appeals process.

Administration and Enforcement

56. In order to assist local authorities with the administration and enforcement of the premiums, in particular the application of the exceptions, additional guidance will be provided.
57. In response to concerns raised by some authorities about administrative difficulties and potential avenues for abuse, this guidance will also provide additional information to assist local authorities in applying the exceptions for:
- dwellings being marketed for sale;
 - dwellings being marketed for let; and
 - job-related dwellings.

Use of additional revenue generated from the Council Tax Premiums

58. A local authority will be able to retain any additional funds generated by implementing the premiums and amendments to the calculation of the tax base will be made to facilitate this. However, authorities are encouraged to use any additional revenue generated to help meet local housing needs, in line with the policy intentions of the premiums.

59. Specific requirements in relation to reporting on additional revenue generated and its subsequent use will be set out in further guidance. Further details on this are provided in the next section.

Monitoring and Reporting

60. In order to monitor the effectiveness of the premiums and to ensure that information on their usage is clearly made available to local council tax payers, the Welsh Government will require local authorities to monitor and report on the implementation of the premiums.

61. The specific requirements in relation to this will be set out in further guidance which will be published prior to April 2017. This is likely to include:

- Number of properties liable for the premiums;
- Additional income raised from implementing the premiums;
- How any additional income has been used;
- Number of empty homes which have been brought back into use.

62. A new module is currently being developed on Datatank for local authorities to use in modelling, monitoring and reporting on the premiums. This will be available to all authorities in the New Year.

Local Taxation Team
Welsh Government
December 2015

Consultation – Council Tax Premiums for long term empty properties and second homes

Monmouthshire County Council's Cabinet has agreed to undertake a consultation exercise about charging a council tax premium for long-term empty properties and second homes in the county.

Sections 12A and 12B of the Local Government Finance Act 1992 allows Councils in Wales to charge a premium of up to 300% (100% prior to April 2023) on top of the standard rate of council tax, on long term empty properties and second homes.

This Legislation has been in place since 2017 and allows each council to choose whether or not to introduce these premiums. To date the Council hasn't sought to introduce a premium, however we now wish to hear your views about whether a premium should be introduced in the future.

A **long-term empty property** is defined as a dwelling which is both unoccupied and substantially unfurnished for a continuous period of at least one year.

A **second home** is defined as a dwelling which is not a persons sole or main home and is substantially furnished.

Monmouthshire currently has extremely high levels of homelessness. A large amount of the Council's finances are dedicated to providing short term emergency accommodation. In line with Welsh Government guidance the council is able to retain any additional revenue generated from these premiums to help bring long term empty properties back into use to provide safe, secure and affordable homes and to help to increase the supply of affordable housing and enhance the sustainability of local communities.

If introduced the earliest the council could charge a council tax premium would be for the 2024/25 financial year. If approved the council will seek to notify all rate payers affected by the premium to give them as much advance notice of the change as possible.

If you wish to share your views please respond to this consultation by **16th February 2023**.

Data Protection and Confidentiality - We comply with all legislation governing the protection of personal information, including the Data Protection Act 2018 and the UK:

General Data Protection Regulations (GDPR). Any personal information you supply in this form will remain strictly confidential and anonymous. This information will be held and used in line with our retention policy. For more information about privacy, please visit:

<https://www.monmouthshire.gov.uk/your-privacy/>

If you require the questionnaire in another language or format or simply require assistance in completing the form, please telephone 01633 644644 or email contact@monmouthshire.gov.uk and we will be happy to help.

1. Should the Council use it's discretionary powers to charge a premium on **long term empty properties** in the county? *

- Yes
- No
- Don't Know

2. In reference to question 1 above please provide any comments here:

3. If you answered 'yes' to question 1, what level of premium do you consider appropriate for long term empty properties? *

- 25%
- 50%
- 75%
- 100%
- 150%
- 200%
- 250%
- 300%
- Don't Know
- Not Applicable

4. In reference to question 3 above please provide any comments here:

5. Should the Council use it's discretionary powers to charge a premium on **second homes** in the county? *

- Yes
- No
- Don't Know

6. In reference to question 5 above please provide any comments here:

7. If you answered 'yes' to question 5 what level of premium do you consider appropriate for second homes? *

- 25%
- 50%
- 75%
- 100%
- 150%
- 200%
- 250%
- 300%
- Don't Know
- Not Applicable

8. In reference to question 7 above please provide any comments here:

9. Do you have any other comments in relation to this consultation?

10. Are you responding to this consultation as:

- A resident of Monmouthshire County Council
- The owner of an empty property in the county
- The owner of a second home in the county
- Other

11. How would you describe your gender?

- Male
- Female
- Non-binary
- Prefer not to say

12. Which of the following options best describes how you think of yourself?

- Heterosexual
- Gay or lesbian
- Bisexual
- Prefer not to say

13. How old are you?

- Under 18 years old
- 18 to 24 years old
- 25 to 34 years old
- 35 to 44 years old
- 45 to 54 years old
- 55 to 64 years old
- Over 65 years old
- Prefer not to say

14. How would you describe your ethnic group?

- White
- Mixed/Multiple ethnic group
- Asian/Asian British
- Black/African/Caribbean/Black British
- Other ethnic group
- Prefer not to say

15. Are you registered as having a disability?

- Yes
- No
- Prefer not to say

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SUBJECT:	DRAFT REVENUE AND CAPITAL BUDGET PROPOSALS 2023/24
MEETING:	CABINET
DATE:	18th January 2023
DIVISION/WARDS AFFECTED:	All

1. PURPOSE:

- 1.1 To set out draft revenue and capital budget proposals for financial year 2023/24.
- 1.2 To commence a period of consultation on draft budget proposals for a four-week period ending 16th February 2023.

2. RECOMMENDATIONS:

- 2.1 That Cabinet approves the release of its draft revenue budget proposals for 2023/24 for consultation to run until 16th February 2023.
- 2.2 That Cabinet notes the positive implications arising out of the provisional budget announcement of Welsh Government and agrees the response outlined at **appendix 4**.
- 2.3 That Cabinet approves the release of its draft capital budget proposals for 2023/24 and indicative capital budgets for 2024/25 to 2026/27 as set out in **appendix 8** for consultation to run until 16th February 2023.
- 2.4 That Cabinet agrees that immediate capital pressures identified for 2023/24 highlighted in **figure 6** and in **appendix 1** are funded from re-purposing existing capital budgets.
- 2.5 That Cabinet recommends the use of £3.0m of capital receipts to fund revenue costs associated with service reform that support the draft revenue budget proposals.

3. Budget context and summary

- 3.1 Councils are facing financial challenges on an unprecedented scale. It is widely acknowledged that local government funding has not kept pace with service demand and inflationary pressures.
- 3.2 Cabinet has been clear that its budget approach is to be policy and priority led. The 'draft' Community and Corporate Plan has guided the draft budget proposals for 2023/24 with a focus on Monmouthshire being:
 - A fair place to live where the effects of inequality and poverty have been reduced;
 - A green place to live and work with reduced carbon emissions, making a positive contribution to addressing the climate and nature emergency;
 - A thriving and ambitious place, full of hope and enterprise;
 - A safe place to live where people have a home and community where they feel secure;
 - A connected place where people feel part of a community, are valued and connected;
 - A learning place where everybody has the opportunity to reach their potential.

- 3.3 The size of the budget challenge for Monmouthshire, prior to any intervention for financial year 2023/24 is £26.642m. This has grown by circa £3.5m since Cabinet received its previous budget update in November 2022. The Council is accustomed to dealing with financial challenges in the order of £5m - £10m in an annual planning cycle. The size and speed of the 2023/24 challenge is out of all proportion to earlier years and is largely driven by factors that residents are experiencing in their domestic and employed lives. Price rises on goods and services, soaring energy costs, and increased borrowing costs predominate. Added to these are significant cost increases attributable to pay awards, and increased demand on service areas such as social care, homelessness, additional learning needs and home to school transport.
- 3.4 Cabinet has looked at every mechanism available to reduce the shortfall including grant support from Wales Government, savings from service efficiencies, additional income through raising fees and charges and additional tax through a council tax increase.
- 3.5 The provisional settlement from Welsh Government received on 14th December 2022 provided a funding increase of 9.3%; better than anticipated. This introduces a year-on-year increase of £10.213m to the Council.
- 3.6 The draft budget proposals bring forward savings proposals amounting to £11.6m alongside staff efficiencies of £0.5m. Further information on these proposals is set out in paragraph 3.13 and detailed individual savings proposals are attached at **appendix 1**. Proposals are being made to generate additional income of £1.4m for 2023/24 through increases in discretionary fees & charges. A Council Tax increase has been modelled as 5.95% for 2023/24, raising an additional £4.1m. There still remains an unfunded budget shortfall at this stage of the process of £230k. A summary is set out in figure 1 below

Figure 1 High level budget summary

BUDGET PROGRESS TO DATE	£'000	£'0002
Gross Expenditure		285,161
Pay pressures - recurrent from 2022/23	1,572	
Pay pressures - 2023/24	5,439	
Treasury, borrowing and levies	3,245	
Energy pressure	4,531	
Specific service Pressures - recurrent from 2022/23	9,119	
Specific service Pressures – New	2,736	
	26,642	26,642
Sub Total Expenditure		311,803
Gross Income		(285,161)
<u>Savings Proposals</u>		
Service saving proposals	(9,984)	
Fees & Charges increases	(1,416)	
Staffing efficiencies	(530)	
Welsh Government settlement funding implications	(10,213)	
Corporate savings	(187)	
Council tax additionality (Base and rate)	(4,082)	
	(26,412)	(26,412)
Sub Total Income		(311,574)
Net Expenditure		230

Pressures

3.7 Service specific spending pressures (£9.119m and £2.736m in the table above) have been subject to rigorous review. This total of £11.855m needs to be considered as part of the draft budget. A summary table of these pressures is provided below with more detail provided in **appendix 1**.

Figure 2 – Budget pressures

Pressures by Directorate	New 2023/24 Pressure (£000's)	Recurrent 2022/23 Pressure £000's	Total Pressures £000's
Children & Young People	467	306	773
Social Care & Health	1,270	5,874	7,144
Communities & Place	550	2,530	3,080
Monlife	0	388	388
Resources	336	21	357
Chief Executives Unit	84	0	84
People & Governance	12	0	12
Corporate Costs & Levies	17	0	17
Total	2,736	9,119	11,855

3.8 The most significant areas of pressure are:

- **Children’s social care** – £4.4m. Children’s services is a volatile area with risks associated with insufficiency of children’s placements, demand levels, the complexity of demand, inflationary pressures, and staff shortages. There are increasing numbers of high-cost placements, including emergency arrangements for children where there is no regulated placement available.
- **Adult social care** – £1.75m that recognises the challenges of an ageing population, combined with delayed presentations to health and social care during the pandemic resulting in increased numbers of individuals who have higher dependency needs. The pressure to avoid delayed discharge from hospital is also driving increased demand.
- **Real living wage implications** - £1m to support the Council in responding to challenges resulting from a fragile and unsustainable social care market. A continued risk exists around the required costs needed to meet need as the sector grapples with issues around recruitment and retention.
- **Homelessness** - £1.86m. National policy in this area has changed significantly. Expectation on provision (rightly so) is higher now than pre-pandemic and we have many more people presenting as homeless. There are unprecedented numbers of people in temporary accommodation.
- **Children with additional learning needs** – £0.6m pressure resulting from increased demand for support for pupils and increases in placement costs. This includes requirements to support pupils with complex needs from an earlier age and pupils that are continuing their education post-16.
- **Recycling and Waste** – £218k. Recycling and waste haulage, treatment and disposal costs have escalated over the last 18 months. Income from trade waste collections has reduced during 2022.

- **Passenger Transport Unit and Fleet** – £612k pressures resulting from increasing operating costs both internally and externally as a result of increasing home to school passenger numbers leading to additional contracts, some resulting in increased in-house provision due to contract hand backs where the external market has been unable to respond. An estimated increase of 15% in fuel prices also presents a further budget pressure for 2023/24.
- **Income shortfalls** – £0.8m of pressures across various services such as Leisure and Outdoor education where demand levels have not returned to pre-pandemic levels (£388k); income losses from the Council’s investment properties (£150k); and under-recovery of fee income from fixed penalty notices (£225k).
- **Community Safety** - £84k. Additional local capacity in the areas of community safety, crime & disorder and violence against women, domestic abuse & sexual violence and for CCTV.
- **Shared services** – £166k of pressures resulting from increased charges for the shared resource service (SRS) and Revenues & Benefits service.

3.9 A pressure resulting from the re-current impact of the 2022/23 pay award impact which was above budgeted levels by £1.572m. The Council has revised its budget assumptions for 2023/24 pay. A £5.439m pressure is provided in the draft budget proposals.

3.10 Energy costs have surged. £4.531m has been provided to recognise this.

3.11 A pressure of £3.2m in treasury and borrowing costs alongside adjustments to precepts and levies from outside bodies. The South Wales Fire and Rescue Service precept increases contributions by 8.63%, representing a pressure of £421k.

Service budget saving proposals for 2023/24

3.12 A summary of saving proposals by service area is shown in figure 3 below with further details outlined in **appendix 1**.

Figure 3 – Saving proposals

Savings proposals by Directorate	2023/24 £000
Children & Young People	(1,918)
Social Care & Health	(4,349)
Communities & Place	(2,482)
Monlife	(648)
Resources	(1,143)
Chief Executives Units	(341)
People & Governance	(86)
Corporate Costs & Levies	(433)
Totals	(11,400)

3.13 The proposals in total bring forward service budget savings of £11.4m. The notable savings proposals are:

- **Schools funding** - £1.45m. This amounts to a reduction in the budget delegated to schools of 2.8% after making full provision for pay and energy increases.

- **Gwent Music reduced contribution** - £100k. withdraw subsidy from the service. A hardship fund will be maintained to support pupils from low-income families.
- **Before School Clubs increased charges** - £70k. To increase the charges of before school clubs to £2 for a morning session of childcare.
- **Children's services** - £1.36m. Re-evaluating current processes and decisions around high cost placements complemented by a review of family time service development, and a review of structures and service operating costs.
- **Adult's services** - £2.0m. Re-sizing direct care for some clients and rebalancing in house/external provision. The introduction of a fall's prevention and early intervention service to reduce the number of people being placed in nursing/residential care from home or hospital.
- **Learning disabilities** - £300k. Remodelling of learning disability and mental health teams that will involve a decrease in team management hours.
- **Public protection** - £103k. Staff restructuring within the Public protection service.
- **Decarbonisation** - £714k. Reducing energy consumption across the Council's estate.
- **Fleet Maintenance** - £160k. Reduction in operating fleet and mileage reduction.
- **Passenger Transport Commissioning** - £70k. New acceptable routes implemented to reduce transport requirements based on current transport policy.
- **Neighbourhood Services** - £210k. Reduction of grounds maintenance operations , cessation of the community improvement teams, increased income from external contracts. Service reconfiguration of sweeping functions across the county.
- **MonLife** - £648k. A range of measures including service redesign and cost savings with the aim of maintaining service delivery within a reduced funding envelop.
- **Community Hubs** - £150k. Reduce staffing levels at community hubs in order to reduce costs and keep all hubs open with reduced service levels. A one-year reduction in the budget for library books by 50% or £45k.
- **Contact Centre** - £112k. To reduce staffing levels in the contact centre by 2.5 FTE.
- **People & Governance** - £80k. Increase income in Communications and Land Charges.
- **Landlord services** - £665k. Reduce the corporate building maintenance revenue budget; review the property estate and explore options for further rationalisation; increase income from Solar farm export tariff.
- **ICT** - £149k. Mobile phone contract savings.
- **Revenues, Systems & Exchequer** - £126k. Remove budget earmarked for a discretionary business rate relief scheme.
- **Fees & Charges** - £1.4m. Increased income generation through a range of increases in discretionary fees & charges across the Council's services.

Council Tax

- 3.14 The Council Tax increase in the budget has been modelled as 5.95% for 2023/24 and a reduced 3.95% for the remaining three years of the MTFP for modelling purposes. For a current Band D property of £1,476.79 (Council only element excluding Community council or Police levy), this would illustratively be an additional £87.87 a year or £1.69 a week for 2023/24.

Illustrative impact of a 5.95% increase in Council tax rate									
Bands	A	B	C	D	E	F	G	H	I
Increase per week	£1.13	£1.31	£1.50	£1.69	£2.07	£2.44	£2.82	£3.38	£3.94

- 3.15 At this stage the council tax collection rates is retained at 99% for 2023/24. Overall, the Council Tax base calculated for 2023/24 has risen by 0.85% compared to 2022/23. This increase takes into account the anticipated changes in dwellings. The estimated total additional income, net of changes to CTRS (Council Tax Reduction Scheme), is £336,000.

4. Figure 4 - The consolidated 2023/24 Draft Budget for consultation

	January 2023 Cabinet proposals						
	Adjusted Base Budget 2022/23	Proposed savings	Identified Explicit Pressures	Budget Assumptions	Corporate Adjustments incl. reserves	Council Tax Income	Proposed Budget 2023/24
Children and Young People	59,014	(1,918)	2,812	2,146	(8)		62,046
Social Care and Health	58,449	(4,349)	7,319	1,157	124		62,700
Communities & Place	24,053	(2,482)	3,710	814	350		26,445
Monlife	4,888	(648)	1,498	261	(12)		5,987
Resources	6,984	(1,143)	872	245	(3)		6,955
Chief Executive's unit	3,180	(341)	146	97	(4)		3,078
People & Governance	4,788	(86)	12	152	(5)		4,861
Corporate Costs & Levies	24,268	(433)	17	390	1,599	856	26,697
Treasury	7,074				2,237		9,311
Total Expenditure	192,698	(11,400)	16,386	5,262	4,278	856	208,080
Aggregate External Financing (AEF)	(112,278)			(10,213)			(122,491)
Council Tax (MCC)	(62,871)					(4,083)	(66,954)
Council Tax (Gwent Police)	(14,392)					(856)	(15,248)
Council Tax (Community Councils)	(3,158)						(3,158)
Council Fund Contribution	0						0
Total Funding	(192,699)	0	0	(10,213)	0	(4,939)	(207,851)
Headroom/(shortfall)	0	(11,400)	16,386	(4,951)	4,278	(4,083)	230

5. Unmitigated Budgetary Risks being carried

- 5.1 **Service budget savings** - The budget process for 2023/24 is challenging. The initial budget gap identified of £23.1m resulted in services being asked to deliver a level of savings which will require significant service reforms. Given the capacity constraints across the Council, this clearly presents a significant budgetary risk in 2023/24. This will be particularly important within Social Care and where savings totalling £4.4m will be expected to be delivered within a service which has a trend of significant over-spends and is still experiencing challenging

levels and complexity of demand, coupled with significant workforce pressures. Similarly, the homelessness area will remain a challenge.

- 5.2 **Pay awards** - Uncertainty will remain around the pay awards for local government staff and teaching staff. Actual pay awards will not be confirmed nationally by independent pay bodies until later in 2023 and therefore further consideration might need to be given in-year to adjust pay budgets at that time. The pay award assumptions factored into the budget are set at a level which is seen as prudent and will provide suitable and sufficient mitigation against any further pay pressures needing to be managed in 2023/24.
- 5.3 **Funding** - The Welsh Government provisional settlement has provided some welcome reprieve and significantly exceeded the Council's earlier MTFP modelling assumption. However, and as is the case at this stage of the budget process, clarification is still being sought on levels of specific grant funding. This will be closely monitored in the coming weeks and any known material impacts will be factored into the final budget proposals.
- 5.4 **Redundancy & Pension costs** – Cabinet was informed at its meeting in November that the scale of the financial challenges faced by the Council would likely lead to staffing consequences and redundancies. As a result of the significant work undertaken to mitigate any job losses, aided by the better than expected provisional settlement, it is not anticipated that there will be significant redundancies albeit the process is ongoing. The savings proposals brought forward by services contain a varying level of voluntary or compulsory redundancy which will attract costs to the Council in the form of severance or pension strain cost. The final impact of this will need further consideration as the process moves through to final budget stage.

6. The medium term outlook

- 6.1 The underling MTFP budget model has been updated to take account of the updated budget assumptions:
- Pay award assumptions considering an array of data and forecasts for wage and pay growth, notably by the Office for Budget Responsibility and independent pay bodies;
 - The Council Tax increase has been modelled as 5.95% for 2023/24 and 3.95% for the remaining three years of the MTFP for modelling purposes;
 - Aggregate External Finance assumptions have been adjusted to align with the indicative increases confirmed by Welsh Government as part of the provisional settlement;
 - The rate of increase in employer's contribution to the pension fund being frozen for 2023/24 with an increase of 1.2% then modelled over 2024/25 and 2025/26;
 - An increase in the staff vacancy assumption from 2% to 3% for 2023/24 only, reflective of the tight labour market being experienced across the UK, and where there are far more vacancies than there are applicants.
- 6.2 When the draft proposals are applied the MTFP budget model the effect is illustrated in **figure 5** overleaf and highlights a budget gap that grows over the medium-term to a shortfall of £23.067m in 2026/27 that will need to be addressed.

Figure 5 – Medium term forecast

Services	Adjusted Base 2022/23 £000's	Indicative Base 2023/24 £000's	Indicative Base 2024/25 £000s	Indicative Base 2025/26 £000's	Indicative Base 2026/27 £000s
Children & Young People	59,014	62,046	63,633	64,994	66,383
Social Care & Health	58,449	62,700	60,824	61,702	62,498
Communities & Place	24,053	26,445	26,624	27,390	28,163
MonLife	4,888	5,987	6,377	6,629	6,876
Resources	6,984	6,955	7,082	7,284	7,482
Chief Executive's Unit	3,180	3,078	3,225	3,308	3,388
People & Governance	4,788	4,862	4,758	4,882	5,003
Corporate Costs & Levies	24,268	26,696	37,397	46,083	55,002
Treasury & reserves	7,074	9,311	10,383	11,026	11,402
Total Expenditure Budget	192,699	208,080	220,303	233,298	246,196
Aggregate External Financing (AEF)	(112,278)	(122,490)	(126,165)	(127,048)	(127,937)
Council Tax (MCC)	(62,871)	(66,955)	(69,599)	(72,349)	(75,206)
Council Tax (Gwent Police)	(14,392)	(15,248)	(15,850)	(16,477)	(17,127)
Council Tax (Community Councils)	(3,158)	(3,158)	(3,158)	(3,158)	(3,158)
Sub Total Financing	(192,699)	(207,851)	(214,773)	(219,031)	(223,429)
(Headroom)/Shortfall	0	230	5,530	14,267	23,067

6.3 Provision of £7.5m is currently made in the MTFP, for modelling purposes, for “unidentified pressures” in each of the remaining years of the MTFP. Clearly 2023/24 is seeing a level of net pressures presenting in excess of this provision. Work will continue to refine this model over the next few months.

7. Reserves and Capital Receipts strategy

7.1 Earmarked reserve balances are projected over the MTFP period to decrease from £16.1 million at the start of 2022/23 to £13.1 million at the end of 2026/27. Taking into account that some of these reserves are specific, this brings the usable balance down to £8.5 million at the end of 2026/27.

7.2 Revenue reserves as a whole (including the Council’s General Council Fund balance) are projected to reduce from £26.6 million at the start of 2022/23 to £21.1 million at the end of 2026/27. £21.1 million represents just over 10% of the projected net revenue budget in 2026/27.

7.3 Cabinet will need to make an assessment in its final budget proposals of any further level of reserve cover needing to be earmarked to cover the budgetary risks noted above.

7.4 As part of its MTFP budget strategy the Council continues to fund one-off revenue costs associated with service reform from useable capital receipts held. As part of the draft budget, Cabinet is proposing to make further use of this mechanism with a total draw from capital receipts for 2023/24 of £3m. This approach will need to be reversed in part or in full for future years as receipt generation reduces.

7.5 Drawing on capital receipts in this way has two consequences. Firstly, that it draws on limited useable capital receipts meaning that any significant capital expenditure needing to be funded from the Council’s resources will have a significant impact on the level of borrowing needing to be

considered. Secondly, this is a short-term strategy and its removal as a funding source in 2024/25 will have an impact on the level of budget shortfalls needing to be managed.

- 7.6 Schools hold reserve balances. Forecasting at month 6 suggests a draw of £4.9m of the total £6.9m balance brought forward into 2022/23, reducing balances to £2m. Given the emerging funding picture for 2023/24, it is anticipated that schools will moderate their investment plans for the remainder of the year and that collective balances may end up higher than the current estimate of £2m.
- 7.7 The previously approved reserves strategy sought to ensure that earmarked reserves are not used to balance the budget for ongoing expenditure and that they are instead used to the best effect and impact on one-off areas of spend to help the Council transform and transition itself within the new resource levels available to it. The final budget report will contain an assessment of the adequacy of reserves and the underlying reserves strategy.

8. Capital budget

- 8.1 The last capital budget strategy was approved by Council in March 2022. Whilst an updated capital strategy for 2023/24 will be considered by Council alongside the treasury strategy at its meeting on 9th March 2023 the underlying principles of the strategy remain fit for purpose and have been used in preparing the draft capital budget proposals. The capital strategy requires the capital programme to be financially sustainable without leading to borrowing levels that are unaffordable, unsustainable and imprudent.
- 8.2 The draft capital budget proposals for 2023/24 continue to support the priorities of the Council and are wholly aligned with the priorities set out in both the proposed Community and Corporate Plan. Notably this includes ensuring that resources are aligned to meet the plans for tackling the longer-term challenges that communities and public sector organisations are facing.
- 8.3 The existing capital programme is very much dominated by the investment in the new Abergavenny 3-19 school which involves total investment of £69.3m in creating the first operationally Net Zero Carbon 3-19 School in Wales, alongside the completion of the new Crick Road care home.
- 8.4 Aside from this investment, the current four-year capital programme very much represents a consistent investment into maintaining the Council's infrastructure base through planned investment in:
- Property and county farms maintenance
 - Highways infrastructure & transports schemes
 - Disabled facilities grants & access for all
 - Match funding to leverage external grant opportunities to invest in infrastructure
 - Investment in the Cardiff capital city region deal
 - Funding of eligible revenue costs associated with service reform, to support the draft revenue budget
 - ICT investment
- 8.5 The draft capital budget for 2023/24 and over the medium term is shown at **appendix 8**. The small amount of further capital funding offered with the provisional settlement of £56k will be considered alongside any further pressures or proposals materialising between now and final budget stage.

8.6 Whilst the current planned investment in the Council's infrastructure goes a long way in meeting the requirement to maintain the existing estate, there still remains a considerable number of backlog pressures that sit outside of the core capital programme as indicated in **appendix 5**, and this has significant risk associated with it and is being closely monitored.

9. Immediate capital pressures

9.1 As part of the capital strategy, Council approved an investment criteria priority matrix (**appendix 7**) which is used to evaluate any proposed capital funding bids and to identify those which present the case for the most urgent investment.

9.2 The current Capital programme is impacted by the same external factors impacting upon the revenue budget and outlined in detail earlier in this report. Inflation, supply chain issues and internal resourcing capacity is meaning that current capital budgets are delayed or deliver less for the same amount of budget.

9.3 The existing capital programme has been reviewed during the budget process to date to establish the suitability of the brought forward indicative capital schemes, and principally:

- Whether the schemes are still relevant to current Council priorities;
- Are current budgets allocated still workable given factors such as inflation, supply chain issues and internal capacity to deliver;
- Are there any more urgent schemes coming forward, either from the backlog list of pressures or otherwise that need to displace existing schemes;
- Whether there are any further external funding opportunities;
- Does the capital programme remain prudent and affordable in light of the wider economic pressures and revenue budget gap;
- Does potential slippage from the 2022/23 capital budget provide opportunities to re-purpose existing budgets to allow one-off investment in immediate capital risks.

9.4 The broad conclusion of the initial assessment was that the indicative capital programme remains suitable, prudent and affordable in current circumstances, and directs funding to those schemes that represent the greatest priority when considering the approved investment criteria, and principally in the areas of urgent health and safety works, legal and regulatory obligations, corporate plan priorities, and those that allow a balanced revenue budget to be set.

9.5 There was however a recognition that a handful of pressures had been highlighted that required urgent consideration for funding as they represented a level of unpalatable risk, or that represented capital investment required to generate revenue budget savings and that would aid in closing the revenue budget gap (and were therefore essentially self-funding over the fullness of time). These proposed additions to the capital programme are as follows:

Figure 6 – Immediate capital pressures proposed for funding

Capital pressures proposed for one-off investment	Priority category	£000's
Capital investment required to meet Decarbonisation programme (Decarb 1)	Allows a balanced revenue budget to be set, Corporate plan priority	490
Refit programme - MCC funded works (Decarb 1)	Allows a balanced revenue budget to be set, Corporate plan priority	270

Monlife - Old Station Tintern site enhancement (ML19)	Allows a balanced revenue budget to be set	45
Safe route to schools - New acceptable routes to reduce transport requirements (PTU1)	Allows a balanced revenue budget to be set	185
CYP - Upgrade of Capita One system (CYP3)	Allows a balanced revenue budget to be set	55
Infrastructure programme – Highways & Structures black risks identified through surveys that are not currently funded (CAP1)	Health & Safety works, Addresses infrastructure investment	980
Infrastructure programme - Structures red risks identified through surveys that are not currently funded (CAP1)	Health & Safety works, Addresses infrastructure investment	270
Total		2,025

9.6 In respect of funding these pressures, £2m of capital budgets within the 2022/23 programme have been identified that are no longer required or appropriate and can therefore be re-purposed to these schemes. There are varying reasons that these budgets have been declared as surplus but result principally from changing priorities in the post-pandemic working environment, and delays encountered progressing works during the pandemic which are now no longer required. Fuller details of the budgets that will be available to be re-purposed will be provided within the 2022/23 capital outturn report, but in summary can be outlined as:

Figure 7 – Capital budgets to be re-purposed

Existing capital budgets that can be re-purposed	£000's
Penyrhiw Sewerage under spend	100
County hall Buildings and Car park	750
Disabled facilities grants	800
Area management	20
Match funding budget	300
Schools refurbishment grant	55
Total	2,025

10. Capital backlog pressures and investment considerations

10.1 In summary the following capital backlog pressures and investment considerations have been identified. These will require careful further and future consideration and update as Council looks to deliver against the goals and ambitions set out in the Community and Corporate plan.

- Long list of back log pressures – infrastructure, property, DDA (Disability Discrimination Act compliance) work, Public rights of way, as outlined in **appendix 5**. None of these pressures are included in the current capital MTFP, but this carries with it varying degrees of risk. These pressures have undergone recent review and the Capital and Asset Management Working Group will continue its work to assess risks and determine whether there needs to be any further capital budget provision afforded to mitigate any significant risks requiring more immediate action over the MTFP period.
- In addition to this there are various schemes and investment considerations (e.g. tranche C Future schools, climate emergency response, affordable housing needs,

any depot and household waste recycling centre enhancements) that could also have a capital consequence, but in advance of quantifying those or having Member consideration of these items, they are also excluded from current capital MTFP. Indicative MonLife investment considerations are separately shown in **appendix 6** and again will require separate member consideration.

- The change in Welsh Government homeless policy during and following the pandemic for all homeless people to be appropriately housed results in potential future capital pressures and considerations. Clarity is awaited on the level of Welsh Government support that may be provided and grant conditions that enable such funding to be used to address the current accommodation needs.
- The requirement to secure adequate and suitable accommodation for registered placements for looked after children and where market supply is not available. It is expected that initial acquisitions will need to be made to satisfy the requirements that the courts have placed on us to secure registered placements.
- Grant funding levels and the potential significant investment requirement to match fund the more significant grants available such as LUF, Active travel and flooding.

11. Capital funding

- 11.1 The provisional settlement outlines that the Council's unhyponthecated capital allocation will be £4.925m, which represents a £818k increase over 2022/23 with an indication that this will be maintained in 2024/25. This is broadly in line with expectation. The Council has limited recourse to internal resources in the form of capital reserves and receipts, and any resultant borrowing required to support the capital programme directly impacts on the revenue budget.
- 11.2 Clarification is also required on specific capital grant funding streams where there are initial indications from Welsh Government that these are being removed or consolidated, or that the criteria are being tightened and that may impact on some of the pressures and bids being considered. This will also need further consideration in the final budget proposals.
- 11.3 This will present future challenges to the Council as it looks to maintain its assets and consider future capital investment that responds to the needs of communities and in allowing the Council to pursue the goals set out in the Community and Corporate plan.
- 11.4 In light of the current pressures on the Council's medium-term revenue budget, and the principles on which any prudential borrowing must be taken of affordability, prudence and sustainability, the use of further prudential borrowing has been carefully assessed and refreshed in **appendix 12**.
- 11.5 The level of capital receipts anticipated over the next 4-year window has again not been increased as the Council awaits the conclusion of the replacement Local Development Plan and the subsequent Strategic (Regional) Development Plan on Council owned land.
- 11.6 The Council continues to use the benefit of Welsh Government guidance that allows the Council to make flexible use of capital receipts to meet revenue expenditure associated with service reform.
- 11.7 The 2023/24 revenue budget proposals see a further proposed use of capital receipts for this purpose of £358k, bringing the level of support to a figure of £3m and in supporting the draft revenue budget proposals. It is accepted that this is not a sustainable long term means by which to support the revenue budget but is seen as necessary given the current financial challenges. The revenue MTFP is however modelled on the level of capital receipt support reducing considerably in 2024/25 onwards.

11.8 The table below illustrates the balance on the useable capital receipts reserve over the period 2022/23 to 2026/27 taking into account current capital receipts forecasts provided by Landlord Services and revised balances drawn to finance the existing programme.

Figure 8 – Useable Capital receipts

Capital receipts balances	2022/23	2023/24	2024/25	2025/26	2026/27
	£000's	£000's	£000's	£000's	£000's
Balance at 1st April	10,414	12,039	13,150	12,205	10,708
Capital receipts used for financing	(3,776)	(1,547)	(1,194)	(1,094)	(1,094)
Capital receipts used to support revenue costs associated with service reform	(3,008)	(507)	(507)	(507)	(507)
Capital receipts received	7,071	-	-	-	-
Capital receipts forecast	1,338	3,165	756	104	104
Forecast Balance at 31st March	12,039	13,150	12,205	10,708	9,211

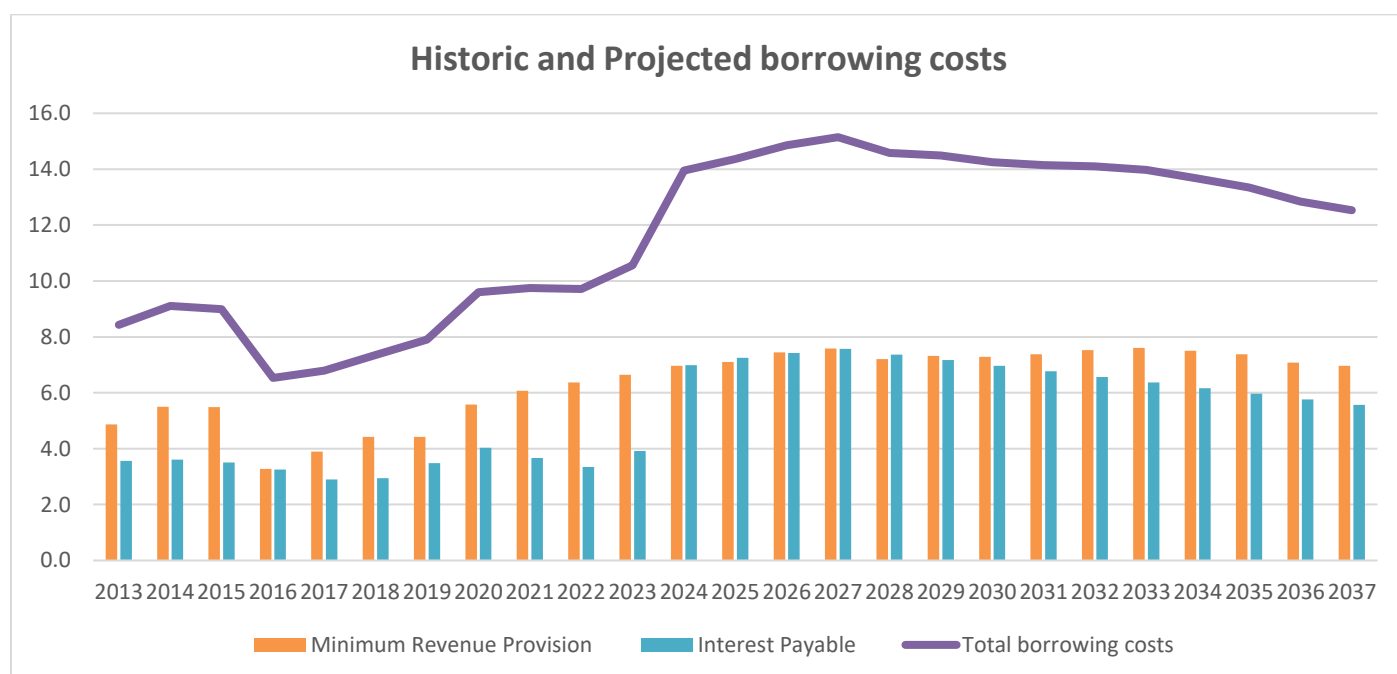
11.9 The core capital programme does not generally include specific grant funded schemes as a consequence of such funding announcements and grant awards not being confirmed in time to feature in the forthcoming capital budget proposals. These are added to the capital programme during the year. Cabinet will receive confirmation of specific grant funded capital schemes in March alongside the final capital budget proposals. The final proposals will also contain an update on any early indications of additional capital funding from Welsh Government or any other funding bodies.

12. Prudential indicators

12.1 The prudential indicators appropriate to 2023/24 and highlighted in **appendix 12** to this report demonstrate:

- That for 2023/24 borrowing and internal Council resources account for 48% of the capital funding with 52% found from external sources. This is heavily skewed by the grant funding available for the Abergavenny 3-19 scheme, and in the last year of the MTFP this returns to a normal trend of 75% of funding coming from borrowing and internal Council resources.
- In terms of the mix of capital receipts usage versus borrowing, longer life assets (such as school building re-provision) are more suitable being funded from borrowing over their respective asset life rather than using capital receipts. Capital receipts are more suitable in affording short life capital assets expenditure, as this avoids proportionately higher Minimum Revenue Provision (MRP) costs affecting the revenue budget. This would introduce a trend of increasing capital receipts available to members to address short term priorities.
- However capital receipts have also increasingly been used in recent years to legitimately supplement the revenue budget, by way of use Welsh Government guidance relating to flexible use of capital receipts associated for costs of service reform.
- Estimated gross debt levels compared against the capital financing requirement indicates around 11% headroom and that is reflective of "internal" borrowing where the Council is utilising its cash balances from reserves and working capital to avoid the need for additional external borrowing on a day to day basis. This is seen as the most cost effective treasury policy as it avoids entering into longer term borrowing at rates which are markedly higher than corresponding investment rates and would therefore mean incurring a significant "cost of carry" of any unspent and uncommitted borrowing sums.

- The operational boundary for external debt acts a management tool for monitoring gross debt levels during the financial year and does not represent an absolute limit for gross borrowing unlike the Authorised limit which does act as the absolute limit for borrowing without further Council approval.
- The affordability of borrowing is considered by Members in setting an affordable and balanced annual budget. The prudential indicator showing the proportion of financing costs compared to the net revenue budget ensures that consideration is given to the impact of borrowing on the overall budget.
- The Council's annual borrowing costs are subsumed within the revenue budget, and members annually assess pressures, savings and priorities through their consideration of budget proposals. The most significant such costs are interest payments and the minimum revenue provision, which is a proxy for principal repayments on borrowing secured. The following graph indicates a slightly rising trend in such costs for the next 4 years which is not unexpected given the commitment to borrowing for the 3-19 school in Abergavenny. Despite this the proportion of financing costs compared to net revenue budget remains broadly static throughout the MTFP window at around 6%.



13. Next Steps

- 13.1 The information contained in this report constitutes the draft budget proposals that are now made available for formal public consultation and member scrutiny, including the requirement to consult businesses. The formal consultation period will run for a period of four weeks ending on 16th February 2022.
- 13.2 Cabinet are interested in consultation views on the draft proposals and the underlying budget strategy adopted. This is the opportunity for Members, the public and community groups to consider the budget proposals and make comments on them. Cabinet will not however, be prepared to recommend anything to Council on 9th March that has not been subject to a Future Generations Assessment and Equality Impact Assessment and therefore a deadline to receive alternative proposals has been set as 16th February 2022.

- 13.3 The Council will look to purposefully engage with residents and businesses on a face to face basis. Virtual budget consultation events will also still be held as it enables the Council to reach out to members of the public who otherwise might not have the opportunity to attend a physical face to face consultation event.
- 13.4 Given the nature and extent of the budget challenge faced for 2023/24 and the range and extent of the budget savings proposals it is important that the Council reaches out, engages and listens to feedback. This will in turn inform the final budget proposals that are to be considered in early March.
- 13.5 The budget consultation approach proposed by the Council is therefore to:
- a) Launch a dedicated page on the Council's website containing the draft budget proposals, a video blog by the Cabinet Member for Resources and an online feedback form;
 - b) Make use of social media linked to press releases, the website and online forms to ensure that there is optimal reach to allow residents to become aware of and respond to the draft budget proposals.
 - c) Run face to face and virtual budget consultation events across Monmouthshire via the various consultative fora outlined below. These events will be publicised via the Council's website, social media channels and established networks to ensure that communities are sighted and allows for their voice to be heard.

Caldicot – 23rd January 2023
Chepstow – 24th January 2023
Usk – 25th January 2023
Monmouth – 26th January 2023
Magor/Undy – 31st January 2023
Abergavenny – 7th February 2023

Virtual consultation events - 2nd February 2023 – am and pm

Unions Joint Advisory Group (JAG) – 16th January 2023
Head Teachers conference – 27th January 2023
Young People engagement session – 30th January 2023
School Budget forum – 30th January 2023
My Mates / People First group – 3rd February 2023
Youth Council – 6th February 2023

- 13.6 The scrutiny of the budget proposals are key areas of this part of the budget process. The following dates have been set for scrutiny committees:

Performance and Overview Committee – 25th January 2023
People Scrutiny Committee – 26th January 2023
Place Scrutiny Committee – 2nd February 2023

- 13.7 Final budget proposals following consultation and receipt of the final settlement will go to the Cabinet meeting on 1st March 2023 and approval of Council Tax and final budget proposals will then take place at Full council on or before 9th March 2023.

14. OPTIONS APPRAISAL:

- 14.1 Directorates are required to consider and outline the options that have been considered for each of the budget savings proposals and pressures identified in this report. The detail is contained in the budget mandates available under **appendix 1**.
- 14.2 The means of assessing whether the final budget proposals for 2023/24 have been successfully implemented is undertaken throughout the year via regular budget monitoring and periodic reports to Cabinet and then to Select committee for scrutiny.
- 14.3 Alongside the proposed Community and Corporate Plan, the Council continues to develop and monitor the performance of the Council against service business plans. Taken together these arrangements enable the Council to evaluate its success and progress against its longer term plans within the resources available.

15. REASONS:

- 15.1 To agree the draft budget proposals for 2023/24 for consultation purposes.

16. RESOURCE IMPLICATIONS:

- 16.1 As identified in the report and appendices.

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

- 17.1 The future generation and equality impacts of the savings and pressure proposals have been initially assessed in **appendix 2**. An overall future generation and equality impact evaluation of all the proposals has also been undertaken and is contained in **appendix 3**. This overall evaluation is an early one, applying to budget proposals only at this pre-consultation, pre-decision stage. This analysis will continue to evolve and be updated throughout public consultation and scrutiny.
- 17.2 Almost any change to a council service has some socio-economic impact. This is because of the nature of the Council's responsibilities and the extent to which some groups, communities and vulnerable people rely on public services. The aim is to properly understand this impact so that appropriate mitigations can be identified wherever possible and minimise the impact on people in greatest need.
- 17.3 Given the scale of the budget challenge for 2023/24, and the requirement for services to deliver a level of savings proposals that require service reforms, it is inevitable that the assessment shows that some proposals have identified a negative impact and where mitigating actions have been considered, identified or are in place. Consultation requirements have been identified and are ongoing. The assessment also identifies some of the pressures to support services have potentially a mostly positive impact on equalities and Future Generations.
- 17.4 The actual future generations and equality impacts from the final budget report's recommendations will also be reviewed and monitored during and after implementation.

CONSULTEES:

SLT
Cabinet

APPENDICES:

Appendix 1	Directorate savings and pressure proposals
Appendix 2	Future Generations Evaluations
Appendix 3	Future Generations Evaluation for the overall budget
Appendix 4	Proposed letter responding to Welsh Government's Local Government provisional settlement
Appendix 5	Capital MTFP backlog pressures
Appendix 6	MonLife Investment Considerations
Appendix 7	Approved Capital investment criteria
Appendix 8	Capital budget summary programme 2023/24 to 2026/27
Appendix 9	Useable capital receipts 2022/23 to 2026/27
Appendix 10	Capital receipts risk factors
Appendix 11 (exempt)	Individual forecast capital receipts
Appendix 12	Prudential Indicators

BACKGROUND PAPERS

List of planned capital receipts (Appendix 11): Exempt by virtue of s100 (D) of the Local Government Act 1972.

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Ref	Pressure/Saving by Directorate	Draft Pressure	Draft Saving
		£000	£000
CYP	Children & Young People	2,812	(1,918)
SCH	Social Care & Health	7,319	(4,349)
C&P	Communities & Place	3,710	(2,482)
MonLife	MonLife	1,498	(648)
CEO	Chief Executives Unit	146	(341)
P&G	People & Governance	12	(86)
RES	Resources	872	(1,143)
CORP	Corporate Costs & Levies	17	(433)
	Totals	16,386	(11,400)

Ref	Children & Young People	Draft Pressure £000	Draft Saving £000
DeCarb1&2	Schools energy - To reflect the projected costs of energy for 2023/24	2,039	
CYPPM1	Out of county and other LA ALN Pressure - The budget for Additional Learning Needs has seen a substantial pressure in demand for support for pupils. This demand includes requests to support more complex pupils from an early age and pupils also continuing their education into post 16.	306	
CYPPM4	Investment - Specialist needs resource base - Staffing Overmonnow / Monmouth and Pembroke	291	
CYPPM5	Welsh medium - Seedling provision, as an extension of an existing Welsh-medium school	66	
CYPPM2	Early Years - maintained nursery specialist teacher	60	
CYPPM6	ALN transport - Increased costs in providing transport for pupils with Additional Learning Needs, both in compulsory education and those continuing post 16.	50	
CYP13	Schools - This amounts to a reduction in the budget delegated to schools of 2.8% after making full provision for pay and energy increases.		(1,450)
CYP8	Increase ALN recoupment income - additional places and increased charges to cover pay awards.		(100)
CYP12	Gwent Music - withdraw subsidy from the service. A hardship fund will be maintained to support pupils from low-income families.		(100)
CYP9	Before School Clubs increased charges - To increase the charges of before school clubs to £2 for a morning session of childcare		(70)

CYP11b	Education Psychology staff savings - The proposal is to reduce the Education Psychology Service (EPS) by a further 0.6 FTE		(49)
CYP10	Reduce contribution to Education Achievement service - To reduce MCC's core contribution by 10%		(40)
CYP11a	Education Psychology staff savings - The proposal is to reduce the Education Psychology Service (EPS) by 0.4 FTE		(32)
CYP6	Additional Learning Needs Admin Team - Reduce the additional learning needs administration team by 1 FTE.		(30)
CYP15	Support Services staff savings through restructure		(25)
CYP7	Additional Learning Needs Equipment - To cease funding for ALN specialist equipment that is funded centrally for pupils placed in our schools.		(22)
CYP Totals		2,812	(1,918)

Ref	Social Care, Health & Safeguarding	Draft Pressure £000	Draft Saving £000
SCHPM5a	Re-current 2022/23 pressure - Children's services. Insufficiency of children's placements, demand levels, the complexity of demand, inflationary pressures, and staff shortages.	4,399	
SCHPM5b	Re-current 2022/23 pressure - Adult's services. Challenges of an ageing population, combined with delayed presentations to health and social care during the pandemic resulting in increased numbers of individuals who have higher dependency needs.	1,475	
SCHPM1	Provider fees - To respond to challenges resulting from a fragile and unsustainable social care market. A continued risk exists around the required costs needed to meet need as the sector grapples with issues around recruitment and retention.	1,000	
SCHPM3	Supported living - Newly established supported living project creating 3 independent living flats for clients to live in county and reduce reliance on out of county residential provision	270	
DeCarb1&2	Corporate energy - To reflect the projected costs of energy for 2023/24	175	
SCH3	Children's Services - Placement and Practice Change - re-evaluating our current processes and systems post-covid in order to clearly define at what points we make essential decisions in regard to when a child is placed within a High-Cost Placement		(748)
SCH5	Staffing reductions to Adult Services - The proposal is to create savings by reducing the core workforce across the statutory teams in adults' services.		(608)

SCH4	Children's Service Redesign/Staffing - (i) Family Time Service Development, (ii) Review of Structures and Service Operating costs		(611)
SCH10	Adults - Care hours, block commissioning, Mileage - Reduce amount of direct care in the region of 10% whilst rebalancing in house/external provision		(500)
F&Cs	Fees and charges increases - in line with inflation for SCH directorate		(415)
SCH9	Practice and Process Change Adults - For people with high support needs		(400)
SCH7	Learning disabilities - Remodelling of learning disability and mental health teams that will involve a decrease in team management hours.		(300)
SCH6	Falls and Assistive Technology - Introduction of a fall's prevention and early intervention service to reduce the number people being placed in nursing/residential care from home or hospital.		(260)
SCH8	Adult services - Direct payment saving -		(200)
SCH2a	Staff restructuring within the Public protection service.		(103)
SCH12b	Transformation Team structure - reduction in core workforce		(61)
SCH11	Reduction in Adult partnership arrangements for Gwent service delivery models - Shared lives, Emergency duty, Frailty, Regional partnership team		(60)
SCH13	Monmouthshire & Torfaen YOS – Accommodation Change, Reduction in Staffing, Reallocation of Duties		(44)
SCH12a	Transformation Team structure - vacant and temporary posts		(39)
	SCH Totals	7,319	(4,349)

Ref	Communities & Place	Draft Pressure £000	Draft Saving £000
C&PPM2	Homelessness Service Pressures - National policy in this area has changed significantly with expectation on provision higher now than pre-pandemic and where we have many more people presenting as homeless.	1,865	
DeCarb1&2	Corporate energy - To reflect the projected costs of energy for 2023/24	630	
C&PPM1	Facilities & Fleet - Passenger transport service pressures	440	
C&PPM28	Car Parking - Long-standing under-recovery of fee income from Fixed Penalty Notices and the increase in cost of running the service.	225	
C&PPM4	Waste & Street Scene - Recycling and waste haulage, treatment and disposal costs have escalated over the last 18 months. Income from trade waste collections have reduced during 2022.	218	

TRAN1+2	Fleet Maintenance - Projected fuel costs will increase by a further 15% in the financial year 23-24	172	
C&PPM3	Decarbonisation - Investment in decarbonisation team to lead on the delivery of projects identified in the Climate and Nature Emergency Action Plan and actions contained within the Community and Corporate Plan.	110	
LDP	Reversal of previous saving - 20/21 Staff Restructure Savings and LDP senior officer saving, which were frozen until 23/24.	50	
DeCarb1	Decarbonisation - Reducing energy consumption across the Council's estate		(572)
C&P28	Highways Development & Car Parks - Increasing car park & permit charges.		(280)
22/23 Decision	Neighbourhood Services - Recycling & Waste - Increase garden waste charges to achieve a full cost recovery model and increase annual charge based on inflation		(250)
TRAN1+2	Fleet Maintenance - Reduction in operating fleet and corporate mileage reduction.		(160)
F&Cs	Uplift in fees & charges not covered by a standalone mandate		(155)
C&P27	Highways Development & Car Parks - To increase the income target for road closures by £130,000. In addition, the road closure fees will be increased by inflation from £2,152 to £2,369 resulting in an additional £19,491.		(149)
C&P4	Neighbourhood Services - To reduce the revenue budget for street lighting maintenance taking account of the reduction in energy usage and reduced maintenance requirements of recently renewed columns, LED lamps and traffic light renewals		(142)
C&P8	Neighbourhood Services - Reduction of grounds maintenance operations and cessation of the community improvement teams. Service reconfiguration of sweeping functions across the county		(130)
C&P6	Neighbourhood Services - Grounds Maintenance and Cleansing - Uplift of charges for external contracts		(120)
C&P3	Neighbourhood Services - Service savings and staff reduction.		(80)
C&P17,18,21+24	Highways & Flood Mgt - Reduction in staffing costs in the Highways and Flood Management service area		(74)
PTU1	Passenger Transport Commissioning - New acceptable routes are implemented to reduce transport requirements based on current transport policy		(70)
C&P34+35	Planning, Policy & Building Control - To reduce revenue budget for the service area by reducing the professional and specialist fees, and photocopying and postage budget.		(59)
22/23 Decision	Housing - A proposed restructure of the Housing Sustainable Living Team		(50)

22/23 Decision	Flexible Funding - Restructure Management Team to reduce core costs		(50)
C&P7	Neighbourhood Services - Savings from Siltbuster recycling plant.		(30)
PTU7	Passenger Transport - Terminate the Mission Software and revert back to CTX which is a lower cost		(30)
C&P12	Housing - to build on the foundations of the well-established Careline Service to ensure it continues to be fit for future purpose.		(25)
PTU3	Passenger Transport Commissioning - Concessionary H2S travel fee increased from £440 to £550		(18)
PTU4-6a	Schools & Community Transport - Changing the licensing arrangements		(17)
PTU4-6b	Grass routes - Introduce an annual subscription		(15)
C&P19	Highways Development & Car Parks - Asset & StreetWorks - Increase Pavement Café Licence Fees		(6)
	C&P Totals	3,710	(2,482)

Ref	MonLife	Draft Pressure £000	Draft Saving £000
DeCarb1&2	Corporate energy - To reflect the projected costs of energy for 2023/24	1,110	
MLPM1	Re-current pressure - Leisure income. Shortfalls in income where demand has not recovered to pre-pandemic levels	238	
MLPM2	Re-current pressure - Outdoor Adventure income. Shortfalls in income where demand has not recovered to pre-pandemic levels	150	
ML 3 & 4	Finance & Business Support Restructure		(104)
ML22	Gilwern Outdoor Adventure Services Redesign - Increase income through new business, new ways of working and engaging further with Monmouthshire internal services to provide cost avoidance for CYP and Social Services.		(100)
F&Cs	Uplift in fees & charges not covered by a standalone mandate		(83)
ML 7,8,9 & 21	Attractions Service Redesign		(65)
ML1	Green Infrastructure Grants - To fully utilise Shared Prosperity Fund (SPF), Local Places for Nature and related grants / project funding		(45)
ML5	Removal of vacant Project Officer post		(45)
ML14	Youth Services - Seeking to maintain service delivery at reduced core costs by increases reliance on external grants, an internal restructure of priorities, programmes and delivery.		(25)

ML19	Old station Tintern Miniature Train Track - Complete the necessary repair and maintenance on the miniature train track through an initial one-off capital investment of £45k, this will allow us to re-open this much-loved attraction and increase our income generation.		(25)
ML10	Collections Management - Remove 0.40 FTE from the Collections Management Post, currently vacant within the structure.		(21)
ML13	Sports Development - To increase income generation through external grants, seeking to maintain service delivery at reduced core costs but increase service reliance on alternative external grants.		(20)
ML2	Countryside Access Grant Project cost recovery - To fully utilise the full cost recover model when recovering project management costs, ensuring our recovery rates maximise the rate allowed by grant providers.		(20)
ML11	Visitor charging at some heritage exhibitions/activities and events		(20)
ML18	Recharge Project Officers against Grant - Ensuring full cost recovery of officer's time against grants.		(20)
ML20	Reduce Leisure Centre Summers Opening Hours - To reduce opening hours in our leisure centres during the summer months across all four sites, impacting on the least number of sports clubs but allowing our leisure centres to be more sustainable services.		(20)
ML12	Sale of Caterpod		(10)
ML15	Caldicot Fitness Equipment Maintenance - Reduce Caldicot LC maintenance contract to reflect the ageing equipment and seek a local accredited supplier to maintain		(10)
ML17	Commercial contributions and Sponsorships		(10)
ML6	Reducing the Marketing supplies and services budget		(5)
	MonLife Totals	1,498	(648)

Ref	Chief Executive's Unit/People & Governance	Draft Pressure £000	Draft Saving £000
CEOPM1	Community Safety - Additional officer capacity in the areas of community safety, crime & disorder and violence against women, domestic abuse & sexual violence and for CCTV.	84	
DeCarb1&2	Corporate energy - To reflect the projected costs of energy for 2023/24	62	
CEO1-5	Community Hubs - Reduce staffing levels at community hubs in order to reduce costs while keeping all hubs open with reduced service levels.		(135)

CEO11&13	Contact Centre - To reduce staffing levels in the contact centre by 2.5 FTE		(112)
CEO14	Performance & Data - Remove data scientist post		(39)
CEO08	Community Hubs & Libraries - Reduce the budget for library books by 16.7% from £90,000 to £45,000,		(45)
CEO10	Community Education - Increase income by growing learner base		(10)
	CEO Totals	146	(341)

Ref	People & Governance	Draft Pressure £000	Draft Saving £000
P&GPM1	Democratic Services - Uplift in Members Allowance (previously agreed as part of 2022/23 budget)	12	
PG2	P&G income - The below proposals seek to increase income in Comms and Land Charges and a small software cost reduction in payroll.		(80)
F&Cs	Uplift in fees & charges not covered by a standalone mandate		(6)
	P&G Totals	12	(86)

Ref	Resources	Draft Pressure £000	Draft Saving £000
DeCarb1&2	Corporate energy - To reflect the projected costs of energy for 2023/24	515	
RESPM3	Commercial Investments – Income pressure	150	
RESPM4	Shared services - Pay pressures for the Revenues & Benefits Shared Service	112	
RESPM14	ICT - Shared Resource Service - Contribution Increase	54	
RESPM9	Re-current pressure - Markets - A projected shortfall in income of £78k , offset by an increase in stall fees and a reduction in Waste costs	21	
RESPM5	Cashiers - Budget assessment and review previous decision to move away from accepting cheque payments	20	
RES8	Landlord services - Reduce Corporate Building (Reactive and Planned) Maintenance revenue budget		(300)
RES24	Landlord services - To review the property estate and to explore options for further rationalisation		(215)
DeCarb1	Commercial & Landlord Services - Solar farm export tariff income		(150)
RES12	ICT - Mobile Phone Contract Saving		(149)
RES19	Revenues, Systems & Exchequer - Remove budget earmarked for a discretionary business rate relief scheme		(126)

RES2	Landlord services - Vacant development surveyor post being held - or funded by capital programme as required		(45)
RES18	Finance - Internal Audit - Don't fill vacant senior auditor post		(44)
RES14	ICT - Public sector broadband aggregation Line Savings		(20)
F&Cs	Uplift in fees & charges not covered by a standalone mandate		(19)
RES7	Landlord services - Explore alternative reception solutions at County Hall to remove front of house staffing needs		(19)
RES11	Digital Design & Innovation - Automate Starters & Leavers Process		(13)
RES23	ICT - Restructure of the Information Security and Technology Team		(13)
RES20	Revenues, Systems & Exchequer - Increase use of purchase cards to increase e-payment rebate		(10)
RES21	Revenues, Systems & Exchequer - Reduce budget allocated for finance system upgrades		(10)
RES22	Revenues, Systems & Exchequer - Shared Revenues & Benefits service potential savings through automation and increased use of self service facilities (Citizens Access).		(10)
	RES Totals	872	(1,143)

Ref	Corporate	Draft Pressure £000	Draft Saving £000
CORP1	Archives - levy uplift	17	
Capex1	Extend capitalisation direction		(358)
CORP2	Insurance		(75)
	CORP Totals	17	(433)

Capital pressures proposed for one-off investment	£000's
Capital investment required to meet Decarbonisation programme (Decarb 1)	490
Refit programme - MCC funded works (Decarb 1)	270
Monlife - Old Station Tintern site enhancement (ML19)	45
Safe route to schools - New acceptable routes to reduce transport requirements (PTU1)	185

CYP - Upgrade of Capita One system (CYP3)	55
Infrastructure programme – Highways & Structures black risks identified through surveys that are not currently funded (CAP1)	980
Infrastructure programme - Structures red risks identified through surveys that are not currently funded (CAP1)	270
Total	2,025

Children & Young People

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Additional Learning Needs	Senior Responsible Officer:	Will McLean
Your Ref No:	CYPPM1	Operational Lead Officer:	Morwenna Wagstaff
Version No:	1	Directorate:	CYP
Date:	23rd November 2022	Section:	ALN

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The budget for Additional Learning Needs has seen a substantial pressure in demand for support for pupils. This demand includes requests to support more complex pupils from an early age and pupils also continuing their education into post 16.

The pressure detailed below:

	2022-23 Budget	2023-24 Budget	Pressure
Independents	£1,954,335	£2,199,316	£244,981
Out of County	£1,486,292	£1,547,314	£61,022
Total	£3,440,627	£3,746,630	£306,003

The forecasting model assumes a rate of inflation based on historic uplifts however the actual increase may be higher. The pressure for independent schools is a combination of increases in placement costs and the number of pupils attending these settings. While the majority relates to compulsory years there are a number of pupils that have remained in post 16 education.

Placement costs for the other Local Authority schools have also increased and again this pressure relates to both pupil numbers and an increase in costs. As with the independent provision a number of these pupils are remaining in school for post 16 education.

2. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Pupil numbers are discussed monthly at DMT, the forecasting model has been used to identify the pressure, the school action plus budget has now been fully delegated to schools. This has ensured greater stability in the in-county budget.

3. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
ALN Independents	£1,954	£245		£245				£245
ALN Out of County	£1,486	£61		£61				£61

4. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	0
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

5. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

This pressure is derived from additional costs with existing pupils placed in schools outside Monmouthshire. Their profile has been identified from the directorate's forecasting model. These are named pupils in schools who are experiencing stable education placements.

If the pressure is not funded, we will have to secure funding from elsewhere in the directorate.

ALN team will review all placements at the end of each key stages of education to ensure that the provision remains suitable and cost effective.

6. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
This is not applicable, the education of these students is a statutory obligation.		

7. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	This activity continues to provide good education for the most vulnerable learners with complex additional learning needs
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

8. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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9. Options Appraisal -

Option	Benefit	Risk	Comment

10. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
The continuation of placements and the potential risk of extension into post 16 presents a risk in terms of additional transport costs.	CYP ALN transport budget PTU to commission provider	Negative but unavoidable

11. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

A panel of specialist reviews and approves all pupils' placements to ensure their needs can be met and that all settings are cost effective.

If the Professional Panel believe that the pupil's needs can be met in a mainstream setting or a MCC Special Needs Resource Base (SNRB) then we will take that decision and maintain that through the tribunal process if necessary.

12. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

13. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	DMT have discussed these pressures.	On-going

14. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk that costs will continue to increase	Operational	From the forecasting model from ALN	Medium	Challenge at panel meetings.

15. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Pupil Numbers	From the forecasting model but can change as pupils move in and out	CYP Finance
Placement Costs	Unknow increase for inflation	CYP Finance

16. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27

17. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Investment
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Proposal Title	Early Years	Senior Responsible Officer:	Will McLean
Your Ref No:	CYPPM2	Operational Lead Officer:	Sharon Randall- Smith
Version No:	1	Directorate:	CYP
Date:	3rd November 2022	Section:	Early Years

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

18. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The early years are a particularly important time in children's development and their experiences during this period play an important role in their future health and wellbeing. Quality childcare contributes to the acquisition of skills and abilities such as socialisation and the ability to play and concentrate. These are crucial, not only to a child's subsequent ability to learn, but also to participate effectively in groups, whether in the classroom, the labour market or society. Research suggests that quality Early Childhood Education and Care leads to improvements in children's development in later years, such as enhanced language skills; better educational performance in mathematics and reading; and an increase in positive behaviour/outcomes.

Children who attend quality early years settings are more independent, concentrate on their play for longer and, on entry to school, are more co-operative and better prepared for the challenges they meet [Effective Provision of Pre-School Education (EPPE) (2003); Schweinhart et al (1993), Love et al (2005)]. One of the findings of the EPPE study is that high quality pre-school care is linked to better intellectual attainment and improved social relationships.

Research also suggests that the earlier support is provided to a child with emerging learning needs, the greater the impact on the child and the less likely they are to require a higher level of intervention in the long term. With this in mind, the proposal is to employ an Early Years ALN Advisory Teacher to support the 12 LA nurseries these nurseries provide early year education for c 50% of the pupil population. The core objective is to identify children with Additional Learning Needs as early as possible and ensure their needs are met. The post holder would also provide training to school staff to upskill the current workforce in the area of ALN.

19. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

There are currently two Early Years ALN Advisory Teachers working with the 26 non-maintained approved providers of early education. They have been in post for just over 12 months and the support they have provided to settings has been invaluable. Setting staff have a better understanding of ALN and an understanding of techniques and interventions that can support the development of these children. The number of children being identified and referred to the Early Years ALN Panel has almost **doubled** during this period. They don't have sufficient capacity to provide this support to LA nurseries, so there is currently an inequality between LA maintained and non-maintained settings.

Research suggests that the earlier ALN children are identified and support is put in place, the better the outcomes for the child. Upskilling school staff should also have a positive impact on the number of ALN children accessing mainstream education and not requiring specialist provision, which would obviously save money in the long run.

20. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Early Years, CYP	£153	£60		£60				£60

21. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	5.5
Total number of posts in budget area affected	6
Total increase or decrease in the number of posts from this proposal	Increase of 1

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

22. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Currently, all non-maintained nurseries have specialist Early Years Advisory Teachers to support them to identify and support them young children with Additional Learning Needs. If the proposal went ahead, school nurseries would also be able to access this support. The post holder would be able to suggest and model interventions for the child and facilitate person centred meetings with the parents and relevant professionals to ensure individual children's needs are met appropriately. The post holder would also be able to enhance the transition process to school or specialist provision.

If the proposal was not agreed, there would be no change as there wouldn't be capacity to extend this support to LA nurseries. Children and staff at LA nurseries would be disadvantaged compared to non-maintained settings.

23. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

24. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	This will help us to ensure ALL children have the best possible start in life and that no children are disadvantaged due to a disability or ALN.
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

25. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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26. Options Appraisal -

Option	Benefit	Risk	Comment

27. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

Schools are struggling to meet the needs of the youngest children in their care who have emerging needs. They are asking for this support but we don't currently have the capacity to provide it. This would show schools that we are listening to them, upskill their staff and better equip them to meet the needs of children.	Schools	Positive
By putting support in at an earlier stage, this may reduce the number of families requesting specialist provision for their children, as they will gain confidence that their needs can be met within mainstream provision. This would have a positive impact on the ALN budget., as specialist provision is usually more expensive to the LA than mainstream provision.	Parents	Positive
	ALN budget	Positive

28. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

There is no mitigation for this proposal, currently maintained nurseries do not have access to specialist teachers to advise and support children with ALN. This post would allow children with ALN to be identified earlier and support put in place before they start school.

29. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

30. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	Post has been discussed with the advantages	September 2022 and ongoing

31. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk that children with ALN are not identified early which can lead to additional support being required later on.	Operational	Research shows that the earlier the support is provided the child benefits earlier and the longer-term needs are reduced.	Medium	None

32. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

33. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Process	Number of LA nursery children supported	15	20	25	25
	Number of families requesting specialist provision	8	7	6	5

34. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Investment
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Proposal Title	SNRB Staffing Overmonnow / Monmouth and Pembroke	Senior Responsible Officer:	Will McLean
Your Ref No:	CYPPM4	Operational Lead Officer:	Jacky Elias
Version No:	1	Directorate:	CYP
Date:	24th October 2022	Section:	ALN

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

35. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Over the past three years there has been significant investment into our specialist resource bases (SRB) to improve the facilities and capacity to allow more pupils to remain within Monmouthshire and not have to access out of county placements being away from their families and friends and often at significant costs. This is in alignment with our stated strategy and also a programme of cost avoidance.

With the increased number of pupils presenting with complex needs there is a need to increase the number of staff to support them. In addition to the staffing the new model has allowed staff from the SNRB's to provide outreach support for all mainstream schools so that the pupil can remain in their local school with their needs met.

The investment costs have been met by the capital grant or an additional learning needs grant but on-going revenue costs cannot be funded from these grants.

The additional staffing costs are detailed below:

Pembroke £104,165

Monmouth £150,843

Overmonnow £35,860 (to provide outreach)

Total £290,868

Should this funding not be supported this will need to be met from the individual schools budget which would further reduce the age weighted pupil unit for all schools, effectively reducing their funding.

36. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Primary SRB numbers

SRB (Primary)	Admission Places	Current Numbers on roll	Leavers July 2023	Estimated Numbers for 2023 -24*	Pressure
Overmonnow	20	21	3	+8	
Pembroke	20	24	3	+6	
Deri View	8	6	0	+ 3	
	48	51	6 leavers = 45 available places	+17	62 pupils

*this is a conservative estimate – this includes early years pupils + mainstream pupils with complex needs where schools are indicating they can no longer meet need.

37. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
ALN – SRB	£897	£291		£291				£291

38. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	47.19
Total number of posts in budget area affected	68
Total increase in the number of posts from this proposal	6

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

39. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The cost of the staffing would need to be funded from the ISB which would further reduce the age weighted pupil unit for all schools. If it was not possible to fund, then the capacity in the SNRB's would be reduced and this could result in children being placed in higher costs out of county placements.

It is not possible to take the funding from the out of county placements budgets as these are built using the current known pupils and currently these pupils are not included.

40. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

41. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

42. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

43. Options Appraisal -

Option	Benefit	Risk	Comment

44. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
The cost of transport should reduce	ALN transport	Positive – cost saving

45. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

There is no mitigation for this budget pressure. Failure to further invest in the in-county specialist resource base infrastructure and associated staffing will result in parents seeking out of county specialist settings. This not only incurs additional costs in terms of school fees but significant transport costs. As places in other local authority special schools are increasingly difficult to secure, options for parents seeking specialist placements are in the independent sector. Fees for these settings are significantly higher than in local authority run special schools (circa £80,000 not including transport costs).

46. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

47. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	DMT has been kept updated with all developments within the SNRB's	On-going

48. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
N/A				

49. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Payroll costs calculated at 2022-23 rates	No further information available currently	CYP finance

50. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Budget not overspent	0 overspend			

51. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	

Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Investment
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Proposal Title	Welsh Medium Seedling School Monmouth	Senior Responsible Officer:	Will McLean
Your Ref No:	CYPPM5	Operational Lead Officer:	Sharon Randall-Smith
Version No:	1	Directorate:	CYP
Date:	3rd November 2022	Section:	ISB

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

52. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The local authority outlined its plans to open a third Welsh-medium primary school in Monmouth in the Monmouthshire WESP 2022-32 as part of its wider strategy to support and grow the demand for Welsh medium education across the county. A seedling provision, as an extension of an existing Welsh-medium school, will enable us to open in Monmouth in September 2023 and provide a firm basis to open the new Welsh-medium primary school in September 2024.

The first part of our proposal is to open a 'satellite class's from Y Ffin in September 2023 based in a dedicated area in Overmonnow Primary School which will be the seedling provision. The provision will be open to nursery children and reception and Year1 pupils from the Monmouth area. Parents of children already in a reception classes will be able to transfer into the satellite class in September if they wish to do so. The local authority is seeking permission to consult on the establishment of a Welsh-medium school in Monmouth. Should permission be granted we will commence the statutory consultation process early in 2023. Pupils in the satellite class will transfer into the new school when it is opened in September 2024.

53. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

From September 2023 the class will open for Nursery children, Reception and Year 1 pupils. Forecasted numbers are below:

Nursery	6	This is based on an average intake for pupils allocated to Reception in Y Fenni who were residing in the Monmouth cluster.
Reception	7	This is based on how many pupils are attending the Cylch Meithrin and due to start Reception next year.
Year 1	4	This is based on how many pupils are currently in Y Fenni who live in the Monmouth cluster.

From September 2024 if the proposal to establish the new school is agreed then pupils already attending the satellite class will transfer to the new school, so the school will have Nursery children, and Reception, Year 1 and Year 2 pupils.

Forecasted numbers are below:

Nursery	6	This is based on an average intake for pupils allocated to Reception in Y Fenni who were residing in the Monmouth cluster.
Reception	6	This is based on an average intake for pupils allocated to Reception in Y Fenni who were residing in the Monmouth cluster.
Year 1	7	This is based on how many children are currently attending the Cylch Meithrin and due to start Reception next year.
Year 2	4	This is based on how many pupils are currently in Y Fenni who live in the Monmouth cluster. This depends on whether parents want to transfer them.

54. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Seedling School Teaching & Headteacher costs	£0	£64		£37	£27			£64
Travel	£0	£3		£2	£1			£3
Backfill and release time	£0	£20		£12	£8			£20
Resources	£0	£15		£15				£15
Total	£0	£102		£66	£36			£102

55. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	2.77 (currently in Y Ffin)
Total number of posts in budget area affected	3 (as above)
Total increase or decrease in the number of posts from this proposal	1.77

Where the proposal involves a reduction in posts, how will this be managed? N/A

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

56. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The funding will need to either be found through the capitalisation directive or come from the ISB further diluting this for all schools.

We committed, in our Welsh in Education Plan (WESP), to build a new 210 school in the Monmouth area during the life of this WESP.

The expansion of Welsh-medium primary education in Monmouthshire is a key action that will enable us to achieve Welsh Ministers target of 115 pupils per cohort by 2032.

The WESP has been approved by our Cabinet and Welsh Ministers. Any changes to this commitment would require us to re-submit our WESP to Welsh Ministers for approval. Any re-submission for such a key strategic action would present a reputational risk to the local authority as well as a failure to comply with the requirement to increase the number of Welsh-medium primary places in line with Welsh ministers target for Monmouthshire.

57. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

58. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	This is also detailed in our WESP and approved by Welsh Government
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

59. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

60. Options Appraisal -

Option	Benefit	Risk	Comment
1 Do nothing and retain two current Welsh-medium primary schools.	<p>Currently pupils living in Monmouth travel to Y Fenni so that they can go to a Welsh-medium school. If a new school is built in Monmouth, these pupils would not have such a long distance to travel each day and this would reduce transport costs.</p> <p>A reduction in travel time to a Welsh-medium primary school would encourage more parents to choose this option.</p>	<p>The expansion of WM education is a statutory duty for the local authority, and this would not support us in meeting our responsibility to increase the number of Welsh-medium primary places in line with Welsh Ministers target for Monmouthshire.</p>	<p>There is demand for Welsh-medium primary education in Monmouth Town.</p> <p>Given the projected expansion in Caldicot area and accommodation pressures on other schools in the cluster – there is likely to be mixed views on increasing WM provision.</p>
2 Open a seedling/ satellite provision on the site of an English-medium school in Monmouth	<p>This is a tried and tested model which has been used successfully to grow the demand for WM education in several other areas.</p> <p>A reduction in travel time to a Welsh-medium primary school would encourage more parents to choose this option.</p> <p>We expect demand for Welsh-medium education</p>	<p>The demand for places in the new school could exceed the capacity before the school becomes established as a school, located on its own site.</p> <p>The willingness of English-medium and Welsh-medium schools to work together to overcome challenges arising from this model may be a challenge, particularly in the longer term.</p>	<p>This option would support the rapid development of WM provision in the north east of the county.</p> <p>This model has worked successfully in other LAs although it was not universally positively received.</p>

	<p>to grow over time. A seedling provision would enable us to offer Welsh-medium education in Monmouth at a size to reflect the demand in the area. This means that costs to establish and run the provision would be proportionate to the demand.</p> <p>The expansion of WM education is a statutory duty for the LA and this would support us in meeting this responsibility.</p> <p>We would be making better use of the space and reduce overall surplus places across the cluster.</p>		
3. Build and open a new Welsh-medium primary school in Monmouth	<p>This option would support the development of Welsh-medium education.</p> <p>We would be fulfilling our statutory duty to expand Welsh medium education</p> <p>A reduction in travel time to a Welsh-medium primary school would encourage more parents to choose this option.</p> <p>The school would be established as a standalone Welsh-medium school and would not need to collaborate with any other school.</p> <p>The school could accommodate 210 pupils from the time it opened.</p>	<p>The timescales involved in determining and probably purchasing a site would be lengthy and many more children would need to continue travelling long distances to go to school.</p> <p>We would be increasing overall surplus places across the cluster.</p> <p>If the demand for Welsh-medium education is slow to grow, we may incur additional costs associated with a larger building for a small number of pupils.</p>	<p>MCC would need to purchase a new site on which to build the school. New sites would be difficult to find within the Monmouth town area due to infrastructure and planning limitations.</p> <p>The timescales involved in determining and probably purchasing a site would be lengthy.</p>

61. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Transport	Pupils who choose WM education may require transport to the seeding school, however there may be some savings as pupils who were intending to travel to Ysgol Y Fenni can attend a school closer to their home.	Likely to be negative initially.

62. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The cost of establishing a seedling/satellite school would be met through the WG grant (not sure what it is called at the moment) and revenue costs would be met largely through the current funding for schools.
The option of a seedling school would enable us to manage the on-going costs to meet the actual demand for places and in the early stages, share leadership with another Welsh-medium school.

Other than that there is no mitigation

63. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
1 UPS 3Teacher	Revenue budget	NA
1 Level 3 TA	Revenue budget	NA
Leadership support	Revenue budget	NA
Furniture and resources to set up the provision	Revenue budget	NA

64. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	DMT has been kept updated with all developments within the SNRB's	On-going
WM Forum	The Welsh Medium forum members have been informed of the proposals and will work with the LA to promote the school.	On-going
Overmonnow Staff and Governors	The Governing Body have approved the proposals and the staff have been updated with the proposal	October 2022
Y Ffin Governors and staff	Governors have approved sharing leadership to establish the seeding school as a satellite of YFfin	October 22

65. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
There is no demand for places	Strategic	Surveys indicate that parents would consider Welsh-medium	Medium	Ensure the new seedling and the benefits of a Welsh medium education

in the seedling school		education if it was available in the local area but that does not guarantee they would actually choose this option.		are effectively promoted to reach as many parents as possible. Provide outreach Immersion support for children wishing to join the school after Reception,
We will not be able to employ Welsh speaking staff for the school	Operational	There is a shortage of Welsh speaking teachers and support staff across Wales and Monmouthshire is too far to travel for many.	Medium	We have some surplus staff in our Welsh-medium schools, and they could be relocated to the new provision. Advertise early for staff to ensure we secure good quality staff with the necessary skills.

66. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Payroll costs calculated at 2022-23 rates	No further information available currently	CYP finance

67. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Customer	Number of pupils attending the seedling/satellite school	10	30	50	70

68. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	Resources for the new school
Will this proposal impact on the authorities built assets?	Y	The seedling school will be sited at Overmonnow Primary school and will be located in a vacant classroom, as the school is established building work will be required at Overmonnow which will be funded via a grant from the Welsh Government.
Will this proposal present any collaboration opportunities?	Y	The satellite class will be under the management of Ysgol Y Ffin.
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Investment
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Proposal Title	Additional Learning Needs – Transport	Senior Responsible Officer:	Will McLean
Your Ref No:	CYPPM6	Operational Lead Officer:	Morwenna Wagstaff
Version No:	1	Directorate:	CYP
Date:	9th January 2023	Section:	ALN

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

69. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

This pressure reflects the increased costs in providing transport for pupils with Additional Learning Needs, both in compulsory education and those continuing post 16. This reflect the increasing numbers of pupils needing transport and any increase in contract costs.

70. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The pupil numbers are calculated from the forecasting model and the costs are provided by passenger transport from the contract information held.

71. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
ALN Transport	£1,416	£50		£50				£50

72. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0

Total increase or decrease in the number of posts from this proposal	0
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Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	0
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

73. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Should this pressure not be agreed pupils with additional learning needs would not be able to attend the school that can meet their needs, or it would result in parents having to transport their children to school.

Pupils may need to move schools, this will be difficult if their needs cannot be met and it would be unsettling for the pupil.

74. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
This is not applicable, the education of these students is a statutory obligation.		

75. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	This activity continues to provide good education for the most vulnerable learners with complex additional learning needs
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

76. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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77. Options Appraisal -

Option	Benefit	Risk	Comment

78. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
ALN – potentially having to find alternative schools should the pressure not be agreed.	ALN	Negative

79. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

A panel of specialist reviews and approves all pupils' placements to ensure their needs can be met and that all settings are cost effective. The panel will decide on the most appropriate school that can meet need and limit any need for transport.

80. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

81. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	DMT have discussed these pressures.	On-going

82. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk that costs will continue to increase	Operational	From the forecasting model from ALN	Medium	Challenge at panel meetings.

83. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Pupil Numbers	From the forecasting model but can change as pupils move in and out	CYP Finance

Passenger transport	Contract prices and forecast cost	Passenger Transport.
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84. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27

85. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Additional Learning Needs Admin Team	Senior Responsible Officer:	Will McLean
Your Ref No:	CYP6	Operational Lead Officer:	Morwenna Wagstaff
Version No:	1	Directorate:	CYP
Date:	18th November 2022	Section:	Inclusion

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

86. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The proposal is to reduce the additional learning needs administration team by 1 FTE. The team support the statutory officers in providing support to schools for pupils with Additional Learning Needs.

The ALNET Act 2018 and associated Code place statutory duties on local authorities to manage the Individual Development Plan (IDP) process and to keep all aspects of Additional Learning Provision (ALP) under review. The IDP process has to be completed within strict timelines. There are a number of stages within this process which require administrative support, which includes communication with parents / carers and schools and the management of decision-making Panels. All statements of special educational need will need to be converted to IDPs by September 2024. All pupil records are electronic and have to be kept up to date in accordance with GDPR. The Act and Code have imposed additional responsibilities on local authorities, in relation to Early Years children attending non-maintained settings and post-16 students attending further education institutions (FEI). These additional duties have to be managed within existing resources.

87. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The ALN Service has two fte admin officers. One full time ALN Team Administrator, one Admin Support Officer (0.6), one Admin Support Officer (0.4). One Admin Support Officer is Welsh speaking and is available to provide support to parents /carers and schools who wish to be communicated to in Welsh.

The Admin Team support the statutory functions of the ALN Service as set out in the ALNET Act 2018 and its associated Code. ALN admin duties include:

- Responding to statutory requests from parents /carers and schools for Individual Development Plans (IDPs)
- Maintaining the statutory process workflow and ensuring pupil records are appropriately managed in accordance with GDPR regulations.
- Liaising with other local authorities in Wales and beyond to support children young people and their families moving into Monmouthshire or leaving the county.
- Supporting the ALN Transformation Process
- Management of Post -16 student IDPs and specialist college placements.
- Management of IDPs for children in non-maintained Early Years settings.
- Organising and minuting LA Panels, which include Statutory requests and high tariff, complex cases, SRB placements, Complex Early Years, Contingency Fund.
- Collating information for ALN Tribunal cases in accordance with directions from the ALN Tribunal for Wales
- Transport for pupils with ALN (3-19) and liaising with parents / providers regarding this.
- Maintaining the ALN webpage.
- Collating and Monitoring ALN data.
- Collating information on looked after children in and out of county
- Responding to FOI requests relating to statutory functions and data
- Monitoring key information for out of county placements.
- Providing admin support to the EP Service – e.g. ELSA training, Early Bird (ASD) training for parents/carers
- Responding to telephone calls /emails from parents/carers, schools and other agencies and signposting them to appropriate officers as necessary

88. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
ALN	£60	0	£30	£30				£30

89. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	2.00
Total number of posts in budget area affected	3

Total increase or decrease in the number of posts from this proposal	1
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Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	1

90. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The Impact on Service Delivery

The ALN admin team support the statutory functions of the service. A 50% reduction in the capacity of the team would have significant implications on its ability to meet statutory and legal duties as set out in the ALNET Act 2018 and its associated Code. Failing to meet its statutory duties would put the local authority at significant risk of legal challenge. In addition, the reduction of the ALN admin team to one person would have a significant impact on the well-being of the remaining admin team member.

One Admin Support Officer is Welsh speaking and is available to provide support to parents /carers and schools who wish to be communicated to in Welsh. Key actions 6 included in MCC's Welsh Education Strategic Plan (WESP) include, 'The number of Welsh speaking ALN staff in the central team' The aim included in the WESP is to increase the number of Welsh speaking ALN staff in the central team. The removal of one of the admin support posts would significantly impact on MCC's ability to meet this key action in the WESP.

ALN Admin Duties and Impact

- Responding to statutory requests from parents /carers for Individual Development Plans (IDPs) within statutory timelines. A reduction in the team would increase the workload for the one remaining admin officer and compromise her ability to manage this process with statutory timelines.
- Responding to statutory requests from schools to maintain IDPs within statutory timelines. A reduction in the team would increase the workload for the one remaining admin officer and compromise her ability to manage this process with statutory timelines.
- Liaising with other local authorities in Wales and beyond to support children/ young people and their families moving into Monmouthshire or leaving the county. Throughout the year many families who have children/young people with complex ALN move into Monmouthshire and other families /children/ young people with complex ALN move out. One admin officer attends the Fair Access Panel, which processes requests for MCC school places. The LA has to ensure that information relating to these children/young people is shared or processed appropriately so that the child/young person's education is not disrupted. If a child with a statement/IDP or Education Health Care Plan (EHCP – the English equivalent) want a place in a Monmouthshire school, then the ALN admin team ensure that a consultation process (statutory duty) is undertaken. This is time intensive and can be contentious. A reduction in the team would have an impact on being able to undertake this duty in a timely way. This would increase the likelihood of complaints from parents / carers and other local authorities.
- Maintaining the statutory process workflow and ensuring pupil records are appropriately managed in accordance with GDPR regulations. A reduction in the team would increase the workload for the one remaining admin officer and compromise her ability to manage this process effectively.

- Supporting the ALN Transformation Process – over the next 2 years the ALN Team has to convert over 200 statements to IDPs. The workload implications for the team as it currently stands is significant and would be over-whelming should the capacity of the team be reduced.
- Management of Post -16 student IDPs and specialist college placements. Under the new Act and Code, the local authority has increased responsibilities for post 16 students. This is new duty which has been imposed on local authorities and has to be managed from existing resources. Reducing the capacity of the ALN Team would compromise the ability of the team to manage this new duty effectively Failing to manage this new duty in a timely and effective way would place the LA at increased risk of legal challenge and potentially mean that requests from parents for expensive independent college places would have to be agreed.
- Management of IDPs for children in non-maintained Early Years settings. Under the new Act and Code, the local authority has increased responsibilities for Early Years children in non-maintained settings. This is new duty which has been imposed on local authorities and has to be managed from existing resources. Reducing the capacity of the ALN Team would compromise the ability of the team to manage this new duty effectively. Failing to manage this new duty in a timely and effective way would place the LA at increased risk of legal challenge and could potentially lead to parents requesting expensive, out of county specialist provision.
- Organising and minuting LA Panels, which deal with statutory requests and high tariff, complex cases. Panels include the Statutory and Monitoring and Review Panel (this takes place every 3 weeks), Early Years Panel, SRB Placement Panels (primary and secondary), Contingency Fund Panel (twice a term). Every Panel requires significant preparation, communication to Panel members and distribution of minutes. Panel outcomes are important evidence that the LA has dealt with complex cases in a fair and transparent way. A reduction in the admin team would place significant workload pressure on the one remaining member of the team and compromise her ability to manage the workload in an efficient and effective way.
- Collating information for ALN Tribunal cases in accordance with directions from the ALN Tribunal for Wales Under their guidelines local authorities are not only responsible for ensuring their case statements are submitted by a specified date but also have responsibility for collating and submitting parental case statements and evidence. The workload associated with this is significant and there are legal consequences if a LA fails to submit documentation by a specified date. A reduction in the ALN admin team would mean one person having to prioritise Tribunal work over other work, including statutory work.
- Transport for pupils with ALN (3-19) and liaising with parents / providers regarding this. This is a highly volatile area and requires close monitoring to ensure value for money is maintained. A recent moderation exercise undertaken by a member of the admin team led to the LA saving over £20,000 in transport costs. A reduction in the number of admin staff would impact on the team ability to actively monitor this area.
- Maintaining the ALN website. An improved website was identified as a recommendation at the last LA Estyn Inspection. The ALN website and content has been significantly improved since 2020. The admin team has responsibility for developing and maintaining the site and ensuring up to date information on all ALN and associated issues are available in Welsh and English for parents /carers and schools.
- Collating and Monitoring ALN data. Currently the admin team manage the collection of data on the numbers of children /young people with Complex ALN. The data can provide information by ALN need, key stage/age, gender, the number of children undergoing statutory assessment, children transferring into the county with ALN and children leaving the LA. CYP DMT are provided with summary report on a monthly basis which informs forward planning in terms of current and future need. A reduction in the admin team would impact on the ability of the ALN Service to effectively collate, manage and monitor ALN data, which would have an impact on forward planning and the effective use of resources.
- Collating information on looked after children in and out of county. The Admin team log the Out of County (OLAC) and LAC10 notifications and share the information with relevant LA Officers. The LA has a legal duty to log and manage this information. LAC children are a very vulnerable group, and it is essential that information is shared in a timely way so that other services can respond appropriately. A reduction in the ALN admin team would have a detrimental impact on the ability of the team to do this
- Responding to FOI requests relating to statutory functions and data. The ALN service has frequent requests for FOIs which have to be responded to within a specified number of days. Gathering information for a FOI is time consuming
- Out of county placements. The admin team collate and monitor information on all independent / out of county schools, which Monmouthshire pupils attend This includes regular collection of attendance data, exclusions and any incidents which require physical restraint. This information is shared with relevant senior LA officers who can act appropriately if required. A reduction in the admin team would have impact on the timely collection and sharing of this information.
- Providing admin support to the EP Service – e.g. ELSA training, Early Bird (ASD) training for parents/carers. A reduction in the admin team to one officer would have an impact on the ability of the ALN team to support the EPS team. This would mean highly skilled professionals would be spending time doing administrative tasks rather than front line work with children/young people and schools.
- Responding to telephone calls /emails from parents/carers, schools and other agencies and signposting them to the appropriate officer, as necessary. A reduction in the ALN admin team would result in a less efficient service for Monmouthshire parents /carers and schools as telephone calls and emails would not be

responded to in a timely way. This could lead to parents becoming frustrated and escalating their concerns and contacting Welsh Government Senedd Members or Member of Parliament. Responding to complaints is time intensive and takes senior officers away from front line duties.

91. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

92. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	N	Before the reduction yes this would have met the corporate and community plan, this will not be the case now
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

93. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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94. Options Appraisal -

Option	Benefit	Risk	Comment

95. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
Admin support withdrawn	EPS	Negative
Failure to comply with statutory duties	CYP Directorate /schools	Negative

96. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

There is no mitigation for this proposal. The ALN admin team consists of two posts. A reduction of 50% would have a significant impact on the ALN Team being able to undertake its statutory duties and provide an efficient and effective service to Monmouthshire families and schools. The admin team are the ‘engine room’ of the ALN Service and keep the local authority ‘safe’ by ensuring procedures and processes are in place and carefully managed. With a reduced team, the risk to the local authority would be that statutory timelines could be missed, there would be more complaints and litigation /Tribunal cases would increase.

97. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

98. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	Discussed as part of the overall budget saving	October – ongoing

99. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Statutory Duties are not completed within the statutory timelines	Strategic	See above section 5	High	none
Parent/ Carer /Schools have to wait longer for response to queries / calls /emails /services	Operational	See above section 5	High	none
Support for EPS Service	Operational	See above section 5	High	none
Information /Data on Vulnerable Pupils is not gathered or collated in a timely way	Operational	See above Section 5	High	None

100. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

101. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
It is not possible to set a target relating to the impact of a cut in the number of Admin staff other than the ALN service has an online Parental Evaluation form. It would be likely that if service to parents /carers is less effective /efficient that evaluations would be more negative	N/A	N/A			

102. Additional considerations:

Question	Y/N	Comments/Impact

Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Additional Learning Needs Equipment	Senior Responsible Officer:	Will McLean
Your Ref No:	CYP7	Operational Lead Officer:	Morwenna Wagstaff
Version No:	1	Directorate:	CYP
Date:	22nd November 2022	Section:	Inclusion

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

103. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

All ALN specialist equipment is funded centrally for pupils placed in our schools. The proposal is to cease this funding. The reason for this is that the budget has not been used fully for a number of years. Recent years have seen significant investment in ALN resources and schools currently have up to date equipment for a wide range of needs.

104. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Recent budget monitoring for the service area.

105. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Additional Learning Needs	£22	0	£22	£22				£22

106. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

107. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

There will be no impact on the service either through delivery or standards in the short term. When the current equipment needs to be replaced this budget will need to be reintroduced.

108. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

109. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Best start in life, the current equipment is up to date and it envisaged that there will be low demand for this service.
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

110. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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111. Options Appraisal -

Option	Benefit	Risk	Comment

112. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Schools will be responsible for ensuring when equipment is required they will be required to fund this	Schools	negative.

113. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Possible access to ALN grants when they become available.

114. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

115. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	Discussed as part of the overall budget saving	October – ongoing

116. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk that a pupil will be admitted to an MCC school requiring significant equipment to meet their need	Operational	Some pupils will require significant equipment to meet their needs.	Medium	Look to access grants to support this.

117. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

118. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	All equipment needs met by grants or in existing budgets	£22			

119. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Additional Learning Needs Recoupment	Senior Responsible Officer:	Will McLean
Your Ref No:	CYP8	Operational Lead Officer:	Morwenna Wagstaff
Version No:	1	Directorate:	CYP
Date:	22nd November 2022	Section:	Inclusion

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

120. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Currently pupils with additional learning needs who are placed in Monmouthshire schools by other local authorities are charged the cost of the placement. These charges are reviewed regularly to ensure that the charges cover all costs. The demand for places has increased and it is anticipated that this increase will be met by a combination of additional places and increased charges to cover pay awards.

121. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Current charges and demands data from the additional learning needs team. There is a risk that as other local authorities invest in provision for pupils with Additional Learning Needs then pupils will remain in their home county, within Monmouthshire we do not have any specialist provision other than our resources bases, it is more cost effective for us to place pupils in our own schools and there for reduce the opportunity to increase recoupment income.

122. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Additional Learning Needs	£854	0	£100	£100				£100

123. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

124. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

There will be no impact on standards of service delivery, when a pupil is placed in a Monmouthshire school the school is provided with the funding to support the pupil. The cost of the placement is recovered from the placing authority.

All statutory duties will be met through this funding.

125. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

126. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Best start in life, ensuring that needs can be met through the placement.
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

127. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

128. Options Appraisal -

Option	Benefit	Risk	Comment

129. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Schools will be responsible for the pupils placed in our schools.	Schools	Positive.

130. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

There is no mitigation.

131.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

132. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

DMT	Discussed as part of the overall budget saving	October – ongoing

133. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk that pupils will not be placed in MCC schools	Operational	Parents have the right to choose which school their child attends, if the LA or the parent decide that MCC's schools cannot meet need they may not be placed.	Medium	Significant investment has been made to improve the learning environment for pupils with ALN in our schools. This investment ensure that a greater level of need can be accommodated. The local authority can only recover the cost of the placement.
Risk that families may ask for independent provision rather than a LA schools	Operational	This is parental choice which will be made in conjunction with the LA if they are required to pay.	Medium	Significant investment has been made to improve the learning environment for pupils with ALN in our schools. This investment ensure that a greater level of need can be accommodated. The local authority can only recover the cost of the placement.

134. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
There is enough demand to ensure the increased recoupment can be made.	Requests for admission into MCC schools from both ALN and the admission team	Nikki Wellington

135. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Increase in recoupment income	£100k			

136. Additional considerations:

Question	Y/N	Comments/Impact

Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Before School clubs	Senior Responsible Officer:	Will McLean
Your Ref No:	CYP9	Operational Lead Officer:	Sharon Randall-Smith
Version No:	1	Directorate:	CYP
Date:	22nd November 2022	Section:	Standards

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

137. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The proposal is to increase the charges of before school clubs to increase the income by £70,000 per year, this will double the cost to £2 for a morning session of childcare. The majority of the schools run a before school club for up to an hour to help parents with pre school childcare. The structure of the club is: 30 minutes childcare which parents pay £1 for (excluding FSM pupils who are free) followed by a breakfast club which is free for all pupils. Informal discussions with Headteachers have revealed that they would prefer for the charge to increase rather than lose a vital service for families.

Many families rely on this club to work, there is already a shortage of childcare places in some areas and this would be an extra burden for families.

138. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Charge £1	Add Income nil	Total current income £70,000
£1.50	£35,000	For each 10% drop off in pupil number the income would fall by £10,500
£2.00	£70,000	For each 10% drop off in pupil numbers the income would fall by £14,000
£2.50	£105,000	For each 10% drop off in pupil numbers the income would fall by £17,500

139. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Before School Clubs	£70 (income)	£70		£70				£70

140. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

141. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The provision of a free breakfast to primary pupils is a statutory requirement where there is demand. The charges are for the childcare element, and this is not statutory.

There will be an impact on families who will need to pay the increase in charges which may result in pupils not being able to attend for the childcare element. Schools will also be impacted with the reduction in numbers that may result in staffing reductions. Any increase will have an impact on families especially the low income families that are not entitled to free school meals. In some schools when the £1 charge was reduced they saw a reduction in pupils attending.

Pupils entitled to free school meals will be able to attend at no charge.

142. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
There are small funding sources for secondary schools.	Welsh Government	Currently funding being obtained in 2 secondary schools.

143. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Allow people to have the best start in life, the breakfast will remain free to all pupils. There will be no change in the EFSM allowance
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

144. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

145. Options Appraisal -

Option	Benefit	Risk	Comment
Do not charge but reduce the duration of the club to 30 minutes to provide a statutory breakfast	Reduced costs to parents.	Impact on working parents, they may need to seek alternative childcare. Risk of redundancies for staff.	Schools have indicated that they will find this alternative difficult to operation and would prefer the club to remain for 1 hour daily.
See options in section 2			

146. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
If there is a reduction in attendance this may result in a reduction in staffing.	Schools	Negative

147. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The alternative option considered is to reduce the duration of the club to 30 minutes only for breakfast and not to charge parents.

148.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

149. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	Discussed as part of the overall budget saving	October – ongoing

150. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Cost of the club may make it unaffordable for families. Therefore, the budget will not be achieved.	Operational	The demand fell when the charges were first introduced.	Medium	All pupils entitled to free school meals will be able to attend the whole hour with no charges.
Impact on working families, any change in timing may result in pressures to find alternative childcare.	Operational	Feedback from schools, early years demands on childcare,	Medium	

151. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Demand reduction due to increased charges	This is based on the actual when the £1 was introduced	Nikki Wellington

152. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Demand for the before school club	Numbers attending	Less than a			

		10% drop off			

153. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Education Achievement Service (EAS)	Senior Responsible Officer:	Will McLean
Your Ref No:	CYP10	Operational Lead Officer:	Sharon Randall-Smith
Version No:	1	Directorate:	CYP
Date:	18th November 2022	Section:	Standards

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

154. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

To reduce MCC's core contribution by 10% in line with the directorate reductions required to meet the budget gap. The current contribution is £403,815 and this has been declining over a number of years.

The EAS is a regional service which provides school improvement to all schools in Monmouthshire, the service has been in place since 2012 and has provided support and advice to schools. The service is funded via a contribution from the five partner authorities and via grant support from the Welsh Government.

155. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

In the light of increased pressures on the local authority and schools, it is appropriate that all services that are commissioned are asked to consider the same level of income reduction.

The EAS are developing a response to the five Gwent local authorities, and this has been subject to discussions with Directors and the Joint Executive Committee (JEG).

There is a time delay as EAS wait for the direction of WG regarding the level of regional funding they are likely to receive.

156. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
EAS	£404	0	£40	£40				£40

157. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	NA
Voluntary Severance	NA
Retirement	NA
Redeployment	NA
Redundancy	NA

As a commissioned service, the EAS will determine how they manage any reduction in posts. There may be a shared cost for any redundancy given the terms of the commission.

158. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Monmouthshire is reliant upon the EAS for its school improvement support. This is a crucial statutory role that has to be fulfilled. The service has developed over the past ten years and extended its reach into other areas which overlap with existing local authority functions.

The service is quality assured by the Chief Officer and Head of Service. There are significant risks associated with any diminution of this service.

The pressure has arisen from the existing level of funding for the EAS, that has usually benefited from an uplift year on year. If this pressure is not met, there will be a further reduction in staffing within CYP to meet these savings. This will have an impact on the level of support CYP can provide to schools and settings and will be in addition to the savings already made within CYP services.

159. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

160. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	This will help us to ensure ALL children have the best possible start in life and that no children are disadvantaged due to a disability or ALN.
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

161. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

162. Options Appraisal -

Option	Benefit	Risk	Comment

163. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
A reduction in EAS services	Schools	Negative
A reduction in EAS staff	EAS	Negative

164. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The impact of a reduction in funding could result in a reduction in some direct services to schools. However, this would depend on what functions the EAS identified for reduction. For example, if savings were made in central costs and support functions this would have no impact on enhanced support and a small impact universal support for schools.

165.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

166. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

DMT	Discussed as part of the overall budget saving	October – ongoing

167. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk LA would not know its schools well enough	Operational	Variation between Estyn evaluation and LA evaluation of schools	Low	Greater challenge at Local authority level through professional discussions, PD and School Supported Self-evaluation. SSE and more frequent school visits
Schools would need to secure more school improvement support from each other or other providers.	Operational	The EAS provide a wide range of school improvement support to our schools.	Low/medium	Schools would extend the number of providers they currently use to support school improvement.
The EAS may not have the capacity to deliver all of its current functions	Operational	The EAS provide school improvement support as well as wider training and support for Governors	Low	Reduce the range of support/training and focus on universal school improvement activities.

168. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

169. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Schools	A reduced level of universal support for schools	10%	-	-	-

170. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	

Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Education Psychology	Senior Responsible Officer:	Will McLean
Your Ref No:	CYP11	Operational Lead Officer:	Morwenna Wagstaff
Version No:	1	Directorate:	CYP
Date:	18th November 2022	Section:	Inclusion

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

171. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The proposal is to reduce the Education Psychology Service (EPS) by 1 FTE, this will be achieved by not recruiting to a vacancy of 0.4 FTE and a staff reduction of 0.6 FTE. Following a recent recruitment process for a full time post the successful candidate asked to work for 0.6 FTE which has created the 0.4 FTE vacancy which will not be filled.

172. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The EPS is led by a Principal Educational Psychologist and is made up of experienced Educational Psychologists (EPs) who, except for one, work for MCC on a part-time basis.

The EP role is to use their knowledge of psychology to support schools and settings to make the best use of their resources and skills to bring about positive change for children and young people (CYP).

The EPS offer a range of support to schools, settings, families and other agencies across MCC and the region.

Statutory Duties/ ALN: Under the ALNET Act, EPs have a unique and statutory role to play throughout the formative process of contributing to Individual Development Plans (IDPs). The new ALN system expands the role of the EP to include both CYP aged 0-3 years and 16-25 years. The ALN Code refers to the role of the EP throughout the whole ALN process with wide ranging consultative, and interventionist responsibilities at stages such as, 'reviewing arrangements for CYP with ALN' (Chapter 7), and determining the extent or nature of the ALN that the child may have, or the ALP called for by the child's ALN (Chapter 11-17). The involvement of an EP in the graduated approach for CYP ensures the best context to enable an EP to provide advice that is current, specific and of high quality for the process of determining ALN and identifying appropriate ALP. EPs may be involved in assessment, consultation and the giving of advice.

The EPS offers a flexible and responsive service which as well as meeting the demands of the ALN Act/ Code includes has a remit which is broad and diverse. Key elements include:

Schools: All Monmouthshire schools have access to the EPS through a Link Educational Psychologist (EP). The Service Delivery Model that encompasses 4 phases (Problem Solving & Reflection; Formulation & Consultation; Assessment & Intervention; and Involvement to Inform Statutory Processes) that reflect the offer from the EPS at the Universal and Universal Plus levels and highlight the role of the EP at the Targeted and Specific level in line with the ALN Act/ Code.

Early Years: The EPS provide protected time specifically focused on preschool aged children as part of the wider Early Years ALN Team. This is focused on supporting preschool children with complex ALN— typically the EYs EPs support around 25-30 preschool children with complex needs each year. The EYs EP's role is to support a collaborative approach to understanding the needs of the child, and their family, in terms of determining their ALN and the ALP that will be required to meet those ALN. All these children receive support through the School Entry Planning (SEP) process to enable the best transition and start into Reception. Many of these children are considered for places in our Specialist Resource Bases (SRBs) and EY EPs are part of that decision making process to prioritise need and allocate provision appropriately.

ALN/ Complex Case work – EPs work closely with the ALN Team and the Specialist Resource Bases (SRBs) to support CYP with complex needs, including those who are placed in out of county and/ specialist provisions. EPs respond as key witnesses within the local authority to any Tribunals that are logged. EPs contribute towards the ALN Statutory Panel. The EPS coordinate and chair the Specialist Provision and Outreach Team (SPOT) network and the Outreach Autism Inclusion and Support (OASIS) Panel. The EPS has a remit to support the quality assurance, monitoring and reviewing processes around CYP with ALN who have bespoke ALP or who attend out of county and/ specialist provisions.

Emotional Literacy Support Assistants - ELSA is an evidence-based programme led by the EPS since 2016. It is an intervention programme to support CYP with their ability to understand and manage their feelings and emotions. Monmouthshire currently has 94 fully trained ELSAs working across primary and secondary schools as well as within Monlife, Early Years and the Inspire to Achieve service. The EPS runs the six-day initial training course (annually) to enable schools to maintain or grow their capacity to offer ELSA. To maintain their ELSA status all trained ELSAs need to access half termly supervision from the EPS. The EPS currently run 12 supervision groups each half term as well as a programme of Continuing Professional Development to all ELSAs each academic year.

Wellbeing – EPs are involved in a wide range of work focused on the wellbeing of CYP and staff. This work includes:

- Chairing and participation in the Wellbeing Subgroup.
- Leading on work around **Emotionally Based School Avoidance (EBSA)** including case work with individual pupils at the targeted/ specialist level of provision who often require an intensive level of multi-agency input to put a plan together to reengage them in learning. The EPS run a professional

development programme that has been well attended by school-based staff and partner agencies. As part of this they also offer regular EBSA Consultation Sessions.

- As part of the new statutory framework around mental health and emotional wellbeing, **Trauma Informed Schools (TIS)** is one strategic element. We have an EP who has completed the TIS Diploma and the EPS coordinate, evaluate and will provide ongoing support (and TIS supervision) to schools across MCC to embed and develop Trauma Informed approaches, with a view to developing a sustainable model of training into the future.

Critical Incidents – the EPS provide an immediate respond to Critical Incidents affecting schools such as the sudden death of a member of staff or a pupil. Annually, the EPS respond to around four or five such incidents. Depending on the nature of the incident these can take a large amount of EP time to support the school community to manage the implications and recover.

173. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Education Psychology	£487	0	£81	£81				£81

174. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	5.92
Total number of posts in budget area affected	9
Total increase or decrease in the number of posts from this proposal	Decrease of 1

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	0.4
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	0.6

175. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The Impact on Service Delivery

A reduction in the EPS could lead to the following impacts on each area of key service delivery.

Statutory Duties/ ALN

- The EPS support the statutory functions as set out in the ALNET Act 2018 and its associated Code. Failing to meet its statutory duties would put the local authority at significant risk of legal challenge.
- The new duties at Post 16 pose a clear risk as to date there has been limited EPS offer in this age range.
- The LA could see a rise in the numbers of requests for LA based IDPs putting increased pressure on the ALN Team.
- Schools and the LA would not be able to determine the ALN and appropriate ALP for pupils with ALN meaning an increased chance of placement breakdown.
- Schools and the LA would not be able to review the arrangements CYP with ALN.

Schools

- If schools do not have adequate support from the EPS it is likely that they would feel less equip to meet the needs of pupils with complex needs and therefore the LA could see a rise in the numbers of requests for LA based IDPs.
- School staff would not have the skills, knowledge and confidence to meet the wide range of ALN needs presented within our mainstream schools.
- MCC could see a rise in the numbers of school placement breakdowns.
- MCC could see a rise in the number of fixed term and permanent exclusions.
- MCC could see a rise in the number of requests for Education Other Than At School (EOTAS) service.
- MCC could see a rise in the number of children placed in expensive specialist and out of county school placements.
- MCC school staff could experience a decline in wellbeing, which could result in increase in school staff absence.

Early Years:

- A reduction of the number of preschool children and families receiving support this could affect the early identification of some preschool children's ALN and understanding of their ALP which is key in preparing schools to well meet the needs of children with complex ALN.
- The early identification and collaboration during the SEP process is vital for schools to be prepared and confident to meet the needs children with complex ALN when they start in school. It is this which helps to maintain pupils with complex ALN to remain within our schools and local communities with support, rather than in specialist provisions.
- MCC could see increased requests for SRB placements or out of county specialist provisions.
- The LA could see an increase in placement breakdown during the Foundation Phase.

ALN/ Complex Case work

- a reduction in the amount of EP time to work with the CYP with the most complex ALN including those in specialist provisions could led to placement breakdown or increased requests for specialist provisions that are out of county, thus having significant financial implications.
- The LA could see an increase in SENDIST tribunals if parental confidence that their child's ALN are not being well met in their school/ SRB. This would have an increased impact/ pressure on the ALN Team.

ELSA

- MCC ELSAs in schools would not be able to continue their ELSA status due to lack of mandatory EP led supervision.
- Initial ELSA Training may not be offered to schools at all/as frequently, leaving schools without ELSAs/enough ELSA capacity to meet the needs of their school.

- Lack of skill development of existing ELSAs, through CPD from the EPS, leading to a reduction in their ability to meet the varied needs of pupils they support.
- MCC schools do not have the necessary ALP or preventative measures in place to meet the needs of CYP who present with emotional and mental health and wellbeing needs.
- Rising numbers of CYP with unmet emotional and mental health and wellbeing needs.
- Increase in numbers of CYP presenting with EBSA, with the associated impact on school attendance.

Wellbeing

- Less support for schools around wellbeing including the delivery of training programmes such as EBSA and involvement in associated case work.
- A reduction in the availability of staff to run regular consultation sessions around issues such as EBSA could lead to an increased level of pupils out of school, which would increase pressure on teams such as ALN and EWS.
- A reduction in EP time could mean that there is a reduction in the strategic, preventative work around projects such as the TIS work in schools and wider in the LA.

Critical Incidents

- When responding to a Critical Incident the EPS send in two EPs due to the likely high levels of emotional distress and the need to offer a reflective, safe response for school staff/ communities. A reduction in the EPS could impact negatively on the immediate response offered to schools/ settings during these most difficult times.

Future EPS work streams/ commitments that would be impacted by a reduction to the EPS –

- **Monmouthshire's Autism in Schools/ Education Project** – this partnership with the Autism Education Trust (AET) and National Autistic Society (NAS) represents a significant investment and strategic project for MCC. Over a third of all statements of SEN/ IDPs are for pupils with a diagnosis of autism, most of whom are placed in mainstream settings. This project was formally launched on 23rd November 2022 and will require future EPS coordination and participation in the workforce programme being developed. It is hoped that this training programme will begin during 2023.
- **Positive Behavioural Support (PBS) and Multi-Agency Consultation Meetings (MAC)**. PBS is a multi-agency, early and intensive intervention for CYP with Learning Disabilities and/or a diagnosis of Autism and their families. Multi-agency Consultation Meetings (MAC) provide an advice and consultation forum to address emerging issues relating to CYP with learning disabilities in schools and settings. An EP is currently completing the PBS Diploma to enable the EPS to play a key role in this new virtual PBS team alongside a Health and Social Care representatives. The EPS have committed half a day a week of EPS time to this project going forward. A main aim of this team is to reduce the numbers of costly out of county residential placements.

Contextual Factors to consider within the EP Profession

There is a national shortage of EPs which is felt significantly across the region and Wales with some LAs reporting a significant reduction in functions of the EPS. Other LAs are spending significant money paying locum EPs to bolster their understaffed services and/or are having to wait for very long periods of time for EPs to start, some of whom are being employed during years 1 or 2 of the 3 year doctoral training course. In MCC we have been successful over the last three recruitment cycles to attract and recruit experienced EPs to the team, albeit not always to the fulltime positions we hoped. Subsequently we have a experienced EPS who are able to work preventatively across the county. Due to the pressures on the EP profession, there is a high likelihood that we may not be able to recruit more EPs in the future in a timely manner, if at all. Part of the attraction for EPs to join the EPS in MCC is the level of varied, strategic and preventative work offered. We are

retaining our EPs. A reduction to the EPS so soon after a successful recruitment cycle could have a negative impact for the EPS into the future.

176. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

177. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Before the reduction yes this would have met the corporate and community plan, this will not be the case.
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

178. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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179. Options Appraisal -

Option	Benefit	Risk	Comment

180. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
Pupils	Vulnerable pupils including those with ALN will not have their needs met. Increased numbers of pupils will not be able to be educated within their local communities.	negative
School staff	The EPS will not be able to build capacity and wellbeing through training, support and guidance.	Negative
SRB	Increased demand on placements being requested/ required. The EPS will not be able to build capacity and wellbeing through training, support and guidance.	Negative
Parent/ carers	Support for parents/ carers of children with ALN will be reduced.	negative
ALN Team	Possibility of parents/ carers/ requesting a higher level of input/ support from ALN team if they perceive the needs of the child/ren are not being. Increased numbers of SENDIST Tribunals. Increased costs for specialist placements outside of MCC.	negative

181. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

There is no mitigation.

The context to consider is the national shortage of EPs and the issues other LAs are experiencing in the recruitment and retention of this skilled workforce.

182. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

183. Consultation

Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	Discussed as part of the overall budget saving	October – ongoing

184. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Reduced capacity to undertake statutory duties as described in the ALNET Act & Code.	strategic	The ALN Code specifies that EPs advice is necessary to determine the extent or nature of the ALN a child/young person may have and the Additional Learning Provision (ALP) called for by the child /young person's ALN.	medium	none
A reduction in early support and intervention for schools /settings and children /young people with ALN, including those in the Early Years.	operational	Early intervention is a key role of the EPS. Without early intervention and support cases escalate and become more complex. More complex cases require increased resources.	Medium /high	none
Well-being initiatives for individual pupils and in schools across the region will be reduced / less supported	Operational	Well being needs have significantly increased post Covid with many pupils experiencing high levels of anxiety and difficulty attending school. Training and support from the EPS is a critical factor in ensuring that schools /	medium	none

		young people well-being needs are supported and met.		
EP led interventions /initiatives would be compromised	Operational	Highly regarded interventions, which are embedded in MCC schools require mandatory EP supervision /involvement. Other multi-agency initiatives are led by EPs.	High	Schools would have to commission external private EP support to undertake the supervision.

185. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

186. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
A reduction in the number of EPs will have an impact on their ability to respond in a timely way to requests for statutory IDP assessments	Statutory IDPs will not be completed within specified timelines and could be subject to legal challenge or complaint.	decline			
A reduction in the number of EPs will have a negative impact on early intervention and support for schools / CYP.	Cases will escalate and become more complex requiring more resources /provision	increase			
A reduction in the number of EPs will have a negative impact on well-being support and initiatives for schools/settings, CYP.	Escalation in mental health and well being referrals and an increase in applications for EOTAS.	increase			
A reduction in the number of EPs will have a negative impact on EP led interventions and initiatives.	Schools /settings/ CYP will have less access to specialist provisions and Interventions.	decline			

187. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Gwent Music	Senior Responsible Officer:	Will McLean
Your Ref No:	CYP12	Operational Lead Officer:	Nikki Wellington
Version No:	1	Directorate:	CYP
Date:	22nd November 2022	Section:	Standards

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

188. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Gwent music is a joint service between Monmouthshire, Torfaen, Newport and Blaenau Gwent the service has been jointly funded however over recent years the funding has been withdrawn from the majority of partners with Monmouthshire being the highest contributor.

The service is hosted by Newport County Council with MCC providing a contribution to the service. Over many years the service has redesigned to become more sustainable as partners have withdrawn contribution. The impact on the service will be for Gwent Music to establish through their management board. It is anticipated that there will be increased costs for music lessons and music centres.

Over this period the service has developed to operate a more sustainable model so that it can still deliver music support to schools. This has seen the majority of fixed costs removed from schools.

The proposal is to withdraw £100,000 from the service but to still maintain some subsidy to schools to reduce music lesson and the support for the hardship fund to support pupils from low-income families.

189. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Current budgets, quarterly reports from Gwent Music with monitoring details including levels of music lessons delivered.

190. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Gwent Music	£120	0	£100	£100				£100

191. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	0

192. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The service is hosted by Newport County Council with MCC providing a contribution to the service. Over many years the service has redesigned to become more sustainable as partners have withdrawn contribution. The impact on the service will be for Gwent Music to establish through their management board. It is anticipated that there will be increased costs for music lessons and music centres.

The service operates in the majority of our schools and supports pupils all through up to A Level standard, any increase in music lessons would lead to some families unable to afford to continue this will be especially true for low-income families. The hardship fund will remain the current fund is £9,000.

193. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

194. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	The current level of funding supports this but any reduction will take away the ability to meet this.

Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

195. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

196. Options Appraisal -

Option	Benefit	Risk	Comment

197. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Schools	Increased costs to access music provision	Negative

198. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Gwent music to redesign to ensure sustainable delivery in the future.

199. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

200. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	Discussed as part of the overall budget saving	October – ongoing

201. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk Gwent Music will cease	Operational	MCC is the largest contributor to the service, with the reduction of the core support the service may become financially unviable.	Medium	Gwent music to re design the model and scale provision to continue
Risk that schools can no longer buy support due to increased costs	Operational	School budgets are facing financial difficulties and they will look for cheaper providers to support	Medium	
Risk parents unable to afford the cost of lessons	Operational	Cost of living issues may make the costs of lessons unaffordable	Medium	Hardship fund continuing to support low income families

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202. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

203. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Gwent music continuing to provide support with the reduced contribution levels	£0			

204. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Individual Schools Budget	Senior Responsible Officer:	Will McLean
Your Ref No:	CYP13	Operational Lead Officer:	Nikki Wellington
Version No:	2	Directorate:	CYP
Date:	20th December 2022	Section:	Individual Schools Budget

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

205. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The proposal is to reduce the Individual School Budget by £1,450,000 (2.8%) however the budget for schools will be uplifted by £2,039,000 for energy pressure and £2,018,939 for pay awards. The net uplift for schools is £2,607,939 which is the protection afforded to schools from Welsh Government.

The current MTFP uplifts the ISB for teachers pay award (4.13%, £1.1m) which is the blended rate as the pay award is from 1st September 2023 and the non-teaching pay award of 6.25% (£0.9m). There is also an uplift for energy in line with the current forecast rates, for schools this is £2,039,000

206. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The funding for schools is delegated using a number of factors, the majority of the funding is delegated on pupil numbers (age weighted pupil numbers, AWPU). The current AWPU is:

Nursery	£2,497.46
Reception – Year 2	£2,496.78
Year 3 – Year 6	£2,464.59
Year 7	£3,516.64
Year 8	£3,554.46
Year 9	£3,569.59
Year 10	£3,930.50
Year 11	£4,298.41

The proposal would see an uplift of 5.1% however in real terms this will be a 2.8% reduction which for an average 210 place primary schools is £29,400.

207. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Individual School Budget	£51,221	0	£1,450	£1,450				£1,450

208. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	The impact per school will be determined by the
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	Governing Body and the school.
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

209. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

For primary schools there is a statutory class size at foundation phase, 1 teacher to 30 pupils, however the foundation phase ratios for teaching assistants are guidance, being 1:10 nursery and 1:15 reception to year 2. Therefore schools will need to maintain the statutory ratios, resulting in any saving being made from non-teaching staff and resources, which will result in a great level of staff needing to be made redundant. This will impact on standards and the school's ability to fully support the new curriculum. Many of the non-teaching roles is to meet foundation phase ratios and to support pupils with moderate learning difficulties, there will be a direct in the support that can be provided to these pupils. In addition to this the non-teaching staff cover lunchtime and break times, by cutting these posts there may not be enough staff to cover to the correct ratios which again are statutory. There will be a loss of goodwill and often staff will stay after school to run clubs for pupils allowing parents cheaper childcare.

For secondary schools the impact will be that class sizes will increase and some course for GCSE and A Levels will not run. Already secondary schools have reduced support staff so it is likely that the reductions will fall to teaching staff which will have a direct impact on standards. Where schools are close to the English border parents may opt to place pupils in English schools where the cuts are not so great.

If schools cannot find the reduction this will result in more schools in a deficit budget, this will put pressure on the overall level of reserves for MCC.

Across all MCC schools it is likely that there will not be enough staff to cover absences, and this will result in higher agency staff costs, inconsistency in teaching and increase complaints from parents.

For all schools if the standards fall this will have a direct impact on any Estyn inspections which also reflect on the Local Authority.

We are continuing to work closely with all of our schools to clearly identify the consequences of this level of reductions.

All schools have been advised to model 10% / 7.5% / 5% / 2.5% reductions.

210. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Schools already rely upon grant funding for elements of their expenditure. If the Welsh Government make a decision to reduce levels of grant funding this will amplify the effect of the core reduction.		

211. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Before the reduction yes this would have met the corporate and community plan, this will not be the case now.
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

212. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

<p>The impact assessment has identified that staff are at risk of redundancy, however the protection of employment policy will be followed and staff will be given opportunities to apply for other posts. All opportunities will be advertised internally first to allow staff with the necessary skills to apply. This has also highlighted the effect on pupils with increased class sizes and a reduction in support for those with Additional Learning Needs.</p>
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213. Options Appraisal -

Option	Benefit	Risk	Comment

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214. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
ALN	Given the larger class sizes some pupils may not be able to cope and therefore need support to remain in school	Negative
HR	Possible increase in sickness absence / wellbeing concerns	Negative
Admissions	Some schools may be reluctant to admit pupils due to increased class sizes	Negative
EAS	Given there will be less staff the standards may reduce which will then trigger more school improvement intervention	Negative

215. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

There is no mitigation for this

216.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

217. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

DMT	Discussed as part of the overall budget saving	October – ongoing
Headteacher	Presentation	November
School Finance Forum	Presentation	November

218. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk school statutory ratios could be breached.	Operational	If staff numbers are reduced the ratios will increase.	Medium	Primary Schools have a statutory ratio that cannot be breached, this is not the same for secondary schools.
Risk secondary schools will not offer the current post 16 range of courses	Operational	A number of schools are running courses with low numbers which allow pupils to ma wide range of subjects.	Medium	
Risk that schools on the border may lose pupils to schools in England where the finance is higher.	Strategic	There is already a drift in some areas of Monmouthshire of parents choosing English schools or schools in other Welsh Counties.	Medium	
Risk standards fall	Operational	Increased class sizes may result in standards falling in schools.	Medium	
Risk pupils with ALN their needs may not be met	Operational	This will result in increase costs to support pupils	Medium	
Risk the number of schools in a deficit budget increase	Operational	Continued pressures on schools to return to a surplus position and possible impact on the overall reserve levels for MCC		Recovery plans and loans for schools.

219. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Cost of staffing	To illustrate the level of staffing that will be made	Nikki Wellington

220. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
		£0			

221. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Support Services	Senior Responsible Officer:	Will McLean
Your Ref No:	CYP15	Operational Lead Officer:	Nikki Wellington
Version No:	1	Directorate:	CYP
Date:	22nd November 2022	Section:	Resources

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

222. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Support services covers financial support to schools, admissions and planning for pupil places. The proposal is to restructure the staffing to save £25,000. This can be achieved in a number of ways including reducing hours or redundancy.

- The finance function offers a service level agreement to schools and all schools buy into this service.
- The admission team process all the admissions into Monmouthshire schools with the exception of voluntary aided schools who are their own admitting authority, however they do provide advice to these schools and process the admissions letters.

223. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Currently all schools are met at least on a bi-monthly for budget monitoring, there are currently 7 schools in a deficit and these will be receiving additional support to ensure they return to a balanced position. The finance team assist schools to build their annual budget, complete and manage grants and provide ad-hoc financial advice. The team also provide support for central cost centres, the total budget is £59,512,985 for CYP including schools. Support is also provided to governing bodies, again the ability to provide this support will reduce.

The access team process all applications for school places, both for primary and secondary schools for statutory intake and causal admissions, this includes all nursery admissions into maintained nurseries. In addition, the team are responsible for planning school places and leading on any consultations for changes in schools / catchment review and opening and closing of schools, in addition to this the team also monitor the level of surplus places in schools.

The team are also responsible for a number of smaller capital projects for example, the recent changes at Ysgol Y Ffin, the ability to support these will be reduce placing a higher reliance on schools.

In 2021-22 100% of secondary pupil and 95.3% of primary pupils were admitted to their first-choice school during the admission round.

224. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Support Services	£361	0	£25	£25				£25

225. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	8.2
Total number of posts in budget area affected	9
Total increase or decrease in the number of posts from this proposal	1 decrease

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	1

There will also be an opportunity for officers to reduce hours.

226. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The number of meetings with schools will reduce due to the reduction in capacity, this may mean longer intervals between budget monitoring which may result in more schools facing financial issues and these being less visible to the corporate centre. This will be the same with central cost centres. Schools will see a reduced level of service and some support may have to be withdrawn for example support with grant applications.

Given the number of officers in the admissions team any absence has a direct effect on support for parents through answering phones and providing timely advice and guidance. While the statutory admissions deadline is currently being met this may not be the case. There may also be delays in admitting more complex pupils. Schools will also see a reduced level of support in admissions and admission support for voluntary aided schools will be withdrawn. There are a number of consultations for changes to schools and catchments that are being planned and these may be delayed.

There are a number of appeals for school places from parents during the year, these appeals have to be held within statutory deadlines and are led by legal, there complaints from parents and community groups if the appeal cannot be held with in the legal timeframes.

227. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A this is a statutory responsibility		

228. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	The current level of funding supports this, but any reduction will take away the ability to meet this.
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

229. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

230. Options Appraisal -

Option	Benefit	Risk	Comment

231. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Budget Monitoring	Schools and central costs centres, less meetings, reduced monitoring.	Negative
Budget Setting	Schools and central costs centres, currently several budgets meetings are held with schools to finalise the budget, these will be reduced.	Negative
Finance Advice	Support to Governing Bodies will reduce, this will increase the pressure on Heads to provide any information required	Negative
Admissions	Schools, the ability to provide and support will reduce, this could also lead to the statutory deadline to admit pupils will not be met	Negative
Admissions	Advice to parents regarding the process will be reduced and at times of absence or peak time parents will see increased waiting times for a response.	Negative
School Planning	Any response to changes in schools / school places / catchments will be delayed at peak times to allow the statutory admissions process to be completed.	Negative

232. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

There is no mitigation for this.

233.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

234. Consultation

Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
DMT	Discussed as part of the overall budget saving	October – ongoing

235. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk that more schools are in a deficit budget	Operational	Schools are facing significant budget pressures and are requiring additional support; this may not be provided.	Medium	Schools to complete budget monitoring without financial support.
Risk that central budgets are overspent	Operational	Central cost centres face the same risk as schools and where there are volatile budgets such as ALN the risk of overspends is significant	Medium	Cost centre managers to monitor budgets without financial support.
Risk school admissions will not be processed in the statutory deadlines	Operational	Currently the statutory admissions deadline is met, however with the reduction proposed there is a risk that this will not be met.	Medium	
Risk parental complaints increasing	Operational	The ability to respond to parent queries will reduce.	Medium	
Risk to respond to consultations will reduce	Strategic	With the current staffing the level to ability to respond to consultations is a pressure, this will increase.	Medium	

236.Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

237. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Levels of deficits and overspends increase	£0			
Schools	Increased workload for schools				
Parents	Increased waiting times for admissions support and advice.				

238. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

Social Care, Health & Safeguarding

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Fee uplift on Social Care providers	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCHPM1	Operational Lead Officer:	Ceri York/Ty Stokes
Version No:	2	Directorate:	SCH
Date:	5/12/2022	Section:	Adults and Children's

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

239. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Each year we engage with the care provider market to understand their costs, margins and pressures they are currently, and will experience in the year ahead.

Within Adults Social Care we have embedded since 2010 a fair fee review for the in-County care home sector, providing full engagement with the sector to review costs and pressure, and use this to negotiate the support required for the forthcoming year.

For the Adult Social Care domiciliary and Children's Services sector, the engagement with providers is one of obtaining their requirements, reviewing and scrutinising the cost pressures and then setting to negotiate an agreement with those providers.

In terms of influencing factors affecting care providers for the forthcoming financial year 2023/24 are listed below:

- From the 1st April 2022 the First Minister for Wales made a commitment to pay care staff in registered social care posts the real Living Wage. Following the UK Chancellor's 2022/23 Autumn budget of 17th November 2022 it was announced the **real Living Wage will increase on 1st April 2023 from £9.90 to £10.90 per hour**,
- Many providers are already paying above the real Living Wage just to recruit and retain care staff given the current workforce crisis in social care, and to compete with other industries such as hospitality and retail,
- Inflationary increases such as food, energy for which commercial entities have no energy cap and insurance some experiencing increase in premiums of 300%,
- Fuel costs are also another cost pressure on this sector,
- Non care staff pay increases average at 6.6%.

240. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

- Autumn budget for 2023/24 on 17th November 2022,
- Inflation which currently stands at 10.1% as at October 2022
- Cost data from providers
- ONS for average non-care staff pay increases
- We have a fair fee toolkit for calculating the weekly care home placement and considering all the factors we know of now, a percentage increase of 12% has been derived. Of this 12%, the majority is staff costs and with the increase in real Living Wage, which is a requirement in Wales to pay at, this equates to 12.12% (£1 per hour increase from £9.90 to £10.90 is 10.1% plus the associated on costs of employers NI and 3% pension contribution). This percentage increase has then been applied across the current 2022/23 spend for both Adults and Children's to arrive at the costed pressure of £3M, a summary table is included:

	Current forecast spend (as at M6) £'000's	2023/24 Pressure £'000's
ADULT		
Care homes (excludes LD college placements)	11,017	1,322
Domiciliary care	5,948	714
Sub-total Adults	16,965	2,036
CHILDRENS		
Placements	8,648	1,038
Sub total Children's	8,648	1,038
TOTAL	25,613	3,074 (rounded pressure down to £3M)

- Of the identified cost drivers, real Living Wage is set by the UK Government and since the Welsh Government made the pledge that the real Living Wage must be paid to social care staff, this is a cost that cannot be mitigated. For care home providers 70% of their expenditure is staffing, for domiciliary care providers over 90% of their overheads are staff related,
- Remaining cost drivers are inflation related such as food and energy for a care home, again difficult to negotiate and mitigate. For domiciliary care providers the remaining costs are premise and fuel related, again another difficult factor to negotiate or mitigate,
- We are constantly challenging, reviewing, negotiating and mitigating costs wherever possible. For example, fuel costs we have directed domiciliary care providers to encourage staff to make HMRC claims for mileage rate differences. As an illustration a recent challenge on a children's care providers was challenged with an ultimatum to remove the child, but despite this a significant reduction in favour of the Council was brokered,
- At present we only have for Adult care home provision 4 out of 16 county homes that accept our rates. The remaining four have indicated that they are waiting our proposed rates for next year before committing to accept in the future. Even 4 out of 16 does not give us enough flexibility to ensure that we can meet the assessed needs of clients or offer choice to clients, which means we may well have to pay additional unbudgeted costs, the best outcome is to gain more, less that 4 will make offering choice an impossibility,
- With the staffing recruit and retention crisis in the care sector, the increase in real Living Wage is required, even where providers are paying in excess at present, in order to maintain the pay differential to avoid losing or not being able to recruit staff. In addition, if the increase in real Living Wage is not passed on to maintain pay differentials, we do risk more and more care not being able to be purchased at the Local Authority rate, the rates we set are informed by our fair fee toolkit, leading to tops up by default having to be funded by the Council due to not being able to purchase care at its set price.

241. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Adults and Children's	55,967	1,000		1,000				1,000

242. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

243. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

If this proposal was agreed, it would allow the service delivery to maintain the stability of the provider market by meeting costs pressures as they stand when writing this report. The service is dependent upon the market to meet the needs of vulnerable people in Monmouthshire and without ensuring fee levels are reasonable and fair our ability to purchase care will be significantly affected.

Should this proposal not be agreed, those care providers would increase prices as some, if not all factors are beyond their control such as the setting of the real Living Wage and inflation on prices.

244. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

245. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

246. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Positive impacts:

- Positive impact will honour the Welsh Government pledge to pay the Real Living Wage to the Social Care sector within Wales
- Fee uplifts will be fair and reasonable and enable sufficient care to be secured to meet the needs of Monmouthshire people and to meet statutory obligations.
- Sustainable social care market for the future
- Reduction in the number of older people who need a 3rd party top up to enable them to have a choice of care home in the county.
- Pay rates for care workers are sufficient to recruit and retain sufficient staff to provide the level of care required.

Negative Impacts:

None

247. Options Appraisal -

Option	Benefit	Risk	Comment
Not agree the proposal	Remove the budget pressure	Provider fees would increase regardless due to factors that are not controllable May not be able to purchase sufficient care to meet need	
Agree the proposal	Meets the unavoidable costs affecting the care market and in turn providers	Costs will increase further namely inflation, wages due to competition from other sectors and energy.	We endeavour to negotiate and mitigate fee increases or limit at every opportunity

248. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
None		

249. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

We have robustly reviewed all costs and pressures on the market and looked at any avenue to negotiate or mitigate, but the opportunities are either very limited or do not exist.

250. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
None		

251. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Providers	Fee uplift negotiations	From January 2023

252. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Legislation	Operational	Welsh Government setting real Living Wage to social care posts	Low	None
Inflation	Operational	Increase in prices	High	Review of cost pressures and discussion with the market
Foster rates	Operational	Awaiting Welsh Government's announcement on rate increases for 2023/24	Low	Can be managed within the value of the mandate

253. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
None		

254. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	In year forecasting				
Customer	Older Adult care homes and top ups being applied by providers – aim is to reduce wherever possible				

255. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Wherever possible work with other Gwent Authorities
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	A newly established supported living project creating 3 independent living flats for clients to live in county and reduce reliance on out of county residential provision	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCHPM3	Operational Lead Officer:	Julie Heal
Version No:	1	Directorate:	SCH
Date:	23 rd November 2022	Section:	CLDT

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

256. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Newport Road, Caldicot is a newly established supported living project which has created 3 individual living flats to enable individuals with profound and multiple learning disabilities to live independently within the community with appropriate levels of care and support. The building was purchased and refurbished by Melin Homes using Welsh Government funded grants (Social Housing Grant £360k and Recycled Capital Grant £163k). The objectives of the project were to ensure that Monmouthshire residents were afforded the opportunity to reside independently within the County as opposed to receiving commissioned high cost out of county residential care placements. The weekly cost of the current care and support packages are £2,023.35 * 3 = £6,070.05. The care and support is provided by Consensus who were selected following the MCC tendering process. The three individuals previously resided with ageing parents who were unable to continue providing informal care in their own homes. At this time two of the individuals were supported by care packages, the costings of these packages are set out below but exclude commissioning funded care totalling £46,000.00.
 Person X:- £24, 919
 Person Y:- £23,926
 Person Z:- NIL

The team have explored making reductions to the existing packages of care and support, however, these reductions would be marginal given the extensive and complex needs of the three individuals.

257. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Anticipated budget pressure

The culminative annual cost of the care packages are: £315,642.60
Less funding transferred by commissioning:- (£46,000.00)

Requested budget pressure:- £269,642.60

NB. It is important to note that if this supported living project was not available for the 3 individuals, then residential placements would need to be sought. Due to limited provision in Monmouthshire, it would be necessary to commission out of county placements which would cost in the region of £3,000.00 per week due to the high level of individual needs and increasing provider rates.

Therefore, there is a potential cost avoidance of £152,357.40 per annum through investment in the Newport Road project.

258. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Newport Road	6,111	270		270				270

259. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	nil
Total number of posts in budget area affected	nil
Total increase or decrease in the number of posts from this proposal	nil

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
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Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

260. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

If the budget pressure mandate was not agreed, then the Newport Road project would need to be dismantled which would create a number of issues:-

- Removing the homes for life for 3 individuals with complex needs;
- Reputational risk to MCC;
- Potential grant implications for Melin Homes/WG;
- Potential additional budget pressure of £152,357.40;

261. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

262. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Provision of independent living in the community is supported by: <ul style="list-style-type: none"> • Thriving and well-connected county • Lifelong well-being • PSB well-being plan, • Corporate Plan, • A More Equal Wales
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

263. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The project has significant positive impacts on a small number of young adults with complex learning and physical disabilities. There are no negative impacts on any of the protected characteristics. This project also makes a positive contribution to the Healthier Wales and Wales Cohesive Communities Wellbeing Goals by enabling these individuals to receive an improved quality of life within their local communities.

No negative impacts have been identified.

Please refer to full Integrated Impact Assessment for further details.

264. Options Appraisal -

Option	Benefit	Risk	Comment
No alternatives			

265. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
N/A		

266. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Budget Pressure
The current level of care and support will be kept under close review and will be reduced if considered safe to do so. There is significant risk attached to prioritising a budget reduction over the safe delivery of care and support and therefore, any right sizing would need to be carefully considered alongside risk management process

267. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

268. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Tyrone Stokes	Finance Manager	18/11/2022
Clare Morgan	ISM	22/11/2022
Steve Woods	Team Manager	22/11/2022

269. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
None				

270. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

None		

271. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Staff will undertake regular review					
Commissioning to support with any fee uplift requests	Already incorporated into the provider fees pressure mandate				

272. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Managing the budget pressure within the Social Care and Health Directorate	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCHPM5a	Operational Lead Officer:	
Version No:	1	Directorate:	Social Care & Health
Date:	24/11/2022	Section:	Children's Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

273. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

At the midpoint of the financial year Children's Services predicted an overspend of £4.399Mil based on known commitments and expectations against the Children's Services budget, comprising:

Analysis of M6 Overspend - Children Services			
Cost Centre(s)	Description	£'000	Notes
S026/29	All External Placements	2,986	IFAs, residential, schools, parent & baby, etc (includes the net cost of 8 UASCs)
S008/25/41	Other Richmond Nursing/ProHealthCare Provision	1,166	For circa 15 children/young people
S008/25/34/39/41	Agency Staff	89	11 agency staff as at end 31st October 22?
S025	Direct Payments	55	CWD Team
S010/19/20	Young People's Accommodation	226	Under 18, over 18 and POBL scheme (supported lodgings, housing etc)
Various	Other net underspends (e.g. safeguarding, CS management, vacancies not covered by agency, etc)	(123)	
	M6 Overspend	4,399	

Children's services remain in a highly volatile operating position with risks continuing to be associated with insufficiency of children's placements, demand levels, the complexity of demand, inflationary pressures, and labour shortages.

Expenditure within the Children's Services division is due to the increasing numbers and costs of high-cost placements, including extremely costly emergency arrangements for children where there is no regulated placement available. In these situations the service has to stand up emergency arrangements involving sourcing properties and an agency workforce all at high cost, especially given that children requiring such arrangements have the most complex needs / high levels of risk.

Higher cost placements are required because of the scarcity of foster placements (in some cases) together with the complexity of children's needs. At the end of Sept out of 211 Children Looked After 27 children accounted for £7.8M of all placement associated costs, against a placement budget of £5.6M.

This year has also seen an increase in the number of Unaccompanied Asylum Seeking Children requiring care and support including appropriate and safe placements, which has contributed to the overspend position.

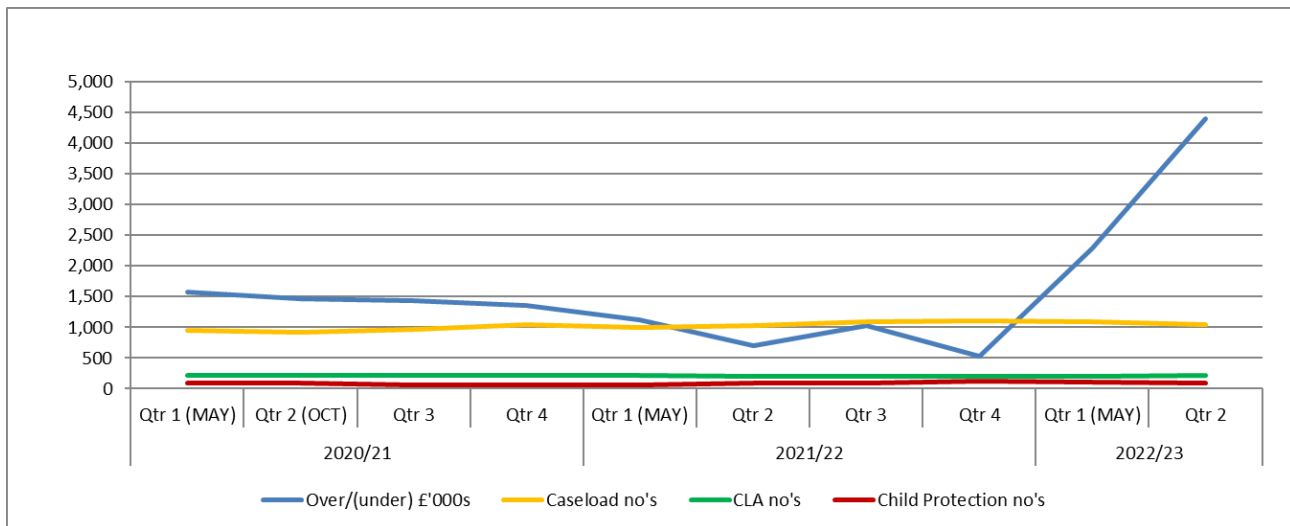
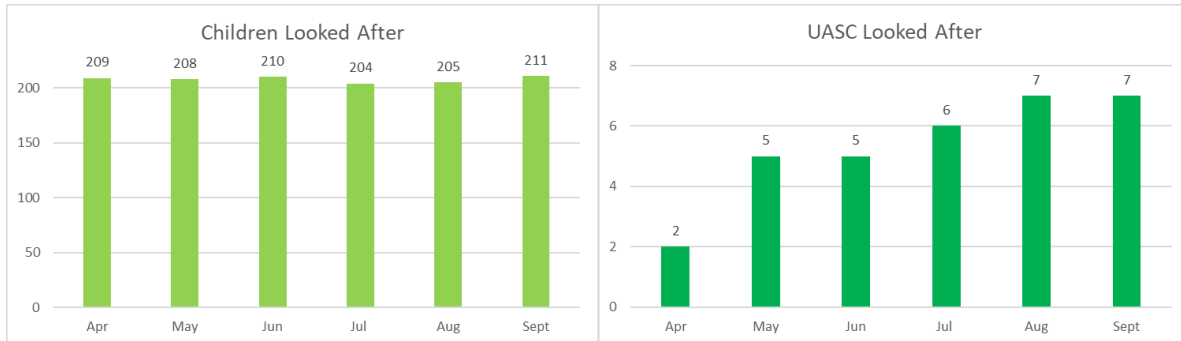
The data shows an overall and continued stabilisation of the service in respect of numbers of children on the child protection register and numbers of children who are looked after. However, within this fairly static picture the significant increase in overspend is contributed to through a change in patterns of demand whereby lower cost placements (e.g. placed with parents, kinship/in-house foster care) are decreasing whilst high cost and very high cost placements (e.g. IFAs, residential, OWR placements) are not.

In addition, 2022 / 2023 has seen the removal of WG grants (e.g. Covid Hardship Grant, Social Care Recovery Fund, etc) much of which was off-setting some of our highest cost placements in 2021/22 giving rise to a sharp increase in pressure within the current year.

The challenge of recruiting and retaining child protection social workers is recognised at a national level. The use of agency staff to fill vacancies in qualified social work posts continues with 11 agency staff currently employed. There is approximately a £20K differential in full year costs between a qualified social worker on terms and conditions and an agency social worker. Stopping the use of agency staff is problematic, as without the Council would not meet statutory duties or regulatory requirements for children looked after and child in need of protection.

274. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The overall numbers of children in care have remained relative stable (discounting the effect of UASC), whilst the impact of placement shortages, particularly for the most complex children, together with the increased costs of placements have driven increased expenditure.



Graph illustrating budget position, caseload, LAC and Child Protection numbers

Placement Types	31.03.15	31.03.16	31.03.17	31.03.18	31.03.19	31.03.20	31.03.21	31.03.22
Monmouthshire Foster Carers	60	32	26	25	29	40	40	50
Monmouthshire Kinship Carers	16	28	23	30	36	41	48	39
Independent Fostering	37	32	42	44	49	59	52	54
Independent Living	1	1	0	1	0	0	0	0
Pre-adoption	2	9	7	1	2	1	5	4
Placed with Parent	9	16	20	24	40	55	49	39
Residential / Educational	8	10	8	7	9	18	14	15
Parent and Baby Placement	0	0	1	1	3	0	1	1
Secure Unit	1	1	1	1	0	0	0	0
Child in Hospital	0	0	0	0	1	1	0	0
Supported Lodgings	0	0	5	5	4	4	4	4
Other Placement								2
Total	134	129	133	139	173	219	213	208

The data shows that the biggest decrease in placements are those which are the least expensive.

275. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Children's	18,272	4,399		4,399				4,399

276. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

277. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

This will allow Children's services to set a balanced budget, taking into account the **current cost and demand pressures within the system.**

278. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
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None		
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279. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	A connected place where people care
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

280. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

<p>Positive Children’s services support circa 1,000 children (at any one time) and their families within the county who fall within protected characteristics by virtue of their age alone, and in some cases through disability. The majority of these children will have experienced a range of adversity including poverty, housing insecurity, parental substance misuse, parental mental ill-health or domestic abuse. Children’s services provide children and families with vital services helping families achieve positive outcomes and supporting children to remain living safely with family and community wherever possible.</p> <p>Negative Very high costs placements or packages of care impact on the services ability to increase preventative and early help services to the extent that we would wish. This has a negative impact on people getting the help that they need in a timely way, and can contribute to the need for longer term or more intensive requirements for care and support.</p>
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281. Options Appraisal -

Option	Benefit	Risk	Comment
Do not apply a pressure funding.	This will represent a cost saving for the council	<p>There would be considerable disruption to services and people’s care and support needs would not be fully met</p> <p>Inability to meet statutory / regulatory requirements</p> <p>Inability to sustain a workforce (because of the pressure on remaining staff)</p> <p>Reputational damage to the Local Authority</p>	
	This will represent a cost saving for the council	There would be some disruption to services and people’s care and	

Apply a pressure at a reduced amount		<p>support needs would not be fully met</p> <p>The services ability to meet statutory / regulatory requirements would be severely reduced (given the current demand pressure)</p> <p>Inability to sustain a workforce</p> <p>Reputational damage to the Local Authority</p>	

282. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
None		

283. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

An in-year budget recovery plan has been developed to try and arrest further escalation of costs and where possible to generate in-year savings. The service has identified and is implementing a range of measures to arrest the concerning trend in increasing costs within this budget area.

Further mandates have been submitted to provide opportunities for increased sustainability within services following the impact of the COVID pandemic (such as expanding placement options for children, service re-design, increased levels of integration and increased oversight of how care is allocated.)

Strategic objectives within the directorate remain aligned to managing demand pressures through preventative approaches, maximising opportunities for integration and ensuring a reablement / de-escalation approach at all levels. Similarly, our workforce objectives remain as establishing a stable and permanent workforce so that the use of agency workers can be significantly reduced.

284.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Nil		

285. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Directorate DMT		

286. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Current Cost of Living Crises	Operational	It is likely that the cost of living crisis will begin to drive further demand within communities for care and support.	Medium	Partnership working through ISPB and Programme Board
On-going demand pressures due to the ripple effect of the pandemic on family wellbeing and psychological wellbeing of children	Operational	Demand pressure on preventative services	High	Partnership working through ISPB and Programme Board including preventative approaches
In-sufficiency of children's placements	Operational	Service information regarding the inability to source placements	High	Local and regional development plan for increasing placement sufficiency
Inability to recruit permanent staff to key roles	Operational	Long-standing vacancies within key roles despite recruitment campaigns	Medium	On-going recruitment
Children's Service budget has shown a further increase of pressure from M4 to M6 (£655K).	Strategic / operational	Budget monitoring	High	Budget recovery plan

287. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Ability to arrest spend and generate in-year savings	Savings plan in place	

288. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget monitoring					

289. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	Procurement and brokerage for care
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Further integration with health
Will this project benefit from digital intervention?	Y	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Managing the budget pressure within the Social Care and Health Directorate	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCHPM5b	Operational Lead Officer:	
Version No:	1	Directorate:	Social Care & Health
Date:	24/11/2022	Section:	Adults

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

290. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

At the midpoint of this financial year, Adult Services predicted an overspend of £1.475m based on known commitments and expectations against the Adult Services budget.

Adult services remain in a highly volatile operating position with risks continuing to be associated with demand levels, the complexity of demand, inflationary pressures, and labour shortages.

The overspend is a result of the full year effect in costs to be borne by the budget from the loss of three vital Welsh Government funding streams, with the full effect of costs resulting from the removal by Welsh Government of the COVID hardship fund, Social Care Recovery Fund and Social Care Pressures grants.

Older Adults budgets have seen a dramatic influx of clients requiring services as we move out of the pandemic with continued pressure from hospitals to discharge patients into the social care sector, with some clients requiring more intense services due to delayed health care during the pandemic. This financial year we have made 34 additional care home placements with the consequential impact on the budget. (In the previous year, these would have been voids funded through the COVID hardship fund.)

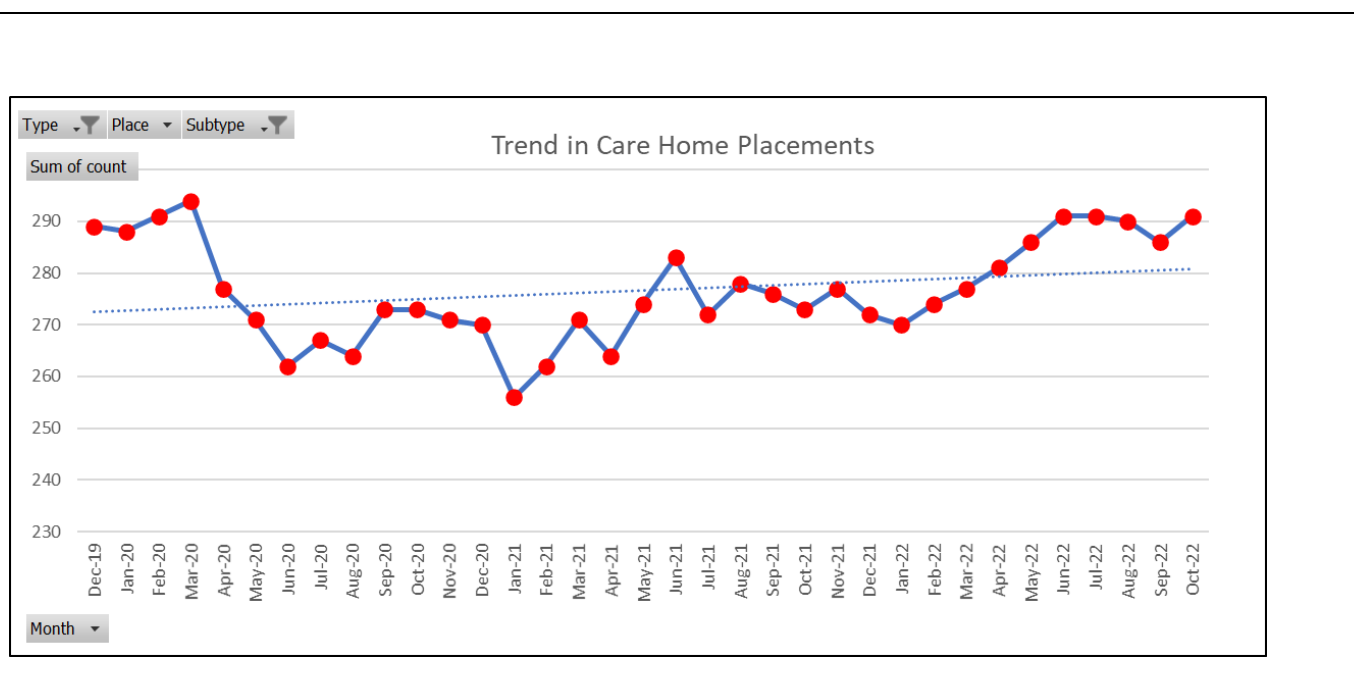
The challenges of an ageing population, combined with delayed presentations to health and social care during the pandemic have resulted increased numbers of individuals who have higher dependency needs. The pressure to avoid delayed discharge from hospital is also driving increased demand. These factors combined with shortages of external commissioned domiciliary care has put further pressure on the budget and seen increases in high-cost packages such as 24 hour care provision at home, and double handed calls.

A few in house services are currently undergoing reviews, with in year savings being used to partially offset overspends.

Adult Services is currently benefitting from a number of external grant funding streams, the main one being the Social Care Workforce Sustainability Grant of £1.1M, used to offset the overspend and limit the effects of Winter Pressures.

Within the directorate, Public Protection is at present forecasting an underspend of £163k due to savings from vacant posts, which has assisted in off-setting the overspend position.

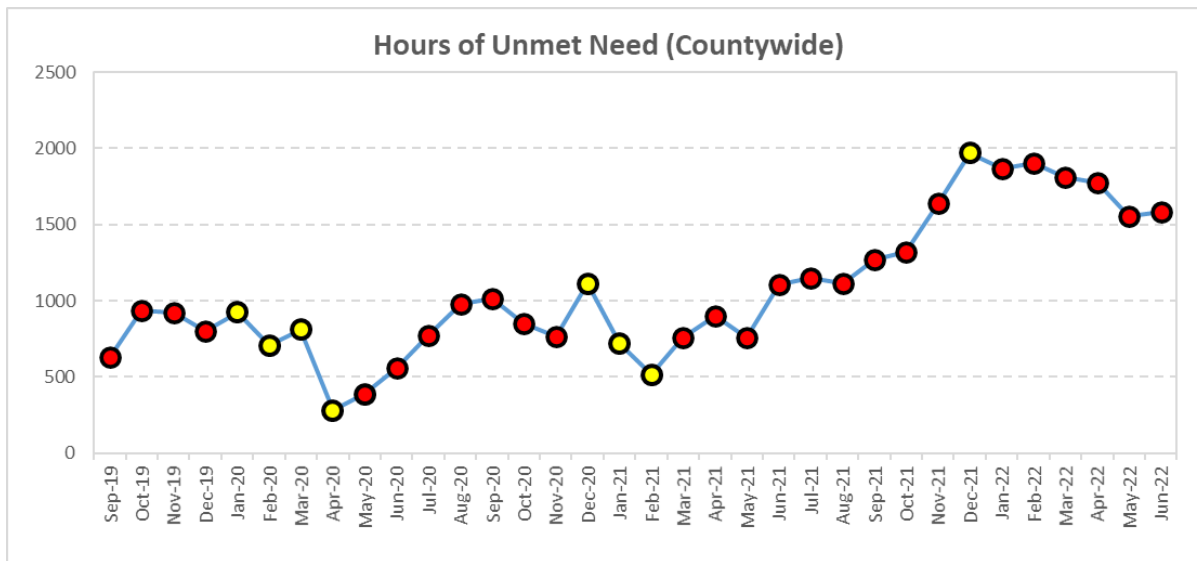
291. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.



The data shows care home occupancy pre, during and post COVID pandemic

Pre Pandemic 2019/20	COVID 19 Pandemic/Hardship Voids funding								Post Pandemic	
	2020/21				2021/22				2022/23	
Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	As at 22nd July
86%	85%	80%	81%	75%	79%	81%	82%	82%	86%	87%

At the end of the 2021/22 financial year weekly unmet need stood at 1,808.25. The data used for the month 2 forecast showed a decrease to 1,555.75, a drop of just over 250 weekly are hours, as illustrated in the below graph. This reduction of un-met need has seen a further slight decrease to circa 1,490. An additional 250 weekly hours being met has a direct correlation with the spend and forecast of an increased annual spend of £640K.



292. **Budget Impact** In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Adult's	37,696	1,475		1,475				1,475

293. **Staffing impact** Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts

Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

294. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

This will allow Adult's services to set a balanced budget, taking into account the *current* cost and demand pressures within the system.

295. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
None		

296. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	A connected place where people care
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

297. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Positive

The social care, safeguarding and health directorate including public protection services support many 100s of individuals within the county who fall within protected characteristics by virtue of their age (both children and older age citizens), disability or ill-health both physical and mental. Services and support are also provided to people with caring responsibilities and people made more vulnerable because of inequality or their social-economic situation (for example families / individuals experiencing housing, poverty, domestic abuse or substance misuse issues). Social care and health services can provide people with vital services helping people to live their own good lives maximising independence and individual, family and community resilience wherever possible.

Negative

Very high costs placements or packages of care impact on the services ability to increase preventative and early help services to the extent that we would wish. This has a negative impact on people getting the help that they need in a timely way, and can contribute to the need for longer term or more intensive requirements for care and support.

298. Options Appraisal -

Option	Benefit	Risk	Comment
Do not apply a pressure funding.	This will represent a cost saving for the council	<p>There would be considerable disruption to services and people's care and support needs would not be fully met</p> <p>Inability to meet statutory / regulatory requirements</p> <p>Inability to sustain a workforce (because of the pressure on remaining staff)</p> <p>Reputational damage to the Local Authority</p>	
Apply a pressure at a reduced amount	This will represent a cost saving for the council	<p>There would be some disruption to services and people's care and support needs would not be fully met</p> <p>The services ability to meet statutory / regulatory requirements would be severely reduced (given the current demand pressure)</p> <p>Inability to sustain a workforce</p> <p>Reputational damage to the Local Authority</p>	

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299. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
None		

300. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

An in-year budget recovery plan has been developed to try and arrest further escalation of costs and where possible to generate in-year savings. The service has identified and is implementing a range of measures to arrest the concerning trend in increasing costs within this budget area.

Further mandates have been submitted across the directorate to provide opportunities for increased sustainability within services following the impact of the COVID pandemic (such as expanding placement options for children, service re-design, increased levels of integration and increased oversight of how care is allocated.)

Strategic objectives within the directorate remain aligned to managing demand pressures through preventative approaches, maximising opportunities for integration and ensuring a reablement / de-escalation approach at all levels. Similarly, our workforce objectives remain as establishing a stable and permanent workforce so that the use of agency workers can be significantly reduced.

301.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Nil		

302. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Directorate DMT		

303. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Current Cost of Living Crises	Operational	It is likely that the cost of living crisis will begin to drive further demand within communities for care and support.	Medium	Partnership working through ISPB and Programme Board
On-going demand pressures due to ageing population and ripple effect of the pandemic	Operational	S/W and therapies waiting lists Home care waiting lists	High	Partnership working through ISPB and Programme Board including preventative approaches
There is still a lot of un-met need within the system for care and support including Dom Care and residential placements	Operational	Unmet need dom care hours @ circa 1,500 weekly hours	High	Re-assessment of need
Inability to recruit permanent staff to key roles	Operational	Long-standing vacancies within key roles despite recruitment campaigns	Medium	On-going recruitment

304. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Ability to arrest spend and generate in-year savings	Savings plan in place	Chief Officer

305. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget monitoring					

306. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	Procurement and brokerage for care
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Further integration with health
Will this project benefit from digital intervention?	Y	

2023/24 Budget
Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Public Protection restructure	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH2	Operational Lead Officer:	David Jones
Version No:	1	Directorate:	SC&H
Date:	22.11.22	Section:	Public Protection

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

307. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

<p>A. Restructuring of Public Protection division, including –</p> <ol style="list-style-type: none"> Deleting Head of Public Protection post Creating two new Service Manager posts – 1 x Environmental Health Manager & 1 x Trading Standards & Licensing Manager. Ringfenced to 4 x existing Principal Officers Creating two new Principal Officer posts, one in EH and one in TS&L, ringfenced to existing Officers Capture saving of 2 x Officers wishing to reduce their hours from April 2023 <p>Core objectives – capture savings (£103,600 Year one) whilst protecting front-line services. All front-line Officers, in Environmental Health, Trading Standards & Animal Health, Licensing and Registration Services to remain as they are currently. Recognised that all teams deal with an increasing demand on services and crucial that front-line Officers are not overwhelmed.</p> <p>Proposed restructure, below Head of Service level, places no-one on a detriment to existing pay. Of existing 4 Service Managers, 2 to move up to higher salary band (recognising increased role and responsibilities); 2 remain at Principal Officer level (no detriment).</p>



Existing Proposed
PP Structure.docx

EXISTING & PROPOSED STRUCTURE CHARTS here -

B. Remove 1 x EHO or TSO

Yields saving of £59,144. This would be to the detriment of service delivery in either team. Objective would be to attempt to increase recurring savings in Public Protection. If implemented, added to the £103,600 identified in A above = £162,745. Impact detailed in (5) below.

Both options have been RAG rated, green being achievable, noting explanation below, and red being significantly detrimental to already extremely busy services – evidenced below.

5. **Supporting Data and Evidence:** Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

A. Saving identified –

1. Deletion of HoPP (April '22 salary grades, inc. on-costs) = £95,334
2. 2 x Service Managers (wider responsibility, strategic leads), Assuming Band M, subject to JE = additional cost of £10,596 23/24 (Year One), to £22,090 27/28 (Year Five)
3. 2 x Principal Officers. One EH, one TS or Licensing = additional cost of £8,190
4. Saving from 2 days pw x1 Officer, 1 day pw x1 Officer = saving of £27,047

Overall saving Year One = £103,596, to £92,101 by Year Five. Overall saving summarised in TABLE here –



Saving Summary
PP2023.docx

Supporting evidence –

1. Head of PP could be linked to another Head of Service, eg Children's Services, Housing or others – to be explored further. Previously this role has had wider responsibilities, including Leisure and Culture and Planning, demonstrating the remit at Head of Service level can be widened. Existing HoPP spent 75% of time, since June 2020 to summer 2022, on MCC's Covid response, via chairing local IMT, attending all TTP regional meetings, etc. 10% of same period dealing with corporate H&S issues. TTP demand has now diminished significantly and Corporate H&S to be transferred to Resources Directorate. This allows for the role to be repurposed, to be linked to other people-focused services, as is common in other LA's. Deletion of post would incur voluntary redundancy costs.
2. Two higher level Service Managers would provide strategic leads to crucial statutory service areas. Ringfencing to existing Principal Officers ensures increased costs are minimised. Attendance at Council meetings, writing reports, strategies, performance reports to Governing bodies, representing these services at Welsh Government and regional level, etc. would sit at this tier of management. It also provides more career progression opportunities, (linked with [3] below), for front-line Officers.
3. Technical, operational support to both Service Managers and the teams can rest with Principal Officers. No detriment to existing Officers, and where further Principals needed (due to uplift of two existing Principals) this will be ring-fenced to existing Environmental Health/Trading Standards/Licensing Officers. This reduces costs and ensures existing talent retained in Public Protection service.
4. 2 Officers have volunteered reduction in hours starting 1.4.23, one in Trading Standards and one in Systems Support. Capturing both savings can be achieved, saving £27,000 recurring cost.

General comment – this option protects all front-line Officers, (though noting 0.6 FTE saving in [4] above). Work levels are increasing year on year across PP services. For example, in Environmental Health (domestic services), service requests – noise, housing complaints, drainage, environmental protection issues, etc. – have increased by **25% in 2 years**. All these services are delivered by 7.6 FTE's and it's essential these statutory services remain at the same level of delivery. To not effectively deal with all these neighbour disputes, public health problems, defective private housing etc. would cause (a) greater anxiety for the (typically) vulnerable people we serve, (b) criticism from our Governing Bodies, (c) unsustainable levels of workload for our PP Officers.

PP Annual performance report 20/21 – evidence of increasing service pressures –



PP Performance
Report Nov 2021.do

B. Deletion of an EHO or TSO

A pressure mandate for 22/23 was successful in securing an extra EHO and TSO, plus some further capacity additionality, since April 2022. To then delete one of these posts would cause significant harm – see ‘General Comment’ above. PP services need future resilience to continue to deliver competing demands. This would be a highly detrimental saving which would also serve to reduce team morale. Post-pandemic, the teams are keen to strengthen their proactive public health roles, capitalising on the strong partnership working developed whilst dealing with the Covid outbreak. Deletion of one of these service-critical posts would significantly weaken any possibility of harnessing close working with Health Board and Public Health Wales colleagues, eg. tackling obesity, reducing smoking and harmful alcohol consumption.

6. **Budget Impact** In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
A.Public Protection restructure	1,900		103	103	-	-	-	103
B. delete EHO or TSO	Part of A above		59		59	-	-	59

7. **Staffing impact** Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	43.4
Total number of posts in budget area affected	46
Total increase or decrease in the number of posts from this proposal	A Decrease of 1.6 FTE B Decrease in 2.6

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	0.6 voluntary reduction

Retirement	
Redeployment	
Redundancy	1 (Option A) 2 (Option A+B)

8. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Budget saving –

Vast majority of services delivered across the existing five teams are statutory – food safety inspections, health & safety compliance in private businesses, private sector housing enforcement, licensing (alcohol, taxis, petroleum, authorised processes, animal breeding, etc.), animal welfare, trading standards, communicable disease control, enviro-crime enforcement, registration of births, deaths and marriages, etc.

Proposal A has minimal impact on front-line service delivery – 0.4 FTE reduction against total FTE of 43.4 = <1% capacity reduction, (other 0.2 FTE in Support). Over 99% of front-line service capacity retained, so essential, hugely well-received services remain protected whilst saving £95K recurring cost.

Proposal B = adds 1 FTE reduction, but both service areas crucial – EH or TS. Significant impact to delivery of essential, respected services to often our most vulnerable members of society. These include those in sub-standard housing, being exposed to stressful statutory nuisance, victims of scams, unfair trading, etc.

9. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

10. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Thriving & connected communities – PP services support a huge variety of local businesses, eg. licensed trade, food outlets, private leisure, retailers, farmers, etc. Proposal A protects our service delivery, helping local businesses during difficult trading times. Taking action against rogue traders also protects legitimate, compliant local businesses Natural & built environment – PP Officers monitor air quality and contaminated land, and ensure suitable standards in private rented

		<p>housing sector. Also deal with enviro-crimes, to protect against fly tipping, littering, etc.</p> <p>Lifelong well-being – protecting some of our most vulnerable members of society, including those living in poor housing, young people in licensed premises, elderly being scammed & workers not being adequately protected in their workplaces.</p> <p>Option A protects these essential services. Option B would cause detriment, noting increasing levels of service demand, (as evidenced in Business Plans and PP annual performance report).</p>
Has an initial Integrated Impact Assessment being undertaken?	Y	See below
Will an option appraisal be required?	Y	Provided in (12) below
Will this proposal require any amendments to MCC policy?	N	

11. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

<p>IIA completed and attached.</p> <p>Main positives – essential statutory front-line services are retained. This enables services to be sustainable, promotes collaborative working with our partners and ensures the well-being of our professional Officers. Provides clarity on roles and responsibilities, to assist both internally and externally to MCC.</p> <p>Main negatives – some strategic capacity would need to be compensated via Service Managers and new Head of Service. If proposal rejected, and cost savings must be made 23/24, the only alternative is to reduce front-line Officers. This would be a significant detriment to services designed to help vulnerable people, assist local businesses and enhance the visitor experience to our towns, events and open spaces.</p>
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12. Options Appraisal -

Option	Benefit	Risk	Comment
PP structure remains the same	Head of Public Protection continues to lead these statutory services, represents PP services locally, regionally and nationally. Retain the status quo.	Limited savings captured 23/24 and beyond	<p>Structure has been the same for considerable number of years, a refresh could be beneficial and 2 new posts add some potential for career progression.</p> <p>Other options do exist which would need to be a further discussion with staff such as reduced working week by going part time.</p>
Delete Head of Public Protection and make no adjustments under that level	Capture full £95,000 pa saving from this post + £27K already identified = £120K total saving	No recognition of extra responsibilities inevitably picked up at Principal Officer level. Strategic lead for these services weakened significantly, with risk services aren't developed, collaborative opportunities missed (with ABUHB, PHW etc.).	Unreasonable to expect existing Principal Officers x4 to pick up added responsibilities, without assessing job value through Job Evaluation process.

		Further risk of Chief Officer, if no HoS report, being over-burdened with issues from these services	
Adopt Proposal A – Delete existing HoPP, compensate for that gap in service by providing 2 x Service Managers	Capture £103K recurring saving, as per 5A above.	Some loss of strategic capacity, representing MCC PP services regionally, nationally, etc. Mitigated by proposed x2 Service Managers reporting to another HoS.	Public Protection teams have successfully been linked to other MCC services previously. Been formerly in Enterprise (now Communities & Place), Regulatory (now People & Governance), alongside other people-focussed services. Could remain in SCH noting health & well-being/protecting vulnerable people synergy.

13. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Public Protection services will continue to liaise closely with wide variety of other MCC departments due to the nature of their work – Planning, Housing, Highways, Social Care, Schools, etc.	Proposal A has no detrimental effect on front-line service delivery	Neutral
PP Service Managers reporting to another Head of Service, within SCH or another department	Head of Service adding Public Protection to their portfolio	Potentially positive, eg. strengthening links with Housing or Legal services. Fresh thoughts and ideas on future service delivery.

14. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Budget saving – option appraisal considered, see (12) above. Proposal deletes the HoPP position but those duties will primarily fall to the 2 x service specific managers proposed to mitigate this loss. Consideration has been given to how other LA's manage their PP services, and often there's an Environmental Health Manager (EHM) and a Trading Standards & Licensing Manager. This works well, with clear leads for these services. So, for example, the EHM is the Officer to attend All Wales EH meetings, take the strategic lead for all EH matters, take lead in committees, etc. EH strategic lead function is currently across 3 Officers so this proposal effectively tidies up roles and responsibilities, clarifying distinct roles both internally and externally to MCC.

15. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
none		

16. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Service Managers in Environmental Health, Trading Standards and Licensing	DMT discussion on saving proposals	13.10.22
Chief Officer SCH	On-going, via 1:1 sessions	Oct/Nov 22
Finance Manager SCH	On-going	Nov 22

17. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Quantity/quality of front-line delivery	Operational	Huge range of statutory services provided by relatively small teams. Crucial these services are maintained and delivered professionally and in timely manner.	Low	As identified in (8) above, <1% less front-line delivery capacity. Business Plans are effectively used to monitor performance levels with corrective action taken as and when required, e.g. shift in priorities due to service pressures. Covid pandemic effectively showed how PP services mobilised quickly to deal with a public health emergency.
Head of Service capacity to effectively absorb PP services	Strategic	Added responsibility to another Head of Service	Medium	Previous history indicates PP services can be linked to their existing MCC services with little or no detriment. HoS will be professionally supported by the proposed 2 x Service Managers, as described in this paper.
Head of Service redundancy, along with other identified redundancies	Strategic	Due to the amount especially the Head of Service		

18. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Job Evaluation outcome	Proposal has not been accepted, so 2 x Service Managers don't currently exist. Reasonable assumption to suggest Band M commensurate with their role and responsibilities. Also comparable to other (same title) roles in Wales	HR
Another Head of Service can absorb	This has been achieved previously. Significant capacity has been released by HoPP who was spending most of time on Covid pandemic response, since May 2020. Corporate	Chief Officers/SLT

Public services	Protection	H&S also already agreed to pass over to Resources Directorate, releasing a further ~ 10% capacity.	
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19. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Service delivery	Measures currently within our Business Plans. Added to this PP services have numerous Performance Indicators dictated by Governing Bodies. These include Food Standards Agency, Welsh Government, Drinking Water Inspectorate, General Registration Office, etc.	Numerous, as per Business Plans and KPI's			

20. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	With clearer Service Manager responsibilities, should be able to liaise more closely with neighbouring LA's, Aneurin Bevan Health Board, PHW, etc. for better outcomes for public and local businesses.
Will this project benefit from digital intervention?	Y	PP software system currently being upgraded to assist in data inputting and avoid repetitive tasks. This will free up Officer time to focus on service delivery.

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Children's Services - Placement and Practice Change	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH 3	Operational Lead Officer:	Diane Corrister

Version No:	1	Directorate:	Social Care & Health
Date:	18 th Nov 2022	Section:	Children's Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

308. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Reduction of High-Cost Placements -

1. Practice and Culture Change -

We re-evaluating our current processes and systems post-covid in order to clearly define at what points we make essential decisions in regard to when a child is placed within a High-Cost Placement and to maximise the support networks available to ensure negative impacts to children are reduced. It is accepted that some children will need provision which is appropriate to their complex needs and potentially "high cost". There is, in addition, a national, critical shortage of foster and residential placements which is influencing the local situation. Processes under review include:

- We are critically reviewing our post placement progression planning so that all young people, where there is no option for a either a high-cost placement or an unregulated placement, have a "stepdown plan" to a more cost effective placement/care package which equally supports their needs;
- We are reviewing individual placement plans for children who are placed with external providers to ensure that the placement represents good value for money and supports the progression planning for children.
- Prior to their 14th birthday care plan reviews will consider enhanced risk assessments. As risks change, potential rehabilitation to family will be considered with the focus on whether it is now appropriate to return a child to their family / community area and what support is required to strengthen family networks or step-down to supported living arrangements post 16;
- We will expand multiagency Complex Care meetings to co-ordinate Health/Education/MyST/Children Services/ Regional Continuing Care support, to maximise the cost sharing of care packages and the transition to Adult Service where appropriate, with an agreed costed care package that is appropriately right-sized;
- Senior Managers and Team Managers will provide the leadership to drive culture change and to move at pace as we re-model practice through a high challenge / high support approach.
- We will critically evaluate how the Council's MyST service can increase cost savings (rather than cost avoidance).

Core Objective: To place financial planning at the core of Children's Care Planning as a driver which supports social work values and best interests by ensuring that children's longer-term outcomes are properly considered and planned for.

2. Developing in House Provision

2.1). We are working with our colleagues in Housing, RSL, and commissioning to look at innovative solutions in developing appropriate accommodation options for our children who are looked after, particularly those who are 16+. This addresses current market challenges driven by WAG Eliminate Profit agenda and the current destabilised placement market. We will:

- Working with other council departments, develop potential sites within Monmouthshire and neighbouring areas drawing on RIF and Housing with Care grants to support development where possible. We currently have 2 potential sites identified.
- Work with Gwent Partners on the multiagency development of "not for profit" accommodation for children with complex needs.

2.2). We will seek to develop a Specialist Foster Care provision within Monmouthshire to compliment the in-house generic foster care provision. The majority of our Specialist Foster Care is provided through Independent Fostering Agencies. Through our fostering recruitment strategy will we develop specific campaigns to identify carers and work to provide bespoke support (tailored to the needs of individual children or sibling groups). This will include:

- Specific recruitment for specific younger children who are in residential care (who are assessed to need foster families)
- Recruiting carers providing placements for Monmouthshire children through private agencies - to explore the potential of them becoming Monmouthshire carers as the WG Eliminate agenda

progresses. Whilst this will require us to match their current fostering rate for the Monmouthshire child in their care, this would still represent a 50% saving to MCC.

- Specific recruitment for Parent and Child foster care placements working with Flying Start and Health to support parents outside of Court processes and offer alternative options to Court mandated 12-week Parent and Baby placements at high cost to the Local Authority.
- Consideration of who the Council might support foster carers who might be in a position to care for sibling groups if an alternative incentivised support offer was available. (For example, through partnership working with housing and the development of the 'core offer' to include consideration for potential for Council Tax relief and Leisure passes.)

In light of the above we are seeking to make the following savings for the next year.

Placement	Proposal		Saving Target '000
1	Further reduce the level of 1:1 support from 4:1 to 3:1	(x ref with in-year savings)	100
2	Transition from current plct to supported living – full year	Currently weekly charge @ 8,800 (x ref with in-year savings) – 1,000	400
3	Into Pobl scheme	Current weekly charge at 3,800 – 700	161
4	Turn 18	3,286	170
5	Plct 2 becomes available for x 2 high cost placements children @ 4,500 weekly charge	Current weekly charge 11,000 (for 2) reduce to 9,000 (half-year)	52
6	2 children to move back into county (Portskewett)	Current weekly charge 10,500 assume a 0.25 saving for 9 months	102
7	Residential to in-house fc (bespoke)	Current weekly charge @ 3,857 (half-year)	60
8	Residential to re-hab	Current weekly charge 3,857 (half-year)	150
9	Move to adult plct	Current weekly charge 4,005 (9 months)	156
10	X 2 IFA conversions	(1,000 – 500) x 2	52
11	X 3 IFA children to in-house carers	(1,000 – 400) x3	93
			1,496

Further supporting activities/ dev work for this mandate include: -

- Learning and development plan for the workforce
- Further development of the performance and reporting framework within CS
- Improved financial data for each child/young person.
- Council consideration re: developing foster care support package

309. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Supporting Evidence

- The current destabilised placement market following the WG Commitment to the Elimination of Profit from Looked After Children care 2024-2027.
- Placement Availability – National (check point) data that clearly demonstrates the severe national shortage of appropriate placements for children of all ages.
- Cost schedules for CS demonstrate the level of costs within IFA placements and the level of fee increases.
- Young people offer us this feedback on a regular basis. Our young people want to stay in Wales, and we know the benefits of people having connections to their culture and heritage and remaining closer to their homes and communities to support their longer-term outcomes.

310. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Placements and Practice Change CLA	5,649		1,690	748	942			1,690
Non CLA	494							

311. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	n/a
Total number of posts in budget area affected	n/a
Total increase or decrease in the number of posts from this proposal	n/a

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

312. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

What is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

This mandate will effect a whole change in practice within the service.

Embedding this may take some time and we need to ensure that we mitigate any negative impact by supporting the workforce during these changes.

This mandate will involve a realignment of our priorities. The focus will need to move to a whole service fostering approach as well incorporating greater financial awareness at all levels. Delivering the mandate will be challenging and will require strong leadership and programme management.

There will be an increased risk that by increasing placement movements for children who have already experienced significant trauma and placement moves, this may create further attachment disruption and separation anxiety for children. On-going risk assessment and care planning will be in place to mitigate this.

Qualified Social Workers may not agree with these changes for individual children and therefore may choose to leave the authority as a result.

313. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Local and Regional Placement development support officers	RIF	Regional application pending
Housing with Care Grant	RIF	TBC
RIF capital grant	RIF	TBC

314. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Providing placements for children closer to home and not for profit
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes, please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes, please complete section 9.
Will this proposal require any amendments to MCC policy?	Y	Corporate policies e.g. council tax

315. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Complete following EQIA

Positive

Children who are looked after are vulnerable by virtue of their age. There is a high correlation between children needing to be looked after and children who have experienced multiple adverse experiences, trauma / abuse, or the impact of poverty or structural inequalities. This proposal seeks to ensure that children are given the best start in life through supporting their longer-term development, preparing them for adult life in placements that are closer to their homes and communities. This supports long-term resilience and the culture and heritage of Wales. Equally, these proposals support a healthier, prosperous and more resilient Wales through developing Welsh foster carers and retaining profits for future development.

Given the vulnerability of children who are looked after it is critical that decisions are made and enacted using appropriate care planning based on social work values (i.e. child focussed / outcome focussed using multi-agency approaches).

Negative

None

316. Options Appraisal-

Option	Benefit	Risk	Comment
Do nothing	none	Costs will continue to escalate within the service. The local authority will be unprepared for the loss of profit making residential / IFA care by 2027.	Savings would have to be made elsewhere, that would impact our ability to deliver our statutory responsibility. We have critically reviewed all areas within Children's Services for opportunities to deliver these saving.; however, these are limited due to the statutory nature of our work.
Carry out the proposal	Preparedness for eliminate agenda Better finance management within the whole service. Increased focus on timely progression and care planning for children	The proposals concern individual children whose needs and circumstances can by changeable. Increase labour turnover. Recruitment challenges in sector (ability to recruitment appropriate skills and experience within the new provision)	Regardless of the authority financial pressure this would remain in the business plan as strategic programme of service development. This proposal is already part of our strategic 5-year plan which we intend to deliver at pace.

317. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Further social care demands on other departments to deliver into the social care objectives	Procurement, commissioning, legal, Estates and housing, Coms digital	Increased workloads / Potentially challenged resources as working with competing priorities

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318. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

There will be an increased risk that by increasing placement movements for children who have already experienced significant trauma and placement moves, this may create further attachment disruption and separation anxiety for children. On-going risk assessment and care planning will be in place to mitigate this.

Some procedural / policy change may need to be considered to support change in practice and manage risk.

- EG
- Significant reduction of care, accommodation and placement support for children from the age of 16+ would result in young people being stepped down from residential / foster placements at an earlier age than is current practice. This could result in a significant increase in pressure on support living accommodation that and may drive an increase in the risk of homelessness for young people. This may also mean that young people return to family homes that cannot support their needs increasing trauma, family breakdown and vulnerability as well as having a negative impact within our communities. We have a statutory duty to care and support for care experienced young people up to the age of 25.

319. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Regional residential programme development support	Regional Bid (RIF)	
Local residential programme development support	Regional Bid (RIF)	
Development money	RIF applications will be made as projects develop.	
Development of foster care offer		

320. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Children and Young People	This will be on a person by person basis as the programme develops,	On going
Workforce	The workforce will continue to be consulted and will support this mandate as it progresses. The workforce and leadership teams are key in order to deliver these changes.	On going
Partners	We will continuously consult with our partners.	On-going.

321. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High,	Mitigating Actions
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			Medium or Low)	
Timescales – the size and scope of the proposals are challenging	Operational	This proposal was a key element in our 5-year strategic plan. We now need to deliver this at pace with less resource and therefore less mitigation and as a consequence increasing the pressure to deliver the savings.	Med	We will realign our priorities across the services which related to the reduction of children in the court and looked after programme. This will be challenging given our demands in the service continue to rise as a result of COVID.
Increasing numbers of children require looked after services	Operational	Cost of living crisis will put more families under pressure Welsh commitment to providing placements to Unaccompanied Asylum-seeking children	Med	On-going practice change and family support services
Lack of affordable housing in Monmouthshire	Operational / Strategic	It is evidenced that Monmouthshire is the most expensive place to live in Wales	High	Increased collaboration with housing and RSL's.
Recruitment challenges for residential carers	Operational		HIGH	Recruitment work
Lack of availability of 3 rd sector (not for profit) care providers to partner with	Operational / Strategic	The market has already been tested in this area	HIGH	Support to not for profit organisations
Statutory pressures of the service.	Operational	Our work can be unpredictable, and this could divert our resources if demand increases in certain areas.	Med	We will require dedicated resources and will need raise any concerns should this risk the mandate delivery.
The ability to recruit suitable foster carers.	Operational	We have the lowest unemployment figures in Wales. We have the lowest working population in a care prof in Wales.	Med	Our marketing strategy needs to reflect these challenges. Council to consider how we can make our offer worthwhile and attractive. i.e. reducing council tax for foster carers (as other LA's)
We are put into Emergency Status again (as COVID)	Operational	We cannot predict the future this would be out of our control	Low	Business continuity planning.
Due to the financial pressures in other areas we will have less resources available to support this essential development work, this could impact the delivery of this mandate.	Operational	Other teams are making savings and that could impact their ability to support this mandate. We have no control over this.	Med	If identified as a risk following the mandate process, we will need evaluate. We would need to source alternative resources in order to deliver the mandate.

322.Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
That the current rate of children coming into care remains stable or lowers (i.e. so that we see less pressure on placements)	On-going practice change agenda and coherent family support services in place across the service.	

That we will be able to source suitable housing.	We are already working with our partners and colleagues.	
That we can recruit foster carers	We are stepping outside Foster Wales recruitment restrictions	
That all our partners share our priorities.	We have no control over their priorities.	

323. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Savings realised	Am assuming this needs to be this year			
Placement Stability Step down review - Data	Meeting outcomes for children and Young People				
Workforce	Labour turnover, attendance management.				
Placement Data	Movements and stepdown -placement sufficiency				

324. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	e.g. Accommodation
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Health and Housing, regional partnerships
Will this project benefit from digital intervention?	Y	From a monitoring perspective.

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Service Redesign/Staffing	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH4	Operational Lead Officer:	Diane Corrister

Version No:	1	Directorate:	SCH
Date:	18/11/22	Section:	Children's

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

325. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

This mandate will cover 2 areas of our services: -

- Family Time – Service Development
- Review of Structures and Service Operating costs.

1. Family Time Team: -

Currently the Family Time Team supports children who are looked after to have time with their birth families, which is a statutory requirement.

We are proposing to expand the Family Time Team to encompass a crisis intervention role and to re-shape the team into a Family Time Service. This Service will build on the traditional parental contact supervision role. A pilot has demonstrated the effectiveness of having flex within the service to encompass other support roles.

The new service will include:

- Announced and unannounced visits to families during the evening, over weekends and bank holidays, where there are child protection concerns
- Supervision with family members in hospitals to supervise parents who need constant surveillance with their children during child protection investigations/ post birth of babies considered to be potentially at high risk,
- Supervision and parental mentoring in the family home for children who have no placement options whilst suitable placements are found.

We propose to expand this resource using existing full, part-time and sessional workers within the Family Time Team and Achieving Change Together Team. We would engage additional sessional workers to give capacity to full and part time workers and would deploy permanent staff as crisis intervention workers as needed. This Service would be managed under existing management structure with use of qualified and highly trained seniors to provide additional capacity where a more skilled approach might be required.

This would significantly reduce the reliance on private agencies for this type of activity, in the same way that the original service redesign eliminated the use of private providers for family time in previous service development in 2018.

Costs spent on Richmond (private agency) since from **April to Oct 2022 was £783,649 (see hourly rates below)** (excluding 1X Complex Needs residential provision CWDT). This is one of the key elements that is driving the current projected overspend within Children's Services.

In house support is currently costed at £17 per hour.

A RIF Grant bid to Welsh Gov in response to Eliminate Profit agenda currently awaiting decision would be used to cover costs and expand service over 3-year period £1,507,366. The current in-year (year 1) has been awarded @ £527,157; however the terms of the grant have not yet been received (i.e. the degree to which the grant can support this proposal).

Projected Savings £380,860 in 2023 / 24.

2. Structures and Operating Costs

Areas in scope for this mandate: -

- Review of vacancies and temporary posts.
- Analysis of all general operating costs in order to identify efficiencies including mobile phone charges, travel and expenses. (staff and children& families).

This has given rise to proposed savings of:

- Fostering Panel moving to permanent virtual meetings- £17,000
- Review and reduce the Social Work hours within the Children with Disability – £33,233*
- Review the resource in the Safeguarding service saving- £39,235*
- Business Support review loss of 4 days BS- £25,392*
- 1 day per week reduction in SW hours Families Together Team £11,107
- BSF post move from Core Funding to Grant Funding April- 23-25- £35,175 (potential to make permanent)
- InFact/Advice line Core Funding to Grant Funding April 23-25- £15,870 (potential to make permanent)

Total £177,012

Review of all operating costs to achieve savings of £17,00 by; -

- Transport Costs (workforce and services) by building further on virtual opportunities for meetings etc
- Workforce expenses i.e. mobile devices, travel and subsistence.
- Explore the possibilities to develop a joint CWDT with Torfaen.

In addition to the above we will continue to deliver our Agency Exit plan in order in line with our Statutory Social Worker staffing budget.

*these will potentially result in significant redundancy costs and anticipate any redundancy costs to be funded by LS reserves and not the service

3. **Supporting Data and Evidence:** Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Data

Richmond data



Current Charge Rates 2022.docx

4. **Budget Impact** In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Family Time – Service Development	Within children service no specific budget for External Agency provision		381	381				381
Team structures and operating costs	6,791		230	230				230
Safeguarding	842							

5. **Staffing impact** Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	3
Total number of posts in budget area affected	6
Total decrease in the number of posts from this proposal	6

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
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Post(s) already vacant	2
Voluntary Severance	
Retirement	
Redeployment	2
Redundancy	2

6. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Family Time –

The proposals represent a positive impact on the service in that it will allow for increased flexibility to meet children’s needs in line with their individual care plans rather than having to resort to a private, external agency. There are clear savings to be made. However; it is always a challenge to project savings based on predicted needs and risks and our statutory duties vis a vis assessed needs. It is likely that some reliance on private providers as a “back stop” for emergency risk management situations will remain.

Team structures and Operating costs –

The outcome of the pandemic has significantly impacted demands on the service at all levels with demand increasing and staff resilience reduced. The demands on Child Protection, Safeguarding, Court and the needs of the Children Looked After are significant and are the Council’s statutory responsibility. Where capacity has been identified for reductions, the loss of any staffing resource will put pressure on other areas and is likely to increase challenges within the remain workforce in terms of lowered resilience, overwhelm and low morale.

7. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Eliminate Profit Grant	WG	In-year grant awarded – but uncertain as to criteria.

		Uncertain as to whether this extends the same for years 2 & 3

8. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	The provision of high quality care and support for children and their families. Providing care for children closer to home and not-for profit.
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	Y	Operational arrangements for an expanded family time service

9. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

<p>Positive</p> <p>Children who are in need of protection or who are looked after are vulnerable by virtue of their age. There is a high correlation between children in receipt of statutory care and support and children who have experienced multiple adverse experiences, trauma / abuse, or the impact of poverty or structural inequalities. This proposal seeks to ensure that children are given the best start in life through supporting their immediate care needs and intervening where children need protection from trauma or abuse. It supports children to live safely with their families wherever possible. This supports long-term resilience and a healthier Wales by addressing the issues that adversely impact on family life and parenting. Equally, these proposals support a prosperous and more resilient Wales through developing in-house skills and services and retaining profits for future development.</p> <p>Negative</p> <p>Any reduction in staffing resource will put pressure on the remaining workforce and potentially lower resilience.</p>
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10. Options Appraisal -

Option	Benefit	Risk	Comment
Do nothing	There is no disruption to current service provision and no requirement on leaders to develop a new service provision	Continued reliance on private agencies for supervision tasks and family support at high costs	

	Staffing resource remains the same	Savings will have to be found elsewhere.	
Deliver Family Time Service Development	<p>Cost effective provision in-house</p> <p>Staff development with view to sessional workers building skills and experience to increase career development inhouse</p>	<p>This is an operationally challenging proposal to deliver, particularly within the timeframes required, which may take resource and leadership capacity from other critical areas.</p> <p>Some reliance on private agency will be needed in order to meet unknown issues coming into the service where risks are significant and inhouse service is not available</p>	The development of this service is within the CS Development plan.
Structure and Operating Costs	More efficiencies identified which result from reviewing a constant changing landscape	<p>Staffing and support funding being lost to the service which has been earmarked previously to add resilience to areas of vulnerability in meeting statutory responsibilities of Safeguarding, Court, Child Protection and Looked After Children</p> <p>Risk to council increases if cost savings in staffing means statutory functions cannot be met</p>	Children Services have limited resilience and reviews of services so far FSPT and LTST indicate that identified expansion of funding is required to meet the demand on statutory function and meet the responsibility of Corporate Parenting. Staffing efficiencies, where the savings cannot be redeployed mean that the service cannot be as effective in safeguarding and supporting outcomes as identified during service review

11. **Impact on other service areas** - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
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None identified		

12. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Agency Exit-Planning will continue to try and ensure a stable workforce
 Recruitment – we will continue to develop creative recruitment solutions, in order to recruit qualified and experienced Social Workers
 Digital solutions – Continue to explore digital solutions with business support functions in order to streamline and identify efficiencies
 Explore collaboration with neighbouring local authorities and ABUHB
 Explore additional grant opportunities.

13. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
	HR	Re-structure implementation-process and system support in line with Protection of Employment Policy
	HR	Re-design of roles and responsibilities to develop a. n enhanced family time service. Upskilling of other post holders with the service.

14. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Line Managers	Leadership will be key in order to raise awareness of the financial challenges across every corner of our service. Managers will need to become far more financially astute. We are looking for our managers to search for ideas/	On going

	opportunities and to identify savings within their own and other areas.	
Workforce / unions	The workforce will continue to be consulted and will support this mandate as it progresses. The workforce is key in order to deliver these changes. In relation to any re-structures we will be guided by our HR colleagues and will follow the protection of employment policy.	On going
Partners	We will continuously consult with our partners.	On-going.

15. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Difficulties in recruiting staff to work in an enhanced family time service	Operational	Recruitment across the social care sector is challenging	Medium	Initial scoping of recruitment possibilities have been positive
Careful risk assessment needs to be made in matching staff to young people's/ family's needs	Operational	This is highly skilled work directly within family homes with children where there are identified child protection risks	Medium	We will be adopting a skills development approach. We will need to maintain a relationship with an external provider for the interim
We are unable to recruit Social Workers onto MCC T&C's	Operational	The MCC offer is not enough to attract people to leave roles and join Monmouthshire.	Medium	We plan to explore international recruitment to fill some of our posts and look for how to incentivise moving from agency to T & Cs. We have joined the national <i>pledge</i> ensuring that LAs work together to make it less attractive for agencies to deploy staff.
Demands continue to rise	Operational	Post covid and cost of living continues	Medium	On-going practice change and development of family support services

and we are unable to		to exert pressure on families		
Cost of any potential redundancies	Operational		High	To be considered as part of any staffing redesign options and need for HR consultation

16. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
That we are able to recruit sufficient workforce to develop the service		
That demand for services remains stable		

17. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Overall Budget	Monitoring				
Reduction in spend on external agency supervision and support for children	PI to be developed				

18. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	
Will this project benefit from digital intervention?	Y	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Staffing reductions to Adult Services	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH5	Operational Lead Officer:	Head of Adult Services (Currently Vacant)
Version No:	1	Directorate:	Social Care and Health
Date:	27/11/2022	Section:	Adult Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

326. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The proposal is to create savings by reducing the core workforce across the statutory and service provider teams in adults' services. The core objective is to save money, whilst causing as minimal service disruption as possible. The saving target for this mandate is £608K in year 2023 – 2024 and £602K the following year. Staffing reductions would be made across the 5 statutory teams and support teams would equate to circa 15 WTEs social care / health practitioners and 12 support work staff (or equivalent), assuming average WTE costs of just over £53K per annum and £25K per annum support work costs.

The mandate would be implemented following further detailed analysis of the current workforce and distribution of resource across the service, together with current levels of activity and unmet need, with reductions apportioned accordingly.

The design of the integrated teams is not identical in each the 3 hubs, with variance in the way that staffing is established between health and social care. Therapists and nursing staff are, on the whole, employed directly by health and form part of the S 33 arrangements. The Community Learning Disability Team and the Community Mental Health Teams do not have S33 arrangements in place, so there are less posts that we can potentially include into the scope of any reductions.

Where possible staff reductions will be achieved through freezing posts and service re-design rather than redundancy.

327. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

- **Workforce data**
- **Activity levels across the service**

The table below shows that the waiting lists for social work and therapies within adult integrated teams.

5a) Waiting Lists by Teams	
Waiting Lists	Month
Team	Nov-22
Abergavenny Integrated Services	60
Aber Falls Waiting List	4
Aber hospital OT waiting list	5
Aber OTSW Waiting List	12
Abergavenny OT Waiting List	2
Abergavenny Physio Waiting List	3
Abergavenny SW Waiting List	23
Aber Reablement Waiting List	11
Chepstow Integrated Services	58
Chep Falls Waiting List	3
Chepstow Hospital Discharge Waiting List	15
Chepstow OT Waiting List	13
Chepstow Physio Waiting List	11
Chepstow Reablement Tech Waiting List	2
Chepstow SW WAITING LIST	14
Monmouth Integrated Services	124
MON OT WAITING LIST	12
MON PHYSIO WAITING LIST	26
MON SW WAITING LIST	66
MONMOUTH REABLEMENT WAITING LIST	10
MON OT TECH WAITING LIST	6
MON HOSPITAL OT WAITING LIST	4
Grand Total	242

328. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Adult Staffing	3,000 Including S33 staff		1,210	608	602			1,210

329. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	~15
Total number of posts in budget area affected	~15

Total increase or decrease in the number of posts from this proposal	~15
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Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	TBC
Voluntary Severance	TBC
Retirement	TBC
Redeployment	TBC
Redundancy	TBC

330. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Reduction in the workforce would mean that there would be increased failure demand across the system and an increase in waiting lists which are currently high.

The service would be required to revise its threshold for access to care and support.

331. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
None identified		

332. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	N	This would present a challenge to meeting aspiration of high-quality care
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.

Will this proposal require any amendments to MCC policy?	TBC	
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333. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Negative

This will negatively impact people with care and support needs such as frail, elderly people, people with physical and mental disabilities and people with chronic health needs and their carers. These people are often the most marginalised, have lower levels of socio-economic wellbeing and poorer health outcomes.

Likely impacts:

- Reduced number of statutory assessments of needs carried out under SSWBA
- Decrease in number of care and support plans / reviews of care and support plans
- Less availability of day support services for frail / elderly
- Fewer OT / physio assessments or interventions
- Fewer mental health assessments carried out

Positive

This may present an opportunity to achieve further consistency across the integrated hubs so in the way that people's needs are assessed and met.

Reducing access to assessments and care can help to drive community / family reliance.

334. Options Appraisal -

Option	Benefit	Risk	Comment
Options regarding how these staffing reductions are achieved will be generated via the analysis of staffing / service data and how they are apportioned across the service	TBC	TBC	TBC
To implement the mandate as a straight cut to social care posts, without the analysis / re-design work.	This would potentially be quicker and ensure savings are realised.	Higher risk of negative service impact to vulnerable people. Less sustainable	Not recommended

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335. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
None identified		

336. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

<p>We will analyse functional arrangements across the directorate to look for areas where re-design may help to generate workforce savings {e.g. business support / arrangement for duty}.</p> <p>We will continue to prioritise preventative and early help advice and assistance to delay / prevent people needing access to statutory assessments and services.</p> <p>Adult services do not carry high vacancy rates, however, we will consider:</p> <ul style="list-style-type: none"> - where any vacancies can be held or posts frozen - the possibility of where people may be seeking to reduce hours - use of flexible retirement options.
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337.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
None		

338. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
HEALTH	Health are aware that we are seeking discussions regarding S33 arrangements and the overall reduction of staffing	

339. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
The unmet need within the current system and high demand trends	Strategic	Service Data	HIGH	Revised thresholds / managing public expectation
Time and resource required to undertake the work to implement the mandate	Strategic	Service data	HIGH	Project management approach required with support from SLT
People's needs not being adequately met	Operational	Service data	HIGH	Revised thresholds / managing public expectation
Reputational damage for MCC if performance is seen to reduce	Strategic	CIW / scrutiny	HIGH	Leadership and change management
Increased time spend managing failure demand / complaints	Operational	Complaints are already higher than ideal, Pressure from partners currently impacts on the service (e.g. SW assessments required to prevent DTOC)	HIGH	Revised thresholds / managing public expectation
Workforce morale	Operational	Perceived cuts to quality and availability of service causes low morale. The level of complaints from families is already high – a lot of energy is spent in managing failure demand.	HIGH	Leadership and change management

340. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
None		

341. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	monitoring in the different cost centres against the staffing budget				

342. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	With health
Will this project benefit from digital intervention?	Y	Systems and process need to be streamlined and digitalised where possible.

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Reduction in residential placements	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH6	Operational Lead Officer:	Nicki Needle
Version No:	2	Directorate:	Social Care and Health
Date:	05/12/2022	Section:	Adult Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

343. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The core objective of this mandate is to reduce the number of residential placements made for elderly / frail residents

The proposal is to achieve this by i) enhancing falls prevention and ii) strengthening the response to falls when they occur, reducing the need for residential care. This will require an integrated (health, WAST and social care approach) and increased use of the latest technology and enablement approaches.

Falls/Assistive Technology

The introduction of a fall's prevention and early intervention service to reduce the number people being placed in nursing/residential care from home or hospital.

Objectives:

Supporting individuals who have fallen in their homes by:

- Providing a rapid response
- Facilitating a multi-factorial assessment and initiating intervention
- Avoiding harm from long periods spent on the floor (long lie)
- Avoiding inappropriate admission to an acute hospital
- Promoting wellbeing and preventing future falls where possible
- Providing advice and guidance on the use of Assistive Technology to support safe and independent living
- Signposting to wider integrated services support
- Reducing risk of future falls through timely, comprehensive assessment and intervention
- Improving Patient Experience – via thorough assessment and follow up support

Together with primary care health colleagues, an application to health / partnership funding is in progress to provide the investment that is required to support this mandate. If successful this will see the development of an integrated Falls Response Service.

Further to this, the proposal builds on i) the Community Night Service that is already in place and ii) an increased / enhanced digital offer (including the use of an enhanced Careline service) with closer working between the care line team, digital leads and social care / health.

The Community Night Support Service was established as a pilot scheme in Abergavenny to provide care and support to people with night-time needs. Due to the success of the scheme additional funding via the Regional Integrated Fund was applied for in 20 / 21, and the scheme rolled out across the county. The scheme means that there are options for people who may otherwise have gone into residential care or were at risk of admission. The scheme provides a contact service for the Careline scheme.

NB There is a current shortfall of £83K for full year costs of the Community Night Service. This is because the award from the RIF was made part way through the financial year and was allocated £287k, rather than full year cost of the scheme at £370k. Further funds within 22 / 23 were not awarded. This shortfall is factored into this proposal as an option.

344. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Falls/Assistive Technology

- Falls are the most common cause of death from injury in the over 65's, accounting for over 50% of ambulance call outs
- Falls are the single biggest reason for hospital admissions for older people
- Falls represent a key factor in older people moving into long term nursing or residential care as the resulting impact = people no longer being able to manage at home

There are currently 292 care home (mix of residential / nursing / specialist EMI) placements for older people (i.e younger adult placements excluded) at a cost to the council of approximately 7.5 Mil (approx. 5% reduction)

The average cost to the Council for a care home placement is approximately £500.00 per week (taking into account individual contributions to charges)

Life-expectancy within nursing placements is increasing (which can also drive Council costs)

345. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
<u>Falls/Assistive Technology</u> Adult Residential/Nursing Home Budget	7,500		343 (Equates to 13 fewer placements)	260 (Less £83K for CNS)	25	25	25	335

346. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	N/A
Total increase or decrease in the number of posts from this proposal	N/A

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	0
Voluntary Severance	0
Retirement	0
Redeployment	0
Redundancy	0

347. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

- Enhanced service impact allowing people to live well in their own homes for longer (if funding realised for Falls/Assistive Technology service) including increased digital technology to support older people and their families
- Focus on early intervention and prevention avoids placement into long term care home provision
- Allows adult services to reduce the number of care home placements resulting in fewer people in care homes than is the case currently

348. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Regional integration fund	RPB / WG	Currently supports CNS Further application pending re FIRST Further application pending for digital coach
Accelerated Cluster Development	WG Strategic Programme for Primary Care	

349. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

350. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

This proposal has a positive impact on older, frailer people within Monmouthshire, supporting them to live well in their own homes for longer.

There is an aging demographic within Monmouthshire.

Positive impacts include:

- **Avoiding harm from long periods spent on the floor (long lie)**
- **Avoiding inappropriate admission to an acute hospital**
- **Promoting wellbeing and preventing future falls where possible**
- **Reducing risk of future falls through timely, comprehensive assessment and intervention**
- **Improving a person's experience – via thorough assessment and follow up support**

351.Options Appraisal -

Option	Benefit	Risk	Comment
Reduce the mandate to 10 fewer beds and do not fund the £83K shortfall in CNS	A slightly reduced target	The CNS is reduced in terms of capacity	Further evaluation of the CNS impact as part of the overall mandate is required.

352. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is Affected?	Is this impact positive or negative?
Falls/Assistive Technology Closer working relationship with Careline with potential for some re-design of the digital service offer	Careline team (housing) and Digital Team	Positive

353. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

If it can be achieved this is expected to have a positive impact for residents and for the organisation

354.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

<p>Falls/Assistive Technology</p> <p>Operational Manager x 1.5 Physiotherapist x 5 Physiotherapy tec x 5 Ambulance tec/paramedic x 2 WBLA x 1.5</p> <p>Assistive technology advisor/digital coach x 1</p>	<p>Possible sources of funding</p> <ul style="list-style-type: none"> • WG Accelerated Cluster Development • Revenue Investment Fund • ABUHB <p>RIF Better Care Project £46,031 (taper may apply)</p>	
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355. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Falls/Assistive Technology approach is being developed via the NCN		

356. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
That grants to support the desired service expansion will not be awarded	Strategic	The extent to which unallocated grant funding is available	Medium The proposals have the backing of strong NCN leads and the primary health care colleagues	Develop the mandate without a Falls response team, through purely an assessment based / threshold response.
Tapering within the current funding model (RIF) will impact sustainability	Strategic	RIF is currently subject to a taper model	Medium	Taper model currently being challenged Business plans to be developed
Recruitment of Falls/Assistive Technology team members	Operational	There is a national shortage of therapists and allied health professionals	High	Discussions with health
Residential/nursing budget is part of Regional S33 agreement	Strategic	S33 agreement	Medium - If MCC deplete an element of budget, partners may want to do the same	Consultation with partners
Achievability: Although 13 placements fewer represents 5% reduction, because of the frail / elderly	Strategic	Trends within care home placements	High	The proposals within the mandate mitigate this risk

/ complex demographic this is quite a high target				
That a reduction in care home placements will see an increase in domiciliary care (cross ref with SCH 10)	Strategic	People entering care homes have high level needs	High	Need to consider the cost implication of supporting an individual to remain at home. I.e. remaining at home and not requiring dom care is the key.

357. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Ability to remove 13 care home placements out of the budget	Short term there will be a restriction of placements made in order to operate at a reduced number of care home placements	Head of Adult Service

358. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Falls/Assistive Technology Reduction in number of nursing/residential placements	13 less placements in 1 financial year	10			

359. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Integrated Health and Social Care approach
Will this project benefit from digital intervention?	Y	Advice and guidance to individuals re: assistive technology available in order to support independent living

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Learning disabilities - Staffing restructure and team budget saving	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH7	Operational Lead Officer:	Clare Morgan
Version No:	1	Directorate:	SCH
Date:	21.11.2022	Section:	Learning Disabilities/Mental Health

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

360. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The mandate saving of £610k across disability services needs to be read across this mandate and the one completed by Ceri York

Staffing costs

This mandate gives an opportunity to do some remodelling of Learning Disability (LD) and Mental Health (MH) teams. Decrease in team management hours but exploring the need of essential practitioner hours required. Restructuring of administrative team across the LD and MH teams. A Scoping exercise is being undertaken to right sizing of team to determine number of admin hours and tasks required across the service– ensuring essential tasks are completed by correct number of administrative staff members. We know we have more admin hours than are required. There is the expectation that we can lose at least 37 hours. We also have a member of staff who is retiring in the New Year and we will not be replacing that post holder.

Care package expenditure

We have set up a Quality Assurance Learning Group (QALG) for all Learning Disability expenditure to be presented to and scrutinised, to ensure that the principles of the relevant legislation is being applied to each and every care package. This especially includes any requests for funding for residential college placements.

Continuing health care

Scoping of potential CHC packages within the learning disability team. There are a number of high cost packages that could be eligible for health funding. One care package costs over £127k

Residential colleges

Looking at expenditure on residential colleges. Exploring Practice around assessment for this option and alternative funding streams

Transitions

We will be looking to make savings on the bottom line of the overall Social services budget by continuing to “right size” all packages transferring over to adult services from children’s services and working with children’s services to support them in reducing care packages through the transition process in order to promote the independence of the young person. It has to be acknowledged however that there are expected pressures in those young people in transitions. A number have significant needs and will require residential placements at high co

361. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

See below document for staffing restructure/savings across Learning disabilities, Mental Health and direct payments



Savings.pptx

362. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
CLDT flexible budget	6,111		300	300				300
Staffing across CLDT/MH/Direct payments	1,562		33		33			33

363. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	3.1
Total number of posts in budget area affected	6
Total increase or decrease in the number of posts from this proposal	Decrease of 2 posts

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	1
Voluntary Severance	
Retirement	2
Redeployment	1 (possibly 2)
Redundancy	

364. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

We will need to ensure that we have sufficient numbers of practitioners to undertake our legal duties, however this has been taking in to account by reducing management time and increasing practitioner time.

Monmouthshire have historically paid for residential college placements but we will need to have further conversations with Welsh Government and Careers Wales about where the funding responsibility sits. Some individuals may not receive funding from MCC in the future.

No other impact on statutory requirements

365. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Continuing health care funding (CHC)	ABuHB	It has been historically difficult to get CHC funding for people with a learning disability. We are currently in dispute with ABuHB over a care package that costs MCC £127K

366. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

367. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

positives

- Staffing remodelling – more appropriate number of staff to do work required
- CHC scoping – individuals receiving funding they are eligible for from health board. Shift of funding from MCC to ABuHB
- QALG/rightsizing of care packages – practice change and application of the Social Services and Wellbeing Act

Negatives

- CHC – impact on working relationships across the multi-disciplinary team

368.Options Appraisal -

Option	Benefit	Risk	Comment
Remodelling of team	Opportunity for admin to work across CLDT and MH services	New legislation (LPS) coming in next year which will increase the amount of work practitioners and administrators will need to undertake	
Increased scrutiny of application of SSWB Act and expenditure on budget	Practice development. Shared understanding and responsibility for budget spend	Staff feel they are being interrogated	
Explore potential complex and large packages of care to put forward for CHC consideration	Movement of expenditure to health.	Contention within multi-disciplinary team relationships. Potential to have to take our health board to judicial review.	This is an issue that needs to be taken forward regionally, nationally, with Welsh Government.

369. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
n/a		

370. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

n/a

371.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
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n/a		

372. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Julie Heal	Team manager	18.11.22
Steve Woods	Team manager	18.11.22
Anna Bansal	Team manager	18.11.22

373. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Obtaining CHC funding	Strategic	Historically difficult to get CHC funding for people with a learning disability	high	Dispute and appeal process
Consultation with staff, unions etc	operational	Formal processes to go through in terms of changing job roles/restructuring	Low/med	

374. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
CHC are accepting of their obligations,	There is legal obligation on health boards to fund health care needs of individuals.	ABuHB
staff changes can be implemented	There is sufficient money in the budget to make these changes, however it depends on some collaboration with another local authority	DMT in Monmouthshire and another local authority

375. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
QALG information will be minuted and kept in budget management information		300k			

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376. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Admin support across mental health and learning disability services (and probably direct payments at some point)
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Adult services - Direct payment saving	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH8	Operational Lead Officer:	Clare Morgan
Version No:	1	Directorate:	SCH
Date:	24.11.22	Section:	Adult services SCH

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

377. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The Direct payment team don't have their own budget as such so any savings in this team will be a saving to the adult services team and therefore the bottom line.

- 10% reduction on all direct payments.
- A contingency fund is currently costed in to the amount of money given to the DP recipient. In future this contingency fund will only be provided to people where it is needed. Additional contingency will not be provided in the future.
- There is currently some scoping work taking place across Gwent to determine if the direct payment service can be delivered in a different, more effective way across the 5 boroughs. In the mean time we could make some staffing savings if we looked to go into partnership with another borough to manage the DP service on behalf of Monmouthshire. There is the potential for 2 posts to be saved but we would want to increase the number of independent living advisors within Monmouthshire from 2 to 3., This would be in line with our place based way of working
- Increase the use of managed accounts

378. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Year on year there has been a significant surplus in many of the DP recipient's bank account that MCC has had to claw back from the person. Reducing the payment to the recipient could prevent this build up of surplus in the account. MCC currently spends approx. £2.3 million on direct payments. A 10% reduction in this payment would make the mandate saving of £200k

Managed accounts are looked after by a company. They manage the budget on behalf of the direct payment recipient. There is much less risk of misuse of the money, MCC have easier access to the current state of the account and can easily reclaim any surplus in the account.

See embed powerpoint to view across this mandate and the learning disability/mental health mandate



Savings.pptx

379. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Direct payment	3,000		200	200	100			300

380. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	1
Total number of posts in budget area affected	2
Total increase or decrease in the number of posts from this proposal	2

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	2
Redundancy	

381. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No implication for meeting statutory obligations

382. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
n/a		

383. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	Y	We are currently relooking at the DP policy anyway.

384. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Less of MCC money sitting in bank accounts that are outside of MCC control. This will also reduce the maladministration/misuse of the money by individuals which leads to safeguarding issues. With the cost of living crisis a surplus in the person’s bank account could be a temptation to use it for other things.

Some direct payment recipients may use all their money and a 10% reduction would result in them not having enough money in their account to pay for their care package. We will reassess the cost for these individuals on a case by case basis and increase as necessary.

385. Options Appraisal -

Option	Benefit	Risk	Comment
Do nothing		Budget continues to be overspent	

10% top slice	Reduces surplus in accounts outside of MCC control		
<p>Collaboration with another borough to manage the service.</p> <p>Options appraisal already completed on behalf of the 5 boroughs to explore opportunities for centralised DP team</p>	Reduction in management/admin posts		The restructuring of staffing has been looked at as a whole across mental health , learning disabilities and direct payments.

386. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
As stated above the budget for direct payment care packages actually comes from the adult services team budgets	Adult services teams	positive

387. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

n/a

388.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
n/a		

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389. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Alison Smith	Senior practitioner	22.11.22
Anna Bansal	Team manager	22.11.22
Karen Shankland	auditor	22.11.22

390. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Consultation with staff and unions	operational	Formal process	Low/med	

391. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
n/a		

392. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Reduction in spend	200	100		

393. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Possible opportunity for joint management with another local authority and in the longer term one service for the whole of Gwent

Will this project benefit from digital intervention?	N	
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2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Process and Practice Change for people with high support needs – 24 hr POC, DFGs, CHC and Debt Recovery	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH9	Operational Lead Officer:	
Version No:	1	Directorate:	SCH
Date:	27/11/2022	Section:	Adult Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

394. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The proposal is based on achieving savings against identified areas of practice and process that need to be tightened or amended. These are as follows:

i) 24-hour packages of care / live in care (£50K)

24-hour packages of care are commissioned instead of high intensity / high cost poc where these cannot be brokered; or as a direct replacement to a residential placement where an individual wishes to remain within their home. The use of live in care has increased considerably since the pandemic. There is a policy in place to peg 24-hour packages to the weekly residential rate, with any additional cost being born by the individual. There are currently 19 24-hour arrangements being supported by the flexi (home care) budget.

Proposed savings would be sought through:

- Ensuring all packages pegged back to the residential allowance
- Reassessment of need
- Review all current packages to identify which packages may benefit from going back into brokerage or a reablement approach
- Review / revise the criteria for live in care

ii) DGF (£50K)

This year 94 DFGs have been completed. We are reviewing the completed DFGs for the consequential impact on the care package provided before and after and will look to re-assess for how to maximise independence and where possible to reduce care. The working assumption is that 50K can be saved.

Moving forward, a business case approach will be integrated into the decision making / prioritisation for awarding DFGs through increased join up between housing, social care and digital at the planning stage, so that increased opportunities for independence (i.e. less care) post-DFG can be maximised.

iii) CHC (£250K)

Further work is required to ensure that all cases are taken through a CHC referral / application process where there are reasonable grounds for a CHC need to be made. There is a regional resource in place to support this and at least 3 cases (@ approx. £2,500 per week costs) where a CHC case could be pursued. Previous focus on this area has in the past made savings of £300K

iv) Effective Debt Recovery (£50K)

Current debt stands at £1.2M which would release £50K of savings by reducing the bad debt provision if half of the debt was recovered. This could be achieved through:

- Targeted cases being resolved through joint approach
- Practice support to ensure process is adhered to and monitored

395. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

- Care at home data showing trend in live-in care
- Spend on live-in care
- DFG completions and social care data for individual care plans pre- and post-DFG
- Directorate debt data, and case records

396. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Adults	38,626		637	400	237			637

397. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	

Redeployment	
Redundancy	

398. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

<p>GWICES</p> <ul style="list-style-type: none"> - Potential for restricted choice of equipment for residents with specialist care and support needs - More efficient use of GWICES equipment and in some cases better equipment choice to meet identified needs <p>24-hour POC</p> <ul style="list-style-type: none"> - There may be some changes to POC following a review - There may be some increased charges levied against individuals for their care - Less choice regarding how care is provided i.e. between remaining at home and moving into residential care <p>DFG</p> <ul style="list-style-type: none"> - There may be some changes to POC following a review <p>CHC</p> <ul style="list-style-type: none"> - The CHC referral process can be stressful for individuals with care and support needs and may result in some changes to how care is delivered. <p>Effective Debt Recovery</p> <ul style="list-style-type: none"> - Less debt allowed to accrue for people with care and support needs
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399. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
CHC	ABuHB	NOT CONFIRMED, pending individual referrals
GWICES	RIF	MCC can benefit from RIF slippage being applied to GWICES

400. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
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Does this proposal align with the MCC Corporate & Community plan?	Y	Care and support for people with physical disabilities / chronic health conditions
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	Possibly	Pertaining to funding / use of live-in care *There may be opportunity to re-consider the non-res cap which is current at £100 per week via WG. There is early indication that WG may be open to a slight increase in the cap to £120 which would make a difference (based on current charges) of £###

401. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The proposals will affect people with disabilities, frail, elderly people, and carers disproportionately to the rest of the population. The desire is to reduce the impact on service provision as far as possible whilst ensuring that limited resources are used in the most prudent and equitable way.

402. Options Appraisal -

Option	Benefit	Risk	Comment
Do Nothing Leave service provision as is for existing poc and focus solely on practice and oversight regarding new POC	There will be no potential disruption or change to current care arrangements There will less pressure on the service to undertake stringent review process Service use time / resource to focus on thresholds / levels of care provided moving forward.	Opportunity to make savings would be lost Opportunity to develop practice learning from current cases would be lost	
Do not review cases for referral into a CHC process	The savings to be gained Correct application of CHC Residents needs met and monitored by the most appropriate statutory agency	Making a CHC application is time-consuming and will take practitioner time away from other matters. There is no guarantee that applications will be successful CHC challenge can create tensions within the health / social care partnership A successful CHC application can cause disruption to the individual	There is regional resource in place to support the process Previous efforts to support increased CHC applications have had limited successes.
The Council could negotiate to take money out of the GWICES sec 33 arrangements	Financial Savings	Reduced availability of equipment to disabled residents – potentially leading to increased care costs 5-year agreement is in place, with considerable reputational damage to	Given the current context all partners are indicating their commitment to ensuring that GWICES works effectively with good VFM. There is a management board in place.

		MCC if we were to reduce our contribution	
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403. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Increased join up between housing and social care re DFGs	Housing	POSITIVE
GWICES partners to review and re-negotiate core stock and equipment		
Home Care	Reduction in live-in care provided through the external market may result in increases to home care	NEGATIVE

404. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

None identified

405.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Resource to conduct reviews	Directorate	
Resource to manage debt recovery	Directorate	

406. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Lead OT	Regarding GWICES	
DFG colleagues		
Finance lead	Regarding Debt recovery	

407. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Agreement is not reached around the management of GWICES	Strategic	Yet to be tested	Medium	GWICES management board in place
Reviews do not result in any savings being released	Operational	POC will have been put in place based on assessments.	HIGH	Support for practice and process to conduct re-assessments
CHC referrals require a lot of time and resource and may not be successful	Operational	Practice experience of making CHC applications	HIGH	Regional resource has good track record of taking cases through the process successfully
Some of the barriers to debt recovery are outside of the Council's control	Operational	Delays within the system for awarding LPAs	Medium	

408. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
None identified		

409. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
GWICES measures					
Number of 24hr POC					
Differential in care before and after DFG					
Number CHC referrals and outcome					

410. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	

Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Between Social Care and Housing Between GWICES partners
Will this project benefit from digital intervention?	Y	AS part of the enhanced digital work to reduce falls prevention

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	To re-evaluate the provision of non-residential care services to meet the operational demands and accommodate the savings target.	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH10	Operational Lead Officer:	Head of Adult Services (currently vacant)
Version No:	1	Directorate:	SCH
Date:	27/11/2022	Section:	Adult Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

411. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Domiciliary care supports people with personal care and daily living tasks in their homes. It is the cornerstone of Adult Social Care and Health because it is the predominant service that we offer within the care and support plans for frail, elderly people or for people with physical or mental disabilities or chronic health conditions. Other services in adults are reliant on domiciliary care. It can help people live independently within their own homes (albeit with levels of support) and rather than entering into residential care; and at times can avoid unnecessary hospital admission.

There are different types of domiciliary care which require different approaches and some differences in the skill set and training of the carers. These include:

- Enablement – support to recover to gain independence and reduce / delay need for longer term care
- Long term care/ dementia – on-going care once it is understood what a person needs over the longer-term (subject to review)
- End of life support (if the person is at home)
- Night service – for people with additional needs during the night and to assist with unexpected events / crisis during the night

There are 2 main ways that domiciliary care is provided – delivered by teams of ‘in-house’ carers on Monmouthshire T & Cs or procured from a range of external provider agencies. Generally speaking, procuring care through the **external market is less costly** than employing carers on T & Cs.

An ‘in-house’ service is required specifically for Enablement, for more specialist care situations (such as dementia care), and critically to absorb the care that external agencies ‘hand-back’ either because they cannot service particular care packages (e.g. dependant on location / needs of person) or because of a lack of available carers, or because the business ceases

altogether. Some people with mobility needs will require 2 carers dependant on their safe handling plans – double-handed runs can be very challenging to procure logistically because of the way that home-care runs are coordinated.

Domiciliary care is chargeable but there is a cap to the charge at £100 per week. This means that if a person is eligible for a charge the maximum they can be charged is £100 regardless of the cost of the packages of care. This compares with a maximum fee of £725 that the council will pay for residential care. There is no cap on residential care so if a person is eligible for charging there is no upper limit to what they might pay. This can mean that some intensive packages of care at home can be very costly to the council (e.g. x4 double handed calls per day = £1,500 per week), or significantly more cheaper for the person.

Current provision

Over recent years the overall amount of home care that the Council provides has remained relatively stable. The cost of care is variable but is assumed at £26 per hour per carer. On average we provide 30,693 hours per month at the cost of £798,018 per month (9,576,216 per year). These figures have EXCLUDED live-in care data (which is referenced on a separate mandate).

Unmet need

However; the amount of unmet need has varied from a steady incline pre-COVID (approx. 800 hours per week / 41,600 per month unmet need) to a more severe incline from the on-set of the pandemic (at its heigh unmet need of 2,000 hours per week), now post-pandemic showing a slight decrease (1,500 hours per week). 1,500 hours is approximately 1/5th of what is currently provided. It is anticipated that winter pressures could see this reverse again.

Savings proposal

- **Assuming £26per hour, to make a saving of £1mil the amount of direct care that we provide would need to be reduced in the region of 10%. Instead of providing 30,693 hours we would need to provide in the region of 27,624 hours. (approximate head count = 2,500)**
- **To make a saving of £500,000 the amount of direct care that we provide would need to be reduced by 5% to provide 29,159 hours per month.**

This would be achieved through a combination of:

- As care hours are released, they are not filled
- Reducing the care packages for individuals already in receipt of care through a process of re-assessment (through process of review)
- Ensuring that we re-balance the in-house / external provision (average in-house @ £34per hour / average external @ £25 per hour) potentially using a locality based commissioning approach
- Ensuring that the most costly care vg is delivered to people with the specialist needs

What could help?

- i) **Re-establish an ENABLEMENT APPROACH to reduce demand on long-term packages of care at home**

When people leave hospital or a care home following an accident, illness or fall (for example) a period of Enablement can maximise their independence and reduce or delay the need for higher levels of longer-term care. A period of Enablement can also provide an opportunity to mobilise family, preventative and community approaches.

The pressure across the entire home care system has led to Enablement no longer doing what it is designed to do. Reablement teams have absorbed pressure to provide long-term care; however, in turn this is now contributing to the demand for long-term care. People are stuck in hospital (with conditions deteriorating) and people are at home waiting for care (creating increased dependency).

At a snap-shot point out of 30 reablement workers 4 were engaged in reablement tasks and the other 26 were providing long-term care. An analysis taken pre-pandemic shows that 130 people per month were supported in reablement. Last month, that figure was just 45 people. The impact of reablement is that pre-pandemic we were achieving over 50% being independent following our involvement. This figure whilst skewed by a number of people who would have been independent otherwise still shows the impact. Enablement is our best method of 'right-sizing' care packages over a period of weeks rather than commissioning at point of discharge and this number of hours then not changing.

What needs to happen:

- Protect reablement runs
- Review and enhance reablement approaches / practice
- Develop practice so that packages are 'right-sized' from the outset
- Review all long-term packages of care to reduce demand / change service delivery where possible
- Work with external providers around reablement approaches

ii) Develop an in-reach integrated reablement approach into Nevil Hall Hospital

If people are not enabled to come home from hospital at the earliest point this can lead to a deterioration in their overall condition (e.g. ability to mobilise / do things independently) and increase the requirement for care as a consequence. Hospital pathways and communication is also creating dependency and public expectation on what social care can provide.

What needs to happen:

- Re-design the integrated teams so that an in-reach provision can be established
- Integrated approach between ward and community
- Less risk averse practice
- Avoid intermediate care that is not working to go straight home??
- Provide an 'enhanced' in-house home care provision via an integrated approach (health and social care practitioner) and charge health (and draw in money from health)

The work to ring-fence Enablement in the locality areas (North, South and Central) and to reorganise NHH discharge pathways is a key element of rebalancing things and trying to break a very challenging cycle

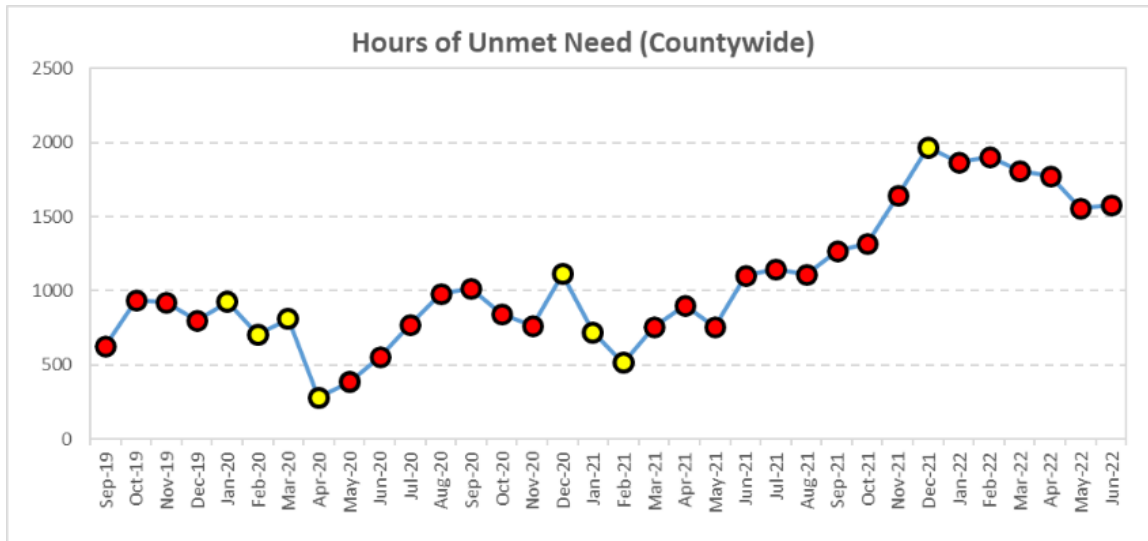
412. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Month	In-house	% In-House	Independents*	% Independents	Total*	Live in Care	Other Services
Jan-16	7,635.83	23%	25,884.91	77%	33,520.74		
Feb-16	7,304.25	23%	24,950.45	77%	32,254.70		
Mar-16	8,026.67	25%	24,311.87	75%	32,338.54		
Apr-16	7,361.42	24%	23,194.87	76%	30,556.29		
May-16	8,062.33	26%	23,282.37	74%	31,344.70		
Jun-16	7,892.75	24%	24,489.76	76%	32,382.51		
Jul-16	8,091.48	24%	25,408.50	76%	33,499.98		
Aug-16	8,566.58	26%	24,802.50	74%	33,369.08		
Sep-16	8,123.83	25%	24,848.96	75%	32,972.79		
Oct-16	8,460.91	26%	24,254.46	74%	32,715.37		
Nov-16	8,446.92	26%	23,908.96	74%	32,355.88		
Dec-16	8,573.58	27%	22,980.96	73%	31,554.54		
Jan-17	8,665.25	27%	23,704.50	73%	32,369.75		
Feb-17	7,515.41	24%	23,933.50	76%	31,448.91		
Mar-17	8,555.65	26%	24,429.00	74%	32,984.65		
Apr-17	7,829.75	26%	22,709.69	74%	30,539.44		
May-17	8,617.25	27%	23,085.69	73%	31,702.94		
Jun-17	7,989.50	25%	23,389.69	75%	31,379.19		
Jul-17	8,428.67	27%	22,406.92	73%	30,835.59		
Aug-17	8,722.50	28%	22,331.92	72%	31,054.42		
Sep-17	8,488.58	28%	22,102.92	72%	30,591.50		
Oct-17	8,832.49	28%	22,327.92	72%	31,160.41		
Nov-17	8,601.08	28%	22,183.92	72%	30,785.00		
Dec-17	8,519.33	29%	21,334.92	71%	29,854.25		
Jan-18	9,092.92	30%	21,385.92	70%	30,478.84		
Feb-18	8,552.21	29%	20,558.00	71%	29,110.21		
Mar-18	9,276.75	31%	20,858.00	69%	30,134.75		
Apr-18	8,849.50	30%	21,110.00	70%	29,959.50		
May-18	9,410.41	30%	21,553.00	70%	30,963.41		
Jun-18	9,307.00	30%	21,800.69	70%	31,107.69		
Jul-18	9,976.51	32%	20,863.69	68%	30,840.20		
Aug-18	9,967.34	32%	21,186.69	68%	31,154.03		
Sep-18	8,662.58	31%	19,487.00	69%	28,149.58		
Oct-18	9,760.50	33%	19,720.84	67%	29,481.34		
Nov-18	9,352.75	32%	20,168.84	68%	29,521.59		
Dec-18	9,046.00	31%	19,728.09	69%	28,774.09		
Jan-19	9,839.92	34%	19,214.09	66%	29,054.01		
Feb-19	9,226.92	32%	19,262.17	68%	28,489.09		
Mar-19	10,833.25	36%	19,171.17	64%	30,004.42		
Apr-19	10,028.00	34%	19,708.17	66%	29,736.17		
May-19	10,096.67	34%	19,922.17	66%	30,018.84		
Jun-19	9,634.75	33%	19,460.00	67%	29,094.75		
Jul-19	10,289.18	33%	20,551.25	67%	30,840.43		
Aug-19	10,096.50	33%	20,374.75	67%	30,471.25		
Sep-19	9,675.35	34%	18,882.75	66%	28,558.10		
Oct-19	10,328.15	34%	20,006.25	66%	30,334.40		
Nov-19	9,716.00	32%	20,691.75	68%	30,407.75		
Dec-19	9,228.75	32%	19,365.25	68%	28,594.00		
Jan-20	8,290.22	30%	19,025.25	70%	27,315.47		1st Wave
Feb-20	8,130.48	29%	19,563.51	71%	27,694.00		1st Wave
Mar-20	9,202.80	33%	18,979.51	67%	28,182.31		1st Wave
Apr-20	8,723.47	31%	19,601.52	69%	28,324.99	3,360.00	1st Wave
May-20	8,904.00	31%	20,099.76	69%	29,003.76	4,032.00	
Jun-20	9,155.52	30%	21,016.76	70%	30,172.28	6,048.00	
Jul-20	10,036.60	33%	20,621.76	67%	30,658.36	4,704.00	
Aug-20	9,847.92	31%	22,133.88	69%	31,981.80	6,182.96	
Sep-20	9,327.07	30%	21,803.72	70%	31,130.79	7,718.96	
Oct-20	9,839.02	31%	22,119.72	69%	31,958.74	11,078.96	
Nov-20	9,930.73	31%	22,444.32	69%	32,375.05	13,094.96	
Dec-20	10,864.93	34%	21,448.72	66%	32,313.65	13,766.96	2nd Wave
Jan-21	10,518.63	33%	21,391.35	67%	31,909.98	15,712.60	2nd Wave
Feb-21	10,203.28	31%	22,830.80	69%	33,034.08	15,040.60	2nd Wave
Mar-21	11,540.67	34%	22,052.35	66%	33,593.02	12,352.60	
Apr-21	11,090.25	34%	21,822.64	66%	32,912.89	10,144.60	
May-21	10,981.39	33%	22,608.60	67%	33,589.99	8,800.60	
Jun-21	10,537.16	32%	22,050.48	68%	32,587.64	9,472.60	
Jul-21	10,804.27	32%	23,133.52	68%	33,937.79	10,816.60	
Aug-21	10,431.71	32%	22,498.52	68%	32,930.23	10,816.60	
Sep-21	9,641.03	30%	22,123.48	70%	31,764.51	11,152.60	
Oct-21	9,759.48	31%	21,360.48	69%	31,119.96	11,488.60	
Nov-21	9,363.03	31%	21,189.88	69%	30,552.91	12,160.60	
Dec-21	9,351.43	32%	20,247.96	68%	29,599.39	12,160.60	3rd Wave
Jan-22	9,496.40	32%	19,778.96	68%	29,275.36	12,160.60	
Feb-22	8,701.89	31%	19,523.96	69%	28,225.85	12,160.60	
Mar-22	9,410.75	32%	20,235.96	68%	29,646.71	12,160.60	
Apr-22	9,278.03	31%	20,868.92	69%	30,146.95	11,488.60	
May-22	8,520.45	30%	19,778.96	70%	28,299.41	11,488.60	
Jun-22	8,892.03	30%	20,592.96	70%	29,484.99	11,504.60	
Jul-22	8,792.78	30%	20,202.96	70%	28,995.74	10,832.60	
Aug-22	9,008.55	32%	19,422.96	68%	28,431.51	9,420.00	
Sep-22	8,536.90	30%	19,590.16	70%	28,127.06	10,756.00	31,503.36
Oct-22	9,010.07	31%	19,699.16	69%	28,709.23	10,856.00	31,407.36
169 Page							
Dec-22							
Average	9,191.25	30%	21,501.87	70%	30,693.12	11,109.71	31,455.36

Current unmet need

Abergavenny Integrated Services	24	346
Chepstow Integrated Services	18	276
Monmouth Integrated Services	62	749
Older Adult Mental Health Team	14	147
Carers	1	5
Grand Total	119	1,523

Demand Unmet Need (People waiting for Care)



Notes: Increasing Trend; Yellow points indicate the Covid Waves

413. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Flexible Budget	6,000		1,000	500	730			1,230
	3,767							
	Internal							

414. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	TBC
Total number of posts in budget area affected	TBC
Total increase or decrease in the number of posts from this proposal	TBC

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

415. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

There will be a requirement to change practice regarding how care is assessed, reviewed, delivered and then commissioned / brokered.

416. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
POTENTIALLY HEALTH		Early discussion
POTENTIALLY RIF		Early discussion

417. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	No	This will make it harder to achieve the aspiration of high-quality care service that meets people's needs
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.

Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	Y	TBC

418. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

419. Options Appraisal -

Option	Benefit	Risk	Comment
Remain with the current delivery model	No need for change No need to reprioritise officer time and workload	Current model of delivering care is unsustainable, both operationally and financially Inefficient delivery, for instance, enablement not being pro-active is getting clients to be independent as its main focus is now delivering long term care	
Review the current delivery model, challenge and implement any changes	Provide a more focussed care delivery which is both operationally and financially viable Promotes client independence Links in with other mandate work such as Falls/Assistive Technology by delaying care home admissions	Take time to deliver anticipated savings Staff consequences as a result of a different delivery offer	

420. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

421. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

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422. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Staff resource will be required – with the potential to develop a bespoke team – though this will have its challenges.		

423. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Integrated Teams		
Health – primary and secondary	Conversations regarding developing an integrated enablement in-reach approach into NHH have commenced	

424. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
The level of unmet need within the system	Operational	See Sec 2	High	Re-assessment of un met need
Workforce morale	Operational	Reducing people's poc and not being able to meet assessed needs cause low morale. The level of complaints from families is already high – a lot of energy is	High	Leadership and partnership approaches

		spent in managing failure demand Equally there is a lot of pressure from health and WG regarding achieving patient 'flow' and avoiding DTOC		
People's needs won't be safely met	Operational		HIGH	
Ability for Council to meet its statutory duties under SSWBA will be compromised	Strategic		HIGH	
Deliverability within the timeframe	Operational		HIGH	
Ability for external providers to recruit and retain				
Sustainability within the market providers over time				

425. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Full year savings being met in the first year		

426. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Numbers of care hours delivered					
Split between in-house and external					
Numbers of Enablement hours					
Outcome of Enablement hours					
Delayed Transfers of Care from hospital					

427. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	TBC	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	With health

Will this project benefit from digital intervention?	Y	As part of enablement approaches
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2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Reduction in Adult partnership arrangements for Gwent service delivery models	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH11	Operational Lead Officer:	Ty Stokes
Version No:	1	Directorate:	SCH
Date:	17/11/2022	Section:	Finance

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

428. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

There are a number of Gwent regional partnership service models hosted by an elected lead Authority, as listed below:			
Regional Partnership Scheme	Brief Description	Host Authority	MCC Annual Contribution for 2022/23
Shared Lives	Provision of specialist respite and short-term carers for clients with Disabilities	Caerphilly	£110,105
Emergency Duty Team	Provide out of hours service for Adult Social Care via a rota staff on duty outside of normal service hours	Caerphilly	£129,991
Frailty	A pooled section 33 budget to facilitate hospital discharge and provision of services for the Frail to remain independent, which commenced on 4 th April 2011 and at present has been locked away into a 5-year agreement.	Caerphilly	£1,475,000
Regional Partnership Team	Set up to look and review issues as directed by the Heads of Adult Services (GASP)	Torfaen	£70,000
TOTAL			£1,785,096
The proposal is to renegotiate future annual contributions made by this Authority for the schemes listed above by £60,000 in 23/24, a further £55,000 in 2024/25, and a further £60,000 2 years later for 2026/27.			

Where possible we will attempt to accelerate those negotiations but given that we are approaching the latter end of the 2022/23 financial year and the time it will take to agenda these proposals, enter a regional negotiation and then obtain a majority approval from all partners this will take time.

429. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The major spend or cost associated with the partnership schemes identified is staffing. With staffing, even if a regional approach can be brokered to introduce savings and reduce partner contributions, this will take time to identify staff reductions, and what impact this will have on service delivery as a consequence.

Work is currently underway through partner and host initial scoping of savings, agenda at appropriate management boards and proposals for reviewing future contributions.

430. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Adults	37,696		175	60	55		60	175

431. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	TBC
Total number of posts in budget area affected	TBC
Total increase or decrease in the number of posts from this proposal	TBC

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	TBC
Voluntary Severance	TBC

Retirement	TBC
Redeployment	TBC
Redundancy	TBC

432. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

For the Shared Lives and Emergency Duty Team once the scoping work commences we will be able to identify the actual impact on service delivery but what we do know is with certainty that it will result in a reduced service as both schemes are entirely based on staff/people to deliver the service. As an example, Shared Lives was created to provide a regional provision of specialised carers to provide valuable respite to disabled clients and their main carers (many being unpaid), as opposed to each Authority operating its own provision which presented the lowest cost alternative. If, in the example of Shared Lives, contributions are reduced this would inevitably result in a reduction in available carers to provide that valuable respite break for a client's main carer, resulting in demand for more direct and costly service interventions.

For Frailty we do have a legally binding section 33 pooled budget arrangement with its current duration being for 5 years (next formal review date 2025/26). However, the Chief Officer for Social Care will commence talks at the next available RPB meeting to table MCC's proposals to review contributions within the current arrangements. As part of those negotiations proposals can then be looked at in terms of impacts to service delivery, as Frailty does provide a statutory service at its lowest cost.

With the regional partnership team, this was created to provide a regional resource to review initiatives and conduct work on behalf of the region, such as the requirements in Part 9 of the SSWB Act to create more regional pooled budgets, one being the residential/nursing care home provision. The impacts of any agreed reduction in contributions, as this is to fund staffing, will result in a reduced service and any work would need to be reabsorbed back into the Authority. In past years this team was created in order for Authorities such as us to meet savings targets by reducing its staffing and create a regional, smaller team to do that work.

433. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

434. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

435. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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436. Options Appraisal -

Option	Benefit	Risk	Comment
Do nothing	Maintaining current arrangements will ensure service delivery is not compromised	No potential savings from partner reductions will be realised	Partner contributions will increase due to pay awards
Propose a 5% reduction in partner contributions	Explore the option of reducing partner contributions to aid an individual partner saving plans	Possible reduction in service delivery model. Partners will not agree the proposal. Redundancy costs	Partner contributions will increase due to pay awards
Propose a 10% reduction in partner contributions	Explore the option of reducing partner contributions to aid an individual partner saving plans	Possible reduction in service delivery model. Partners will not agree the proposal. Redundancy costs	Partner contributions will increase due to pay awards

437. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

438. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

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439. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

440. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Caerphilly CBC	Strategy and agenda on future partner contributions for Shared Lives, the Emergency Duty Team and Frailty.	
Torfaen CBC	Strategy and agenda on future partner contributions for the Regional Partnership team.	

441. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Future Pay awards	Strategic	All partnership schemes will face increased cost pressures from future pay awards	High	Partnership review
Reduced level of service	Operational	Reduced contributions can only be achieved by reducing staffing levels or changing the staff mix	High	Work plans will need to be reduced to reflect reduced staffing or partners will need to absorb the work or services in house

442. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Other partners agree to exploring a reduction in contributions and at what level	Difference implications for each partner as different levels of contributions and reliance on the service provided	

443. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Paying a reduced partner contribution to the identified schemes.				
Customer	Feedback on service availability.				
Process	If workplans are adjusted to reflect a reduction in contributions work will need to be prioritised and some absorbed back into the Authority.				

444. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Transformation Team structure	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH12	Operational Lead Officer:	Claire Robins
Version No:	1	Directorate:	Social Care and Health
Date:	18 th November 2022	Section:	Transformation

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

445. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Transformation Service

This mandate will deliver the agreed savings by: _

- Reducing core budget of the workforce development team.
- Review and amend the structure of the Transformation Team and associated posts.

Workforce Development Team

What we do.

The role of the Monmouthshire Social Care, Workforce Development Team is to:

- Work in collaboration to take account of national, regional, and local requirements to inform, prioritise and target workforce development needs.
- Collate and consider workforce data to inform workforce planning across Social Care.
- To provide workforce development opportunities through:
 - A grant-funded workforce development programme available to all social care providers in the Monmouthshire locality.
 - An annual programme of training and development opportunities.
 - The development of flexible training delivery methods
 - To support the delivery of qualifications and competence frameworks
 - Qualifying, post-qualifying and CPD/PRTL opportunities for qualified registered workers
 - Ongoing support, advice and guidance to social care workforce
 - To work in partnership in order to deliver learning solutions on a regional and national footing.
 - Provide coaching and mentoring to the social care workforce in order to develop and support the retention of this valued and critical workforce.
 - To support services with the registration of the workforce.
 - Deliver strategies and plans in order to attract people to join the sector, develop their careers and not leave the profession.
 - To support employers and the directorate to provide effective training, development and qualification provision for the social care workforce. The SCCWDP grant is intended to provide a significant supplement to the resources provided by employers.

The mandate proposal

In order to deliver the required savings and realise efficiencies within core funding, we will critically review all commissioned training across the directorate and reduce the amount of commissioned training accordingly.

In addition, we will review the business support functions across the team in order to streamline systems and process and deliver further efficiencies if identified.

Transformation Team

What we do

We support the transformation programme in Social Service, working with leaders and teams to create the right conditions for achieving excellence in sustainable approaches, practice and commissioning – supporting the directorate in its aspirations and strategic goals. We do this by:-

- Supporting all services across the directorate with digital transformation and performance.
- Maintaining and managing the current in house Social Care management information system, acting as the contract manager with suppliers and developers.
- Systems administration in the day to day support for our Social Care Case management system.
- Deliver longer term development, design / procurement for systems.
- Working with the corporate performance management team to support all services in Performance Management and QA Framework.
- Provide Project management for services in line with directorate business plans.
- Provide project management support to deliver project in line with the strategic direction and business plans.
- Work in collaboration with the Welsh Language officer on the delivery of 'More than Words' strategy.
- Work in collaboration with corporate colleagues on the delivery of Health and Safety within the directorate.
- Work in collaboration with corporate colleagues to support the delivery of Information Governance within the directorate.inc cyber security, GDPR, FOI.
- Provide Attraction, Selection and Recruitment support to the directorates.

Review the current structure, re-align the priorities of the service and remove resources from the team in order to deliver the budget savings as required.

Main priorities of the team will remain to support the directorate's transformation agenda from a service and digital perspective.

This will involve a review of vacant and temporary posts.

This is a tiny team and this reduction in the staffing budget will result in a significant reduction in the work that can be delivered by the remaining people in the team and will almost certainly impact the delivery of the above.

446. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Reducing the Core Budget of the Workforce Development Team

Remove the counselling development fund being utilised with children's services. (£8,000)
 Reduce commissioned training across social care and health. (£6,729)
 Reduce the amount of professional accredited professional and leadership training commissioned across Social Care and Health. (£10,000)
 Review business support functions within the service in order to provide efficiencies. (£14,000)

Counselling Development Role

Removing the financial support for the Counselling Development role within Children's Services supported by the workforce Development budget. This role allows for the transitioning between being a newly qualified adult counsellor to a children's counsellor and allows for the learning and development opportunities to be put in place to support the programme. Without this funding the service will now need to attract and recruit experienced children's counsellors when future vacancies arise for children's counsellors.

Commissioned Training

Review all discretionary commissioned training across the directorate. Priorities will remain mandatory training. Main focus of review will be non-essential training i.e leadership, professional training and well-being training. We will review the current delivery of training that can be delivered by the Monmouthshire corporate training team. i.e Generic Health and Safety Training.

Transformation Team

Workforce – Review Vacant and Temp Posts across the Transformation Service £60,000

Transformation Team

Vacant and temp posts across the teams and associated posts with the directorate. Review vacant and associated posts and realign them to the directorates business plans and priorities.

Business Support

Review of business support across Transformation including Workforce development team. Review projects, systems and processes with a view to streamline and identify efficiencies.



S040 Staffing
(2023-24 Budget Bui



WDT Annual
Report april 2021 to

447. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
WDT core funding	45		39	39				39
Transformation	225		91	61	30			91

448. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	4
Total number of posts in budget area affected	2

Total increase or decrease in the number of posts from this proposal	-2
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Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	1
Voluntary Severance	
Retirement	
Redeployment	1 (if redeployment available)
Redundancy	

449. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

Impact

Reduce commissioned training across social care and health – This reduction in the available training will potentially reduce the compliance of mandatory training within Social Care and Health across whole of Monmouthshire. Increased challenges with the recruitment and retention as people may leave social care if there are reduced learning and development opportunities.

Impact on Social Care Wales Registration across the sector. This may impact the number of staff who are in a position to register with Social Care Wales and remain working in social Care. Therefore, potentially reducing the number of Social Care staff across Monmouthshire.

Impact on current workforce - Reduced morale, increase sickens absence in increase stress in the workforce if they are unable re-register with Social Care Wales as a result of the reduced available training.

Impact on future workforce - Talent management challenges as Monmouthshire will no longer be able to attract people who want a career in care.

Counselling Dev Resource - Recruitment and attraction will be more challenging when there are vacancies for counsellors for the school-based counselling service. The demand for school counsellors has continued to increase following COVID.

Indirectly, if there are less people being able to register and subsequently remain working in social care this potentially could negatively impact and reduce the quality and quantity of social care that can be delivered across Monmouthshire.

As a consequence, this could also impact NHS and add further pressure in the social care and Health system, that is already at breaking point.

Transformation – Reduction in Resource

Limited ability to support the directorate with transformation projects i.e reducing expertise to deliver digital projects, no social care dedicated recruitment support for managers.

Vulnerability in being able to offer system admin and deliver business continuity for our Social Care recording system.

Unable to support SRS on a technical front with our in house Social Care recording system (FLO/ Plant)

As a result of reducing the available system support this may result in the increase of system down times and therefore indirectly putting children and vulnerable adults at risk if people are unable to access social care records. i.e out of hours duty.

450. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Social Care Wales – additional external funding bids will be made if opportunities arise.	Social Care Wales	Pending. With conditions
Performance Improvement Framework Grant	Welsh Government	Pending. With conditions.

451. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	N/A	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

452. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

<p>See EQIA</p> <p>Positive Saving will be made</p> <p>Negative Reduced quality of care and support to children and young people and older adults. People with a disability. Mental health</p>

453. Options Appraisal -

Option	Benefit	Risk	Comment
Do nothing - Workforce Development Team	Continue to invest in the learning and development within the Social Care Workforce. Continue to develop income generation. Continue to work creatively with teams to find innovative ways to support the attraction, selection, and recruitment of the workforce. Continue to develop the place-based approach to learning across the authority. Making training more accessible to a	N/a	The service is ambitious it has the skills knowledge and experience in order to now income generate, this was the next phase within its 5-year business plan.

	workforce already under pressure. Continue to support the leadership teams with performance management solutions.		
Implement Mandate - Workforce Development Team	Savings will be realised in the short term.	<p>Less resource to deliver the learning and dev plan. People are unable to register with SCW as they have not completed basic training. LA reputation if workers stay working in Social Care but are not re-registered as a result of reduced access to training. Skills lost from BS may not be available from other members of the team. LMS - One of the current priorities is the implementation of an LMS. The team is leading the way within the authority and GWENT on this implementation. Reducing the core budget will slow down and delay this development.</p> <p>Inability to support the recommended actions from Care Inspectorate Wales from a workforce perspective. No longer able to income generate, be innovative and dev service further.</p>	<p>This is a high performing team that has made significant improvements to the service it delivers over the past 3 years. It has a good reputation with Gwent, Welsh Gov and Social Care Wales.</p> <p>The Workforce Development Team is funded from the SCWDP Grant. This is the max saving we are permitted to take out of the grant. All other LA's receive additional LA funding, this will leave us at a disadvantage from other LA;s</p>
Create a joint Workforce Development Team with a neighbouring Local Authority. (Host MCC)	<p>By exploring a joint service with another nearby LA, keeps place-based agenda and training local. Maintaining current training venues, Enhances the training offer for both Local authorities. Retains skills, knowledge and experiences within both Local authorities. Increases access to training for all staff. Increases the opportunities to be involved in other workforce dev work i.e attraction and recruitment. Resulting in less travel expenses to attend training. Increased mix of skill base, shared learnings across organisations and efficiencies for both local authorities.</p>	<p>Appetite from another Local Authority that may not have the same budget pressures within the directorate and may not be looking for savings in this area.</p>	<p>2 neighbouring LA's currently have vacancies for Workforce Dev managers.</p>

<p>Move the Workforce Development Team onto a Gwent Wide Footprint. (Host Caerphilly)</p>	<p>Budget would be managed centrally by Caerphilly. Greater availability for training courses (but majority would be outside of Monmouthshire).</p> <p>Reduced control in the shape of the annual training plan.</p>	<p>Individual training needs could get overlooked. Reduced ability to tailor learning and dev solutions to practice change and service business plans. Inability to provide data and reporting due to different systems. Training venue would be lost and training would move to out of county.</p>	<p>Training would need to move into County Hall - Usk.</p> <p>MCC has recently procured a Learning Management System (LMS). At present no other LA in Gwent is using the same LMS. MCC is only LA with skills and knowledge in relation to the new LMS.</p>
<p>Do nothing. - Transformation Team</p>	<p>Continue to support our in-house Social Care recording system. (that is performing better than WCCIS) Continue to support the digital development of services within the directorate. Continue to support services with their recruitment challenges.</p>	<p>The budget we currently have would be insufficient should we move to WCCIS. If the decision (following the Welsh Gov commissioned review) is to move to WCCIS this will involve considerable further financial investment. We have been asked to provide budget savings however longer term greater financial investment will be required once we move away from our current system.</p>	<p>This would only be a short term solution. If we move to an All Wales or All Gwent social care and Health system this will result in considerable financial investment being required. (this would be out of MCC control as part of an MSA)</p>
<p>Implement Mandate - Transformation Team Reduction in Posts</p>	<p>Savings will be realised in the short term.</p>	<p>Reduces digital development across the directorate. Business continuity - May leave the authority vulnerable from system 'down time' perspective if there is less resource to support the system (Flo and Plant). SRS do not have the skills and knowledge to support our in-house system in line with the SLA. (due to the turnover of workforce in SRS – people initially trained are no longer employed) Therefore we are unable to relay on SRS to support the system should technical knowledge be required.</p>	<p>Business support within the directorate support the services with DBS admin, Health and Safety compliance, FOI responsibilities, GDPR compliance. Leaving these areas vulnerable if the posts are no longer in the budget.</p> <p>We currently have an inhouse user designed, cost neutral system. This is currently performing better than the national WCCIS system. The budget to maintain this system is considerably less than if we were using WCCIS. Reducing the budget and resource to support this system could destabilise it. Could result in unnecessary additional costs being incurred whilst waiting for Welsh Government to complete its Options Paper.</p>

454. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Delivery of front-line Social Care	Social Care workforce – there will be less training available in the future.	Negative
Schools	Counselling service in schools	Negative
Technical Support – SCH recording System. Reduced system Admin	SRS	Negative

	SRS will need to upskill in their technical knowledge of the in-house recording system.	
Delivery of the SCH H&S Improvement Plan	Corporate H&S	Negative
Implantation Plan - Thinqui	Corporate Training - OD	Negative
Less business / project support across the directorate.	Inability to support the project work taking place across the directorate. i.e recruitment, Welsh language development plan, Health and safety planning across the directorate	Negative
Attraction and Recruitment	HR – the corporate HR team will need to play a more proactive role in supporting service with their recruitment challenges. They will need to develop their Talent management skills and grow their knowledge of their HR recruitment awareness.	Positive

455. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Income generation – We will continue exploring opportunities for further income generation but this will be limited and may negatively impact our current budget so may be counterproductive.

Recruitment – we will need to look for creative recruitment solutions, to recruit qualified and experienced staff

e-learning - Increase e-learning and reduce all face-to-face training. Use digital solutions (e-learning) to prioritise training needs. Despite our workforce being front line and finding e-learning not as beneficial as face-to-face training.

Digital solutions – Improved systems and processes via digital solutions.
Opportunities to develop in-house Learning and Development offer.
Explore collaboration with neighbouring local authorities and ABUHB
Explore additional grant opportunities.
Training Venue – Explore the opportunity for the service to relocate into County Hall Usk.

SRS – upskilling in-flo/plant.
HR – HR to programme manage all attraction and recruitment activities for Social Care.
HR – To lead on International Recruitment Project.
DBS Co-ordination – stop alerting managers/digital dev.
Corporate Welsh Language Officer to lead on More than Words Strategy.
Continue to explore digital solutions with business support functions in order to streamline and identify efficiencies

456. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Re-structure process and system support	HR	
Reviewing business support functions	DPO	
Re-distribution of roles and responsibilities. Upskilling of other post holders. Training other in the Social Care recording system. (Flo / Plant)	Inhouse training in Flo / Plant / SRS / DPO / other areas.	

457. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
None at present		
Team	In line with Policy & timelines	
Unions	In line with Policy & timelines	
HR	On going in line with Policy	
DPO	Structure changes	

458. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Loss of expertise and knowledge from the Transformation Team to support transformation projects and digital projects.	Operational	Proposed workforce reduction from a tiny team. Approx. 25% reduction.	Med	DPO pick up service co-ordination for all transformation projects.
Business Continuity – System Failure	Operational	Potential increase 'down time'. As no staff available to fix. No social Care Help Desk as all other LA's. Potential safeguarding risk. We already rely on a large amount of good will from limited people to support our in-house system. This is already a HIGH-RISK STRATEGY.	HIGH	Corporate responsibility. SRS take more countability in line with their contract / SLA to support Flo/Plant from any future failure. (The current resource is considerably less than all LA's. Further budget reduction will significantly impact the ability to support our current in-house system) The regional Out of Hours will need to mitigate for this.
Loss of ability to commission bespoke essential training	Operational	No budget available to offer training identified i.e as a result of new legislation.	Med	Input a pressure or service to pay for own training if new legislation requires specialist training.
HR process take too long in order to obtain savings in year	Operational	Protection of employment policy to be followed.	Low	No drift on process
Unable to attract social care staff	Operational	Recruitment marketing will need to be owned and driven by another area. If not then this will reduce in the number of staff we can employ	High	HR to lead with service
International Recruitment – No project support	Operational / Strategic	This requires drive and support	Med	HR to lead with Service

459. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
This proposal can be achieved without considering the advantages of a regional approach	The discussions around moving towards a regional footprint have not commenced.	
That the inhouse training team can deliver what is required.		
That tasks can be re-assigned to others across the authority and that there is capacity to pick this up.	Still an assumption no evidence has been sought as yet.	
That the authority (officers and members) are fully aware of the implications of removing core budget to a service that is responsible for delivering training to the whole of the social care workforce across Monmouthshire (not just in house services)	Still an assumption no evidence has been sought as yet.	
That the authority (officers and members) are in agreement with the Business Continuity risks in relation to limiting the people who can support the Social Care recording system.	Still an assumption no evidence has been sought as yet.	
That the authority (members and officers) are aware that this mandate is at odds with the authorities digital strategy.	Still an assumption no evidence has been sought as yet.	

460. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
WDT performance framework and Welsh Government returns.	Monitor training compliance data				
Workforce feedback	Training evaluations				
Budget	Actual Spend v's Budget				
workforce	Attendance Management / labour turnover				

461. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	n	
Will this proposal impact on the authorities built assets?	n	
Will this proposal present any collaboration opportunities?	y	With other LA's and Health, HEIW,
Will this project benefit from digital intervention?	y	E-recruitment, LMS,

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Monmouthshire & Torfaen YOS – Accommodation Change, Reduction in Staffing, Reallocation of Duties	Senior Responsible Officer:	Jane Rodgers
Your Ref No:	SCH13	Operational Lead Officer:	Chesney Chick
Version No:	2	Directorate:	Social Care & Health
Date:	24.11.2022	Section:	Children Services – Monmouthshire & Torfaen YOS

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

462. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

This mandate will cover three aspects of the service:

This mandate will deliver the agreed savings by:

- A reduction in staff travel expenses, as a result of agile working practices, that have been adopted by the service
- Reducing the core budget of the YOS workforce
- Proposing to change the accommodation venue of the YOS, in order to significantly reduce accommodation costs

Monmouthshire & Torfaen YOS

Monmouthshire and Torfaen Youth Offending Service is a statutory multi-agency partnership that has a legal duty to co-operate, in order to secure appropriate local youth justice services. The service is funded from a variety of sources including UK Government, Welsh Government (WG) and the statutory partners (i.e. Monmouthshire County Council, Torfaen County Borough Council, Gwent Police, the Probation Service and Aneurin Bevan University Health Board).

Statutory duties to prevent offending are outlined in criminal justice and civil legislation. The principal aim of Youth Justice Services in England and Wales is to prevent offending and re-offending by children in line with the Crime and Disorder Act 1998. Local authorities in Wales also have statutory duties to provide preventative services contained in Section 15 of the Social Services and Wellbeing (Wales) Act 2014. Local authorities must provide services to:

- encourage children not to commit offences
- avoid the need for children to be placed in secure accommodation; and
- enable children to live their lives as independently as possible

The YOS is a group of professionals who work together with one aim – to stop offending and re-offending in children by challenging their behaviour and raising awareness of the consequences of offending / anti-social behaviour, helping children take responsibility for their actions and ultimately help young offenders to break the cycle of re-offending and move forward in positive ways.

The Monmouthshire and Torfaen Youth Offending Service provide services for children to divert them from offending and reoffending. This is achieved by carrying out effective assessments and interventions and working in partnership with other agencies.

The YOS encourages children to repair the harm to victims and restore relationships with their communities. Children are encouraged, wherever possible, to meet with their victims to hear how their behaviour has affected them and agree actions that can repair the harm caused.

The YOS values the diversity of children and helps them to achieve their potential. It works with parents and carers in supporting behaviour change within children and families.

Monmouthshire and Torfaen Youth Offending Service covers the boundaries of two Local Authorities, Torfaen County Borough Council and Monmouthshire County Council. The Youth Offending Service is hosted by Monmouthshire County Council and sits within the Social Care and Health Directorate. All non-seconded staff are employed by Monmouthshire County Council. This provides consistency in terms of conditions of service and general human resource management. The YOS Manager is line managed by the Head of Monmouthshire Children's Services.

The Mandate Proposal

In order to deliver the required savings and realise efficiencies within core funding, we have critically reviewed the costs relating to travel expenditure, for YOS staff and the savings available, due to changes in working practices brought about by the move towards agile and blended working practices. As a result of identified savings being made, we propose to reduce the set budget in respect of travel expenses for YOS staff.

In addition, we will review the YOS workforce and identify opportunities to streamline the workforce, by reallocating duties, within the service. This opportunity has arisen, due to the chosen departure of two staff members as a result of retirement, voluntary redundancy and job relocation. Further savings may also become available, due to staff potentially choosing to reduce their working hours and the reduction in the use of sessional workers.

Furthermore, we propose to make significant budgetary savings by proposing to relocate the YOS to Monmouthshire County Hall, thereby reducing / eliminating rental costs associated with our current accommodation at Mamhilad Estate.

463. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Reducing the set budget for Travel Expenditure for the YOS Staff

- Budget to be reduced, as a result of the move towards agile and blended working practices, within the YOS - £10,000

Reducing the Core Budget of the YOS Workforce

- Review processes and responsibilities, within Business Support Services, with the view to reallocate duties of x1 Business Support Administrator, upon retirement (October 2023) and eliminate the role from the service structure – £14,346 (from 01.10.23)
- Review processes and responsibilities, within the PCLA provision, with the view to Reallocate the duties of x1 PCLA Worker, upon job relocation (approx. March 2023) - £24,173.
- Review processes and responsibilities, within the Parenting provision, with the view to reallocate the duties of x1 Parenting Worker, upon voluntary redundancy (redundancy to be paid out of YOS reserve) - £28,569
- Review all requests for alternative working patterns- reduction in working hours, with the view to reallocating the duties (2023- 24) - £57,888
- Review the use of Sessional Workers, with a view to reduce the set budget allocated for the use of Sessional workers - £8,000

Reducing Accommodation Costs by Relocating the YOS

- Proposing to relocate the YOS to Monmouthshire County Hall, thereby reducing / eliminating rental costs associated with our current accommodation at Mamhilad Estate - £58,550 (due to the lease agreement; savings will not be realised until 2024 - 25). To mitigate this, there is an additional fund of £67,655 from the MOJ grant, which is available to the YOS until Mar 25. This could potentially offset the cost created by the delay in exiting the contractual agreement with Johnsey Estate Management.
- **NB. The total amount of the YOS expenditure reduction required, in order to balance the total budget to a 10% reduction in ALL partner contributions, is £201,526 This will be achieved, via these proposals. However, this is with the anticipation that partners will meet their share of the assumed 6.25% pay award in 2023 – 24 and this will reduce the saving requirement by approx. £86,000, hence reducing the saving required to £115,526**

464. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified				Target year	
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Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	Total Budget Change Proposed £'000
YOS	436		44	44				44

465. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	32
Total number of posts in budget area affected	2
Total increase or decrease in the number of posts from this proposal	2

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	None
Voluntary Severance	None
Retirement	1
Redeployment	None
Redundancy	None

466. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Service Impact

Reducing the set budget for Travel Expenditure for the YOS Staff – in the current challenging financial climate and energy / fuel crisis, there may be stresses that could evolve and result in an increase in expenditure claim, by the workforce. This could mean that the reduced travel expenditure budget could be put under pressure.

Reducing the Core Budget of the YOS Workforce – the YOS has statutory service delivery and provision requirements, which must be realised. These workforce reductions could impact on the YOS's ability to meet service demand and fulfil statutory responsibilities and preventative obligations. As the YOS receives external funding, from the YJB, PCC, MOJ and WG, it has a duty to fulfil external requirements. The ability to meet these requirements could be significantly impacted. The current social climate could also result in increased incidents of criminal behaviour, for example as a result in a downturn in living standards caused by the cost of living crisis, in the same way as the effects of the recent COVID-19 pandemic. This would also, potentially increase the number of referrals to the YOS and increase pressure upon the service and, therefore, the reduced workforce. In turn this could lead to lower staff morale, increased staff sickness rates and increased stress on the workforce. The reduction of x1 Business Support Administrator has potential implications for the management of statutory duties around such things as court processes, correspondence and YJB returns, with the potential negative impact upon the children and families involved in these processes. The reallocation of work from x1 PCLA worker could have a negative impact on the prevention of children entering the criminal justice system, increasing the criminalisation of children and, therefore, increasing the amount of statutory work undertaken by the YOS, This is in direct contrast to the current emphasis

on prevention. Similarly, the reduction in the YOS Parenting provision may significantly impact upon the services delivery of parenting provision, such as being unable to meet the demand of parenting work, which may result in breakdowns in family relations/placement, thus placing increasing demand on statutory services.. The YOS has received funding from the MOJ to increase prevention services; the mandate for this has been absorbed within the current capacity and this could be more difficult to realise, if this capacity is reduced.

Reducing Accommodation Costs by Relocating the YOS – as a multi-disciplinary service, there is significant merit in being accommodated in one space, facilitating opportunities to collaborate effectively and maximising the impact of the multi-disciplinary service provision and delivery. If the new accommodation is unable to accommodate the YOS holistically, this could impact on the quality and flexibility of service provision and delivery. In addition, the relocation could cause stresses for the staff by extending their journeys to work and therefore their time travelling to and from the workplace and increasing their fuel costs.

467. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A as the YOS already has numerous external funding partners		

468. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	N/A	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

469. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Positive – Savings will be made

Negative – Potential to reduce service, delivery and provision, which will negatively impact on children and their families and limit the YOS's ability to fulfil statutory duties, cause additional pressures on the workforce, potentially inhibit service development and its ability to respond effectively and in a multi—disciplinary way to current trends.

470. Options Appraisal -

Option	Benefit	Risk	Comment

Do nothing	No disruption to services or statutory duties No additional pressures on the workforce Continued levels of service delivery and provision Maintenance of multi-disciplinary working environment, supporting effective practices	N/A	The service has recently been inspected by HMIP and was rated GOOD, overall. However, there are recommendations that are being addressed via a PIAP and maintenance of the current status quo would support consistency, whilst this was being facilitated. In addition, the YOS has signed an agreement, with the MOJ, to expand prevention services for children on the cusp of the criminal justice system and this will instigate an increased workload for the service.
Carry out the proposal	Substantial financial savings, for all partnership agencies Focus on efficiency and streamlining processes and systems – evaluating and maximising effectiveness Evaluating priorities Benefits of agile / blended working for staff and service efficiency Closer physical proximity to Children’s Services colleagues and wider MCC staff	Pressures upon staff and workload Pressures upon service delivery and provision, including some statutory duties Suitability of alternative accommodation	The YOS has a proven record of resilience and adaptability, particularly in recent times and is committed to ensuring that the service delivers an effective child-focused provision. Changes will provide opportunity to think and react creatively

471. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
Increased pressures delivery of frontline social care services (Children’s Services)	Children’s Services	Negative
Education – potential reduction on services offered	Schools	Negative
Housing – housing related issues, e.g. ASB	Housing Department	Negative

472. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Reducing the set budget for Travel Expenditure for the YOS Staff

- Develop a policy around agile and blended working arrangements to ensure that staff are supported to a more formal arrangement, which assists an effective transition

Reducing the Core Budget of the YOS Workforce

- Ensure an effective review of process, responsibilities and capacity to efficiently reallocate duties, while minimising staff pressures and maintaining service delivery
- Facilitate staff training, in order to ensure any gaps in skills or knowledge are filled
- Ensure that supervision processes respond to any changes and affected staff are appropriately supported

Reducing Accommodation Costs by Relocating the YOS

- Supporting staff with finding solutions to potential transport issues, e.g. car sharing, cycle to work scheme, agile working etc
- Support with transition to new accommodation, e.g. transition visits
- Investigate the potential to facilitate a designated area for YOS, within the new accommodation

473. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Review and reallocation of duties	Service Manager, HR, Ops Managers, Information Officer	
Training and upskilling of other postholders	Service Manager, HR, Ops Managers, Information Officer	

474. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Local Management Board	We will continuously consult with our partners and LMB	
Workforce	The workforce will be continuing to be consulted and will support this mandate as it progresses. The workforce and leadership teams are key in order to deliver these changes.	

475. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Timescales	Both	The departure of staff is time dependent There may be constraints, regarding accommodation changes, due to contractual arrangements	Medium	Legal department to negotiate with relevant accommodation landlord
Departure of staff, due to increased workload / relocation	Operational	Current financial crisis, may affect staff ability to meet transport costs Current arrangements around practicalities, such as childcare / school run, could affect people's daily lives Increase in workload, due to MOJ 'Turnaround' project, in addition to workforce reduction	Medium	Support staff in finding solutions, such as flexible working Effective review of duties, training, support via supervision

476. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
That the reduction in the set travel expenditure budget can be effectively managed	There has been a reduction in travel expenditure claims, prior to and following the period of the pandemic	
That the reduction of the workforce can be effectively managed	YOS staff have a proven record of resilience and flexibility and Operational Managers and other supervisory staff are supportive of change	
That accommodation is available at MCC County Hall	As a result of agile working practices, across MCC, there is potentially more capacity at county hall	

477. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Savings				
YJB, CCG, OPCC, MOJ Performance indicators	Outcomes				
Workforce	Labour turnover, attendance management				

478. Additional considerations:

Question	Y/N	Comments/Impact

Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	Y	Moving costs / Accommodation at County Hall
Will this proposal present any collaboration opportunities?	Y	The opportunity to collaborate with MCC staff and partner agencies
Will this project benefit from digital intervention?	Y	Agile and blended working needs

Communities & Place

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Passenger Transport Pressures	Senior Responsible Officer:	Debra Hill-Howells
Your Ref No:	C&PPM1	Operational Lead Officer:	Becky Pritchard / Gareth Emery
Version No:	V1	Directorate:	Communities & Place
Date:	25 th November 2022	Section:	Decarbonisation, Transport & Support Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

479. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The Passenger Transport Service is responsible for the provision of Home to School transport, Grass Routes and 4 scheduled bus services. The Service manages 182 external home to school contracts and undertakes 49 school runs, transporting up to 2,858 passengers daily (up from 2,667 in 2020). The demand on the service has increased in recent years resulting in a projected pressure on the base budget of £439,811 for 23-24.

480. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Passenger Transport

The pressures in the Passenger Transport budgets are split between the increase in external operator costs and the increased cost of provision of the Schools & Community Transport team. The cost pressures are broken down as follows:

	Indicative budget Cost 22-23	Projected Service Cost 23-24	Budget Pressure
Internal Operations	1,442,587	1,650,779	208,192
External Operator Costs	3,070,374	3,301,993	231,619
Total Service Pressure			439,811

Internal Operations Costs

- The cost of the in-house operations arm has increased this year as we have had to increase the workforce and vehicle numbers to deal with increasing school runs due to external contractor hand backs and market failure. This has increased manpower costs and resulted in additional prudential borrowing costs with a combined budget pressure of £208k.

External Operator Costs

- External operator costs are projected to increase by £232k. Increasing fuel and manpower costs have resulted in an increase in contract prices. The majority of the external contracts will be re-tendered in the summer of 2023 and we expect these costs to increase further.

Other factors contributing to net pressure :-

- BES funding will cease in March 2023, which will result in a loss of grant funding, with no indication if the scheme will be extended or additional funding streams will be made available via BSSG. Both of these grant schemes are used to support Grass Routes and scheduled bus services provided by the Schools & Community Transport team.
- We continue to operate our services using S19 and S22 permits which prevents us from generating private hire income from external customers. The Council has applied for an Operator's Licence to enable us to generate private hire income, but we will require a S71 exemption to continue to provide our existing scheduled bus services. The potential of this income stream remains uncertain.

481. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Passenger Transport		440		440				440

482. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

483. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The Learner Travel (Wales) Measure 2008 places a statutory duty on Local Authorities to provide free home to school travel for learners who meet the eligibility criteria. The Council's Transport Policy currently provides transport in excess of the legal requirements; however, it is proposed that this is reviewed as part of the PTU4-6 mandate.

If the additional funding is not made agreed the Council may fail to meet its legal responsibilities for home to school transport. Even if Members choose to cease the Grass Routes service which is not statutory, the realisable savings would be £151k and therefore will not cover the budget pressure.

484. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
BES & BSSG funding	Welsh Government	MCC is already in receipt of grants.

485. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation

Does this proposal align with the MCC Corporate & Community plan?	Y	The Council is committed to modal shift and the climate emergency. Home to School transport is a mass transit solution which supports the reduction of carbon emissions
Has an initial Integrated Impact Assessment being undertaken?		Please see the EQIA's for PTU 3 &7 and PTU 4-6
Will an option appraisal be required?		Option appraisals have been undertaken for PTU 3 & 7 and PTU 4-6 mandates
Will this proposal require any amendments to MCC policy?	No	

486. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The EQIA has highlighted the complexities of the provision of home to school transport including its substantial impact on resources, its impact on climate change and the need to continually evaluate the provision to respond to a changing social, economic and environmental back drop. The proposals will result in a perceived disadvantage to parents who should the distance eligibility criteria be implemented will become responsible for organizing the travel arrangements of their children. This will however provide the opportunity to encourage learners to engage in walking and cycling which will provide associated health benefits as well as support the reduction in the Counties carbon footprint. Walking will be dependent on the availability of available walking routes and the provision of these routes will be a key requirement on the wider Council to fund and deliver pedestrian infrastructure improvements. A wider review will be undertaken to establish the opportunities to change service bus routes to make them more available for learners, however the public bus sector is currently fragile as the passenger numbers have not returned to pre-covid levels and grant funding streams to support the sector fall away in March 23. We would argue however that the ability to increase passenger numbers by adjusting timetables to allow school learners to travel to and from school will increase the viability of these services.

Increasing the cost of concessionary travel for passengers who are not eligible for free transport will place an additional financial burden on those households, however the cost of the passes has not increased since 2017 during which time the costs to the Council have increased substantially. Payment plans are available to spread the cost of the passes over the academic year, charges are in line with public bus season tickets and travel will still be subsidised.

487. Options Appraisal -

Option	Benefit	Risk	Comment
Please refer to PTU 3 &7 and PTU 4 – 6 Mandates			

488. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
None		

489. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The Schools & Community Transport Manager has applied to the Traffic Commissioner for an Operating Licence which will enable the service to be generate income from private hire. If the Licence is agreed, we will also require a S71 exemption to enable us to continue to operate the 4 scheduled bus service.

The Commissioning Team continually review contracts to identify opportunities to change vehicle sizes, aggregate contracts or offer Personal Transport Budgets (PTBs). The Commissioning Manager is also working with the Transport Planning Team to identify opportunities to vary existing scheduled bus service timetables to make them accessible for learners to travel to and from school on public transport. Should it be possible to implement timetabling changes, learners will be provided with season tickets and we will be able to reduce the number of home to school contracts.

490.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
None		

491. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Parents & Learners	Any changes to the Councils Transport Policy for home to school transport will need to be subject to a full public consultation.	April – May 23

492. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
External operator costs continue to increase	Operational	The cost of fuel and manpower is expected to continue to increase which may increase costs beyond those forecast in this mandate	High	We will look for opportunities to reduce contracts through season tickets, a change to the Transport Policy and the use of Personal Transport Budgets
If BES funding is withdrawn by Welsh Government, more external operators will withdraw from the industry which will require the internal operations team to undertake additional home to school journeys	Strategic	BES funding is due to end in March 23 and Welsh Government is yet to announce if the scheme will be extended or replaced. If funding is not replaced Operators will be unable to continue as patronage numbers remain below pre covid levels at a time when operational costs are increasing	High	The ability of the internal operations team to undertake additional school journeys is constrained by depot infrastructure, the cost of additional vehicles and the ability to recruit additional drivers. The service has already taken on additional contracts in the current financial year due to market failure. If the external operator market collapses, we will need to undertake a full-scale review of the preferred delivery options.
The forecast operating and borrowing costs are higher than predicted	Operational	Prudential borrowing rates have increased in the current financial year and may do so again in 23-24. Fuel costs may continue to increase.	High	We will continue to identify opportunities to reduce the number of home to school routes to reduce operating costs and risk exposure

493. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Home to school statutory distances will remain as existing	WG undertook consultation in 2020 and have indicated that they will undertake further consultation over the short to medium term. The details of their proposed changes are not yet available	Welsh Government
The Operating Licence and S71 exemption are granted	We applied for an Operator's Licence in October. Discussions are ongoing around the S71 exemption.	Traffic Commissioner

494. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27

Budget	The PTU service is delivered within allocated budget				

495. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure		
Proposal Title	Homelessness & Moving to a Rapid Rehousing Approach	Senior Responsible Officer:	Cath Fallon / Ian Bakewell
Your Ref No:	C&PPM2	Operational Lead Officer:	Jane Oates
Version No:	001	Directorate:	Communities & Place
Date:	22 nd November 2022	Section:	Housing & Communities

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

496. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Homelessness Accommodation & Staffing Budget Pressure - £2,240,242

1). Homeless presentation is generating significant challenges for the Council with currently unprecedented numbers of people in temporary accommodation leading to excessive Bed and Breakfast costs. As a result of the Covid pandemic and the introduction by WG of their "No-one left out" homeless policy our temporary accommodation spend has increased considerably in the last couple of years as illustrated in the table below.

	Actual				Forecast
	2018-19	2019-20	2020-21	2021-22	2022-23
Homelessness Bed & Breakfast Accommodation	48,270	83,994	992,117	1,934,014	2,330,492

The Council was able to claim the costs in 20-21 and 21-22 against the WG Covid grant so they did not impact on core budget. This funding ended in March 2022, and we are now bearing the cost within our service budget. In 2022/23 we are forecasting to spend £2.33m on accommodation alone and a further £677k on ancillary costs such as security, damage repair and transport.

These costs are partially recovered by Housing Benefit and Housing Prevention Grant, but we are still reporting a net £1.521m overspend for 22-23.

Officers have reviewed the potential accommodation requirements for 23-24 and it is now estimated that we will require a minimum of 102 rooms resulting in a net pressure of **£1.980m** for the authority. The pressure is split across 2 directorates :-

- **Housing (Communities & Place)** – Accommodation costs are partially offset by Housing Benefit but not all the cost is claimable as HB can only cover the accommodation element and a deduction of circa 35% is made for utilities/maintenance and breakfast – when you also add the security and other ancillary costs that Housing have to pay it results in a net **£917k** budget pressure.
- **Revenues & Benefits (Resources)** – The housing benefit payment is claimed and paid to Housing by our Revenues & Benefits shared service. A pressure is caused due to a DWP subsidy cap on B&B accommodation that only allows for a HB subsidy of £95.77 per week, any benefit paid over this amount remains unclaimable and is a cost to the Revenues budget. Our average weekly B&B costs is currently £595 per week resulting in an expected total subsidy penalty cost across the year of **£1,063k**.

Forecast B&B Accommodation Costs	Total	Pressure Split	
		Housing Budget	Revenues Budget
No. of Rooms	102		
Expenditure			
Estimated Rental	2,170,114	2,170,114	
Security	600,000	600,000	
Maintenance & Service Charge	60,000	60,000	
Taxis & Transport	7,000	7,000	
Storage	20,000	20,000	
Total Expenditure	2,857,114	2,857,114	-
Funding			
Housing Benefit Income From Revenues	- 1,410,574	- 1,410,574	
Benefits Payment to Housing	1,410,574		1,410,574
DWP Subsidy	- 347,218		- 347,218
Housing Prevention Grant	- 509,000	- 509,000	
Available core budget 23-24	- 20,770	- 20,770	
Total Funding	- 876,988	- 1,940,344	1,063,356
Net Pressure 23-24	1,980,126	916,770	1,063,356
Average Annual Cost per Room	17,668		

It must be noted that these figures are estimates based on a set of assumptions around number of rooms needed, the average room rate and an assumption on DWP subsidy penalty. Each placement is unique and will differ from length of time at accommodation to the level of benefits the claimant can claim. There is potential for these figures to swing dramatically particularly if demand for temporary accommodation increases in 23-24.

2) To mitigate costs, it is proposed that the Council invests in the Housing Options Team and the Housing Support Grant Team to enable enhanced focus on early intervention and homelessness prevention and support services to avoid citizens becoming homeless in the first instance. It is therefore proposed that the following posts are added to the structure:-

Post	FTE	Salary	Oncost	Total
Housing Options Team				
Senior Accommodation Officer (Band I)	1	41,496	14,814	56,310

First Contact Officer (Band G)	1	33,820	11,803	45,623
Accommodation Duty Officer (Band E)	1	27,344	9,270	36,614
System Performance and Monitoring Officer (Band F)	1	30,151	10,372	40,523
Housing Support Grant Team				
Housing Support Grant Commissioning & Contract Officer (Band F)	1	30,151	10,372	40,523
Support and Prevention Officer (Band F)	1	30,151	10,372	40,523
TOTAL	6	193,113	67,003	260,116

With the addition of the above resource the **total pressure for Homelessness in 23-24 will rise to £2,240,242.**

Pressure Mitigation

Replacing B&B with Leased Properties – B&B accommodation costs the Council on average a net £17,668 per room, in contrast, the equivalent cost of using leased properties is £5,924 per room. If the Council is able to bring online more suitable leasing properties, then there is a potential to reduce costs by £11,744 per room. Potential savings could be as follows:-

Net saving between B&B and Leased	-	11,744	
Total B&B Room Projection		102	
10% replaced by leased properties	10	-	117,440
15% replaced by leased properties	15	-	176,160
20% replaced by leased properties	20	-	234,880
25% replaced by leased properties	26	-	305,344
30% replaced by leased properties	31	-	359,366
50% replaced by leased properties	51	-	598,944

The ability to bring leased properties online is hampered by the lack of available rental properties within Monmouthshire and is the main driver of why our B&B usage is so high. We are currently experiencing a shortage of suitable properties, mainly due to :-

- Landlords deciding to exit the market and sell their properties.
- The demand for temporary accommodation has increased due to our obligation to house Ukrainian refugees.

The intention is to replace 10% of B&B rooms with leased properties in 23-24 generating a potential saving of £117,440

Reducing B&B Usage – As mentioned in point 2 above the recruitment of additional staff should help in regard to homeless prevention, investing in staff resources could result in our overall B&B usage coming down. Potential savings could be as follows :-

Net Saving of B&B Room per Year	-	17,668	
Total B&B Room Projection		102	
10% reduction in B&B Rooms	10	-	176,679
15% reduction in B&B Rooms	15	-	265,018
20% reduction in B&B Rooms	20	-	353,358
25% reduction in B&B Rooms	26	-	459,365
30% reduction in B&B Rooms	31	-	547,705
50% reduction in B&B Rooms	51	-	901,063

The intention is to reduce the number of B&B rooms used overall by 10% generating a potential saving of £176,679

Increase in Housing Prevention Grant – Welsh Government have indicated that they will be providing more funding for Housing prevention in 23-24, as yet the allocation for MCC is unknown but indications are that it will increase to £590,832 – a **potential increase of £81,000.**

After mitigation it is projected that the Housing pressure for 23-24 will be **£1,865,123**, broken down as follows :-

	£
Homelessness B&B Pressure	1,980,126
Homelessness Additional Staffing	260,116
Saving - 10% B&B to lease	- 117,440
Saving - 10% reduction in B&B use	- 176,679
Saving - Potential HPG increase	- 81,000
Total	1,865,123

497. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The following provide a contextual overview of the current situation:

1. Numbers of homelessness presentations and projected homelessness presentations:

	2022	2021
July	69	66
August	110	62
September	87	82
October	56	64
November	So far 42	68
January		76
February		65
March		82

*However, it is important to consider that the cost of living rises such as mortgage rate increases or rent areas repossessions has not yet impacted on homelessness presentations so numbers could increase.

2. Percentage of homelessness successfully prevented:

2021/22	48.5%
Apr-Jun 2022	44.2%
Jul-Sep 2022	53.6%
1stOct-17thNov	73.6%

3. Current numbers in B & B November 2022:

4. Profile of those in B & B:

Single	59
Couples	7
Families	21

5. Nos.in temporary accommodation:

95

6. Profile of those in temporary accommodation

- 70 Singles;
- 2 Couples;
- 23 Families* (the numbers of family households needing temporary accommodation is beginning to increase)

7. Percentage of social housing lets to homeless households:

- 19/20 – 19.96% 20/21 - 39%
- 21/22 - 46.4%;
- Q1 - 57.5; Q2 65.52%

8. Nos. of new units of temporary accommodation 22/23:

20:

- 1 Managed property acquired July 22
- 1 Leased acquired November 22
- 18 shared acquired October 22
- Pending – 5 Leased properties

9. Nos. of units of temporary accommodation lost e.g., landlords requiring returns:

4:

- 2 leased properties in July;
- 1 Managed in July;
- 1 Managed in October.
- Pending returns: 4 Leased Properties and 6 shared units

10. Nos. in Band 1 with a homeless duty e.g., waiting for social housing

322

498. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Homelessness – B&B net pressure	746	1,686		1,686				1,686
Homelessness – Additional staff resource		260		260				260
Increased HPG grant			(81)	(81)				(81)
TOTAL	746	1,946	(81)	1,865				1,865

499. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	N/A
Total increase or decrease in the number of posts from this proposal	6 additional FTE posts

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	N/A
Voluntary Severance	N/A
Retirement	N/A
Redeployment	N/A
Redundancy	N/A

500. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Under the Housing (Wales) Act 2014, the Council has a legal duty to both respond to homelessness and to prevent homelessness.

Welsh Government has set out its new Homeless policy for the future, which will be delivered through a three-phase plan. This requires the Council to:

- Continue to support those placed in temporary accommodation and anyone still to be placed.
- Prepare a Rapid Rehousing Plan setting out the provision of more sustainable accommodation.
- Improve the quality and availability of temporary, permanent, semi-permanent and supported accommodation. There is an emphasis on the provision of self-contained accommodation and a range of different types.

This proposal supports the WG requirement of Welsh Government to move to a Rapid Rehousing approach to homelessness.

The aim of Rapid Rehousing is:

- To reduce and ideally stop homeless people coming through for homeless accommodation;
 - The focus of this is to prevent more homelessness through earlier intervention, thereby, mitigate against people being accepted as homeless and need to be provided with temporary accommodation.
- For those people who need homeless accommodation, minimise the time spent in temporary accommodation;
 - The focus of this is to reduce the use of B & B.
- To increase the provision of temporary, supported and permanent/settled accommodation;
- To increase the provision and type of support, particularly housing support.

The core of this proposal is to strengthen homeless prevention, in part through earlier intervention to avoid homelessness occurring in the first instance. The proposal also seeks to reduce the use of B & B, in part through the earlier intervention to reduce numbers coming through for temporary accommodation and through acquiring/accessing additional accommodation.

501. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Status (i.e., confirmed, in application, etc)
Up to £45,360 gross funding	CAS3 Probation Funding	Signing up to scheme in progress

502. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Yes	This proposal aligns and supports: <ul style="list-style-type: none"> ○ Increased supply of good quality affordable housing; ○ Reduce the number of people who become homeless
Has an initial Integrated Impact Assessment been undertaken?	Yes	If Yes, please summarise in Section 7.
Will an option appraisal be required?	No	If Yes, please complete section 8.
Will this proposal require any amendments to MCC policy?	No	

503. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Positive Impact

- Additional good quality homeless accommodation;
- A wider range of housing support with additional early intervention and homelessness prevention support measures;
- Additional accommodation provides an opportunity to factor in carbon reduction measures by improving quality and as needed, remodelling properties to meet WDQR guidelines, and where the construction and model of the building allows, accessible standards;
- Delivers positive impacts to those with protected characteristics particularly young people, children within families, pregnant women and those with disabilities;
- Support of wider priorities such as town centre regeneration and safeguarding;
- Contributes to the health and well-being of homeless households.

Negative Impact

- Increased accommodation creates additional housing management demands for the Housing Options Team although this is being mitigated by the increase in staffing numbers.
- Increased accommodation creates additional housing support demands necessary to help applicants with high support needs successfully maintain their accommodation. The Council currently doesn't have sufficient Housing Support Grant funding at present to provide all the support that is needed.

504. Options Appraisal -

Option	Benefit	Risk	Comment
Continue without the additional prevention posts	<ul style="list-style-type: none"> • None identified 	<ul style="list-style-type: none"> • Rising costs of Temporary Accommodation 	
Provision of additional posts	<ul style="list-style-type: none"> • Greater focus on homelessness prevention to reduce number of homelessness presentations; • A higher rate of success in relation to keeping people in their own homes; • Improved compliance from service providers in relation to the HSG conditions 	<ul style="list-style-type: none"> • Inability or delays in recruitment 	

505. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
A reduced use of B & B will deliver financial benefits	Finance and Shared Benefits Service	Positive
Increased use of better-quality accommodation for young people including care leavers or	Social Care – Adult Services, Children's Services and Safeguarding	Positive

those with care and support packages, families and disabled applicants		
Increased use of better-quality accommodation	Partnerships - Community Safety	Positive
Additional accommodation	Planning	Neutral

506. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Budget Pressure/Investment – 6 additional posts
The impact the additional posts will deliver:

Housing Options Team

Due to the increased levels of demand for homeless accommodation and the subsequent placement management implications, there is a need for additional staffing resource. It is, therefore, proposed to create the following posts which were extremely successful in the team's last restructure however given the increased demand further support is required:

- **Senior Accommodation Officer:**
 - The new post will broadly split the unsustainable functions of an existing post to increase capacity, response and enable a more proactive approach;
 - Improved staff supervision and support;
 - Provision of accommodation management support and identification of new accommodation/landlord engagement.
 - Increased team resilience;
 - Increased focus on identifying new accommodation to reduce the numbers in B&B
- **First Contact Officer:**
 - Absorb routine customer contact and administration from homeless referral procedures thereby freeing up Housing Options Officers to undertake greater case work, including additional homeless prevention;
 - A better-quality service in terms of customer contact;
 - The post will support more up to date record keeping;
 - Increased team resilience;
- **Accommodation Duty Officer**
 - A highly reactive and demanding role due to the numbers of people coming through needing accommodation on a weekly basis;
 - Role is needed to provide cover for the team during annual leave and sickness and will therefore further increase team resilience;
 - Additional capacity for accommodation placements and associated administration;
- **System Performance and Monitoring Officer**
 - Manage and coordinate data systems across the Housing Options and Housing Support Teams to ensure data held is accurate and timely;
 - Monitor and evaluate team performance;
 - Release administration duties of Housing Officers to enable them to focus on homelessness prevention

Housing Support Grant Team

- **Housing Support Grant Commissioning & Contract Officer**
 - Increased monitoring of internal and external providers to ensure commissioned services comply with the necessary procedures, ensuring service delivery is safe, efficient and effective in meeting local needs.
 - Service commissioning and tendering arrangements will be strengthened to maximise value for money with regular reviews taking place with commissioned services and service areas.
- **Housing Support Low Level Prevention Officer**
 - Manage the Housing Support waiting list to prevent people reaching crisis point;
 - Increased prevention support for vulnerable citizens at risk of becoming homeless;
 - increased focus on homelessness prevention;

Budget Saving (Cost Avoidance)

The impacts of reducing the use of B & B are:

- A reduction in expenditure. The current situation is not sustainable;
- This supports the Council's requirements to move to a Rapid Rehousing approach to homelessness;
- Better quality accommodation for applicants;
- Less time spent in B & B and therefore a reduction in temporary accommodation costs;
- Grant income from Probation to subsidise accommodation placements for prison leavers

The proposal to reduce the use of B & Bs is as follows:

- To continue to identify accommodation that can be accessed or directly acquired. This includes continuing to identify private rented accommodation in the main through Monmouthshire Lettings (MLS), Social Housing Grant Programme, utilising MCC assets and accessing a greater proportion of social housing stock. As at 17.11.22 the following addresses/schemes are in progress and are due to come forward before 1st April 2023:
 - MCC Assets – Colomendy, Llanvair Discoed;
 - SHG Programme – Holman House, Caldicot x 6 and acquisitions x 8
 - S106 developments - Church Farm x 2; Sandy Lane x 2; Grove Farm x 12,
- Schemes currently being worked up/considered:
 - MLS – St Athans Place; Moor Street, Chepstow x 4 – 7; Station Road, Govilon; Lawrence Crescent, Caerwent;
 - Potential MCC Purchase – Wesley Buildings
 - WG Empty Properties – North Monmouthshire x 4 and possibly a number in the South (approx. 2)
 - Utilising MCC car parks for MCC schemes
 - Repurposing MCC Assets for Housing where appropriate
- Targeting more expensive placements e.g., Air BnB
- Targeting excluded tenants to facilitate move on
- Targeting for move-on applicants who were prevented from homeless using MCC accommodation
- Implementing operation procedure changes

It is also proposed to sign up to the CAS3 project with Probation to accommodate prison leavers. It is projected that there will be a need to accommodate 12 prison leavers during 22/23. If this demand materialises, this will generate direct gross accommodation funding of £45,360 (£45 x 84 days x 12).

507.Up-front Investment Requirement

Describe any additional skills, resource and capability needed to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
As detailed within the additional resource requirements		

508. Consultation Describe any initial consultation that has been or needs to be undertaken to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
SLT/Cabinet	Part of budget mandate process	

509. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Unable to recruit to additional posts	Operational	General recruitment issues across the public sector	Medium	Maximise opportunities to promote the posts
Unable to reduce use of B & Bs	Operational	Rising budget deficit	High	Maximise opportunities for early intervention to prevent homelessness

510. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Increasing need to reduce homelessness in the County	Rising numbers in Temporary Accommodation and a lack of move one accommodation available resulting in budget deficits	Chief Officer for Communities and Place

511. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Internal budget monitoring	Replacing B & B with Leased Properties Reducing B & B Usage (refer to tables in Section One above)				
Welsh Government monitor progress of the HSG	Various are contained within the programme but hope to see overall reduction in homelessness budget deficit				

512. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Possibly	
Will this proposal impact on the authorities built assets?	Yes	It is proposed to repurpose existing Council assets where possible to support additional homeless accommodation
Will this proposal present any collaboration opportunities?	Yes	Key partners are Social Care; Health; Housing Benefit; Housing Associations; Support providers – all currently in progress
Will this project benefit from digital intervention?	Yes	There is a need to make better use of the Council's Locata homeless database. A Systems Admin post is currently being recruited to address this issue.

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Decarbonisation Pressure	Senior Responsible Officer:	Debra Hill-Howells
Your Ref No:	C&PPM3	Operational Lead Officer:	Ian Hoccom
Version No:	V1	Directorate:	Communities & Place
Date:	25 th November 2022	Section:	Decarbonisation, Transport & Support Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

513. Proposal Scope and Description Please include a brief description of the proposal being explored and the core

The Council has identified the Climate and Nature Emergency as a key priority in the Corporate and Community Plan and Welsh Government have placed an obligation on the public sector to be net zero by 2030. Currently there are no Council resources dedicated to the delivery of the decarbonisation agenda. This mandate proposes that funding in the amount of £110k is made available to create a Decarbonisation team and resources to support the implementation of electric vehicle charging infrastructure (EVCI) together with specialist professional advice.

objectives.

514. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure, or investment. Append any further information as necessary.

The Communities and Place Directorate has already identified £105,019 that can be reallocated towards the manpower costs of the proposed Decarbonisation Team. This leaves a manpower funding shortfall of £84,592 as outlined in the table below.

Post Title	New Post	Addnl FTE	Total Cost	Funding Available	Funding Shortfall
Decarbonisation Team					
Decarbonisation Manager	N	0.00	73,097	49,483	23,614
Project Officer	Y	1.00	55,536	55,536	0
Graduate Apprentice	Y	1.00	25,803	0	25,803
Business Support	Y	1.00	35,175	0	35,175
		3.00	189,611	105,019	84,592

The purpose of the team will be to lead on the delivery of projects identified in the Climate and Nature Emergency Action Plan and actions contained within the Corporate and Community Plan. Examples of projects include Re:fit, EVCI, fleet transition and renewable energy generation. The team will also support other Directorates to deliver their own net zero projects.

To support the development and implementation of these projects the team will need to incur specialist advice e.g. the development of the EVCI strategy, pay for statutory body consents e.g. Western Power Division and incur project costs. It is proposed that a revenue budget of £25,000 is enable this work to be undertaken.

Other data and supporting evidence include:

- Cenex EVCI research
- Candidate site submissions to the RLDP for solar farms
- DNO connection costs for renewable energy sites
- Re:fit Phase 1 and Higher-Level surveys for Phase 2
- Fleet transition research, pilots and ULEV fleet vehicles
- CCR Challenge Fund innovation projects
- Climate Emergency Action Plan
- Welsh Government's Route Map to Net Zero
- Carbon Baseline Data

515. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Decarbonisation Team	0	£110		£110				£110

516. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	1
Total number of posts in budget area affected	1
Total increase or decrease in the number of posts from this proposal	3 (increase)

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

517. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Welsh Government has imposed a duty on the Welsh public sector to be carbon neutral by 2030. Whilst work is on-going to meet this target, to date this is being undertaken by Officers on top of their substantive roles. Clearly there is value in decarbonisation being part of everyone's job, however the Council is unlikely to be able to meet the 2030 deadline without the investment of capacity and resources. Developing a team will create specialist expertise and also support the delivery of the Councils ambitions to decrease energy consumption (Decarb 1& 2 Energy Mandate), the Councils Corporate and Community Plan and the Climate and Nature Emergency Action Plan.

518. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Office for Zero Emission Vehicles (OZEV) grant scheme	UK Government	An application has been submitted by CCR on behalf of the 10 authorities

519. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

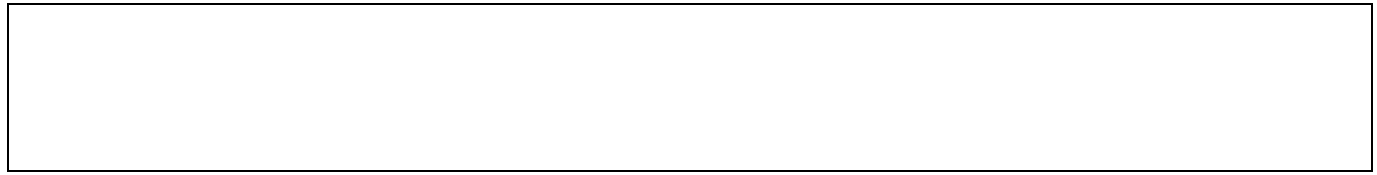
Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	The Climate Emergency and decarbonisation is a pivotal priority within the Plan
Has an initial Integrated Impact Assessment being undertaken?	Y	Please refer to Decarbonisation & Energy Mandate 1&2
Will an option appraisal be required?	Y	Please see section 8.
Will this proposal require any amendments to MCC policy?	N	

520. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Summary of IIA for Decarbonisation & Energy Mandate 1 & 2

The proposal has significant benefits related to reducing energy consumption which in turn reduces the Councils carbon footprint and the demand on grid energy supplies. The proposal also recommends additional investment in Re:fit to enable the construction of additional solar car parts, generation of renewable technologies and the implementation and retro fitting of technologies to reduce energy demand.

Implementing these proposals will require both capital and revenue investment. Where loan funding is required the proposed savings will be reduced as the borrowing costs have not been factored in except for Re:fit phase 2. The proposals to reduce heating temperatures and periods may have a negative impact on those with medical conditions or vulnerable to reduced temperatures. In addition, the proposal to reduce opening hours may impact on the availability of services to the community. It is proposed any changes of this nature are made in conjunction with the Service and based on data which considers service demand.



521.Options Appraisal -

Option	Benefit	Risk	Comment
<p>Retain the current arrangement where no dedicated resources are available to support decarbonisation projects and initiatives.</p>	<ul style="list-style-type: none"> No additional manpower or financial resources are required All MCC officers are upskilled and embed decarbonisation within their services 	<ul style="list-style-type: none"> Lack of capacity to deliver projects Failure to meet 2030 target Lack of internal expertise Failure to deliver Corporate & Community Plan and Climate Emergency Actions Supply chain costs will continue to increase thereby increasing costs of projects which are delayed due to lack of resources. Fail to support the wider community to transition to electric vehicles due to a lack of EVCI Unable to provide support or monitor the supply chain to decarbonise their products and businesses 	<p>Whilst in the short term this remains the lowest cost option for the Council, it will have medium- and long-term impacts as the 2030 deadline approaches. It will result in all actions remaining internally focussed and we will be unable to make significant reductions to our carbon emissions.</p>
<p>Create a Decarbonisation team based on the funding identified within existing Community and Place budgets</p>	<ul style="list-style-type: none"> This would create additional capacity through a Part Time Project Officer. No additional financial resources would be required. The post holder would be able to support the delivery of key projects Increase the internal skills and expertise 	<ul style="list-style-type: none"> The level of resource proposed will be insufficient to meet the 2030 target Supply chain costs will continue to increase thereby increasing costs of projects which are delayed due to lack of resources. The implementation of EVCI will need to be prioritised against the energy mandate priorities, decarbonising the Councils supply chain and the key priorities set out in the Corporate and Community Plan 	<p>This is not the preferred approach as it only creates an additional part time role to support the decarbonisation agenda and support the delivery of the energy mandate which includes additional energy generation and Re:fit phase 2.</p>

		<ul style="list-style-type: none"> Unable to deliver the Energy Mandate savings alongside decarbonisation projects. 	
Create a fully funded Decarbonisation team capable of supporting the Council to meet its 2030 net zero budget	<ul style="list-style-type: none"> Would create 3 additional posts which will enable the development of internal specialist expertise and capacity. Will enable the delivery of the actions set out in the Corporate & Community Plan and the Decarbonisation & Energy Budget Mandate The team will be able to provide support and advise to colleagues to accelerate the delivery of projects by other Directorates. Will be able to actively seek out funding, innovative and collaborative opportunities. 	<ul style="list-style-type: none"> Additional financial cost to the Council No guarantee that the resources will be sufficient to enable the Council to meet its 2030 target. Financial constraints (capital and revenue) will dictate the progress of projects. 	This is the preferred option, whilst this will not guarantee that the Council will meet Welsh Governments target, of the three options this is the one most likely to yield success.

522. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
The team will be able to provide technical and project management support to all Council Officers to ensure the successful delivery and implementation of decarbonisation projects.	All colleagues supporting the transition of services to net zero	Positive

523. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The Decarbonisation & Energy Mandate 1& 2 has identified savings of £3,397 to help mitigate the forecast energy pressure of £4,168,558. This is predicated on a reduction in energy consumption, renewable energy generation and changes to our plant and equipment. All of these changes will support the decarbonisation of the Councils built fabric. The Transport 1&2 mandate outlines the savings that can be made by reducing business mileage and optimising the size of the fleet, but recognising that fleet transition to ultra-low emission vehicles will result in increased capital costs due to the cost of electric vehicles.

The proposed Decarbonisation team will support the delivery of both mandates as well as the actions that will support the delivery of the Councils Corporate & Community Plan.

524. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
The proposal will result in increased capacity for the Council	The proposed 3 posts to be created within the Decarb team	No

525. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Communities & Place DMT	Proposals for the Decarbonisation Team have been presented to Communities & Place DMT	May 2022

526. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Unable to recruit into the roles	Operational	Current pressures in the job market and the demand for people with these specialist skills	Low	Work with comms to develop a recruitment campaign Use networks such as CLAW to promote the roles.
Additional capacity is insufficient to meet 2030 target	Strategic	Welsh Government requires the public sector to be net zero by 2030. Whilst MCC has	High	When the budget mandate is approved, we will commence recruitment for the roles, however that will leave 6.5 years to achieve the

		undertaken a number of to date, current activity and resource investment is unlikely to enable MCC to meet the target		target. The team will be tasked with identifying collaborative and funding opportunities to accelerate progress.
External constraints impact on the Councils ability to meet the 2030 target	Strategic	<p>To be successful with achieving net zero the Council will need to:</p> <ul style="list-style-type: none"> • Transition its fleet to ultra-low emission vehicles and implemented a charging infrastructure • Worked with its supply chain to support them to reduce their emissions • Decarbonised its buildings including energy consumption. <p>All of the above actions involve agencies including Welsh Government, Western Power Division and Planning Authorities. There are also a number of competing policy agendas that will influence the development of renewable energy, charging infrastructure and land use.</p>	High	<p>The Decarbonisation team will work with agencies such as the Welsh Government Energy Service, the Cardiff Capital Region and our Re:fit partner, SSE, to maximise opportunities and mitigate constraints.</p> <p>We will also ensure that we engage all key stakeholders early in the development of projects.</p>

527. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
The 2030 Welsh Government target will not be delayed.	<p>The pandemic and cost of living crisis have resulted in the necessary diversion of resources to support our communities. To meet the 2030 target investment will need to be provided to support decarbonisation projects.</p> <p>There is also evidence that the supply chain, who do not have to meet the 2030 target, are yet to develop technologies that will be necessary to support fleet transition and to develop a sustainable electric vehicle charging infrastructure.</p> <p>The national grid is constrained in Monmouthshire which has placed restrictions on our ambition to develop additional renewable energy generation and the roll out of charging infrastructure</p>	

528. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Predicted Energy Savings are realised	572			
Process	Re:fit Phase 2 programme is agreed, and budget approved				
Process	CCR Challenge Fund Innovation Projects are delivered				

529. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	
Will this proposal impact on the authorities built assets?	Y	Decarbonisation of built fabric and reduction in energy consumption
Will this proposal present any collaboration opportunities?	Y	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Waste and Recycling – Service Pressure	Senior Responsible Officer:	Carl Touhig
Your Ref No:	C&PPM4	Operational Lead Officer:	Laura Carter
Version No:	1	Directorate:	Communities and Place
Date:	25/11/2022	Section:	Neighbourhood Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

530. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Waste Services – Pressure £218,000

Recycling and waste haulage, treatment and disposal costs have escalated over the last 18 months.

On top of this income from trade waste collections have reduced during 2022 with many small businesses closing or moving to commercial waste collection companies offering “new customer” deals.

A clarification in Bank Holiday entitlement and the Single Status Agreement have increased the costs substantially in the section as waste services are delivered over a five-day period and staff work bank holidays.

During 2022 these costs were covered with income generated from an extremely strong recycling market, gain/share contracts and unfilled frontline posts. Reliance on capitalisation budgets to introduce service changes over the last three years will also be more difficult as the capital budget is also under strain.

531. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Net service Pressure is projected to be £218k in 23-24 as per below breakdown.

Budget 22-23		Projected Budget 23-24	Projected Cost 23-24	Variance
7,894,583	Expenditure	8,172,798	8,508,056	335,258
- 2,331,276	Income	- 1,943,669	- 2,060,675	- 117,006
5,563,307	Total	6,229,129	6,447,381	218,252

There are a number of reasons for this but the main areas of note are :-

- The external contracts for management of the sites, treatment and disposal equate to over £3m of the waste budget. With an average increase of approximately 9% on contract costs this is a £270,000 increase in costs.
- Trade waste income has reduced by £85,000 in 2022 with many small businesses and pubs, restaurants ceasing trading.
- The clarifications in bank holiday entitlement have resulted in staff receiving an additional 10 days holiday entitlement. With over 100 front line staff delivering waste services this increases costs for covering these additional days by £180,000.

These increases have been partially offset by projected uplifts in grant and re-use shop sales and £211k of capital funding that can be used next year to fund core costs.

Potential Risk but not currently included in Pressure

The recycling market was extremely strong during the first two quarters of 2022. The gain/share contract resulted in a positive swing from a budget of £250,000 expected costs for treatment of recycling to an income of £200,000. This covered the increases in budget costs during 2022. The recycling market is extremely volatile and during the 3rd quarter the income has reduced and is now resulting in costs for treatment. It is extremely difficult to predict the recycling market, the rollout of polypropylene sacks in the autumn will increase value of recyclate but will be less significant in a decreasing market. There is a potential for costs to increase by £200k in 2023/24 and they could easily increase by significantly more. The market is highly volatile and we have seen costs of above £800,000 in previous years.

532. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified				Target year	
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Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	Total Budget Change Proposed £'000
Waste and recycling	5,563	218		218				218

533. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

534. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The waste management budget would be overspent in 2023/24 without agreement of budget pressure. All actions will be taken to mitigate this overspend and services would be reviewed but the majority of the overspend is due to fixed contract prices indexation, HR clarification of Bank Holiday entitlement and a volatile recycling market.

There is a contractual duty to meet our contract costs and a statutory, legal and moral duty to ensure staff are paid in line with policy and single status agreement.

535. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

536. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	No	
Has an initial Integrated Impact Assessment being undertaken?	No	
Will an option appraisal be required?	No	
Will this proposal require any amendments to MCC policy?	No	

537. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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538. Options Appraisal -

Option	Benefit	Risk	Comment

539. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Mitigation would be extremely difficult for the costs identified.

A move to monthly refuse collections and fortnightly recycling collections would achieve savings in collection costs but the unknown and unintended consequences may result in more cost and reputational damage to the authority. Reductions in collections schedules at this level may reduce recycling % resulting in £200 per tonne fine from Welsh Government. It would result in increased flytipping and perceived increase in vermin. These changes would need full consultation with residents and would take at least 6 months to plan, reroute rounds, inform residents etc.

540.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

541. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

542. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions

543.Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Recycling market decrease	Recession and consumer behaviour directly impacts recycle value. Brexit and Covid have increased the unpredictability of an already volatile market. Budget swings of £500,000 in-year are common place.	Carl Touhig

544. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Increase in revenue budget				

545. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Neighbourhood Services service efficiencies	Senior Responsible Officer:	Carl Touhig
Your Ref No:	C&P3+7	Operational Lead Officer:	Carl Touhig
Version No:	1	Directorate:	Communities and Place
Date:	21/11/2022	Section:	Neighbourhood Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

546. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The mandate is for information only as decisions to implement these projects have been agreed previously.

Black bag sorting on the household recycling centres was agreed in 2020 but was the implementation was delayed until 2022 due to the pandemic. Residents are asked to sort black bag waste coming into the sites to remove recyclate. The saving has arisen due to the reduction in disposal costs.

The reuse shops in Five Lanes and Llanfoist have been a great addition to the household waste recycling centre sites and are very popular. Additional grant funding has been secured which will allow the shops to open extra days and purchase some additional storage space which will enable additional income from sales to be generated.

The Siltbuster project is a partnership between GD Environmental and Monmouthshire County Council. Investment in the machine was provided through MCC to GD Environmental Services Ltd to purchase a siltbuster machine that washes and recycles street sweepings. This equipment reduces the gate fee for MCC and provides a high quality product to support circular economy activity in Wales. The machine was procured in 2020 and is now built and fully commissioned and savings can be realised.

The Grounds and Cleansing Manager is reducing hours from 5 days per week down to 3 days. This provides a saving against the post.

547. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The proposals form part of projects that have been previously agreed through Council but have been delayed due to Covid and external funding.

548. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Waste and recycling – black bag sorting and reuse shop uplift	5,573		(50)	(50)				(50)
Highways Siltbuster			(50)	(30)	(20)			(50)
Grounds and Cleansing flexible working			(30)	(30)				(30)

549. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	-0.2 FTE

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	0.2 FTE
Redeployment	
Redundancy	

550. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The reduction in hours of the Grounds and Cleansing Manager will increase workload on wider team and Head of Service.

551. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
n/a		

552. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	Yes	
Has an initial Integrated Impact Assessment being undertaken?	No	
Will an option appraisal be required?	No	
Will this proposal require any amendments to MCC policy?	No	

553. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

N/A. Covered in previous Council decision process reports.

554. Options Appraisal -

Option	Benefit	Risk	Comment

555. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

556. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

557. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

558. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions

559. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

560. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Reduction in revenue budget				

561. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Street Lighting	Senior Responsible Officer:	Carl Touhig
Your Ref No:	C&P4	Operational Lead Officer:	Gareth Sage
Version No:	1	Directorate:	Communities and Place
Date:	03/01/2022	Section:	Neighbourhood Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

562. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

To reduce the revenue budget for street lighting maintenance taking account of the reduction in energy usage and reduced maintenance requirements of recently renewed columns, LED lamps and traffic light renewals that have been implemented in phases since 2020.

563. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The budget set for energy usage was based on a slower roll out of LEDs than was achieved. As such the benefits in reduced energy consumption and reduced costs over the last 2 years have been used to offset wider service costs and much needed improvements of traffic lights and other lighting infrastructure.

The energy budget saving of £122,000 can be taken from the street lighting budget as there is a corporate energy pressure built into the corporate model that will be used to realign budgets with actual costs in 23-24.

	2019-20	2020-21	2021-22	2022-23 (Forecast)
Electricity Cost	287,798	237,167	174,144	195,286
Electricity Budget	390,159	355,659	300,950	317,349
Variance	-102,361	-118,492	-126,806	-122,063

The improvements and efficient roll out of LED and traffic light renewals have resulted in a reduced maintenance programme resulting in the ability to provide a £20,000 saving in annual maintenance. The figure is based on reduced maintenance of the improved infrastructure from data from the previous 24 months.

This reduces contingency capacity of the service to manage replacement of lighting columns, illuminated bollards and traffic lights where they are damaged but is based on previous years data and access to capital funding should be available if a severe incident happen.

564. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Reduced revenue maintenance budget	873		(20)	(20)	0	0	0	(20)
Realignment of energy budget			(122)	(122)				(122)
Total	873		(142)	(142)				(142)

565. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	

Redundancy	
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566. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The impacts for core service delivery are expected to be minimal. The reduction in the maintenance budget will create a reduced capacity to manage replacements which may be caused due to damage from vehicles, weather or vandalism of the lighting infrastructure.

567. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
n/a		

568. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	Yes	The investment into our street lighting infrastructure and moving it to a more sustainable and energy efficient model has enabled the savings to be realised.
Has an initial Integrated Impact Assessment being undertaken?	No	The impact is internal budget realignment with no external impact
Will an option appraisal be required?	No	As above
Will this proposal require any amendments to MCC policy?	No	As above

569. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The reduction in the energy and maintenance budget does not impact residents or services and is based on evidence from previous years requirements and expenditure.

570.Options Appraisal -

Option	Benefit	Risk	Comment
Do Nothing	Maintain service as is	None	No saving
Reduce street lighting across the county	Environmental and Tourism benefits of being a Dark skies area, decarbonisation, reduced energy consumption	Crime and fear of crime, mixed public reactions	Savings will be minimal as street lights on junctions and at key points/ junctions would need to be illuminated. Previous savings and move to LED moved away from whole system management meaning each column would need to be decommissioned individually taking considerable time to do.
Decommission columns as lights are damaged or fail	As above	As above and risk of poorly lit patches across the County as the decommission would not be coordinated	Savings over much longer timescale and beyond immediate MTFP timelines

571. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
None		

572. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

N/A

573.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

574. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

575. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions

576.Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

577. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget Monitoring	Reduction in revenue budget	(142)			

578. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Grounds Maintenance - External income uplift for external customers	Senior Responsible Officer:	Carl Touhig
Your Ref No:	C&P6	Operational Lead Officer:	Nigel Leaworthy
Version No:	1	Directorate:	Communities and Place
Date:	21/11/2022	Section:	Neighbourhood Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

579. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The grounds maintenance department provides maintenance services to external organisations including Aneurin Bevan Health Board sites, police, and registered social landlords. The proposal is to increase the charges to external customers to recover full costs including overheads plus a management fee to cover the administration costs. The core objective is to raise additional income to reflect the increased costs of providing the services, reflecting inflationary pressures, including energy, fuel and material costs which in turn will also enable the Council to continue to support the delivery of grounds maintenance services across the County and reduce revenue input from MCC.

All income generation targets carry risk especially where this focussed on removing revenue budget from service area. The increased costs are proportionate to prevailing market conditions but rely on external customers having sufficient budget to cover this increase.

The contract with Monmouthshire Housing Association (MHA) was awarded to MCC in 2019 and the extension on the contract is due in April 2023. It was delivered at cost as the contract always provided efficiencies and benefits of scale.

Changes in measurements post-contract award have substantially impacted the viability of the contract. With the implementation of Nature Isn't Neat and proposed reduction in mowing regimes across the county this contract is unlikely to be viable in its current guise. We will work closely with MHA to review and revise the contract values and aim to align the contract more generally with the Nature isn't Neat approach.

580. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The grounds maintenance department have a long established internal and external customer base.

An increase of 10% in line with inflation on the major external contracts will increase external income by £120,000 and off-set internal revenue contribution into the core service.

Many of the schools have opted out of contractual arrangements with grounds and have brought in external contractors. Winning these contracts going forward to keep MCC revenue within MCC will be the focus. As such the increase in costs for school contracts will be minimised.

The MHA contract will be fully reviewed and costs increased or schedules reduced to deliver a viable service for both MCC and MHA.

581. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Grounds Maintenance	1,960		(120)	(120)	0	0	0	(120)

582. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

583. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The saving does not impact the service area directly but the increases in costs for external customers could reduce number of customers or ad hoc works that make a large proportion of income.

Where there is a reduction in existing customers we will seek to replace this income with the identification and securing of other external contracts.

584. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
n/a		

585. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	Yes	No impact internally, ensuring that contracts are uplifted in line with inflationary rises
Has an initial Integrated Impact Assessment being undertaken?	No	Charges uplift due to inflationary rises
Will an option appraisal be required?	No	As above
Will this proposal require any amendments to MCC policy?	No	As above

586. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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587. Options Appraisal -

Option	Benefit	Risk	Comment
Do Nothing	Maintain service as is	The Council would be picking up the additional costs of delivering services to external contracts	
Increase income on external contracts	Reduction in revenue budget	Loss of external customers	Where external customers decide to stop our services we will look to replace these with other contracts

588. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

589. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Organisational impact will be minimal

590.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

591. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

592. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
External customers do not renew SLAs or serve notice on their contracts and the service area fail to meet challenging external income target	both	Previous price increases have resulted in reduction in ad hoc works being required and impacted budgets negatively	Medium	MCC deliver a high quality service to external customers including ABHB, Gwent Police, Monmouthshire Housing Association and Community Councils. This rise is in line with inflationary pressures and should be anticipated in budget setting for those organisations.

593.Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

594. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Reduction in revenue budget				

595. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Reduction of grounds maintenance operations and cessation of the community improvement teams. Service reconfiguration of sweeping functions across the county.	Senior Responsible Officer:	Carl Touhig
Your Ref No:	C&P8	Operational Lead Officer:	Nigel Leaworthy
Version No:	1	Directorate:	Communities and Place
Date:	03/01/2022	Section:	Neighbourhood Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

596. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

1. To reduce grounds maintenance operations and to increase Nature isn't Neat (NiN) areas.

The core objective of the cessation of the service is to provide savings against the revenue budget. There will be a reduction in mowing schedules from 14 cuts per annum down to 10 across the county. We will look to increase the areas set aside for Nature isn't Neat that are set aside for reduced maintenance to encourage biodiversity and environmental benefits but would continue to maintain playing fields and play areas at the current levels.

The changes introduced through NiN have raised awareness, understanding and appreciation of allowing more areas to grow longer. We recognise there is a great deal more education needed on the benefits of this work and this is being carried out through a project across Gwent (Gwent Green Grid) and Monmouthshire is spearheading this work.

2. To cease the provision of the community improvement teams (CIT)

We reduced the Community Improvement Teams from two down to one in 2022. Historically there have been two community improvement team leaders within grounds and they work with day-release clients from Prescoed Prison. We pay clients on Scale point 1. The hourly rate is less than they are able to earn working on other placements and we have seen a reduction in clients over the years.

The reduction of one team provided an in year saving in 2022 and reflected a decreasing workload for the team in light of the establishment of Town Teams. The remaining Team Leader and service will continue until October 2023 and then the service will cease. The workload that is undertaken by these teams will be rationalised into the existing team structure over the next 9 months.

3. To redesign the town sweeper staffing model

At present one of the Town sweepers is covered by a part-time post and backfilled by an additional cleansing operative. This is an inefficient use resources but supported the sweeper drivers request to reduce hours. We would look to make the part-time post redundant and cover with the full-time post.

597. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

1. Nature isn't Neat is practiced widely across Monmouthshire and in general is supported by residents. Over 70% of residents supported increasing NiN initiatives in the most recent consultation (2022). Since 2015 we have reduced the cutting regime from 16 cuts to 14 and increased the areas set aside for conservation, wild-flower pollinator sites and nature isn't neat by 2.25 million meters squared.

Playing fields, children's parks, verges and safety cuts will continue at the current levels but all other areas would be reduced.

Reducing the number of cuts per year will result in a saving of 2 FTE posts.

2. The CIT teams provide grounds maintenance and clearance support on a wide variety projects across the County including Abergavenny, Raglan and Usk "In Blooms", Usk Show, clearance of unadopted paths and areas, responding to County and Town Councillor requests for small clearance and maintenance projects to be undertaken. This work can be delivered and incorporated into the wider grounds maintenance and cleansing section but delays to response times and action will be inevitable. We may no longer be able to support some of the more costly projects like Usk Show, In Bloom etc to allow more work in the wider community.

The remaining CIT Team will remain until October 2023 to allow a transition of workload into the wider teams and reduce the support of non-scheduled non-statutory work.

The workload would be shared amongst all grounds maintenance and cleansing staff. The priority would be to maintain the essential works carried out by the team and reduce non-essential workload over the next 9 months. This will allow us to work with communities to understand where support is needed and where we can step away from.

3. Realignment of sweeper post to provide efficiency saving and better use of resources.

598. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Staff Saving	1,328		(135)	(105)	(30)			(135)
Fleet Saving			(40)	(25)	(15)			(40)
Total	1,328		(175)	(130)	(45)			(105)

599. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	4.5
Total number of posts in budget area affected	4.5
Total increase or decrease in the number of posts from this proposal	-4.5

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	-4.5
Retirement	
Redeployment	
Redundancy	

600. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Reduction in capacity of grounds maintenance to manage grass growth. Where summers are wet and warm and grass grows more quickly this will be difficult but climate change is set bring warmer drier summers and warmer wetter winters. NiN has worked well as there is a defined line between areas left and those cut, the line will become more blurred at the early part of the growing season as all grass will be allowed to grow longer.

Much of the work carried out by the CIT teams is at the request of Members, Community Councils and internal departments. The teams were relied on heavily during reopening of Town Centres, Usk Show and are the go-to team for small projects e.g. bench removal, cenotaph cleaning, unadopted path clearances etc.

The cessation of the service will mean delays but we will do our best to maintain a presence with the wider workforce.

Works that offer wider community benefits will be prioritised and supported through the wider grounds and cleansing teams.

601. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
n/a		

602. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	Yes	Supports NiN and carbon reduction
Has an initial Integrated Impact Assessment being undertaken?	No	The impact will be a slower response time on non-statutory workload requests and increased grass length
Will an option appraisal be required?	No	As above
Will this proposal require any amendments to MCC policy?	No	As above

603. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Reduced mowing regime will impact residents appreciation of their environment. For many this will be positive but for a small number this will be negative.

A number of residents want green open spaces maintained to bowling green length. This is mainly aesthetic but for a small number with hay fever the increases in pollen from longer grass can have health implications.

In general the wider environmental benefit is positive, increases in biodiversity, rain water retention, nutrient retention and carbon sequestration.

The cessation of the CIT service will result in delays in actioning request from Members, Community councillors and internal departments for non-statutory and unscheduled project work.

The service will no longer require assistance from Prescoed Prison clients and this work will be actioned by MCC employees from grounds and cleansing.

604. Options Appraisal -

Option	Benefit	Risk	Comment
Do Nothing	Maintain service as is	None	No saving
Reduce service in line with above	Budget saving, Biodiversity, carbon sequestration, cleaner air, Nature Isn't Neat.	Non-statutory, unscheduled work and Member requests for support will be delayed, grass will be allowed to grow longer and may negatively impact some residents perception	Priority will be given to support projects that benefit wider community. We are in a Climate and Nature Emergency and longer grass, reduced mowing are beneficial for the environment.

605. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Reduction in support for local projects and one off project work, non-statutory work	Members, Community Councillors, internal departments	negative
Increase in complaints/service requests	Contact centre/hubs	negative

606. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Reduction in capacity can't be mitigated against. If there is an exceptionally warm/wet summer it will be difficult to manage grass growth but as climate change impacts are resulting in hotter/drier summers the impact may be less.

Workload of CIT will be supported through wider grounds and cleansing team and prioritised on areas that have greatest community benefit.

607.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

608. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Staff	"without prejudice" discussion on voluntary severance.	24/11/2022
NiN Consultation open to all residents	Resident consultation for views on NiN across Monmouthshire and Gwent	August 2022

609. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Delays in responding to non statutory work	operational	Current workload and capacity of wider teams	medium	Prioritising of projects
Complaints and service request increase	both	Experience of previous service reduction	high	Nature isn't Neat

610. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

611. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Reduction in revenue budget	££			
Staff	Voluntary redundancy of existing staff	4.5			
Customer	Increase nature isn't neat areas	10% of total m2			

612. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	

Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Careline Service Development	Senior Responsible Officer:	Cath Fallon / Ian Bakewell
Your Ref No:	C&P12	Operational Lead Officer:	Sian Mawby & Clare Hamer
Version No:	001	Directorate:	Communities & Place
Date:	2 nd November 2022	Section:	Housing & Communities

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

613. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The purpose of this proposal is to build on the foundations of the well-established Careline Service to ensure it continues to be fit for future purpose. The aim is to broaden the service offer to ensure the contribution of the service to both Social Care and Health needs is maximised which is attractive to both professionals and residents and is preventative focused.

Key aims include:

- Build assistive technology into the Social Care workforce development programme to increase awareness of assistive technology and its benefits;
- Increase public awareness of assistive technology and Careline service;
- Move to a proactive, prevention model rather than a reactive, response model;
- Seek to introduce the availability of new equipment that better supports prevention and the needs of Social Care and Health and provides cost benefit solutions e.g., falls prevention; hospital discharge; dementia; loneliness and isolation;
- Make it easier for Social Care professionals to access the service;
- Continue to increase the client base;
- Review the costing structure of the service, including the weekly charge and consider the benefits of being an assessed Social Care charge under the Social Care Fees and Charges Policy;
- Consider the findings of 'Using technology to aid independent living by addressing well-being, inclusion, independence, and safety for those living at home' - Welsh Government Local Government Digital Transformation Fund alpha project;

Key objectives include:

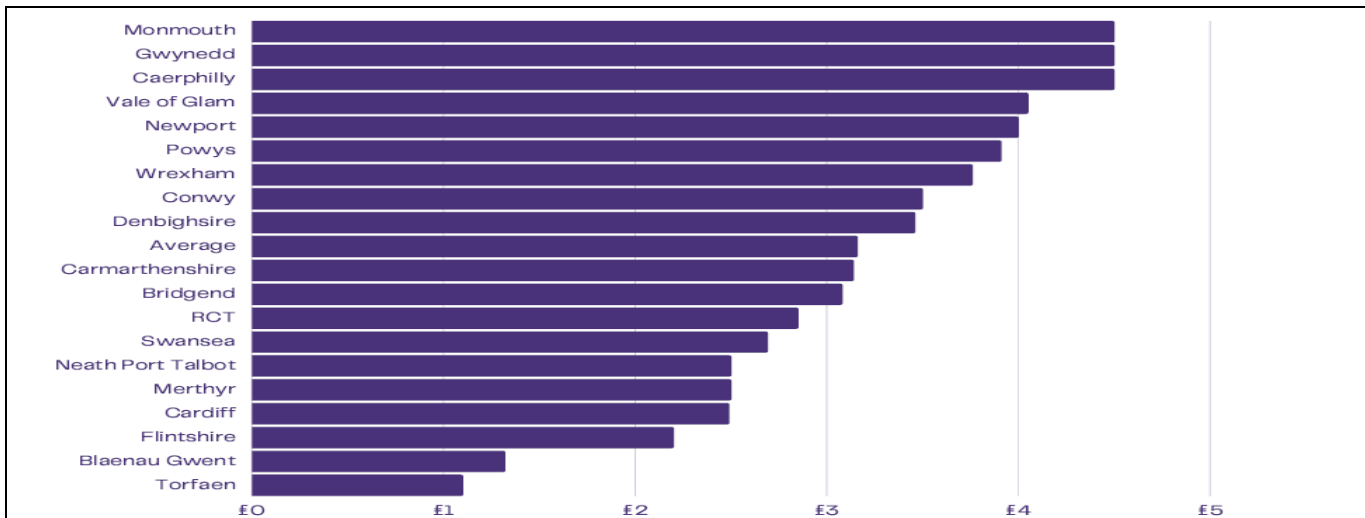
- Refreshed approach to promoting and marketing the Careline Service and strengthening the branding;
- Arranging assistive technology training for Social Care workforce, including joint training with Careline staff and considering reflecting assistive technology in the Social Care induction programme;
- Streamline referral process for Social Care professionals e.g., Microsoft forms, using Flo etc.;
- Provision being made on an assessed need (perhaps for complex equipment) and self-referral and funding for basic lifeline and pendent provision;
- Undertake joint workshops to jointly develop service;
- Increasing the weekly charge to self-payers;

- Introduce the provision of new equipment that supports Social Care needs and the proactive, preventative model.
Possible options:
 - Alexa type devices – e.g., voice responsive lighting, curtain closing, etc, emergency assistance (isolation and emergency); reminders;
 - ARMED – predictive analytics to support early discharge, home support (as an alternative to hospital) and detection of early deterioration to avoid hospital admission.

Whilst joint workshops with Social Care and Health colleagues are now underway, in the first instance, this proposal focuses on the need to increase the cost of the Careline service by **£0.50p per week** for each of the 920 users to generate a further £25,000 in income. Further changes will follow as conversations with Social Care and Health colleagues unfold.

614. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Current Costs for the Service across Wales



Monmouthshire	£4.50 pw plus £50 installation
Torfaen	£1.25 pw plus £65 installation fee
Merthyr	£1.00 pw only
Caerphilly	£4.50 pw plus £36 installation fee
Powys	£4.58 pw plus £40 installation
Swansea	£2.90 pw only
RCT	£2.90 pw only
Denbighshire	£3.46 pw only
Pembrokeshire	£2.20 pw only
Cardiff	£2.62 pw only

Income Analysis

Yr	Alarm & Equip Income (£)
2019-20	- 200,055
2020-21	- 207,076
2021-22	- 205,549
2022-23 (To Nov)	- 139,478

Monmouthshire Careline Client Numbers – current and predicted

Indicator	2021/22	22/23 to 30.09.22	Projection to 31.03.23
No of Clients	900	923	949

No. of Self Referrals Reasons: Hospital discharge Health issues Palliative Personal reassurance	115	83	166
No. of Professional Referrals	62	15	30
No. of refusals: Reasons: Unsure about service Cost No responders Family declined Care home??	20	1	
No. of Installs	178	101	202
No. of Closures	161	75	150
Ave Age on Install	82	82	82
Ave Age on Closure	86	85	85

615. **Budget Impact** In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Careline	(33)		(25)	(25)				(25)

616. **Staffing impact** Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	N/A
Total increase or decrease in the number of posts from this proposal	N/A

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	N/A
Voluntary Severance	N/A
Retirement	N/A
Redeployment	N/A
Redundancy	N/A

617. **Service Impact**

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The proposed budget proposal to increase the charge by 0.50p pw per client presents no implications in meeting statutory or legal duties and will not impact on service delivery.

618. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e., confirmed, in application, etc)
£30,000 to support staff development and training	Social Care Wales grant bid via Social Care	Awaiting outcome of application
£9,660 (Existing)	Newport City Council	On-going arrangement

619. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	This proposal aligns and supports: <ul style="list-style-type: none"> High quality Social Care which enables people to live their lives on their terms A healthy and active Monmouthshire where loneliness and isolation are reduced, well-being is promoted, and people are safeguarded A professional and passionate Social Care workforce
Has an initial Integrated Impact Assessment been undertaken?		If yes, please summarise in Section 7.
Will an option appraisal be required?		If yes, please complete section 8.
Will this proposal require any amendments to MCC policy?	Y	No, however there could be benefits in publishing a policy/strategy on expanding the use of assistive technology

620. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Positive Impact

- A modern and fit for purpose service that is adapting to the availability of new technologies;
- More knowledgeable and informed Social Care practitioners; and
- A service that is focused on prevention rather than a reactive service that has positive outcomes in respect

Negative Impact

- The charging proposal could impact negatively on people with protected characteristics under Equalities legislation, particularly age and disability. There will be a need to consider how this can be mitigated;
- There is the potential that an increase in fees could both reduce the number of new clients signing up to the Careline service as well as existing clients leaving the service. Although there is no evidence to suggest an impact on client sign-up or client retention, it is known that potential clients do refuse to sign-up to the service for cost reasons. If so, this could undermine income targets. A 10% fall in client sign-ups (20 clients) would reduce installation income by approximately £1000 and a 10% fall in clients (93 clients) would reduce gross annual income by approximately £21,762;
- A reduction in clients could potentially detrimentally impact on Social Care and Health Services. For example, helping to facilitate people to leave hospital, helping to avoid people going into hospital and helping people to live at home safely and independently.

621. Options Appraisal -

Option	Benefit	Risk	Comment
Increase the weekly Careline charge by £0.50 per week from £4.50 per week to £5.00 per week.	<ul style="list-style-type: none"> • Increase income to the service 	<ul style="list-style-type: none"> • Could result in a loss of clients and therefore reduction in income to the service 	
Increase the SLA charge of £9660 to Newport City Council	<ul style="list-style-type: none"> • Increase income to the service 	<ul style="list-style-type: none"> • Newport City Council are in the same budget situation and therefore this is unlikely to be acceptable 	<ul style="list-style-type: none"> • Team to review SLA to determine if a charge is feasible
Increase the weekly charge higher than £0.50 per week	<ul style="list-style-type: none"> • Higher increase in income to the service 	<ul style="list-style-type: none"> • Very likely to be deemed unacceptable to clients and therefore likely to result in a reduction in clients and therefore overall income to the service 	
Freeze the current charge of £4.50 per week	<ul style="list-style-type: none"> • Client numbers no longer at risk 	<ul style="list-style-type: none"> • Opportunity to generate additional income is lost 	
For assistive technology to be built into the Social Care Fees and Charges Policy and to be an assessed charge	<ul style="list-style-type: none"> • Assistive technology would become an integral part of a social care package. 	<ul style="list-style-type: none"> • Assistive technology would become an additional cost to Social Care if not utilised as an alternative option to 	<ul style="list-style-type: none"> • Team to undertake a joint review with Social Care and Health colleagues to determine viability of this option.

	<ul style="list-style-type: none"> Can be blended with other forms of care and can help mitigate against the need for direct care - typical cost £26 per hour. 	reduce care packages	
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622. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
A reduction in clients could potentially detrimentally impact on Social Care. For example, helping to facilitate people to live at home safely and independently. It could result in larger packages of care	Social Care	Negative
A reduction in clients could potentially detrimentally impact on Health Services. For example, helping to facilitate people to leave hospital or helping to avoid people going into hospital.	ABUHB	Negative
Newport City Council may pull out of the current Service Level Agreement. This would be a loss of income to the Council of £9660	Newport City Council & MCC Careline Team	Negative

623. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The Team have submitted a bid to Social Care Wales for £30,000 to support staff development and to undertake some marketing activities – currently awaiting the outcome of the application.

624. Up-front Investment Requirement

Describe any additional skills, resource and capability needed to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/a		

625. Consultation Describe any initial consultation that has been or needs to be undertaken to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Social Care and Health Colleagues	Joint Workshop	16 th November 2022 – further workshops planned

626. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
An unintended consequence of the service being seen as expensive and less value for money resulting in less people being willing to join the service and existing clients leaving the service;	Operational	Client group is vulnerable with limited funds	Medium	Explain the need for the increase to the Client group
The main impact of any reduction in income could be having less disposable budget to purchase assistive technology equipment;	Operational	Client group is vulnerable with limited funds but may benefit from more equipment to enable them to stay safe, independent, comfortable and longer in their own homes	Low	Continue close contact with the client base to promote the benefits of assistive technology
An indirect impact of less people buying into the service or leaving the service is an increased risk of delayed hospital discharges, hospital admissions etc.;	Strategic and Operational	Older client groups who are vulnerable and susceptible to falls, etc.	Low	Continue close contact with the client base to promote the benefits of assistive technology, particularly in relation to leaving hospital and remaining independent
The basic Careline product often opens doors to further technologies being used in the home. An increase in careline costs could result in people not using careline and then being reluctant to try other products.	Strategic and Operational	Client group is vulnerable with limited funds but may benefit from more equipment to enable them to stay longer in their own homes	Low	Continue close contact with the client base to promote the benefits of assistive technology. Liaising with Social Care and Health staff to further promote and develop the service

627. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Price increase	The proposal assumes potential clients and existing clients	Members

628. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Customers	No. of client users increase of 3% year on year	949	977	997	1027
Explore joint working opportunities with Social Care and Health Colleagues	No. of new joint initiatives piloted	1	1	1	1

629. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Possibly	In respect of potential new equipment
Will this proposal impact on the authorities built assets?	No	
Will this proposal present any collaboration opportunities?	Yes	Greater collaboration between Social Care and Health and Housing & Communities Teams The Council already has a service level agreement to install Telecare equipment for Newport City Council
Will this project benefit from digital intervention?	Potentially Yes	The existing Careline service

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Reduction in staffing costs in the Highways and Flood Management service area.	Senior Responsible Officer:	Mark Hand
Your Ref No:	C&P17,18,21+24	Operational Lead Officer:	Paul Keeble
Version No:	1	Directorate:	Communities and Place
Date:	24/11/2022	Section:	Highways and Flood Management

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

630. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

To reduce staffing costs in the Highways and Flood Management service by:

- Deleting the vacant post of Programme Officer (0.5FTE) from the Highways Assets and Streetworks team
- Deleting the vacant post of Clerk of Works (0.5FTE) from the Highways Design team
- Employ the Asset Inspectors within the Highways Assets and Streetworks Team directly rather than via an agency
- Fund the post of Assistant Engineer within the Flood Management team via Welsh Government revenue grant for the three years 23/24 to 25/26

631. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The staffing budget for the Highways and Flood Management service area has been reviewed to identify budget savings.

It is proposed to make £38.6k worth of permanent savings and a further three-year £35k saving by implementing the following changes:

- Deleting the vacant post of Programme Officer (0.5FTE) from the Highways Assets and Streetworks team. The responsibilities will be merged into the job description for the vacant post of Technician within the Highways Assets and Streetworks team. Saving £15,000.
- Deleting the vacant post of Clerk of Works (0.5FTE) from the Highways Design team. The responsibilities will be merged into the job description for the vacant post of Technician within the Highways Development Advice team. Saving £15,000
- Employ the Asset Inspector within the Highways Assets and Streetworks Team directly rather than via an agency. Saving £8,600
- Fund the post of Assistant Engineer within the Flood Management team via Welsh Government revenue grant for the three years 23/24 to 25/26 rather than from the core revenue budget. Saving £35,000 per annum in the years 2023/24, 2024/25 and 2025/26. The budget will have to be returned to the service in 26-27 when the grant funding ceases.

632. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Hwys Dev & Flooding – Staffing reduction	1,087		(38.6)	(38.6)				(38.6)
Hwys Dev & Flooding – Increased grant funding			(35)	(35)			35	0
Total	1,087		(73.6)	(73.6)			35	(38.6)

633. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	56
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Total number of posts in budget area affected	59
Total increase or decrease in the number of posts from this proposal	Decrease by 2 posts (1.0FTE)

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	2 posts (1.0FTE)
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

634. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact as sufficient capacity remains within the team to deliver the service. The 2 posts (1.0FTE) to be deleted are currently vacant. The Programme Officer and Clerk of Works duties will be absorbed by the job descriptions to two other vacant posts which will be recruited to.

The Asset Inspector duties will continue to be carried out but will be undertaken by a directly employed MCC member of staff rather than via an agency, reducing costs.

The Assistant Engineer (Flood Management) role and output remains unchanged but the post will be funded by WG revenue grant for three years from 23/24 to 25/26 rather than via core revenue budget.

635. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
WG revenue grant for flood management	Welsh Government	confirmed

636. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	Yes	Proposal does not negatively impact council ability to respond to needs of residents

Has an initial Integrated Impact Assessment being undertaken?	Yes	No service delivery of equality impacts
Will an option appraisal be required?	No	Undertaken below, nothing further needed
Will this proposal require any amendments to MCC policy?	No	n/a

637. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The two part-time posts to be deleted are vacant so no employee is directly affected. It is recognised that part-time posts are often attractive opportunities to parents with younger children (often mothers) and older people seeking flexible retirement. However, our HR policies allow for any post to be undertaken on a job-share basis if it works for customer service delivery, so plenty of other opportunities remain available.

The Asset Inspector agency worker will be eligible to apply for the post as an MCC employee if desired. If not, or if not appointed, their agency role ends but such is the nature of agency work.

The three-year change to funding arrangements for the Assistant Engineer (Flood Management) post have no impact on the post-holder.

638. Options Appraisal -

Option	Benefit	Risk	Comment
Do Nothing	Future staffing resource levels remain unchanged	No budget saving is secured	
Implement the proposed changes	Budget saving secured while maintaining an acceptable level of service delivery	WG revenue grant ends and the Assistant Engineer (Flood Management) post is unfunded. There are no suitable candidates for the Asset Inspector role and the agency arrangement must continue.	This risk is mitigated by making this saving element temporary for 3 years. This risk is low and has a low financial impact.

639. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
None	n/a	n/a

640. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Options as set out in section 9 above.

641. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
n/a		

642. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Highways Management Team	Discussion of budget saving options and opportunities and impacts	September 2022
Service Area DMT	Discussion of budget saving options and opportunities and impacts	September 2022
Communities and Place Directorate DMT	Discussion of budget saving options and opportunities and impacts	October 2022
Cabinet Members	Discussion of budget saving options and opportunities and impacts	October 2022

643. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk: WG revenue grant ends before the three years	Operational	Longevity cannot be guaranteed	Low	This aspect of the mandate is deliberately shown as a three year saving, after which it can be reviewed.

Risk: no suitable applicants for the Asset Inspector role	Operational	Past recruitment difficulties led to the current agency arrangement	Low	None
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644. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
WG revenue grant available for three year period	Three year grant funding cycle is the new norm	Mark Hand

645. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Staffing costs within budget (pay increments and cost of living pay rise figures to be added)	1,087	1,087	1,087	1,087

646. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authority's built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Increased fees for pavement café licences	Senior Responsible Officer:	Mark Hand
Your Ref No:	C&P19	Operational Lead Officer:	Paul Keeble
Version No:	1	Directorate:	Communities and Place

Date:	24/11/2022	Section:	Highways and Flood Management
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Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

647. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Saving – Increased fees for Pavement Café Licences - £6,000

To increase the fee payable by businesses seeking an annual pavement café licence. The objective of this mandate is to recover some of the costs of the licences.

648. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

In 2019, responsibility for issuing pavement café licences moved from the Council's Environmental Health service to Highways, due to changes in licencing laws meaning a food and drink licence was no longer required in the majority of cases. During the pandemic, the Council introduced changes to town centres to support outdoor food and drink trade, and where appropriate it is desirable to continue that opportunity as part of town centre regeneration. During this period a notional fee of £10 was charged for the licence. The licence is required to trade on the public highway as is indemnity insurance. There is no additional charge (e.g. business rates increase). The licences last for 12 months.

It is proposed to increase the fees charged to recover the costs of delivering this service. Determining the licence applications will be part of the duties of the Assistant Engineer post in the Assets and Streetworks team (currently vacant). There will also be enforcement activity to ensure compliance with licences and removal of unlicensed trading areas.

It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge. An income of £6,000 is predicted. Service delivery costs will be monitored to reflect the extent to which cost recovery is achieved.

649. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Highways Assets and Streetworks	359		(6)	(6)				(6)

650. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	n/a
Total number of posts in budget area affected	n/a
Total increase or decrease in the number of posts from this proposal	n/a

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	n/a
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

651. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact on service delivery. The licence fee proposed will help secure cost recovery. The licences will be determined in-house via the existing staffing structure.

652. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
None		

653. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	Yes	Proposal does not negatively impact council ability to respond to needs of residents
Has an initial Integrated Impact Assessment being undertaken?	Yes	The fee will be charged to businesses who are facing increased costs from various other changes such as energy prices and risk reduced income due to the cost of living crisis affecting customer spend. The fees proposed are staggered so that smaller businesses pay less to seek to make the charge more equitable for small businesses whose income from a small outdoor café area will be less than that for a larger business.
Will an option appraisal be required?	No	Undertaken below, nothing further needed

Will this proposal require any amendments to MCC policy?	No	However, the interim pavement café policy will be reviewed and consulted upon within this financial year.
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654. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The proposed licence fee increase will ensure the service is deliverable and that compliance with licences can be enforced. Pavement cafés form an increasingly important part of High Street attractiveness, and so it will become increasingly important to ensure pavement cafés are operating effectively. Similarly, local authority budgets continue to shrink. The business benefitting from the licence should meet the costs, rather than the general tax payer.

The fee will be charged to businesses who are facing increased costs from various other changes such as energy prices and risk reduced income due to the cost of living crisis affecting customer spend. The main disbenefit is the additional financial burden on small businesses of applying for an annual licence. To mitigate this, it is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge. The staggered fees mean smaller businesses pay less to seek to make the charge more equitable for small businesses whose income from a small outdoor café area will be less than that for a larger business with a large outdoor seating area.

Other than this impact on our socio-economic duty, there are no identified equality impacts for example to protected characteristics, although ensuring pavement café licences are properly considered and enforced ensures pavements are not unduly cluttered or blocked, benefiting people with visual or physical disabilities and parents with young children in pushchairs.

655. Options Appraisal -

Option	Benefit	Risk	Comment
Do Nothing	Businesses do not incur additional costs	The taxpayer incurs the additional costs	
Implement the proposed changes	Income secured to offset service cost while maintaining an acceptable level of service delivery	Additional costs adversely affect business viability. Removal of pavement cafés in some locations would adversely affect town centre vibrancy and business viability	
Implement a different fee structure		Balance between equity and cost recovery not achieved. Other options discounted were a lower fee (cost recovery not secured) and a flat fee of £300 for all businesses (which would be a significant amount for a small outdoor trading area with just 3 or 4 covers,	

656. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
None	n/a	n/a

657. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Options as set out in section 9 above.

658.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
n/a		

659. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Highways Management Team	Discussion of budget saving options and opportunities and impacts	September 2022
Service Area DMT	Discussion of budget saving options and opportunities and impacts	September 2022
Communities and Place Directorate DMT	Discussion of budget saving options and opportunities and impacts	October 2022
Cabinet Members	Discussion of budget saving options and opportunities and impacts	October 2022

660. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk: applications for pavement café licences	Operational	If this drop is because few pavement cafés exist it is not a budget problem because the	Medium	None

significantly reduce in number		work does not exist either. This is one part of the officer's duties so there is plenty of other work to do. If this drop is because unauthorised pavement cafés are operating there will be increased enforcement work without fee income, and pavement cafés operating without indemnity insurance.		
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661. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
n/a		

662. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Income target reached	(6,000)			

663. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authority's built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Road Closure income budget increase	Senior Responsible Officer:	Mark Hand
Your Ref No:	C&P27	Operational Lead Officer:	Graham Kinsella
Version No:	1	Directorate:	Communities and Place
Date:	24/11/2022	Section:	Highways

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

664. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

To increase the income budget line for road closures by £130,000 on the basis of increased income in recent years exceeding the existing budget target. In addition, the road closure fees will be increased by inflation (10.1%) from £2,152 to £2,369 resulting in an additional £19,491.

The increased income will continue to be reinvested into the Highways service and offset the net cost of service delivery of the Highways service area.

665. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Income from road closures has exceeded the budget line in recent years. Fees are due when a road closure (as opposed to a lane closure) is required for example due to utility works. This income cannot be guaranteed however past trends give confidence that the income line can be increased by £130,000 but it is not proposed to increase the budget income target further until a longer term trend is certain.

Year	Budget	Actual	Variance
2019-20	118,269	211,000	92,731
2020-21	153,344	307,525	154,181
2021-22	187,178	568,825	381,647
2022-23	192,981	450,000	257,019

666. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Traffic & Road Safety – Closure Budget increase	228		(130)	(130)	0	0	0	(130)
Traffic & Road Safety – Price Increase			(19)	(19)				(19)
Total			(149)	(149)				(149)

667. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	n/a
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

668. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact from the increased budgeted income as this part of the mandate simply reflects increased income based on recent trends. If fees are not increased by 10.1% then alternative budget savings will need to be found which could impact on service delivery.

669. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
n/a		

670. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	Yes	Proposal does not negatively impact council ability to respond to needs of residents
Has an initial Integrated Impact Assessment being undertaken?	No	The impact is internal budget realignment with no external impact
Will an option appraisal be required?	No	As above
Will this proposal require any amendments to MCC policy?	No	As above

671. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Part of this mandate (£130k) is to increase the budget income line for road closures to reflect past trends. There is no impact on service delivery or customers. The other part of this mandate (19k) is achieved by increasing fees to reflect inflation. This will affect customers, however those customers are primarily utility companies undertaking infrastructure upgrades that require road closures. It is rare for a resident to require a road closure. The increase to road closure charges will primarily affect utility companies and will ensure costs are met by the service user rather than the general tax payer.

672. Options Appraisal -

Option	Benefit	Risk	Comment
Do Nothing	None	None	The income will simply be an in-year over-recovery rather than budgeted for.

Increase the Road Closure income budget line by £130,000 to reflect past trends	Greater budget certainty for the wider organisation via effective budget management	Income drops and the new budget income line is not achieved resulting in a future budget pressure.	This is the preferred option and is considered to be realistic and achievable.
Increase the Road Closure budget line by a higher amount	As above	As above	Given the uncertainty around Road Closure income, the greater risk of a higher income target is not recommended.
Increase fees by 10.1% to reflect inflation	Increased income to help balance the budget and costs of service delivery		The proposed increase reflects inflation as is the rate of increase being applied to most fees and charges

673. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
n/a	n/a	n/a

674. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Options as set out in section 9 above.

675.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
n/a		

676. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Highways Management Team	Discussion of budget saving options and opportunities and impacts	September 2022

Service Area DMT	Discussion of budget saving options and opportunities and impacts	September 2022
Communities and Place Directorate DMT	Discussion of budget saving options and opportunities and impacts	October 2022
Cabinet Members	Discussion of budget saving options and opportunities and impacts	October 2022

677. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk: Road Closure income reduces due to reduced investment in/maintenance of utility infrastructure	Operational	Past budget fluctuations	Low	Budget mandate proposes a conservative income budget increase of £130k until such time as a longer term trend is certain.

678. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

679. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Income target met	£342,087	£342,087	£342,087	£342,087

680. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authority's built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Savings and off-setting Pressure
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Proposal Title	Civil Parking Enforcement budget pressure	Senior Responsible Officer:	Mark Hand
Your Ref No:	C&P28	Operational Lead Officer:	Paul Keeble
Version No:	1	Directorate:	Communities and Place
Date:	24/11/2022	Section:	Highways and Flood Management

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

681. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

1). Civil Parking Enforcement – Budget Pressure £225k

To invest in the service to cover a recurring budget pressure caused by the long-standing under-recovery of fee income from Fixed Penalty Notices and the increase in cost of running the service.

Offset by:-

2). Increase Car Park Charges by approximately 15% - Budget Saving (£199k)

3). Increased Pay & Display Income from 2 new Car Parks (£66k)

4). Increased permit charges by approximately 15% - Budget Saving (£15k)

Summary

	£
Civil Parking Enforcement Service Pressure	225,000
Increased Income from new Car Parks at Severn Tunnel Junction & Wyebridge Street Monmouth	-66,000
Increased Income from approximately 15% uplift in car park charges	-199,380
Increased Income from approximately 15% uplift in permit charges	-15,255
Net Saving	-55,635

682. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Civil Parking Enforcement

In 2019, enforcement of non-moving traffic offences was decriminalised and responsibility for enforcement was passed from the Police to Local Authorities (without any funding). A consultant was employed by a number Gwent Local Authorities to predict income derived from issuing fixed penalty notices. The staff resource of four Car Park Attendants (responsible for checking parking tickets were purchased in our fee-charging car parks in Abergavenny, Chepstow and Monmouth) was increased to five Civil Enforcement Officers, one Senior Civil Enforcement Officer and one Car Parks and Civil Enforcement Manager with responsibility for both on-street enforcement of decriminalised offences and enforcement of our car parks. A part-time 0.5FTE admin support officer post was made into a full-time post.

Since 2019, the income target of £325,600 has not been met (there is an under-recovery of Penalty Charge Notice (PCN) income of £176k predicted for 22-23), in addition service running costs have increased by £49k leading to a recurring pressure of £225,000. This has been for several reasons including sickness absences, vacant posts due to staff turnover, the covid pandemic, and travel time due to covering a large geographical area (for example downtime when having to respond to issues with pay and display machines).

Car Park Price Increases

The proposed new car parking charges would increase by approximately 15% (rounded up) and would be as follows:

£1.80 - 2 hr. stay (currently £1.50)
 £2.20 - 3 hr. stay (currently £1.90)
 £2.80 - 4 hr. stay (currently £2.70)
 £5.60 all day (currently £4.80)
 £5.60 daily charge Tuesday only at Byefield Lane, Abergavenny
 £2.20 - Daily charge for Rogiet Playing Fields (income shared equally with Rogiet Community Council who owns the car park) (no change as RCC has declined to increase charges)
 £1.80 daily tariff charge at Drill Hall, Chepstow and Rowing Club, Monmouth car parks (currently £1.50)
 5 day Tariff - £21.00 (currently £18.00)
 6 day Tariff - £25.00 (currently £21.50)
 Sunday tariff first 2 hours free then £1.20 for the remainder of the day (currently £1.00)

The income from car park ticket sales will increase from £1,305,200 to £1,504,580 (£199,380 additional income).

For long stay car parks, season tickets will increase to £495 for a 12 month ticket, £250 for 6 months or £130 for 3 months (currently £430, £220 or £110 respectively).

For short stay car parks, season tickets will increase to £620 for a 12 month ticket, £315 for 6 months or £160 for 3 months (currently £540, £275 or £138 respectively).

Residential permits will increase from £60 per annum to £69.

The income from permits will increase from £101,700 to £116,955 (£15,255 additional income)

Additional Income from New Car Parks

In addition, predicted fee income from two new car parks at Wyebridge Street, Monmouth (fees as set out above) and Severn Tunnel Junction (£3 all day) will provide £66,000 extra income.

A net saving of £55,635 is therefore proposed.

683. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
CPE Service Pressure	(993)	225		225				225
Car Park Price Increase			(199)	(199)				(199)
New Car Park Income			(66)	(66)				(66)

Permit Price Increase			(15)	(15)			(15)
Total	(993)	225	(280)	(55)			(55)

684. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	n/a
Total number of posts in budget area affected	n/a
Total increase or decrease in the number of posts from this proposal	n/a

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	n/a
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

685. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact on service delivery as existing staff resources will be retained. The increased parking income will secure cost recovery. The net saving of £55k from this mandate will be reinvested into the Highways service, reducing the overall net cost.

686. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
None		

687. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	Yes	Proposal does not negatively impact council ability to respond to needs of residents
Has an initial Integrated Impact Assessment being undertaken?	Yes	Fee increases for car parking will affect shoppers and visitors to Abergavenny, Chepstow and Monmouth although blue badge holders will continue to be able to park for free. In terms of socio-economic impact, those on low incomes will be most affected, as will shop workers who are typically low paid and disproportionately female. Five and six day parking passes are available which continue to offer discounted parking for those working every day, and season tickets (12, 6 or 3 month duration) are also available providing a further discounted option for frequent car park users such as town centre workers. Some short stay free parking continues to be available in each town. National policy seeks to promote walking, cycling and public transport use over car use and other projects are seeking to increase attractiveness of those travel modes: this will benefit a globally responsible Wales. It is often claimed that high parking charges adversely affect high streets but there is limited evidence to confirm either way. Despite an approximate 15% increase, our parking charges remain lower than prices in most towns and cities in privately managed car parks.
Will an option appraisal be required?	No	Undertaken below, nothing further needed
Will this proposal require any amendments to MCC policy?	No	

688. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Fee increases for car parking will affect shoppers and visitors to Abergavenny, Chepstow and Monmouth although blue badge holders will continue to be able to park for free. In terms of socio-economic impact, those on low incomes will be most affected, as will shop workers who are typically low paid and disproportionately female. Five and six day parking passes are available which continue to offer discounted parking for those working every day. Some short stay free parking continues to be available in each town. National policy seeks to promote walking, cycling and public transport use over car use and other projects are seeking to increase attractiveness of those travel modes: this will benefit a globally responsible Wales. Not the rationale for the proposal, but increased car park charges might encourage more sustainable travel. The biggest concern is the potential impact on our high streets, and therefore an impact on the vitality and viability of town centres. Despite an approximate 15% increase, our parking charges and permits remain comparatively low and a range of permits are available to help regular car park users. There is limited evidence regarding the impact of free parking on town centre vitality, and higher fuel costs will make travel to other locations such as Cribbs Causeway and Newport Retail Park, with free parking, less attractive.

689. Options Appraisal -

Option	Benefit	Risk	Comment
Do Nothing	Shoppers and visitors do not pay increased parking charges	The Civil Parking enforcement income continues to be well below the target meaning a budget strain to the Council	
Implement the proposed changes	The £225k budget pressure is removed and a saving of £55k is achieved	Additional parking charges deter use of our car parks and visitors to our main towns.	This is the preferred option. Car parking charges remain low.

Implement a 10% car parking charge increase	Shoppers and visitors pay a smaller increase in parking charges.	The £225k budget pressure would not be addressed in full (a 10% increase to car park charges and permits would raise £142k plus £66k from the two new car parks = £198k, leaving a budget shortfall of £27k).	
Reduce costs by reducing the size of the civil enforcement team.	Costs are reduced	The primary function of the enforcement service is the ensure highway safety: fewer enforcement officers will result in more unsafe parking and/or reduced car parks income because some people will risk not buying a ticket as the chance of them being caught is reduced. School safety patrols will be reduced.	
Increase the size of the civil enforcement team to maximise income from Fixed Penalty Notices	Increased parking enforcement	Increased staffing costs are not off-set by sufficient additional income. The primary function of the enforcement service is the ensure highway safety: ironically, a truly successful enforcement service would generate no income because everyone would be parking lawfully and buying car parking tickets. Increased staffing levels should theoretically result in less income with time.	
Introduce different enforcement practices such as an enforcement car and coordination with PCSOs		An enforcement car is an initial financial outlay, requires a driver (so would take an enforcement officer off the beat) and can currently be used to enforce only a small number of matters. This can be improved by introducing a prohibition of waiting at all bus stops and school zigzag markings. PCSOs cannot enforce parking offences.	These changes do not result in a budget saving but could result in an improved service and will therefore be explored further alongside the proposed changes identified above.

690. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
None	n/a	n/a

691. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Options as set out in section 9 above.

692. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
n/a		

693. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Highways Management Team	Discussion of budget saving options and opportunities and impacts	September 2022
Service Area DMT	Discussion of budget saving options and opportunities and impacts	September 2022
Communities and Place Directorate DMT	Discussion of budget saving options and opportunities and impacts	October 2022
Cabinet Members	Discussion of budget saving options and opportunities and impacts	October 2022

694. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk: increased car parking charges deter car park usage, either resulting in	Operational	The increased income would not be secured. Reputational risk if people claim that higher	Medium	Despite the proposed fee increases, our car parking charges remain low particularly given increased fuel costs that disincentivise travelling further afield for free parking elsewhere.

increased on-street parking elsewhere or by turning people aware from our main towns.		parking charges harm town centre vitality.		Permits are available to reduce costs for shop workers and similar low paid workers who need to travel into towns frequently.
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695. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Fee increases will not significantly affect car park usage	Fees are low	Mark Hand

696. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Car parking fee income reached	(1,504,580)	(1,504,580)	(1,504,580)	(1,504,580)
	Revised civil enforcement income reached	(149,600)	(149,600)	(149,600)	(149,600)
	Permit income reached	(116,955)	(116,955)	(116,955)	(116,955)

697. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authority's built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Planning Policy and Building Control Budgets	Senior Responsible Officer:	Mark Hand
Your Ref No:	C&P34 + 35	Operational Lead Officer:	Craig O'Connor
Version No:	1	Directorate:	Communities and Place
Date:	24/11/2022	Section:	Planning and Building Control

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

698. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Planning Policy

To reduce revenue budget for the service area by reducing the professional and specialist fees budget by £55,000 and removing the photocopying and postage budget for £1,500. There is currently £400k being held within reserves given unforeseen delays in the delivery of the Replacement Local Development Plan (RLDP) due to pandemic and WG objection letter.

Building Control

To reduce revenue budget for the service by 10% £2,500.

699. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Planning Policy

The budget has been reviewed based on the previous LDP and work to date and it is concluded that the budget can be reduced without impacting on project delivery. There is currently £400k currently being held within reserves given unforeseen delays in the delivery of the Replacement Local Development Plan (RLDP) due to pandemic and WG objection letter and therefore a reduction in the budget would not have an impact on service delivery. The team can conduct some of the research work 'in house' therefore not requiring appointment of external consultants.

Building Control

The reduction in the budget would not have a significant impact on this service area and the reduction can be mitigated by a small increase in market share and increase in applications.

700. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Planning Policy	603		(56.5)	(56.5)	0	0	0	(56.5)
Building Control	25		(2.5)	(2.5)	0	0	0	(2.5)
Total	628		(59)	(59)	0	0	0	(59)

701. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

702. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Planning Policy

The budget has been reviewed based on the previous LDP and work to date and it is concluded that the budget can be reduced without impacting on project delivery. There is currently £400k currently being held within reserves given unforeseen delays in the delivery of the Replacement Local Development Plan (RLDP) due to pandemic and WG objection letter and therefore a reduction in the budget would not have an impact on service delivery. The team are also able to conduct some of the research work 'in house' therefore not requiring external consultants to be appointed.

Building Control

The reduction in the budget would not have a significant impact on this service area and the reduction can be mitigated by a small increase in market share and increase in applications.

703. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
n/a		

704. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	Yes	Policy does not negatively impact council ability to respond to needs of residents
Has an initial Integrated Impact Assessment being undertaken?	No	The impact is internal budget realignment with no external impact
Will an option appraisal be required?	No	As above
Will this proposal require any amendments to MCC policy?	No	As above

705. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The reduction in both the planning policy and building control budgets does not impact residents or services. With the planning policy the decision is based on the cumulation of the reserve funding. Within Building Control there will be an attempt to increase of the market share of Building Control work to mitigate the reduction in the budget as well as reducing spend on supplies and services. These proposals will not have an impact on service delivery.

706. Options Appraisal -

Option	Benefit	Risk	Comment
Do Nothing	Maintain service as is	None	No saving
Reduce the Planning Policy budget	Makes a budget saving	Potentially reduces the budget moved into the LDP reserve each year if more core budget is spent. If additional expertise is required within the	The risk of requiring external expertise above and beyond the reserve funds amount is limited and therefore the saving proposed is available.

		specialised topics there may be limited opportunity to appoint.	
Reduce the Building Control budget	As above	There is a shortfall in the supplies and services budget resulting in an overspend.	The risk is considered to be minimal. Efforts will be made to increase the Local Authority Building Control market share of work to mitigate this.

707. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
n/a		

708. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Options as per section 9 above.

709.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
n/a		

710. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Planning's Management Team	Discussion of budget saving options and opportunities and impacts	September 2022
Service Area DMT	Discussion of budget saving options and opportunities and impacts	September 2022

Communities and Place Directorate DMT	Discussion of budget saving options and opportunities and impacts	October 2022
Cabinet Members	Discussion of budget saving options and opportunities and impacts	October 2022

711. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk: additional evidence required to support RLDP	Operational	While the evidence base needed is understood, national policy changes or other circumstances might require additional evidence that is not currently foreseen	Medium	Carefully manage the budget, undertake work in-house as far as possible.
Risk: overspend against Building Control supplies and services budget	Operational	Budget is low so there is little room for manoeuvre	Low	Seek to increase market share and therefore income to offset this risk.

712. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
n/a		

713. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget target met in Planning Policy		£564,409	£564,409	£564,409	£564,409
Budget Income met in Building Control		£22,926	£22,926	£22,926	£22,926

714. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authority's built assets?	N	

Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Implementation of measures to reduce energy consumption across the Council's estate	Senior Responsible Officer:	Debra Hill-Howells
Your Ref No:	DeCarb1+2	Operational Lead Officer:	Ian Hoccom
Version No:		Directorate:	Communities & Place/Resources
Date:	18 th November 2022	Section:	Decarbonisation, Transport & Support Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

715. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Budget Savings - Energy Reduction - £772,000

Reducing energy consumption across the Council's estate is a priority to enable us to reduce the financial consequences of escalating fuel costs and to support the Councils transition to 2030 net zero. Whilst energy bills and infrastructure are managed corporately, the day-to-day management of buildings and their energy usage is devolved to services. This mandate proposes that we adopt a Council wide energy policy that sets the parameters for heating temperatures, the use and control of BMS systems and the management of plant and equipment. The policy will also support and encourage behavioural changes on heating periods, standard settings for heating and electrical equipment and opportunities to reduce consumption by changing operating practices, e.g., the use of swimming pool covers or reducing the heating temperature in buildings when the activities being undertaken are active rather than dormitory for instance cleaning.

The following actions are proposed to deliver energy anticipated energy savings of £572k

- **Energy awareness campaign (£149,000)**– It is proposed that we develop a campaign to promote behavioural change which will include the following:
 - Identification of site contacts & energy champions
 - Provide all building managers with access to the corporate energy system
 - Provision of sector specific guidance, tools, and reporting.
 - Ongoing site awareness campaigns e.g., weekly tips
 - Site specific training
 - Reporting tool for colleagues to report energy issues

- **Corporate Energy Policy (£143,000)** – Adopt standard temperatures and control settings. In addition, ban the use of portable heating devices, revert to pre-covid ventilation guidance, review heating temperatures and periods based on site usage. Ensure that Property Services are able to manage BEMS systems to ensure that timers and switching off equipment is implemented. For this policy to realise the anticipated savings building managers, facilities managers, head teachers, leisure centre managers and

caretakers will all need to implement the policy and prevent temperatures etc being overridden at a local level.

- **Recommissioning of Lighting Controls (£73k)** – Review of existing lighting controls throughout the estate to ensure that all lights have controls, reduction in time delays on occupancy settings, review time settings and requirements for external and out of hours lighting. There will be capital and revenue expenditure required to fund additional controls and the initial investigations and walk rounds.
- **Re-fit Phase 2 (£50k)** – Initial surveys have identified a series of LED lighting schemes and PV installations for Phase 2, and low carbon heat opportunities for subsequent phases. A separate report for funding will be presented to Council early in 2023. It is proposed that there will be a blend of Salix and MCC capital funding for enabling works and contingencies, especially for heating and building fabric related measures with paybacks in excess of the Salix 8-year payback period.
- **Recommissioning of Variable Speed Drive (VSD) controls (£61k)** – Review of VSD settings on fans and pumps. Install VSD's where not already installed on pumps and fans. Funding will be required to undertake the surveys and adjust controls and additional investment will be required for new installations.
- **Installation of pool covers and adjustment of Heating Ventilation and Air Conditioning (HVAC) controls (£56k)** – Installation of pool covers which must be used every evening to generate anticipated savings. Heating and ventilation controls to be adjusted to maintain humidity levels between 65 – 70%. Settings to be managed by Property Services and not to be overridden locally. Capital expenditure will be required for the supply and installation of covers.
- **Reduce the heating season (£29,500)** – Currently the Council heats buildings from the beginning of October to the end of March, it is proposed that heating commences either late October or November and concludes in March. It is estimated that this will save between 2 and 3% of the Council's heating bills.
- **Reduced days buildings are open (£9k)** – The proposed saving relates to closing County Hall only for 1 day a week. The savings relate to utility costs only, but other savings will be achieved through the reduction in manpower requirements. It may be possible to generate additional savings by reducing the baseloads and out of hours use. As a benchmark if an office building is closed for a day you would expect to realise up to 12% savings and 2.3% for leisure centres. As a comparison this would realise savings of circa £9,500 for a leisure centre.
- **Reducing building opening hours (£2,300)** – The proposed savings relate to County Hall only and the savings have been calculated by changing the opening hours to either 08:00 – 18:00 or 08:30 to 18:30, thereby saving 1 hour a day. If other buildings were to reduce their opening or fully heated hours by an hour a day the following savings could be achieved – offices 2.6 – 2.9%; schools 3.2% and leisure centres 0.9%. If a secondary school were to reduce their heated hours, they would expect to save circa £13k.
- **Additional Solar Farm Income (£150k)** -. The Council auctions its solar farm energy and associated Renewable Obligation Certificates (ROC) on an annual basis with the next auction due early in the new year. The revenue generated from the Power Purchase Agreement and increased generation capability as a result of recently completed maintenance works is expected to realise additional income of £150k. As the figure is predicated on forecast energy values and anticipated energy generation, there remains a degree of uncertainty relating to this proposal.
- **Installation of additional PV car ports and retro fit installations to generate renewable energy (£50k) Achievable in 24/25** – It is proposed that as part of our Re:fit phase 2 and decarbonisation programme of works we will implement additional solar PV installations and solar car ports, including one at County Hall. We will also investigate the viability of solar car ports at our leisure centre and school sites where there is a consistent energy demand on-site.

All of the above have been estimated using guidance produced by the Carbon Trust or initial high-level feasibilities and will rely on a collaborative approach between Property Services, building managers and energy officers.

Budget Pressures – Energy Increases - £4,531,429

Current forecasts suggest that the cost of energy for the financial year 23-24 will increase to £7,472,249 creating a net budget pressure of £4,531,429 as detailed below: -

Account	Budget 22-23	Forecast 23-24	Pressure 23-24
B040 Heating Oil.	11,649	2,721	-8,928
B042 Electricity.	1,779,933	4,184,918	2,404,985
B043 Gas.	726,416	2,748,039	2,021,622
B044 Liquid Gas.	29,902	53,969	24,067
B045 Water Services-Metered.	392,919	482,602	89,683
TOTAL	2,940,819	7,472,248	4,531,429

The cost forecast for 23-24 is not yet certain as the CCS will continue to forward buy energy for the remainder of the current financial year.

In addition to realise the forecast energy savings the following capital expenditure will be required:

Item	Estimated Cap Ex 23-24	Comments
Pool Covers	£120,000	Assumed will be funded through Capital programme, if funded through Salix savings will reduce as we will need to repay borrowing.
Recommissioning of HVAC, lighting, VSD controls	£75,000	Assumed will be funded via Landlord Services planned maintenance programme. Once works have been undertaken, should be added to cyclical maintenance programme
Energy policy and behaviour change programme	£25,000	Revenue funding will be required to implement this programme. Initial dashboard, materials, and ongoing delivery
Re-fit Phase 2 & renewables	£810,000	Combination of Salix funding and capital programme

Please note that the above savings assume that with the exception of the Re:fit scheme all other works will be funded through MCC capital programme. If Salix funding is required, the proposed savings will be reduced to cover the debt repayment costs.

The savings proposed are predicated on current energy tariffs, savings will reduce if energy tariffs are reduced in future years.

716. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure, or investment. Append any further information, as necessary.

Indicative savings have been generated from the following:

- Existing consumption & energy bills
- Energy generation data from existing renewables
- Forecast energy costs for 23-24 based on CCS predictions
- Analysis of bills per site and sector
- Carbon Trust
- Assumed 5% energy saving across consumption expenditure resulting from energy awareness campaign
- Assumed 8% savings per 1C reduction in temperature settings (Carbon Trust)
- Savings of 5% on lighting control changes (as assumed most sites already have some form of control)
- Re:fit phase 2 savings identified from initial high-level SSE surveys
- VSD savings assumed to be 12% electricity at Leisure Centres and 2% for all other buildings
- Pool cover saving assumed to be 20% of pool energy use (pool energy use 65% of leisure centre energy consumption)
- Review of energy use at County Hall, broken down into daily consumption and base load demand.
- PPA current and anticipated values
- Predicted ROC values for 23-24

717. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Reduction in energy consumption	2,941		(572)	(572)				(572)
Increase in energy bills		4,531		4,531				4,531
Generation of additional renewable energy			(50)		(50)			(50)
Increased Solar Farm Income	(737)		(150)	(150)				(150)
Total	2,204	4,531	(772)	3,809	(50)			3,759

718. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

719. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Budget Saving – The proposals will have an impact on service delivery if opening hours are changed thereby reducing access to buildings for community members and colleagues. Providing central controls and an energy policy that seeks to reduce heating temperatures and times may impact on vulnerable staff members or those with a medical condition. Changes to plant and equipment will not impact on those delivering or accessing services. The proposal to revert to pre-covid ventilation measures, i.e., not having all the doors and windows open throughout the winter months may result in increased covid transmission should someone who is positive be present in a building.

Budget Pressure - The costs of energy have significantly increased in the last 12 months and the rises are expected to continue for the next few years. At present there is no evidence that the Council will receive any assistance with its energy bills from either UK or Welsh Governments. If the additional energy costs are not funded it would have a significant impact on all services, resulting in schools, leisure centres, care homes etc being forced to close or reduce their operating hours. The proposed saving budget proposes mitigation measures to reduce the impact of the rising costs, however the escalation in costs far exceeds the mitigation measures that can be implemented.

The budget pressures for each Directorate are illustrated in the following table:

Commodity	C&P	CEO	MCCSCH	MONLIFE	RES	SCH	Total Pressure 23-24
B040 Heating Oil.	0	0	-428	-8,500	0	0	-8,928
B042 Electricity.	594,480	22,952	980,346	475,055	272,345	59,806	2,404,985
B043 Gas.	20,765	36,606	1,016,401	621,686	210,167	115,997	2,021,622
B044 Liquid Gas.	9,879	963	806	12,419	0	0	24,067
B045 Water Services-Metered.	4,487	1,928	42,248	9,289	32,155	-424	89,683
Total	629,611	62,449	2,039,373	1,109,949	514,668	175,379	4,531,429

720. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e., confirmed, in application, etc)
Salix Interest Free Loan Funding	Welsh Government	Application will be required

721. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Reducing energy consumption and reducing the Council carbon footprint.
Has an initial Integrated Impact Assessment been undertaken?	Y	Please see Section 8.
Will an option appraisal be required?	Y	Please see section 9.
Will this proposal require any amendments to MCC policy?	Y	Will require a new energy policy to be drafted and approved

722. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The proposal has significant benefits related to reducing energy consumption which in turn reduces the Councils carbon footprint and the demand on grid energy supplies. The proposal also recommends additional investment in Re:fit to enable the construction of additional solar car parks, generation of renewable technologies and the implementation and retro fitting of technologies to reduce energy demand.

Implementing these proposals will require both capital and revenue investment. Where loan funding is required, the proposed savings will be reduced as the borrowing costs have not been factored in except for Re:fit phase 2. The proposals to reduce heating temperatures and periods may have a negative impact on those with medical conditions or vulnerable to reduced temperatures. In addition, the proposal to reduce opening hours may impact on the availability of services to the community. It is proposed any changes of this nature are made in conjunction with the Service and based on data which considers service demand.

723. Options Appraisal -

Option	Benefit	Risk	Comment
Undertake measures designed to support behavioural change only to mitigate the capital expenditure required to implement the other measures and avoid any changes to operating hours.	<ul style="list-style-type: none"> o Minimal capital costs o Behaviour change will reduce energy consumption and the Councils carbon footprint with limited financial exposure o No reduction to service provision through reduced building opening hours o Heating temperatures and periods will stay as existing 	<ul style="list-style-type: none"> o Behavioural change will not deliver sufficient and sustained savings to mitigate increased costs. o Opportunity cost of recovering savings in high consumption buildings such as leisure centres through changes to plant and equipment. o Renewable energy generation opportunities are lost 	It is not recommended that this option is adopted as the savings from behavioural change (circa £150k) are not sufficient to offset rising energy costs. Capital costs required to implement energy saving and generation proposals can be funded via Salix and invest to save funding, however we will need to ensure that the savings proposed are net of any borrowing costs.
Implement Re:fit 2, but do not implement any behavioural change actions and allow site managers to determine energy use at a local level	<ul style="list-style-type: none"> o The proposed savings via Re:fit are the result of a series of surveys by SSE and there is a high level of certainty that they can be delivered within agreed timescales and realise the anticipated net savings. o Renewable energy generation reduces the demand for grid consumption o The solar car ports can be used to charge EVCI 	<ul style="list-style-type: none"> o Reducing energy consumption is dependent on achieving behavioural change, if managers are able to act independently at a local level there is no guarantee that energy consumption will reduce. o There is an inconsistent approach to the management of energy at a local level. o The Council will be unable to realise the required savings without a consistent approach being adopted by all site managers. 	<p>The adoption of an energy policy to apply a corporate approach to the management of plant and equipment and heating controls will ensure consistency and enforce the adoption of behavioural change.</p> <p>Those sites that have not traditionally managed energy effectively will see the greatest benefit as will those with the highest consumption demands.</p>

		<ul style="list-style-type: none"> Site managers lack the data, technical expertise, and support to implement the necessary changes. 	
Implement all measures as proposed.	<ul style="list-style-type: none"> Reduction in energy consumption through behavioural change Generation of renewable energy to mitigate grid demand Consistent approach to temperatures, heating periods and the management of plant and equipment Reduction in carbon footprint Ability to access Salix funding to implement Re:fit proposals 	<ul style="list-style-type: none"> Reduced opening hours will reduce service provision Loss of local autonomy to make decisions on temperature and heating periods Potential to increase covid transmission through reduced ventilation. Service users and colleagues may find the heating temperature too low which will particularly impact on those with disabilities 	Given the significant increase in energy costs it is recommended that this option is adopted as it considers a broad range of measures. Behavioural change will support long term changes that will be necessary to enable the council to deliver its net zero targets. The energy service will work with building managers to support them with the implementation of local measures and provide them with access to their energy data.

724. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
Adoption of Energy Policy & behavioural change	All building occupiers and managers	Positive – reduction in costs Negative – lower temperatures, heating periods and the use of portable heating devices
Reduced opening hours	Service providers and users	Positive – reduces consumption Negative – reduced service availability
Increased energy bills	All building managers	Negative – increased costs will impact on revenue budgets and service delivery.

725. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Increased energy costs are outside of the Authorities control; however, we can mitigate the impact by reducing consumption and the generation of or own energy through renewable technologies. We procure energy from Crown Commercial Services who buy energy up to 12 months in advance. This has helped us in the current financial year as the increase in costs has been mitigated, however the costs will increase significantly in the next financial year as energy is being purchased at significantly higher rates due to the Ukrainian war. The increased value of the energy generated by the Councils solar farm will mitigate the increased energy consumption costs by circa £150k.

By implementing an energy policy and encouraging behavioural change we are anticipating a reduction in demand equating to circa £572k. Whilst we have had a policy of retrofitting PV's for in excess of 10 years, we have identified further opportunities through the Re:fit partnership with SSE. Recently we have installed solar car ports at Chepstow Comprehensive and Innovation House and we intend to implement similar schemes as part of our phase 2 programme, starting at County Hall. Initial estimates suggest that the installation of additional PV panels could generate net savings of £50,000.

726. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Technical expertise to review lighting controls, BMS systems, VSD settings and the delivery of Re:fit phase 2.	External Re:fit partner, Property Services and commissioned external support.	Behavioural change will require an on-going communication strategy and support
Provision of energy data via energy software package and energy dashboards	Third party software support and internal expertise from the Policy team on the creation of dashboards	

727. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
All building managers and Landlord Services	Consultation and engagement will need to be undertaken on the proposed Energy Policy	March – April 2023
Building Managers	Implementation of Re:fit Phase 2	On-going

728. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Building Managers fail to implement energy policy	Operational	Local site managers are key to reducing consumption through the adoption of reduced heating temperatures and heating periods.	High	Building managers will be consulted on the draft energy policy and support and guidance will be provided. As a fall-back Landlord Services will be able to manage BMS systems centrally
Behavioural change is not successful and therefore does not deliver expected savings	Operational	Behavioural change is a key component of successfully reducing energy consumption. If building users do not understand or embrace the changes the ability to make the savings will be lost	Medium	An information campaign will be developed to support colleagues and building managers. Support and guidance will be available and building managers will be given access to their energy consumption and billing data.
Services are unwilling or unable to reduce operating hours	Operational	The current savings consider the closure of County Hall one day a week and reduced opening hours. There is the potential to increase the savings by targeting high consumption buildings such as leisure	Medium	Evaluate the trial at County Hall and identify opportunities to reduce the base loading to realise additional savings. Work with service managers to identify the possibility to reduce opening hours and the resultant savings. This should be based on evidenced user demand where available.

		centres, but this will negatively impact service users' access.		
Predicted energy costs increase for 23-24.	Strategic	CCS are still in the process of buying energy for the forthcoming financial year. As energy demand and costs continues to be influence by the war in Ukraine, predicted prices are not guaranteed and could increase.	High	<p>The Energy Manager continues to work with the CCS to predict energy costs for 23-24 based on predicted consumption.</p> <p>We will identify opportunities to generate and consume our own energy undertake an auction for the sale of our solar farm energy early in the calendar year.</p> <p>We will work with technical experts to identify sleeving opportunities to maximise the consumption of the energy that we are producing.</p>

729. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Predicted energy costs for 23-24	Forecasts have been made based on information from our procurement partners Crown Commercial Services	CCS
Behavioural Change realises the predicted savings	Predicted savings are based on research and publications from the Carbon Trust	
Funding streams are available to implement the proposed actions to realise revenue savings	The energy savings can only be realised with initial revenue and capital investment	Cabinet and Full Council
Energy costs will not reduce	The predicted savings have been calculated using the forecast energy costs for the financial year 23-24, should energy costs reduce so will the anticipated savings.	
That the PPA and ROC income from the Councils solar farm will realise £150k of additional income	The value of energy is changing on a monthly basis and whilst energy costs have started to fall, it is anticipated that these will rise again during the Winter period. The additional income however will only be available whilst energy costs remain high and therefore if energy values decrease so will our surplus income	

730. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Predicted energy savings are realised	£572k			
Budget	Capital and revenue budgets are made available to enable the measures to be implemented and savings made				
Energy Policy is implemented	Energy Policy is drafted and agreed by SLT				
Budget	Solar Farm income meets target.	£150k			

731. Additional considerations:

Question	Y/N	Comments/Impact
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Will this proposal require procurement of goods, services, or works?	Y	External technical expertise will be required to implement proposed measures
Will this proposal impact on the authorities-built assets?	Y	Changes will be required to the management of plant and equipment and heating controls.
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	Y	The provision of energy dashboards to all sites

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Home to School Transport Savings – Commissioning Team	Senior Responsible Officer:	Debra Hill-Howells
Your Ref No:	PTU1-3 & 7	Operational Lead Officer:	Becky Pritchard
Version No:	1.1	Directorate:	Communities & Place
Date:	02.11.22	Section:	Decarbonisation, Transport & Support Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

732. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The Commissioning Team are responsible for the procurement and management of all home to school transport contracts. In the current financial year, the Commissioning Team are responsible for transporting 2,858 learners via 231 contracts travelling to 65 learning establishments. The daily cost for providing home to school transport is £36,956 which equates to £12.93 per learner and a weekly cost of £184,795 or £64.65 per learner. These costs do include travel for ALN placements which tend to incur higher fees due to the distance to the learning establishment and the provision of passenger assistants to support the learners. For those learners who are eligible to statutory home to school transport there is no charge for this service, we do however make vacant seats available for Post 16 and concessionary travel learners. The seats are currently charged out at £440 for the academic year which equates to £11.28 a week.

The cost of procuring transport is escalating year on year as operators have increased operating costs and farebox income continues to be lower than pre-pandemic levels, hence the school contracts costs have increased due to their reduced ability to spread the operating costs over their various workstreams. The team therefore have limited ability to make savings and indeed have identified a budget pressure to offset rising contract costs, they have however reviewed existing arrangements and identified the following saving opportunities:

23/24

- **Create additional available walking routes to remove travel for those who do not meet the distance eligibility criteria.** - The Home to School Transport policy sets out eligibility distance criteria of 1.5 miles for primary learners and 2 miles for secondary. Any learners who live closer to their nearest suitable school are required to make their

own travel arrangements, unless they do not have access to an available walking route. The service is currently transporting 52 learners who do not meet the distance eligibility criteria, but do not have an available walking route. It is proposed that the Highways and Active Travel teams prioritise works to enable the 52 learners to walk to school and therefore negate the need for transport. It is recognised that responsibility for these works' rests outside the Commissioning Team and it may not be possible for all routes to be amended, subject to priorities and costs. This proposal would result in financial savings estimated at £70k and support WG's and MCC's transport hierarchy with walking and cycling being the preferred option.

- Increase the cost of concessionary travel seats to £550 for Monmouthshire residents and £650 for non-Monmouthshire residents** – The current cost of concessionary travel for those not entitled to statutory transport is £440 for the academic year. This has not been increased for 3 years despite the cost to the authority increasing during that period. It is therefore proposed that the cost of an annual pass will increase to £550 for Monmouthshire residents which is comparable to the student season ticket pass on public transport which costs £558. We also receive requests for concessionary travel from learners who do not live in Monmouthshire but have chosen to attend one of our schools. As the cost of home to school transport is subsidised by the Council and ultimately our residents, it is proposed that we introduce a higher fee of £650 for those wishing to use our transport. There will be no obligation for learners to use our transport and they will have the same ability to pay via instalments.
- Terminate existing software system licences and seek a cheaper solution** – The Commissioning Team has been using a software package to manage all of its passenger and operator data and the contract is due to expire at the end of the current financial year. The team wish to revert to the previous software system, CTX, which is used by neighbouring authorities and offers the functionality required at a lower annual cost than the existing supplier. The team have therefore served notice to terminate the existing contract and will transfer to the new supplier by the end of the financial year. There may be a requirement to acquire a stand-alone route optimisation software to run alongside their chosen provider, however the change in providers should yield savings of £30,000.

24/25

- Revert MCC's distance eligibility for home to school transport to statutory distances** – The Learning Travel (Wales) Measure sets out the statutory requirements for Local Authorities to provide home to school transport. The minimum distance criteria in this legislation is 2 miles for primary aged learners and 3 miles for secondary learners. For learners who do not meet this criteria it is the responsibility of their parents or guardians to arrange travel. MCC recently agreed its transport policy for the academic year 23/24 and agreed to continue to provide transport for primary learners who live more than 1.5 miles and for secondary learners who live more than 2 miles from their nearest suitable school. We are proposing that for the academic year 24/25 school distance eligibility should revert to statutory levels. If this were to be adopted, based on the current academic year, 127 learners would no longer be entitled to free transport. This would have a potential saving of £102k which has been calculated on the resulting reduction in vehicle sizes and or the removal of contracts. As the number of learners we transport changes on an annual basis as new learners start their education and others finish key stage 4, this figure will be subject to on-going variation. Any amendment to the eligibility criteria will be subject to public consultation which will need to have been completed and the Transport Policy agreed and published by 1st October 2023.
- Create additional available walking routes to remove travel for those who do not meet the distance eligibility criteria** – Should the distance criteria be amended as proposed, there will be a further 193 learners who will be transported who do not meet the distance eligibility criteria, but do not have an existing available walking route. If an available walking route was put in place this could result in a further saving of £110k based on the current data. As above the ability to undertake any infrastructure improvements lies with the Highways and Active Travel teams and they would need to determine if available walking routes could be installed. Such improvements would benefit the wider community as well as support learners to undertake active travel.

733. **Supporting Data and Evidence:** Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The data used to support these proposals is as follows:

- Passenger data for home to school transport for the academic year 22/23
- Operator contract and tender data for the academic year 22/23. There has been an increase of £204k for external operator costs since September 2022. Most contracts will be re-tendered prior to the commencement of the 23-24 academic year which is expected to increase costs further.
- Walking route assessments
- Legal advice on the ability to implement a two-tier charge for out of county passengers
- Learner Travel (Wales) Measure 2008
- Season ticket costs for comparable travel on public service vehicles [Student tickets for Blaenau and Abergavenny | Stagecoach \(stagecoachbus.com\)](#)
- Current cost of software package versus proposed
- Transport Policy 23-24

734. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Provision of available walking routes	4,544		(180)	(70)	(110)			(180)
Reversion to statutory distances			(102)		(102)			(102)
Increase cost of concessionary travel passes			(18)	(18)				(18)
Reduction in software costs			(30)	(30)				(30)
Total	4,544		(330)	(118)	(212)			(330)

735. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	

Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

736. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The Council already provides a home to school transport service which exceeds the statutory requirements. If the proposals are adopted the Council will continue to meet the minimum statutory requirements, albeit it will be a lower level of provision than existing.

The proposal to provide increased available walking routes will result in an improvement to the pedestrian infrastructure for the wider community, improve the opportunity for active travel, reduce transport and therefore carbon emissions, however it will mean that those that currently access free transport will lose this provision and will instead be required to walk or cycle to school.

There is no legal obligation on the Local Authority to provide concessionary travel for those who do not meet the eligibility criteria. We will however continue to make vacant seats available at a fee to offset the cost of the statutory transport. There is a high level of subsidy provided by the Council and it is proposed that the fee is now increased in line with the cost of a season ticket on public transport. This will still result in a significant subsidy for those traveling on the transport albeit that we are proposing a two-tier approach so that Monmouthshire residents pay a lower fee than non-residents. The allocation of vacant seats will be as present in that seats are offered to MCC residents first and only offered more widely if vacancies remain.

737. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Active Travel Grant	Welsh Government	Will need a new application

738. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	The provision of additional available walking routes will support the Councils ambitions to improve walking and cycling opportunities
Has an initial Integrated Impact Assessment being undertaken?	Y	
Will an option appraisal be required?		
Will this proposal require any amendments to MCC policy?	Y	The proposed changes to the distance eligibility criteria will require an amended Home to School Transport Policy which will be subject to consultation and if agreed implemented in 24-25

739. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The form has highlighted the complexities of the provision of home to school transport including its substantial impact on resources, its impact on climate change and the need to continually evaluate the provision to respond to a changing social, economic and environmental back drop. The proposals will result in a perceived disadvantage to parents who should the distance eligibility criteria be implemented will become responsible for organizing the travel arrangements of their children. This will however provide the opportunity to encourage learners to engage in walking and cycling which will provide associated health benefits as well as support the reduction in the Counties carbon footprint. Walking will be dependent on the availability of available walking routes and the provision of these routes will be a key requirement on the wider Council to fund and deliver pedestrian infrastructure improvements. A wider review will be undertaken to establish the opportunities to change service bus routes to make them more available for learners, however the public bus sector is currently fragile as the passenger numbers have not returned to pre-covid levels and grant funding streams to support the sector fall away in March 23. We would argue however that the ability to increase passenger numbers by adjusting timetables to allow school learners to travel to and from school will increase the viability of these services.

Increasing the cost of concessionary travel for passengers who are not eligible for free transport will place an additional financial burden on those households, however the cost of the passes has not increased since 2017 during which time the costs to the Council have increased substantially. Payment plans are available to spread the cost of the passes over the academic year, charges are in line with public bus season tickets and travel will still be subsidised.

740. Options Appraisal -

Option	Benefit	Risk	Comment
Leave the distance eligibility criteria as existing but undertake improvements pedestrian infrastructure to enable those who do not meet the eligibility criteria to walk to school.	Learners will continue to enjoy an enhanced home to school transport service which provides travel in excess of the statutory requirements, which helps reduce car vehicular movements outside schools. Improved pedestrian infrastructure which will benefit learners and the wider community	The home to school service costs continue to increase year on year as operator costs increase and more learners are being transported. We are unable to reduce the number of learners being transported as funding is not available to implement available walking routes or they are not technically possible to deliver	If we continue to provide an enhanced service provision annual revenue pressures will continue to increase, and we will diminish the opportunities to reduce the Counties carbon footprint. Increasing the provision of available walking routes will reduce the need to transport up to 52 learners (22/23 passenger data) from distances as low as 0.4 miles from their school.
Revert the eligibility distance criteria to statutory levels and undertake improvements to the pedestrian infrastructure to enable those who do not meet the eligibility criteria to walk to school	Improved pedestrian infrastructure which will benefit learners and the wider community. Reduce the financial cost to the authority Reduce the number of vehicles and the associated carbon footprint	An additional 127 learners (22-23 data) will be required to make their own travel arrangements. Whilst we will be encouraging learners to walk using available walking routes, parents may choose to transport them by car instead.	The numbers of learners being transported has continued to increase from 2,667 in 2020 to 2,858 in 2022. This combined with increasing costs of provision is resulting in annual revenue pressures. Given the financial constraints by all of the public sector, it is appropriate to consider changing the distance eligibility in line with statutory requirements. Alongside this we propose to work with colleagues to make walking routes available where they do not currently exist and to review the opportunities to improve public bus provision and provide more choices for

			learners to travel to and from school.
Do not increase the cost of concessionary travel and retain the current standard charge regardless of where you live	<p>Given the cost of living crisis, retaining the current charge supports households to plan their budgets and reduces their financial burden as the Council is subsidising the increasing cost of provision.</p> <p>As Monmouthshire is subsidising the service, a two-tier charging approach would increase the cost to non MCC residents and therefore the level of support that a non-Monmouthshire resident can access.</p>	The cost of providing home to school transport is increasing on an annual basis and if these costs are not passed on to service users it must be found by the wider Council decreasing the opportunities to spend this revenue funding on other services.	The cost of a concessionary travel pass has not increased for 5 years. During the same period the increased cost of fuel, wages and a reduction in fare paying passengers has increased the contract prices paid by MCC for home to school contracts. The cost of providing travel for those learners that are not eligible for free transport should now increase to help reduce revenue costs of the service. The proposed charge for an MCC resident is comparable to a season ticket on public transport and parents can pay for the seat via instalments.

741. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
There will be a requirement to create improvements to pedestrian infrastructure to provide available walking routes	Highways and Active Travel teams	Negative – they will need to identify additional financial resources to undertake the works and team capacity to design and manage the works
Undertake a review of existing public bus routes to identify opportunities to realign routes to enable learners to travel to and from school	Public Transport Projects Team	Positive – If we can realign bus services to increase patronage

742. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Home to school contracts will be re-tendered at the end of the current academic year, however recent experience is that costs will increase rather than reduce. The Council is able to provide home to school transport using its own fleet and drivers which enables the Council to meet its statutory obligations.

One public bus route is currently being reviewed to ascertain if timetable changes could remove a home to school contract, if this proves successful further opportunities will be explored.

743.Up-front Investment Requirement

Describe any additional skills, resource and capability needed to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
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Additional funding and professional capacity will be required in the Highways teams to develop and implement available walking routes	Funding will be either via WG's active travel grant funding or through the Councils capital programme.	

744. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Public	Should it be agreed to review the distance criteria, the Transport Policy for 24-25 will need to be drafted and public consultation undertaken.	April / May 2023

745. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Available pedestrian routes cannot be provided	Operational	There are no projects or funding streams in place to be able to implement the available walking routes and realise the identified savings	High	Work with the Highways and Active Travel teams to quantify the works and costs involved and identify potential funding opportunities
Reduction in demand for concessionary seats which reduces income	Operational	As the cost of provision has not been increased for 5 years and there is a cost of living crisis, families may choose to transport their children rather than pay the additional cost	Low	Make parents aware of the change to the charge for academic year 23-24 so that they can plan. Make them aware of the ability to pay via instalments

746. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Home to school statutory distances will remain as existing	WG undertook consultation in 2020 and have indicated that they will undertake further consultation over the short to medium term. The details of their proposed changes are not yet available	Welsh Government
All learners on transport that do not meet the eligibility criteria could have an available walking route put in place to remove the need for transport	Transport is being provided for distances as short as 0.4 miles due to the lack of a pavement or street lighting. It is assumed that infrastructure shortfalls could be put in place to enable learners to walk to school.	Highways and active travel teams

747. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Increase in concessionary travel income	18,000			
Process	Implement available walking routes to reduce transport to non-eligible passengers	70,000	110,000		
Process	Change the eligibility distance criteria to statutory levels		102,000		

748. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	Works to improve pedestrian infrastructure
Will this proposal impact on the authorities-built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Schools & Community Transport Savings Proposals	Senior Responsible Officer:	Debra Hill-Howells
Your Ref No:	PTU4-6	Operational Lead Officer:	Gareth Emery
Version No:	1	Directorate:	Communities & Place
Date:	23rd November 2022	Section:	Decarbonisation, Transport & Support Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

749. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The Schools & Community Transport team are responsible for providing home to school transport, Grass routes community transport and scheduled bus services. Following a review of their current service provision and operating models the following savings are proposed:

- **Changing the licensing arrangements (£17k)**– As with any transport operator the service needs to be licenced by the Traffic Commissioner to enable us to legally provide the service. Currently the service is operated on the basis of S19 and S22 permits. These permits are only available to the providers of non-profit making operators and prevent the Service from undertaking any commercial private hire. We have now applied to the Traffic Commissioner for an Operators licence which will enable the service to undertake private hire work in the school holidays thereby maximising the income from the Councils assets. We have been made aware of the restrictions on Local Authorities being able to operate scheduled bus services via an Operators Licence, however following legal advice and discussions with the Traffic Commissioner we have requested a S71 exemption which will allow us to operate up to 10 public service vehicles. As part of the application we have advised the Traffic Commissioner of our intention to reduce the servicing on our coaches from every 28 days to every 6 weeks. If this is approved by the Traffic Commissioner this will create savings of 17k per annum. If the Operators licence is granted, we will be able to generate additional revenue through private hire arrangements and we anticipate that this will be in the region of £30k. This has not been factored into the current savings proposals as we are still awaiting the outcome of our application.
- **Grass Routes Option A: Introduce an annual subscription (£15k)** – The current operating model requires a one-off payment of £5 for anyone wishing to access the Grass Routes service. As a result, there are over 4,000 registered users, however a review of the data between April 22 and the date of this mandate indicate that we have only 256 active members. During the period April to October 2022 there were 6,031 passenger journeys on the service and of those 5,831 used a bus pass with only 20 fare paying journeys. From a review of the journeys it is apparent that some users are accessing this service despite the availability of scheduled bus services to provide the same journey. We are proposing that the service operating model is amended so that we will only operate Grass Routes services if:
 - There is no public bus service available to the member – some members are using the Grass routes service despite a public bus service being available to them. This may be due to convenience as the Grass routes service operates at the times requested by the member and will pick them up at or close to their home and take them to their preferred location. If we cease to provide a Grass routes service on scheduled bus routes this should assist in making the public service more financially viable as it will increase revenue and reduce our carbon footprint where we are duplicating existing services. We acknowledge that this may create a level of inconvenience to existing users as they may need to adjust their travel plans to access scheduled bus services.
 - We will continue to provide a Grass Routes service for those passengers who have a disability or medical condition that prevents them being able to access a public bus vehicle. We do have members that have impairments that make normal transport difficult to access, we do not wish to disadvantage these members and will continue to provide them with a door to door service.
 - Anyone wishing to use the Grass Routes service will be required to pay an annual subscription cost. We are proposing a fee of £30 for 23-24. Once the subscription has been paid, they will be able to book the service in the normal way as long as their journey is not accessible via a public bus service. The £15k saving has been calculated on the basis that 500 members will enrol and pay the £30 fee.
- **Grass routes Option B: cease the service (£151k)** Grass routes is a subsidised non statutory service. The service runs between the hours of 9am and 2pm as the drivers and vehicles providing the service also deliver home to school transport. We operate on average between 7 and 11 Grass Routes vehicles on a daily basis dependent on the journeys that have been requested. Passengers have been accustomed to a door to door service which provides transport at the times requested by the user. When Grass Routes was established, the vision was to provide an accessible service for communities that do not have access to scheduled bus services. Over time the service has broadened its provision in response to member requests and now covers all areas of the County. In addition, MCC provide two New Link services on behalf of Newport City Council which are operated as part of our Grass Routes model.

The net cost to the Council for providing the Grass Routes service in 22-23 is £151k. We receive grant funding, which in the current year is forecast at £130,479k as illustrated in the following table.

BSSG Funding	23,405.00
Concessionary Fares Grant	31,224.00

BES Grant Funding	75,850.00
Total	130,479.00

There is a risk around the level of grant support that will be available from April 23 as the BES grant scheme is due to expire at the end of March 23 and as of yet Welsh Government have yet to confirm what if any replacement grant funding scheme will be available. Fare box and contract income amounts to a further £43,911, therefore in total the service generates external income of £174,391 to support the provision of the service.

Should Members choose to cease the service there will be a negative impact on those users that do not have access to a scheduled bus service or access to their own vehicle, which may lead to increased social isolation and rural poverty. Reducing the availability of public transport will also be contrary to Welsh Governments and the Councils ambitions to support modal shift. It will however result in a financial saving to the Council and may increase patronage on scheduled bus services thereby increasing their viability.

750. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure, or investment. Append any further information as necessary.

- o Patronage information from the Councils Ticketer data.

Month 2022	Fare Paying Passengers	Concessionary Passengers	Total Passengers
April	2	716	718
May	1	888	889
June	1	817	819
July	3	834	837
August	7	850	857
September	2	917	919
October	4	809	813
Totals	20	5,831	5,851

- o Passenger booking information
- o Grass routes journey information
- o Operational costs (Cost Centre budget information)
- o Grant Funding income
- o Contractual and fare box income data
- o PSV legislation and legal advice
- o Traffic Commissioners guidance
- o Fleet inspection and daily defects process.
- o UK Government guidance on Maintaining Roadworthiness – Commercial Goods and Public Service Vehicles
- o Passenger Locations

Location	Members
Abergavenny	1
Caerwent	5
Caldicot	56
Catbrook	1
Chepstow	29
Cross Ash	3
Cwmyoy	1
Devauden	2
Goytre	6
Little Mill	3
Llanbadoc	1
Llandenny	7
Llangovan	1
Llanvapely	1
Llanvetherine	3
Magor	7
Mathern	4
Monmouth	12
Newport	60
Penperlleni	3
Pontypool	1
Portskewett	7
Raglan	7
Rogiet	10
Shirenewton	1
Sudbrook	2
Trellech	3
Undy	10
Usk	9
Whitebrook	1
Total	256

751. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Reduce Coach inspections from 4 weekly to 6 weekly			(17)	(17)				(17)

Either								
Charge an annual subscription for Grass Routes Members			(15)	TBC				
Or Cease the Grass Routes Service			(151)	TBC				

752. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	8
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	0 – would be a reduction in hours

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	0
Voluntary Severance	0
Retirement	0
Redeployment	0
Redundancy	0

753. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Reducing coach inspections from 4 weeks to 6 weekly

The service has maintained a 28-day inspection regime on its coaches and 6 weekly inspections on its minibuses. The coach inspections are undertaken by our external partner and the minibuses are maintained and inspected by our internal Fleet service. As we have now embarked on a fleet replacement strategy which seeks to remove the older vehicles and we have a robust daily defects monitoring system in place, the risks associated with reducing the inspection regime are low. The six weekly regime is compliant with operating legislation and we have been explicit in our proposal to implement a six-weekly regime in our application to the Traffic Commissioners. We await the outcome of this application but have been engaging in discussions with the Traffic Commissioners Office and do not anticipate any concerns regarding this proposal.

Ceasing the Grass Routes Service

The closure of this service would have a direct impact on the availability of public transport, particularly those who live in rural locations. Whilst the service is not statutory, Welsh Governments Llywyr Newydd – The Wales Transport Strategy 2021 sets out a clear priority to support modal shift through the provision of a sustainable and accessible public transport network. The closure of this service would seem to be in direct opposition to this policy ambition and the ambitions articulated in the Councils Corporate and Community Plan.

Introducing a Grass Routes Membership Fee and changing the operating model

The Council currently subsidises the provision of the Grass Routes service and receives Welsh Government Grant Funding. It is acknowledged that the service has morphed into a 'taxi service' and is providing transport to users who could undertake the journey on scheduled bus services. It is proposed that the service operating model is realigned to reflect its founding principles and that of the Wales Transport Strategy and re-focus provision to those users who are unable to access a scheduled bus service. We will continue to provide the service for users with disabilities that make travel on a scheduled service difficult. The benefits from this proposal are two fold in that we can target resources to the rural areas of the county who do not have access to public transport alternatives and we will be supporting existing scheduled bus routes by increasing patronage levels. We will also be reducing our carbon emissions as we will not be duplicating existing bus services and we would anticipate lower journey numbers.

Charging an annual membership fee may exclude users who are unable to meet this payment. 99.6% of all journeys are undertaken using concessionary travel passes, which suggests that the majority of the patronage is from passengers who are 60 or over and in receipt of a free bus pass. We are unable to ascertain from this data whether users are in economic hardship or able to meet the charge, we will therefore need to work with users should this be agreed to ascertain if the membership fee is a barrier to accessing the service. We will also consider the application of a discounted charge for those users who are in receipt of pension credits or Employment and Support Allowance (ESA).

754. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
BES, BSSG & concessionary fares grant	Welsh Government	Already in receipt of grants, however BES funding is due to expire in March 2023
Income from New Link service	Newport City Council	We are in receipt of income

755. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y N	Grass Routes annual membership fee and re-aligned operating model Ceasing Grass Routes Service
Has an initial Integrated Impact Assessment being undertaken?	Y	Please see section 7
Will an option appraisal be required?	Y	Please see section 8.
Will this proposal require any amendments to MCC policy?	N	It will require a revised operating model

756. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The Grass Routes proposals will result in very different outcomes. If the annual membership fee is imposed and the service is revised, the service will continue to offer a demand responsive door to door service for those communities that would otherwise be without a regular bus service. It will also continue to offer an accessible service for those users who due to disabilities or mobility issues are unable to access scheduled bus services.

If, however the preferred decision is to close Grass Routes, then communities will be potentially become isolated with residents unable to access reliable transport.

The proposal to increase the inspection schedule is in accordance with Government guidance and will realise savings of £17k without any impact on the safety of the fleet.

757. Options Appraisal -

Option	Benefit	Risk	Comment
Charge a Grass Routes Membership fee, but retain existing operating model	<ul style="list-style-type: none"> o Members continue to enjoy existing level of provision o The introduction of an annual fee supports the cost of the service. o The annual registration will enable the cleansing of data so that all information held is current. o Users with disabilities can continue to access additional support when using the service. 	<ul style="list-style-type: none"> o Grass routes journeys will continue to duplicate scheduled bus services o The service continues to be used as a taxi service for short trips or for those that could be undertaken on other public transport o No carbon emission savings are made o The costs of provision will continue to increase requiring additional levels of MCC subsidy o BES grant funding ceases in March 2023 with no indication that this will be replaced or extended which will increase the funding deficit. 	This option is not recommended as it retains the existing service provision levels with the addition of an annual membership fee. This discourages the use of scheduled bus services and compounds the viability issues for public bus operators that have resulted following the pandemic.
Do not charge a membership fee and expand the operating hours of the Grass Routes service.	<ul style="list-style-type: none"> o Aligns with the Wales Transport Strategy to increase the provision of sustainable accessible public transport o Will increase patronage as users will be able to access the service during core commuting times o Opportunity for school learners to access the service if they are not 	<ul style="list-style-type: none"> o Will require the acquisition of additional vehicles and the employment of additional drivers o The service is already subsidised by the Council and increasing the service may increase these costs if patronage levels do not increase. o There remains uncertainty of BES 	This option is not financially or operationally viable. The depots are already constrained and do not have capacity to accommodate any additional vehicles. Increasing this service is likely to be detrimental to the operators of scheduled bus services. The uncertainty over BES funding and patronage will expose the Council to unnecessary financial risks.

	<p>entitled to free home to school transport.</p> <ul style="list-style-type: none"> ○ Will support modal shift and the reduction in private car use. ○ Users with disabilities can continue to access additional support when using the service 	<p>grant funding which amounts to 58% of the current grant income.</p> <ul style="list-style-type: none"> ○ Lack of depot facilities to accommodate additional vehicles ○ Increased maintenance requirements which will result in the need for additional fitters in the Fleet service. ○ Discourages the use of scheduled bus services and users are collected from their home and dropped to their preferred destination. 	
<p>Cease the Grass Routes service</p>	<ul style="list-style-type: none"> ○ Will reduce the Councils financial expenditure by £151k. ○ Will reduce the Councils transport carbon emissions ○ Will result in increased patronage on available scheduled bus services 	<ul style="list-style-type: none"> ○ Will reduce the availability of public transport services for those living in rural areas without scheduled bus services ○ Users who need support accessing public transport may be left without access to any transport resulting in social isolation. ○ Would be contrary to the Wales Transport Strategy ○ Would be contrary to the policy ambitions of the Councils Corporate and Community Plan. ○ Could result in increased private vehicle journeys and therefore increased carbon emissions ○ Could result in disconnected communities and increased rural poverty. ○ Reduction in the working hours of eight MCC employees. 	<p>This option provides financial savings to the Council in challenging fiscal circumstances. Whilst the savings can be accrued by cutting the service there is a potential that this will increase costs in other areas of the public sector if community members are unable to access transport to attend medical appointments, go shopping or to support their own health and well-being.</p> <p>This would not be the recommended option of the service; however, we acknowledge that Grass Routes is not a statutory service and for those users living in urban areas they will be able to access scheduled bus services</p>
<p>Charge an annual membership fee and change the Grass routes operating model</p>	<ul style="list-style-type: none"> ○ Users who do not have access to a scheduled bus service will be able to access public transport. ○ Those with disabilities will be able to access transport that can support their needs ○ The provision of annual subscription 	<ul style="list-style-type: none"> ○ Users who currently enjoy the benefits of the service may not be able to access the service as they have access to bus routes, albeit that the timings and pick up locations may not be as convenient. 	<p>The service would propose that this is the preferred option as it supports the policy ambitions of Welsh Government and the Council and continues to provide a demand responsive transport service to those that do not have access to scheduled bus services.</p>

	<p>will support the costs of the service and ensure that data is accurate and current</p> <ul style="list-style-type: none"> ○ Changing the operating model so that transport is only provided to those who do not have a scheduled bus service will support the viability of the public bus network and ensure that the Council targets its resources to those most in need. ○ This approach will be in alignment with the Wales Transport Strategy and the Councils Corporate and Community Plan ○ Carbon emissions are reduced supporting the Councils transition to net zero ○ No impact on staff or assets. 	<ul style="list-style-type: none"> ○ The loss of BES funding at the end of March 2023 remains a risk. ○ Users will not access public transport and become isolated. ○ Could result in increased private motor car journeys which will increase the Counties transport emissions. ○ Discourages modal shift as the bus service is less convenient. ○ Reduced patronage levels result in increased subsidy costs for the Council. ○ Users may not be able to fund the annual membership fee. 	<p>It is acknowledged that there is a degree of financial risk with this option as we do not know how many members will choose to pay the annual subscription and the there is uncertainty of the level of grant funding that will be available post March 2023.</p>
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758. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Increased invoicing requirements for annual membership subscriptions	Finance	Additional workload

759. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Several options have been considered as outlined in the above options appraisal.

If the Council is successful in its application for an Operator's Licence we will have the potential to generate additional income through private hire work during school [holidays](#). Our application was published by the Traffic Commissioner in their Notices and Proceedings Wales dated 6th October 2022 with an objection deadline of the 27th October.

760. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
None		

761. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Traffic Commissioner	Application for Operators Licence and S71 exemption.	Ongoing
Grass Routes Users	Consultation to implement an annual membership fee and advise of proposed changes to the operating model (if this is the option agreed by Members)	Feb – April 23

762. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Users are not prepared to pay an annual membership fee for Grass Routes	Operational	Currently users pay a one off £5 membership fee. There are substantially more members than active members	Low	All users will be given significant notice of the changes. If users are in receipt of pension credit or ESA a discounted membership fee will be available (50% discount).
Insufficient users of the service if the proposed operating model changes are implemented	Operational	A proportion of existing journeys are undertaken where an existing bus service already exists. Grass Routes offers a door to door service at the users preferred journey times, therefore they will lose the convenience that they are able to enjoy using the Grass Routes service.	Medium	Promotional campaigns will be undertaken to encourage users of the Grass Routes service in areas without a scheduled bus service. We will work with the Passenger Transport Team to improve communications and available information for public bus travel.
BES funding is ceased at the end of March 2023 and not replaced.	Strategic	BES funding accounts for 58% of the current grant funding received to support the Grass Routes service. If this income is lost without a replacement grant scheme this will significantly increase the level of subsidy that will	High	Continue to work with the CCR to lobby Welsh Government to provide clarity on bus operator grant funding. Identify ways to reduce the service or mitigate costs should the funding be reduced or lost.

		need to be provided by MCC.		
The Traffic Commissioner refuses to grant the Operators Licence	Operational	This would result in the loss of a potential income stream,	Low	We await the decision of the Traffic Commissioner

763. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
That the reversion to 6 weekly inspections of the coach fleet is reasonable and maintains safety standards.	The governments Guide to Maintaining Roadworthiness – Commercial Goods and Public Service Vehicles does not prescribe safety inspection intervals but instead provides a range of factors to consider. They do advise that inspection frequencies should be between 4 to 13 weeks. They also indicate that lightly loaded vehicles with easy operating conditions should have an inspection schedule of 6 – 13 weeks. Vehicles 12 years or older should be inspected every 6 weeks.	Gareth Emery
That the Grass Routes service will continue to attract new members to maintain the proposed 500 user base.	If the annual membership proposal is agreed, we will need to retain a consistent membership base to retain the savings indicated. Given that the majority of journeys are undertaken using concessionary bus passes it is reasonable to conclude that the majority of users are in the older demographic.	

764. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	£15k Membership income is achieved or Grass Routes service is terminated and savings of £151k are made.				
Budget	Maintenance costs are not increased as a result of an extended vehicle inspection cycle				
Budget	Increased inspection period results in savings of £17k	17,000			

765. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	We already work with Newport CC on the provision of New Link Grass Routes service
Will this project benefit from digital intervention?	Y	Currently all bookings are taken via the Contact Centre, if a digital booking form was introduced this would reduce call volumes.

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Savings & Pressures
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Proposal Title	Fleet savings	Senior Responsible Officer:	Debra Hill-Howells
Your Ref No:	TRANSPORT1&2	Operational Lead Officer:	Debbie Jackson
Version No:	V1	Directorate:	Communities & Place
Date:	24 th November 2022	Section:	Decarbonisation, Transport & Support Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

766. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The Council operates a fleet service that provides vehicles for operational use ranging from pool cars to HGV's. The budgets associated with fleet were aggregated into the Transport Service in September of this year which have provided the service with an opportunity to identify both savings and pressures for the forthcoming financial year.

Savings Proposals

Reduction in Councils Operating Fleet (£60K) – The Transport Service has installed tracking devices in all of its fleet and recently implemented a Fleet Tracker Policy following its approval by the Joint Advisory Group (JAG). The trackers will provide utilisation data that will enable the Transport team to identify opportunities for services to share vehicles or for vehicles to be relinquished. It is accepted that there will be a period of transition as decision making relating to vehicle requirements transfers from Services to the Transport Team. The shared use of vehicles will also be planned appropriately to ensure that the vehicles are located in the right locations and accessible to all identified users. It is acknowledged that Services retain spare vehicles to cover inspections and maintenance requirements and the Transport Team will seek to identify and remove these vehicles and instead hire in vehicles as and when needed. Delays with parts supply and resulted in delays for vehicles to be repaired and release, whilst the Transport Team works with all suppliers to identify parts it will continue to identify core parts that will be sourced and kept in the central stores to mitigate delays. In addition, moving forward it will consider the availability of parts when determining vehicle purchases and leasing arrangements. Additional vehicles were acquired by Services during Covid to ensure compliance with prevailing legislation and guidance. As occupancy levels have reverted to pre-Covid levels the Transport Team will work with Services to reduce and remove additional vehicles.

Reduction in Business Mileage Expenditure (£100K 23/24 and a further £50k 24/25) – Current business mileage is largely undertaken by staff using their own vehicles, which is referred to as the grey fleet. Whilst business mileage dropped during the pandemic, mileage levels have continued to increase following the easing of restrictions as illustrated in the table below:

Year	Cost	Miles travelled
2018 -19	£775,016	1,722,257
2019 -20	£759,379	1,687,508
2020 - 21	£414,417	920,927
2021-22	£560,312	1,245,138
2022 - 23	£739,770	1,643,993

The business mileage projections for the current financial year indicate that costs will exceed available budgets and are broken by Directorate in the following table.

2022-2023

Directorate	Actual Upto Sept £	Forecast £	Number of Miles	Weekly Miles (based on 44 weeks)	Annual Budget £	Variance to budget £
RESOURCES	£5,921	£11,841	26,314	598	£10,494	£1,347
COMMUNITIES & PLACE	£44,789	£89,579	199,064	4,524	£75,873	£13,706
MONLIFE	£11,877	£23,754	52,787	1,200	£21,676	£2,078
SOCIAL SERVICES	£270,989	£541,978	1,204,395	27,373	£308,167	£233,811
CEO	£1,836	£3,672	8,160	185	£4,476	-£804
PG	£7,034	£14,068	31,261	710	£5,161	£8,907
CYP	£19,905	£39,809	88,465	2,011	£8,955	£30,854
SCHOOLS	£7,529	£15,059	33,464	761	£22,900	-£7,841
CORP	£5	£10	22	1	£500	-£490
	£369,885	£739,770	1,643,933	37,362	£458,202	£281,568

Given that predicted costs are £285,568 in excess of available budgets, reducing mileage and the use of the grey fleet is a key priority of the Transport Team. It is proposed that the Council will provide a pool car fleet which will replace the use of personal vehicles. The team have been working with Enterprise who offer a managed service with three service options:

- **Dedicated Pool Fleet** – Enterprise will provide vehicles at specified locations that are only available for MCC employees. All of the vehicles will be based in Monmouthshire and can be booked through a dedicated portal. Vehicle access is via a keyless entry system and insurance and fuel costs will be funded by MCC in the normal way. The Transport Team will be able to install our trackers to monitor usage and the booking system will also provide monthly reports for the Transport Team to enable them to re-charge usage to the appropriate Departments.
- **Virtual Vehicles** – Enterprise operate a number of car clubs where vehicles are located on residential streets and these can be booked by any Enterprise member. There is no guarantee these vehicles will be available, and they are currently limited to large urban areas such as Cardiff and Bristol. The use of these vehicles is charged on an hourly or daily rate dependent on the time that the vehicle has been used. Fuel cards are provided with the vehicles and the cost of fuel is included in the hire charge.
- **Daily Rental** – For areas that do not have a car club, MCC employees are able to access vehicles located at Enterprise car rental garages. Vehicles are rented on a daily rate and available through the booking portal.

The cost of the service varies dependent on which service is accessed; however indicative rates are as follows:

	Dedicated Pool Vehicle			Virtual Vehicles		Business mileage equivalent (50p mile)	Daily Rental	
	Monthly Rental Charge	Daily Cost	Business mileage equivalent (50p mile)	Hourly Charge			Daily Cost	Daily Cost
Toyota Argo	£606	£19.92	38	£6.53	£47.48	95		
Peugeot 107							£27.02	54
Nissan Leaf							£79.49	159
Toyota Yaris	£706	£23.21	46	£8.50	£59.78	119		

The costs are inclusive of access to the booking portal. It is evident that the most cost effective option is the provision of a dedicated pool fleet, feedback from staff however is that given colleagues work in a different way which includes home working driving from their home to a location in Monmouthshire creates additional mileage and the cars are not available in appropriate locations. The availability of virtual and daily rental vehicles ensures that vehicles are available in proximity to

where colleagues live, however should these options be available the Council will be funding the cost of travel from the individuals home to Monmouthshire. This option would not be available for colleagues travelling to their normal work base. Discussions with Enterprise suggest that experience elsewhere yields a minimum of 10% savings on business mileage costs as colleagues become more effective in planning site visits and there is no financial incentive to undertake business mileage. For the system to be effective a new business mileage claims system will need to be introduced so that claims will only be successful if the claimant can evidence that a pool car was not available.

The Transport Team will work with Enterprise to ensure that only hybrid and electric dedicated pool vehicles are available to support the Councils net zero transition. It is proposed that a pilot is undertaken with a small number of vehicles to trial the system and support colleagues to transition across from their personal vehicles to the dedicated pool fleet.

The Transport Team will work with high mileage colleagues to identify the most cost-effective options such as a dedicated pool or leased vehicle.

Budget Pressures

Increased Cost of Fuel (£171,668) – The costs of diesel have increased by 48% in the current financial year and the use of red diesel is no longer permitted these have combined to increased fuel costs as illustrated in the table below:

Year	Cost
2019 - 20	£853,742
2020 - 21	£721,512
2021 - 22	£830,362
2022 - 23	£1,144,452

Our fuel suppliers have indicated that they anticipate fuel costs will increase by a further 15% in the financial year 23-24, which will result in an additional pressure of **£171,668** based on predicted fuel costs in 22-23.

767. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure, or investment. Append any further information as necessary.

- Existing fuel costs
- Business mileage claims
- Vehicle acquisition costs
- Fuel supplier forecasts and guidance
- Supplier costs and market forces
- Framework supplier costs for Enterprise pool fleet
- Tracker data
- Fleet data including vehicle age, utilisation rates, locations

768. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Fleet Maint - Reduced operating Fleet	4,197		(60)	(60)				(60)
Fleet Maint - Increased cost of Fuel		172		172				172

MCC Wide - Net reduction in business mileage expenditure	458		(150)	(100)	(50)			(150)
Total	4,655	172	(210)	12	(50)			(38)

769. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

770. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Budget Saving

It is not anticipated that there will be any reduction in the service delivery. The Transport Team will use utilisation data to identify opportunities to reduce the fleet. We will seek to remove vehicles that are held just in case other fleet is unavailable due to inspections, repairs, and maintenance. Instead, vehicles will be hired in to cover any short-term fleet needs. Where vehicle requirements are seasonal in nature, the service will move away from acquisitions and instead undertake hire or lease agreements for the duration of the requirement. This will reduce inspection and maintenance costs and release vehicle parking spaces at depots.

Transitioning colleagues from using their personal vehicles to undertake business travel to a pool car fleet will need to be planned and a pilot is proposed to identify any learning in terms of preferred locations for pool cars and the expected level of demand. This will enable us to determine the preferred dedicated pool fleet to avoid incurring costs on a fleet that is too large or not providing sufficient vehicles to meet demand. Reducing business mileage will support the Councils net zero transition and realise financial savings. A new claims process will need to be implemented to ensure that the use of the pool fleet is prioritised over private vehicles.

Budget Pressures

The increasing cost of diesel will continue to create financial pressures for the Council. Fleet transition to ULEV alternatives will support a reduction in diesel consumption, however the transition process is a long-term commitment and without additional revenue to support prudential borrowing transition is unlikely to happen in the short to medium term. There are legal obligations imposed by Welsh Government on the acquisition of new vehicles by the public sector. From 2025 all new car and light goods vehicles must be ULEV, from 2028 new public service vehicles must be ULEV and from 2030 all new

HGVs must be ULEV. The Council will be unable to meet these targets unless additional funding is forthcoming due to the purchase price of ULEV equivalents.

771. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Waste circular economy funding	Welsh Government	An application has been made which has requested grant funding towards the transition of the waste fleet to ULEV equivalents

772. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	The proposal supports the decarbonisation of the Councils fleet in line with Welsh Governments Route Map to Net Zero and the Climate and Nature emergency priorities set out in the Corporate and Community Plan
Has an initial Integrated Impact Assessment being undertaken?	N	
Will an option appraisal be required?	N	
Will this proposal require any amendments to MCC policy?	Y	Changes to business mileage reimbursement, the use of the grey fleet and a prioritised hierarchy for business travel with the dedicated pool fleet being the preferred option.

773. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

As this mandate is internally focussed and is not expected to have any impact on service users no impact assessment has been undertaken.

774.Options Appraisal -

Option	Benefit	Risk	Comment

775. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Reduced control of fleet – Services currently have autonomy on the number of vehicles they require and where they are located	All services who use MCC Fleet	Reducing the Councils fleet through utilisation data will have a positive impact by reducing revenue costs and ensuring the effective use of Council resources
Prudential borrowing budget will support fleet transition to ULEV alternatives. This may require services to redesign routes and operating models to align with vehicle range limitations	All services who use MCC Fleet	Positive – it will support the Council to meet its net zero 2030 target by reducing fleet emissions

776. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Reducing the operating fleet will reduce overheads such as fuel costs which will assist in mitigating the increasing costs of diesel. Transitioning the fleet to ULEV equivalents will also mitigate fuel costs, albeit the energy savings are lower due to the increasing cost of energy, Fleet transition will also be dictated by the availability of Electric vehicle charging infrastructure (EVCI). To date the costs of EVCI have been funded through Welsh Government grants or Salix funding as part of the Re:fit programme. Opportunities to lever in funding will continue to be explored, however a separate application for EVCI funding is included in the Decarbonisation pressure mandate.

As part of the implementation of a pool fleet, colleagues will be encouraged to reduce business mileage where possible undertaking meetings virtually or planning site visits on one day rather than multiple journeys. The Transport Team is also working on a package of measures designed to support colleagues to transition their personal vehicles including a revised Salary Sacrifice scheme and car loans for hybrid and electric vehicles only.

777. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
None		

778. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

779. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
That colleagues continue to use their own vehicles to undertake business mileage which results in a failure to meet the savings target.	Strategic	A behaviour change process will need to support a policy change that prioritises the use of pool vehicles	High	The implementation of an agreed hierarchy of actions when considering or undertaking business travel: <ul style="list-style-type: none"> • Don't travel if the meeting can be undertaken remotely • If you need to travel, ensure that you combine multiple visits where possible and use the dedicated pool fleet. • If you need to travel, ensure that you combine multiple visits where possible and use the virtual pool fleet if you do not live in Monmouthshire and a dedicated pool vehicle is not available. • If you need to travel, ensure that you combine multiple visits where possible and use the Enterprise retail solution if you do not live in Monmouthshire and a dedicated pool vehicle is not available • If you need to travel, ensure that you combine multiple visits where possible
The costs of diesel increase in excess of the predicted 15%	Operational	Fuel costs are a significant Council overhead	Medium	Reducing the fleet and transitioning to ULEV vehicles
The costs of ULEVs continues to increase	Strategic	Delays in the supply chain have increased	High	A proposed collaborative procurement process with the wider Welsh public

resulting in MCC being unable to meet WG new vehicle guidelines		vehicle costs and the availability of ULEVs		sector is being led by the Welsh Energy Service
Service Areas refuse to share or relinquish vehicles	Operational	Services are resistant to the loss of autonomy over fleet decisions and are concerned that their service will be detrimentally impacted if vehicles are not available when required	Medium	The Transport Team will use vehicle tracker data to support any decisions relating to the release or sharing of vehicles. Services will be consulted on the proposals and provided with the data to evidence the preferred strategy. The Transport Team will ensure that they are have arrangements in place to facilitate rapid hire arrangements as required.

780. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
That MCC is able to enter into a contractual arrangement with Enterprise and realise the anticipated savings	MCC are able to access the Enterprise solution through a number of procurement frameworks. Enterprises experience is that by adopting a pool car model business mileage will reduce as Officers will undertake additional planning if they have to book a vehicle.	Chief Officer / Head of Service
Utilisation data will support the release of operational vehicles to realise hire/lease and fuel savings	The operational fleet increased during the pandemic and whilst a number of these vehicles have been released other services have now incorporated these vehicles in their day to day operations. Services are reluctant to release spare vehicles in case it will be required to cover a vehicle that is undergoing an inspection or repairs	Transport Manager

781. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Saving target of £60k by reducing the operating fleet	£60			
Budget	Reducing Business Mileage Claims through the introduction of a pool car fleet	£100	£50		
Process	Acquisition of ULEV equivalents to support fleet transition – target to be confirmed as it will be determined by budget availability, the cost of vehicles and debt repayments				

782. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	Acquisition of ULEV fleet and the procurement of the Enterprise managed pool car service
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	We would like to work with Enterprise to increase car club provision in other Local Authority areas. This would need LA consents for vehicles to be located on streets or in car parks, but the vehicles would then be available to their community members.
Will this project benefit from digital intervention?	N	

MonLife

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Leisure Income	Senior Responsible Officer:	Ian Saunders
Your Ref No:	MLPM1	Operational Lead Officer:	Stacey Jones
Version No:	V1	Directorate:	MONLIFE
Date:	24.11.2022	Section:	FINBUS - LYOA

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

783. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

As part of the 2022/23 budget setting process, a decision was made not to reduce the income target against leisure centres which would of mitigate the pressure identified in year, this pressure is due to an inability to achieve the full growth expected in the MTFP.

The COVID-19 pandemic has significantly impacted income in the leisure industry, and this has been further compounded by the cost-of-living crisis.

Leisure income targets continue to be impacted and will continue to be volatile in 23-24, some of the most vulnerable members of our community have chosen not to return to the busy leisure environment, the shift to exercising in different ways walking, cycling and the move to utilising home gyms, along with people reassessing their outgoings and having less disposable income all of these have a negative impact on our ability to generate the levels of income currently budgeted.

The widespread shortage of staff in the leisure and hospitality industry restricts our ability to react to demand and therefore stifles our ability to generate income, in particular a shortage of swimming instructors stops us from responding to the full waiting lists and restricts our ability to generate additional income.

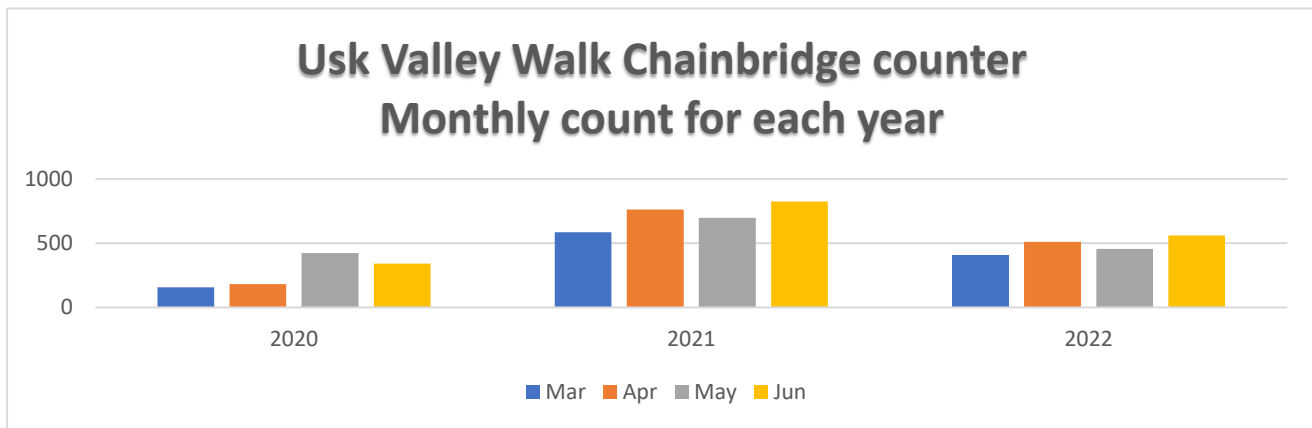
A lack of investment in Caldicot Leisure centre has left the site outdated and less efficient to operate than our newer facilities impacting both on our income generation and increased utility costs. The outcome of our LUF bid for Caldicot Leisure Centre could have further impact on the service.

King Henry School build is detrimental on our income site access continues to be an ongoing issue and we expect this to continue to cause a pressure on our income in 23-24.

A lack of maintenance and remedial works to our ATP at Monmouth and Caldicot have left the facilities unusable again reducing our ability to generate income from these facilities, the current financial situation facing the council in 23-24 means there will be limited capital investment any improvement to these facilities will rely on the successful grant bids.

784. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Statistics illustrate a change in our exercise habits since the COVID-19 pandemic.



Our Toning and F4LIFE memberships have reduced significantly since the Covid-19 pandemic a reduction of 46%(Toning) 27%(F4LIFE). In comparison to other memberships, the recovery has been particularly weak in these areas. Toning and F4LIFE memberships feature power assisted exercise equipment for seniors, people with long term medical conditions and doctor referrals, the slow recovery illustrates some reluctance of the vulnerable to return to busy fitness environments.

Toning Memberships

	Pre - Pandemic		Recovery May 2021		Current	
	No	£	No	£	No	£
Annual Membership	41	10,619	30	7,770	34	8,806
Direct Debit	282	87,646	146	45,377	140	43,512
Total	323	98,265	176	53,147	174	52,318

Toning Income Budget 22-23	
£	Deficit £
73,100	20,782

F4LIFE

	Pre - Pandemic		Recovery May 2021		Current	
	No	£	No	£	No	£
Direct Debit	977	187,584	654	125,568	717	141,966
Total	977	187,584	654	125,568	717	141,966

Toning Income Budget 22-23	
£	Deficit £
183,100	41,134

Swimming lessons continue to recover but the current shortage of staff constricts our ability to maximise our income opportunities with a current waiting list running at over **100 children per site**.

Aqua Junior

	Pre - Pandemic		Recovery May 2021		Current	
	No	£	No	£	No	£
Direct Debit	2009	482,160	2253	554,238	2719	685,188
Total	2009	482,160	2253	554,238	2719	685,188

Toning Income Budget 22-23	
£	Surplus £
558,650	(126,538)

Fitness membership have fully recovered and outperformed pre pandemic levels however the growth is still lower than the levels expected in the MTFP.

Fitness Memberships

	Pre - Pandemic		Recovery May 2021		Current		Toning Income Budget 22-23 £	Deficit £
	No	£	No	£	No	£		
Direct Debit	3725	1,248,648	3516	1,165,424	3882	1,302,186		
Total	3725	1,248,648	3516	1,165,424	3882	1,302,186	1,395,940	93,754

Our core health and welling being activities are recovering, we notice the more significant pressure showing in a lack of secondary spend in our Café's, beauty treatments and play centre, this is likely to further reduce as the cost-of-living crisis impacts on spending priorities.

	Budget £	Forecast £	Deficit £
Café	290,350	139,858	150,492
Beauty Treatments	52,500	9,513	42,987
Playcentre	52,600	31,605	20,995
Resale	45,750	25,952	19,798
Total	441,200	206,928	234,272

Current Pressure Summary

	£
Toning	20,782
F4Life	41,134
Fitness Membership	93,754
Aqua	- 126,538
Additional Services	234,272
	263,404
23-24 Target Aqua 25% Waiting List	- 25,200
Total Pressure	238,204

785. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS - LYOA	£1,040	£238		£238				£238

786. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

787. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

From the data you can see that there have been improvements in most services, the teams are motivated to ensure we continue this growth a continued budget target that is unrealistic in the current economic conditions is demotivating to managers and especially in areas where we have limited or no control.

If the proposal is not agreed the service would need to look at closure of buildings and staff reduction this would lead to a reduction in the services on offer to our communities, removing access to key preventative services at a time where a health and wellbeing is key.

Potential risk that the reduction in income from partial closures would outweigh the reduction in expenditure still leaving an underling pressure and a vacant asset within a combined school site.

788. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

789. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

790. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

N/A

791. Options Appraisal -

Option	Benefit	Risk	Comment

792. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

793. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The service has promoted and successfully increased the number of children attending swimming lessons, there has been a 35% increase in uptake resulting in £203k gross increase in income since pre pandemic levels.

Increasing fitness memberships by 5% resulting in a gross increase in income of £53,358

Recovering membership retention to an average 13.9 months industry standards average at 8-10 months.

Working closely with industry leaders such as Technogym and The Retentions People to ensure our produce offer is of a high standard to encourage full utilisation of our sites.

The service is looking at work force development and will aim to generate additional income through swimming lessons a target of 25% has been included.

794.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

795. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Chief Officer & Service Manager	Extended DMT	Sep – Nov 2022

796. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Removal or Reduction of CYP SLA	Operational	Will increase the income deficit in leisure current SLA £370K	Medium	Continues communication and engagement with CYP

Cost of Living Crisis	Operational	Potential reduction to number of people using our facilities as inflation causes more strain on people and disposable income reduces	High	Continue to market our services offer promotion and look to adapt our service where possible to match the change in activity
King Henry School Development	Operational	Risk of reduced income due to the impact of the school build on the shared site and the lack of facilities which have been removed to allow the school build to be delivered	High	
Reduced maintenance and investment in sites	Operational	Risk that more facilities will become unusable reducing our income generation	Medium	

797. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
N/A		

798. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget monitoring	Income Forecast	238,204			

799. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Outdoor Adventure Centre Gilwern	Senior Responsible Officer:	Ian Saunders
Your Ref No:	MLPM2	Operational Lead Officer:	Stacey Jones
Version No:	V1	Directorate:	MONLIFE
Date:	24.11.2022	Section:	FINBUS - LYOA

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

800. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

As part of the cabinet decision to close Hilston Outdoor Adventure Centre a decision was made to transfer part of the Hilston income target to Gilwern, alongside creating a three-year delivery plan, this increased the income target from £390,000 to £579,800 an increase of £189,800.

This decision was made pre-pandemic and the delivery plan looked to increase business from internal and external schools alongside also creating a commercial model.

The Covid 19 pandemic significantly impacted on the planned services delivery model closing the site for use and limiting our interaction with schools our core income generators.

Post pandemic the section has worked hard to re-develop relationships with MCC schools, whilst there has still been some hesitation to return to residential placements day visits have become a common theme in 22-23, whilst this helps re-establish our relationships with schools and ensuring pupils access the outdoor provision, our site and income targets rely on residential placements.

The cost-of-living crisis is also impacting on the sections ability to generate income from residential stays, school budget pressures and constraints on family's disposable income, which we expect to continue in 23-24 reduces our income potentials and cause strain on the sustainability of the site.

801. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Income Performance

The section is looking to increase pre pandemic income levels by 15%

	Budget	Actuals	Forecast
2019	390,000	375,913	
2020	390,000	109,871	
2021	579,800	204,304	
2022	579,800		429,800

802. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS - LYOA	£177	£150		£150				£150

803. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

804. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

From the data supplies above you can see that without the investment requested the service will not be sustainable in 23-24, marketing and hard work engaging with school can look to control the impact but the cost-of-living crisis and its impact on the service will mean the section will not be able to deliver the levels of income required to balance the budget.

Without the additional funding we would need to look to close the site for some months of the year in particular the winter months, this would impact on our ability to deliver the re-engage program which assists with some of our most vulnerable pupils. It would also impact on our Duke of Edinburgh delivery increasing the cost of delivering this service.

Impact on staff moving the workforce to term time only employment, this would lead to some of our highly skilled workforce looking at alternative employment leaving the business vulnerable and unable to react to service delivery requests from CYP and SCH.

The aim is that as the service developed a more sustainable working model with both CYP and SCH that this pressure moves away and also provides some costs avoidance for these other service areas but still providing a reliable high-level service for our vulnerable young people.

805. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

806. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

807. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

808. Options Appraisal -

Option	Benefit	Risk	Comment

809. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

810. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The service has produced brochure marketing the site both internally and externally.

The sections service manage has re-engaged with all schools and attending meeting with head teachers look at the future of the outdoor educational provision.

Monlife have engaged in a winter promotional campaign offering discounts to internal schools who can utilise the site in our winter months when access has been limited previously.

Engaging with both CYP and SCH to identify any cost avoidance and different ways of delivering services works, this work is still on-going and will develop over the next few months.

All the above have allowed us to mitigate the overspend in 22-23 and reduce the pressure being requested for 23-24.

811. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

812. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

Chief Officer & Service Manager	DMT/ Project Meetings	Sep – Nov 2022

813. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Schools Funding	Operational			

814. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
N/A		

815. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget monitoring	Income Forecast	150,000			

816. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	MonLife Increased Income Green Infrastructure Grants	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 1	Operational Lead Officer:	Matthew Lewis
Version No:	V2	Directorate:	MONLIFE
Date:	22.11.2022	Section:	CSC – Green Infrastructure

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

817. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

To fully utilise Shared Prosperity Fund (SPF), Local Places for Nature and related grants / project funding, using these grants to maintain service delivery at a reduced net core cost increasing reliance on external grant provision.

818. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Provisional approval of SPF bids – Full cabinet approved on 9th November, awaiting UK Government decision. Local Places for Nature programme agreed, subject to annual bid. Related funding application in preparation.

819. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
CSC	959		(45)	(45)				(45)
								(45)

820. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

4

Total number of full-time equivalent (fte) staff in budget area affected	14.1
Total number of posts in budget area affected	15
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

821. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Increased grant support will be based on specific outputs and therefore prioritisation of tasks will need to ensure delivery of these outputs. This will impact on the section's ability to flexibly response to increased workload.

Saving is premised on support for Development Management reducing back to core levels (not the enhanced / flexible support that has been given in previous years).

822. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
SPF Grant	SPF Grant	Provisional Approval – Cabinet Approval 9 th Nov, UK Govt approval awaited
Local Nature Partnership / Nature Networks Fund	WG/WCVA/Heritage Fund	Applications pending

823. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
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Does this proposal align with the MCC Corporate & Community plan?	Y	Maintains contribution to addressing the climate and nature emergency
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

824. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

n/a

825. Options Appraisal -

Option	Benefit	Risk	Comment
n/a			

826. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Reduced flexibility to respond to increased demands	Development Management	Negative

827. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Ongoing prioritisation of responses with Development Management

828. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

829. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

830. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Grant Funding	Operational	Uncertainty over long term grant support	Low	Continue to pursue grant opportunities

831. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Approval of SPF and related funding	Based on cabinet approval of SPF and scheme development, agreed programme on Local Places for Nature, past grant and anticipated future projects.	UK Govt/ grant bodies

832. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Grant Income	(44,532)			

833. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	MonLife Increased Income Countryside Access Grants	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 2	Operational Lead Officer:	Matthew Lewis
Version No:	V2	Directorate:	MONLIFE
Date:	22.11.2022	Section:	CSC – Countryside Access

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

834. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

To fully utilise the full cost recover model when recovering project management costs, ensuring our recovery rates maximise the rate allowed by grant providers.

835. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Review of our current full cost recovery model and the impact of inflating internal costs has identified a gap between our current recovery levels and potential recovery rates from grants to cover core staff costs

New Full Cost Recovery Model

Staff Enhancement Daily Rates 22-23

	Band A SCP 3	Band B SCP 5	Band C SCP 8	Band D SCP 13	Band E SCP 18	Band F SCP 23	Band G SCP 27	Band H SCP 31	Band I SCP 35	Band J SCP 39	Band K SCP 43	Band L SCP 47	Band M SCP 51
Grants													
Daily Rate (Weekday)	£ 17.00	£ 17.67	£ 18.68	£ 20.52	£ 22.56	£ 24.95	£ 28.07	£ 30.99	£ 34.59	£ 37.98	£ 41.46	£ 44.93	£ 48.70
Daily Rate (Saturday)	£ 21.25	£ 22.08	£ 23.35	£ 25.65	£ 28.20	£ 31.18	£ 35.08	£ 38.74	£ 43.24	£ 47.47	£ 51.82	£ 56.16	£ 60.88
Daily Rate (Sunday)	£ 25.50	£ 26.50	£ 28.02	£ 30.78	£ 33.84	£ 37.42	£ 42.10	£ 46.48	£ 51.88	£ 56.97	£ 62.19	£ 67.39	£ 73.05
Daily Rate (Bank Holidays)	£ 34.00	£ 35.33	£ 37.36	£ 41.04	£ 45.11	£ 49.89	£ 56.13	£ 61.98	£ 69.18	£ 75.96	£ 82.91	£ 89.86	£ 97.40

	Band A SCP 3	Band B SCP 5	Band C SCP 8	Band D SCP 13	Band E SCP 18	Band F SCP 23	Band G SCP 27	Band H SCP 31	Band I SCP 35	Band J SCP 39	Band K SCP 43	Band L SCP 47	Band M SCP 51
Internal													
Daily Rate (Weekday)	£ 17.40	£ 18.08	£ 19.11	£ 21.00	£ 23.08	£ 25.53	£ 28.72	£ 31.71	£ 35.39	£ 38.86	£ 42.42	£ 45.97	£ 49.83
Daily Rate (Saturday)	£ 21.75	£ 22.60	£ 23.89	£ 26.25	£ 28.85	£ 31.91	£ 35.90	£ 39.64	£ 44.24	£ 48.58	£ 53.03	£ 57.47	£ 62.29
Daily Rate (Sunday)	£ 26.10	£ 27.11	£ 28.67	£ 31.49	£ 34.62	£ 38.29	£ 43.08	£ 47.57	£ 53.09	£ 58.29	£ 63.63	£ 68.96	£ 74.75
Daily Rate (Bank Holidays)	£ 34.80	£ 36.15	£ 38.22	£ 41.99	£ 46.16	£ 51.05	£ 57.44	£ 63.42	£ 70.79	£ 77.72	£ 84.84	£ 91.95	£ 99.67

	Band A SCP 3	Band B SCP 5	Band C SCP 8	Band D SCP 13	Band E SCP 18	Band F SCP 23	Band G SCP 27	Band H SCP 31	Band I SCP 35	Band J SCP 39	Band K SCP 43	Band L SCP 47	Band M SCP 51
External Town Councils etc													
Daily Rate (Weekday)	£ 21.75	£ 22.60	£ 23.89	£ 26.25	£ 28.85	£ 31.91	£ 35.90	£ 39.64	£ 44.24	£ 48.58	£ 53.03	£ 57.47	£ 62.29
Daily Rate (Saturday)	£ 27.18	£ 28.24	£ 29.86	£ 32.81	£ 36.07	£ 39.89	£ 44.87	£ 49.55	£ 55.30	£ 60.72	£ 66.28	£ 71.84	£ 77.87
Daily Rate (Sunday)	£ 32.62	£ 33.89	£ 35.84	£ 39.37	£ 43.28	£ 47.86	£ 53.85	£ 59.46	£ 66.36	£ 72.86	£ 79.54	£ 86.20	£ 93.44
Daily Rate (Bank Holidays)	£ 43.49	£ 45.19	£ 47.78	£ 52.49	£ 57.70	£ 63.82	£ 71.80	£ 79.28	£ 88.48	£ 97.15	£ 106.05	£ 114.94	£ 124.59

	Band A SCP 3	Band B SCP 5	Band C SCP 8	Band D SCP 13	Band E SCP 18	Band F SCP 23	Band G SCP 27	Band H SCP 31	Band I SCP 35	Band J SCP 39	Band K SCP 43	Band L SCP 47	Band M SCP 51
Commercial													
Daily Rate (Weekday)	£ 25.26	£ 26.24	£ 27.74	£ 30.48	£ 33.51	£ 37.06	£ 41.69	£ 46.03	£ 51.38	£ 56.41	£ 61.58	£ 66.74	£ 72.34
Daily Rate (Saturday)	£ 31.57	£ 32.80	£ 34.68	£ 38.10	£ 41.88	£ 46.32	£ 52.11	£ 57.54	£ 64.22	£ 70.51	£ 76.98	£ 83.42	£ 90.43
Daily Rate (Sunday)	£ 37.88	£ 39.36	£ 41.62	£ 45.72	£ 50.26	£ 55.58	£ 62.53	£ 69.05	£ 77.07	£ 84.62	£ 92.37	£ 100.11	£ 108.51
Daily Rate (Bank Holidays)	£ 50.51	£ 52.48	£ 55.49	£ 60.96	£ 67.01	£ 74.11	£ 83.38	£ 92.06	£ 102.76	£ 112.82	£ 123.16	£ 133.48	£ 144.68

836. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
CSC	959	0	(20)	(20)				(20)
								(20)

837. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	12.1
Total number of posts in budget area affected	16
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

838. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact upon service delivery a change to financial modelling only.

839. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e., confirmed, in application, etc)
Countryside Access Grants	Welsh Government	Programme confirmed, annual bids required

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840. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Maintains countryside access contributing to support healthy lives and tourism economy
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

841. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

n/a

842. Options Appraisal -

Option	Benefit	Risk	Comment
n/a			

843. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

844. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Change to financial modelling only

845. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

846. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

847. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Grant Funding	Operational	Long term uncertainty over future grant support	Low	Continue to pursue grant opportunities

848. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Continuation of grant income / ability to recover costs as part of applications	Based on current grant and grant conditions	Grant bodies

849. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Grant Income	(20,000)			

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850. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Monlife Finance & Business Support Restructure	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 3 & 4	Operational Lead Officer:	Stacey Jones
Version No:	V1	Directorate:	MONLIFE
Date:	22.11.2022	Section:	FINBUS

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

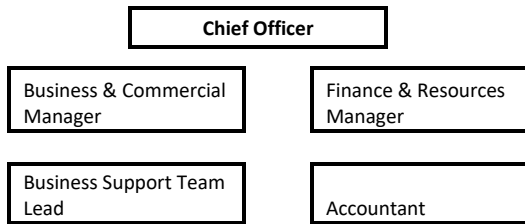
851. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Monlife have implemented a new EPOS system across all its service areas, providing improved quality and many automated functions within the new system. The benefits of the new system have allowed us to identify service efficiencies which are reflected in the proposed restructure of the business and support section. It is vital that we use this restructure to capture system efficiencies, in capturing these efficiencies we would look to delete two posts from the current structure.

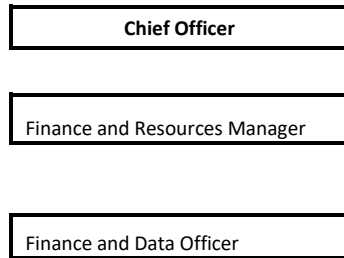
1. Business & Commercial Manager
2. Business Support Team Lead

852. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Current Structure



Proposed Structure



853. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS	933		(60)	(60)				(60)
FINBUS	160		(44)	(44)				(44)
								(104)

854. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

4

Total number of full-time equivalent (fte) staff in budget area affected	9
Total number of posts in budget area affected	2
Total increase or decrease in the number of posts from this proposal	(2)

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	1
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	1

855. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Impact of these changes on service delivery are low, we would expect minimal impact on operational services the business & support team lead is currently a vacant post and the movement of services around within the senior management team allows for the removal of the Business and Commercial manager posts which in turn provides opportunity for development within existing teams.

856. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

857. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

858. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Yes

859. Options Appraisal -

Option	Benefit	Risk	Comment
n/a			

860. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

861. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

862.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Redundancy Payment £37,185.60		

863. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

864. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions

865.Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Restructure is in place from 1 st April 2022	Full year savings assumed	Cabinet

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866. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Staff Manpower/Forecast	(104,306)			

867. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Deletion Project Officer	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 5	Operational Lead Officer:	Stacey Jones
Version No:	V1	Directorate:	MONLIFE
Date:	22.11.2022	Section:	FINBUS

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

868. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The current economic climate and the limited investment opportunities along with increased borrowing costs, all impact on the sections ability to undertake large investments in our sites outside of any specific grants. Previously we have developed both Monmouth, Abergavenny and Chepstow leisure centre this post was key to the successful delivery of these projects. The post has recently become vacant this has provided us the opportunity to understand the currents needs of the business. Due to the factors described above it would be sensible to delete this post.

869. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

870. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS	160		(45)	(45)				(45)
								(45)

871. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

4

Total number of full-time equivalent (fte) staff in budget area affected	4
Total number of posts in budget area affected	1
Total increase or decrease in the number of posts from this proposal	(1)

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	1
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

872. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The impact of these changes on service delivery are minimal, current projects are complete.

873. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

874. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Maintains contribution to addressing the climate and nature emergency
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

875. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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876. Options Appraisal -

Option	Benefit	Risk	Comment
n/a			

877. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

878. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

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879. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

880. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Monlife DMT	Budget Mandate Discussions	Oct 2022

881. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions

882. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Restructure is in place from 1 st April 2023	Full year savings included	Cabinet

883. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Staff Forecast	(44,532)			

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884. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Budget Saving
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Proposal Title	Reducing Supplies & Services Budget (Marketing)	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 6	Operational Lead Officer:	Richard Simpkins
Version No:	V1	Directorate:	MONLIFE
Date:	22.11.2022	Section:	FINBUS

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

885. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Reducing the Marketing supplies and services budget, the team will need to make sure their external resources are used efficiently in serving the business needs of MonLife and ensure we maximise usage of our internal skills.

886. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

	Current £	Proposal £	Saving £
Supplies & Services	26,000	21,000	- 5,000

887. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS	299	0	(5)	(5)				(5)
								(5)

888. Service Impact For a budget saving, what is the impact upon service delivery of the proposed reduction in budget? For a budget pressure or investment, what would be the impact upon service delivery if the proposal was not agreed?

Limited impact on service delivery

889. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

890. Corporate Alignment: How does this proposal contribute and align with the current Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	
Will an option appraisal be required?	N	
Will this proposal require any amendments to MCC policy?	N	

891. Additional Impacts What are the expected impacts of implementing this proposal? Please include the potential impact on other service areas

Description	Who is effected?	Is this impact positive or negative?

892. Mitigation (for budget pressures only) – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

893. Additional Considerations:

Question	Y/N	Comments/Impact
Will this proposal have any staffing implications?	N	
Will this project have any legal implication for the authority?	N	

894. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

895. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Marketing and Sales Manager		Oct 2022

896. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Inflation	Operational	Inflation on external contracts may remove our ability to reduce expenditure	Low	Align spend to key priorities

897. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

898. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27

Budget Monitoring	Reduced Supplies and Services Expenditure	(5,000)			

899. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Attractions Restructure	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 7,8 9 & 21	Operational Lead Officer:	Tracey Thomas
Version No:	V1	Directorate:	MONLIFE
Date:	14.11.2022	Section:	Attractions

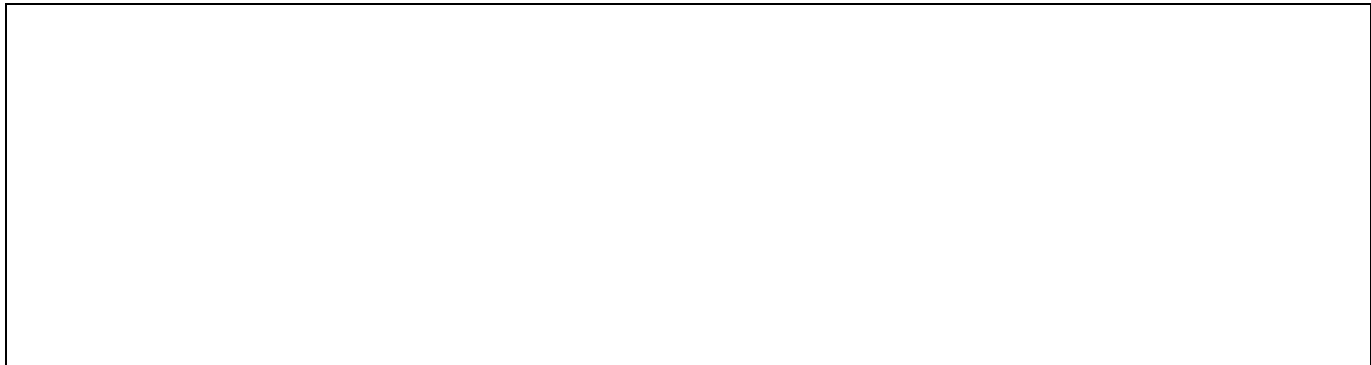
Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

900. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Heritage services realignment will look to remove two site leads from the existing structure - one from Tourist Information Centre and one at Shire Hall, in doing so we would also look to close the Chepstow Tourist Information Centre for one day a week in line with the majority of other heritage and attraction sites.

The removal of site lead at the TIC is achievable with both TIC and Chepstow Museum being supported by a senior member of staff and the service managers. Closure of the TIC for one day on a weekend would allow us to make savings on weekend enhancements.

The removal of site lead at Shire Hall is achievable by combining the museums and existing Shire Hall staff creating a healthy staffing team. The overall support to the site will be provided by the Museums and Arts Manager. There is also an increase in staffing at the site for the next 2-3 years funded through external grants.



901. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

As part of the Attractions restructure and appointment of the Heritage Visitor Attractions Manager in November 2021, opportunities were created for staff to apply for vacant posts on a temporary contract until March 2023. During this time, consideration has been given to the sites and their individual staffing requirements to reduce expenditure and maximise income generation. We are also combining the Museums and Attractions staffing structure to have one Heritage service across MonLife. The combined structure includes two managers these changes will allow for a reduction in site leads across the two sites with additional support being given by the two managers.

Currently the TIC operates 7 days a week on a summer and winter opening schedule (10.00am-5.00pm and 10.00am – 3.00pm). Chepstow is the gateway to Wales and the TIC is a key welcome centre with many coaches choosing to use this area as the first port of call when visiting Chepstow and the surrounding areas.

The TIC offers services for

- booking accommodation & provide information on places to visit, things to do, places to eat, route planning, national and local events
- National Express & Theatre ticket sales
- luggage storage allowing people to explore our historic town and gate
- promotes and sells locally produced craft and aperitifs; artwork; china and tea towels; postcards and memorabilia
- There is also a retail offer selling locally produced crafts, and refreshments with sit in tea room although self service

Footfall

2021-22	2022-23 (April -Nov)	2022-23 Total (Est)
17,746	28,009	33,000

Footfall for 2021-22 was impacted by the Covid – 19 Pandemic including closures, single access and one-way systems.

Monday is the busiest day, followed by Wednesday, with Sunday being our quietest day – this is due to most coach trips/visits happening Monday-Friday and most weekend visitors arriving on a Friday and staying the weekend. We would consider Sunday being the day to close the TIC based upon the data shared.

To continue to ensure that a limited tourism offer is still available on a Sunday, we would offer information and signposting via the museum.

Current Structure

Scale Points	Band	Job Title	Hours	F.T.E

			Worked	
19-23	F	Site Lead	37.0	1.00
9-13	D	Visitor Assistant	19.0	0.51
9-13	D	Visitor Assistant	19.0	0.51

Closing one day a week on a Sunday will save on enhanced pay for staff which will save us £6,469 over a 12-month period.

We will increase visitor assistant to ensure that we have adequate staffing for events and activities to support income generation in future years. These hours will be made available to existing staff or those having hours reduced.

We have also recently been successful in securing monies through the SPF Grant which will provide a part time member of staff to continue with the implementation of play activities, Interpretation and engagement with stakeholders and visitors – this if for a period of 2 years. The Shire Hall will be supported by existing staff and 4 externally funded posts from National lottery and Welsh Government grants (grant funded posts until 2025)

The two site lead posts are currently filled by staff on short term secondments which offered staff the opportunity to upskill and work in different areas/post levels. Both staff will revert to their substantive post so will not be disadvantaged and will be aligned to their previous salary and post level.

Savings Proposal

	£	£
Deletion Site Lead TIC	- 39,235	
Deletion Sunday Enhancements TIC	- 6,469	
Reduction in TIC Overtime	- 578	
Total TIC Saving		- 46,282
Deletion Site Lead Shire Hall	- 39,235	
Total Shire Hall Saving		- 39,235
Additional Visitor Assistant Caldicot Castle	20,671	
Total Investment Caldicot Castle		20,671
Total Attraction Saving		- 64,846

902. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS – Attractions			(65)	(65)				(65)
								(65)

903. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	4.03
Total number of posts in budget area affected	2
Total increase or decrease in the number of posts from this proposal	(2)

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	2
Redundancy	

904. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

There will be limited impact on the standards of service for visitors and local communities. There is no impact on statutory or legal duties.

We will offer a basic provision of tourist information for the one day the TIC is closed at the museum.

Increased footfall could put a pressure on the current and future staffing structures if the current trend continues across tourism and attractions. We will monitor and adjust our offer accordingly to ensure our priorities of clean, safe and welcoming sites are adhered to and peripheral offers may be reduced at busy times.

905. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
CCCP	SPF	Confirmed
Shire Hall	National Lottery and Welsh Government	Confirmed

906. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

907. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

We are realigning our resources to make better use of roles at the sites. There will be additional hours available at CCCP to support day to day running of the site. Sites will be supported by externally grant funded posts and assistance from the service managers. As part of our long-term strategy, we are seeking external grant support as well as increasing our engagement with sponsorship and donations for our heritage sites which will create a more resilient and sustainable future for the service.

By increasing operational hours at visitor assistant level at CCCP and additional support from externally grant funded posts for both Shire Hall and CCCP, we are putting more resource into operational delivery to ensure that the services are safe, clean and welcoming for our visitors.

There will be no disproportionate outcomes for the post of site lead at the TIC and the Shire Hall. These posts affected are currently filled on a temporary basis and staff will return to their substantive posts. Creation of a new additional visitor assistant post at CCCP will ensure that staffing can support the additional events and activities provided

We will ensure that sufficient tourism offer is provided at Chepstow Museum on the closure day of the TIC

The two site lead posts are currently filled by staff on short term secondments which offered staff the opportunity to upskill and work in different areas/post levels. Both staff will revert to their substantive post so will not be disadvantaged and will be aligned to their previous salary and post level

908. Options Appraisal -

Option	Benefit	Risk	Comment
Closure of TIC on day a week	Releases Asset for 1 day a week	Losing potential customers, income and tourism for Chepstow and surrounding areas	Closure of TIC for one day a week could be mitigated by offering a limited tourist information offer at the museum reception.
Deletion of Site Lead post at TIC	Releases budget savings	Current staff may leave and not return to substantive post	Support from visitor assistants across both TIC and museums, senior staff and service managers will ensure the service operates as normal
Deletion of Site lead post at Shire Hall	Releases budget savings	Current staff may leave and not return to substantive post	Support from service manager and 4 externally funded posts will ensure continuation of service

909. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

910. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The creation of the additional heritage visitor assistants at CCCP will mitigate the impact on front line service delivery.

Both CCCP and Shire Hall will benefit in the next 2 years by support from externally funded staffing posts to continue to support and enhance the provisions.

An offer of tourist information will be made available at the museum on the day that the TIC in Chepstow is closed with clear signage and signposting on our website and social media channels

911.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

912. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Current staff in temporary posts	To advise that the posts will be deleted and that they revert to their substantive posts from 1 st April 2023	Dec 22

913. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions

914.Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

Full Year Savings	Budget process allows the time necessary for consultation	Cabinet

915. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Manpower budget against forecast	(64,846)			
Customer Satisfaction	Surveys				

916. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Collections Management	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 10	Operational Lead Officer:	Tracey Thomas
Version No:	V1	Directorate:	MONLIFE
Date:	14.11.2022	Section:	Attractions

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

917. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

This proposal looks to delete 0.40 FTE from the Collections Management Post. The budget currently allows for 1 full time post, we are looking to reduce this to 0.60 FTE, 0.40 FTE is currently vacant within the structure.

918. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Current Structure

Scale Points	Band	Job Title	Hours	F.T.E	Sal Total £	N.I £	Supn Service 24.1% £	Total £
35-39	J	Museums & Arts Manager	37.0	1.00	47,420	5,690	11,428	64,539
31-35	I	Community Museum's Curator	37.0	1.00	43,421	5,080	10,464	58,966
31-35	I	Collections Management Officer	22.0	0.59	24,068	2,214	5,800	32,083
31-35	I	Collections Management Officer	15.0	0.41	16,410	1,034	3,955	21,399
9-13	D	Business Support Assistant	18.5	0.50	14,399	734	3,470	18,604

919. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS – Museums			(21)	(21)				(21)
								(21)

920. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	3.50
Total number of posts in budget area affected	1

Total increase or decrease in the number of posts from this proposal	(0.40)
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Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	0.4
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

921. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Pressure on current post holder to undertake full role, to ensure and maintain the collections in safe, moral and legal processes. Reduction in resources could have an impact on museums in future, if collections need sudden care/interpretation there would be a shortage in staff resources to undertake this work.

922. **External Funding:** Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

923. **Corporate Alignment:** How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

924. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

N/A

925. Options Appraisal -

Option	Benefit	Risk	Comment

926. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

927. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

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928. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

929. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

930. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions

931. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Full Year Savings	Vacant Post	Cabinet

932. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Manpower budget against forecast	(21,399)			

933. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	

Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Visitor charging at some heritage exhibitions/activities and events	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 11	Operational Lead Officer:	Tracey Thomas
Version No:	V1	Directorate:	MONLIFE
Date:	14.11.2022	Section:	Attractions

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

934. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

To charge a nominal fee to visitors attending special collection exhibitions/activities and events at our museums and attractions– potentially fees of £2.00.

Generation of this additional income will be used to help keep our sites open allowing communities and visitors to continue to enjoy these sites. We will also be able to offer a wider range of exhibitions/activities/events that previously we have to pay a charge for, in the current economic climate these would become unaffordable options introducing these charges allow us to deliver these events at a cost neutral price.

Looking at our competitors locally and across neighbouring authorities, charges are in place for attractions activities and entry from £4.00 upwards (museums are no charge in Wales)

935. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Our heritage attractions and museums are free entry for all. We will maintain this offer however for some additional activities/exhibitions/events we provide over the season we are proposing to charge a nominal fee that will cover the cost of materials /hire costs and resources required. We are passionate about providing low/no costs activities to our visitors however with the rising costs of materials and resources, we cannot maintain the quality and variety of our programmed activities to the extent we have previously offered.

We will charge nominal fees of £2.00 per person that are appropriate and fair to the activities/exhibition/event being provided.

Our local competitors charge a range between £6.50 - £8.50 for entry and access to activities (Raglan Castle; Chepstow Castle; Blaenavon railway) whilst some others charge for what you use (Ladybird Craft Centre Caldicot; Go Pottery Abergavenny) We aim to ensure that activities/exhibitions/events are accessible to all whilst ensuring that we can provide quality experiences for our visitors at low cost.

As part of our CRF funded engagement process with visitors to our heritage attractions and museums, out of 600+ interviewed or completed surveys, 79% said they would be happy to pay a fee for activities/events/exhibitions if below £5. We would maintain a charge appropriate to the activity between £1.00 and £5.00

Footfall combined across our heritage attractions and museums was 136, 777 for 2021-22 so a third of users accessing charged activities in future years will support our proposal for increased income to sustain services.

936. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS – Attractions	852		(20)	(20)				(20)
								(20)

937. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	

Redeployment	
Redundancy	

938. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact on standard of service delivery. A small charge will enable us to maintain the range of activities/exhibitions and events we provide during our seasonal programmes.

939. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

940. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

941. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

942.Options Appraisal -

Option	Benefit	Risk	Comment

943. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

944. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

No service or organisational impact

945.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

946. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Cabinet Member	Budget Proposals	Oct – Nov 22

947. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Footfall	Operational	Income generation is based on a consistent level of footfall attending activities, events and exhibitions.	Medium	Reduce delivery program

948. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

949. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Income Forecast	(20,000)			

950. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Sale of Caterpod	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 12	Operational Lead Officer:	Tracey Thomas
Version No:	V1	Directorate:	MONLIFE
Date:	14.11.2022	Section:	

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

951. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Sale of caterpod that is not currently utilised and no longer required.
One off saving.

952. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

953. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS – Attractions			(10)	(10)	10			0
								0

954. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

955. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact on standard of service delivery.

956. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

957. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

958. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

N/A

959. Options Appraisal -

Option	Benefit	Risk	Comment

960. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

961. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

No service or organisational impact

962. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

963. Consultation

Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

964. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions

965. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

966. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Sales Income	(10,000)	0	0	0

967. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Sports Development	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 13	Operational Lead Officer:	Nicholas John
Version No:	V1	Directorate:	MONLIFE
Date:	14.11.2022	Section:	LYOA

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

968. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

To increase income generation through external grants, seeking to maintain service delivery at reduced core costs but increase service reliance on alternative external grants.

The sport development team are very lean and year on year have developed opportunities, where they have secured additional resources, through external funding and commissioned partners, stakeholders and the wider MonLife teams to deliver their outcomes.

The team has continuously exceeded their outcomes set annually through their sports delivery plan, mainly funded through Sport Wales, the team have a targeted delivery plan that feeds into Monmouthshire wider outcomes.

969. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The core sport development staff, community and sport development officers are fully funded through their Sport Wales annual grant and partnership. The team has year on year, successfully secured external grants to fund wider initiatives, deliver bespoke programmes and provide support to partners.

The sport development team plan their delivery on the data from several sources, including the National Survey for Wales – School Sport Survey. The latest data SSS 2022, enables the team to build their delivery plan based on local needs.

The data also supports the team in preparing applications for capital funding, i.e., Chepstow outdoor pitches redevelopment, where the team secured more than £400,000 in capital funding 2021/22.

These external grants are through collaboration, through Active Gwent partnerships and regional working. Additionally, grants have been received from the Police & Crime Commissioners office. Joint delivery of projects within MonLife has included grants through the Home Office, tackling crime and anti-social behaviour.

More than £20,000 of grant funding in 2021/22 has been administered by the sport development team, however, the delivery of those programmes has been commissioned to other services, include MonLife leisure centres, and the wider teams.

In 2023/4, Disability Sport Wales will withdraw a longstanding funding grant to all LA, which has contributed to the proposals to increase additional external grants. The insport programme within Monmouthshire will continue to be supported by the sport development team, however, the management and administration of the National insport programme will be the responsibility of a newly appointed regional officer. There will be opportunities to apply for funding, for inclusion, based on local need and outcomes.

970. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS – LYOA	693		(20)	(20)				(20)
								(20)

971. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

972. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Limited impact on standard of service delivery, a different way of financing these services.

More than 70% of the sport development budgets are grant funded, year on year.

973. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
£50,000	Active Gwent Regional partnership fund	Final amounts confirmed in December 2022, with potential in year further opportunities where some projects fail to deliver or sport Wales presents further funding opportunities.
£9,000	Police and Crime Commissioner	Final amounts confirmed in December 2022, with potential in year further opportunities where some projects fail to deliver or sport Wales presents further funding opportunities.
£5,000	MCC Internal	In year grant opportunities to delivery on specific outcomes – throughout 2023/24
£3,000	Disability Sport Wales	Discussions will take place post April 2023

974. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

975. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

N/A

976. Options Appraisal -

Option	Benefit	Risk	Comment

977. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

978. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

979.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

980. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

981. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Additional Grant Funding	Operational	Requires additional grant funding to allow for core budget savings	Medium	Reduce scope of delivery plan to match resources and level of funding

982.Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Full Year Saving		Cabinet

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983. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Grant Income/ grant returns	(20,345)			

984. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	The teams success is reliant on good collaboration, the regional partnership will continue to thrive
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Youth Service	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 14	Operational Lead Officer:	Nicholas John
Version No:	V1	Directorate:	MONLIFE
Date:	14.11.2022	Section:	LYOA

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

985. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Seeking to maintain service delivery at reduced core costs by increases reliance on external grants, an internal restructure of priorities, programmes and delivery. A greater reliance on achieving grant funded income and a commercial training offer to deliver core services.

Youth work provides and facilitates an environment within which young people, mainly age 11 to 25, can relax, have fun, and feel secure, supported, and valued. It is intended that through non-formal and informal educational opportunities and experiences youth workers challenge young people to enhance their life chances.

There are three main elements to the cost savings proposal, includes.

1. Six-week transition programme for Primary schools – curriculum based, year 6 pupils, as a cost,
2. SHIFT – a 1:1 support intervention for ages 11-25 years, additional resources through grant funded projects,
3. Youth Work Training – deliver youth work qualifications, QA qualifications for providers.

986. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

In Monmouthshire we have actively supported our year 6 school pupils, age 10+ through transition events, activities and extending our youth club offer, in some communities and settings. Through the pandemic, where young people transitioning from primary school into secondary school, were denied many opportunities to meet their peers face to face, share some of their concerns and generally learn about their next stages in their school life, as a youth services, beyond the secondary school support, we extended our support to this group of young people.

One of the more successful interventions we piloted and continued to pilot throughout 2021/2 is our 'primary school transition project'. Officers are going into primary school, within the school day, to deliver a series of key topics relevant to supporting that young person with their transition into secondary school and teenage years. The pilot is a six-week programme being delivered FOC to 11 primary schools in Monmouthshire. The proposal is for primary schools, wishing to take-up the six-week programme, to contribute to the delivery costs. As detailed below.

Duration	Costs
Six-weeks, 2 hours per session	£250 per course, £41.66 per week/ 2-hour session
Target 2023/4	Total Target Contribution
12 Primary schools	£3,000

The service is very successful on applying for and delivering external grants. Like most service areas, more work has been undertaken to ensure full costs are recovered through external grants. The team are continuing to ensure staffing levels are maximised to achieve core service delivery, whilst gaining the opportunity to upskill officers, volunteers and provide workplace opportunities. The proposal is to draw in further grant funding to deliver on the outcome of those external grant funders. As detailed below.

Target 2023/4	Total Target Contribution
SHIFT project additional resources	£5,000
Pupil referrals – 1:1 intervention	
Re-engage – 1:1 intervention	
Equality and diversity	

For more than 10 years Monmouthshire Youth services has successfully delivered accredited in-house training. More recently a training package in conjunction with Cardiff Met, has meant Monmouthshire have played a role in supporting the next generation of youth workers in Wales through supporting the delivery and quality assurance of their Level 3 Certificate in Youth work practice qualification. There are limited accredited training providers in Wales delivering quality, accredited youth work qualifications. The proposal is to capitalise on this opportunity and scale up our accredited training and qualifications in youth work and work towards become an established course provider. As detailed below.

Target 2023/4	Total Target Contribution
Cardiff Met partnership	£17,000
LA Youth Services across Wales	
Advertising of qualifications open to everyone	

987. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS – LYOA	490		(25)	(25)				(25)
								(25)

988. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	N/A
Voluntary Severance	N/A
Retirement	N/A
Redeployment	N/A
Redundancy	N/A

989. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Limited impact on standard of service delivery, a different way of financing these services.

990. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
£3,000	Internal education and social service directorates	Elements of the funding confirmed, where they span over the academic year – 2022/3.

£5,000	Town Council's	November 2022 – agreed funding.
£8,000	Cardiff Met agreement Local Authority Youth Services and partners	Academic commitments will be made in the spring/summer term to enable the commitments to start and be delivered in the autumn term September 2023. LA Youth services and open courses, ongoing discussions, and training calendar to be confirmed by February 2023

991. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

992. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

N/A.

993. Options Appraisal -

Option	Benefit	Risk	Comment

994. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Charge to services that are currently FOC	Schools x 11 primary	Negative, where schools have received the pilot FOC. Positive - School is looking for wider engagement with external providers to deliver the opportunities of the new Curriculum for Wales

995. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Where the service incurs staff vacancies, the service will continue to look at different ways of working, and therefore, in year, if this does occur, there would be additional savings.

If income generation opportunities do not provide the necessary, level of funding we will look at reducing the deliver plan to reflect the funding available.

996.Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

997. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

998. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Additional grant funding	Operational	Requires additional grant funding to allow for core budget savings	Medium	Secure commitments to the delivery of training before the start of the new financial year. Commitments to delivery plans, without secured funding needs to be quarterly

999.Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Full Year Saving		Cabinet

1000. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Grant Income	(25,000)			

1001. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Working with higher education provider, and developing opportunities with LA across Wales
Will this project benefit from digital intervention?	N	

2023/24 Budget Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Fitness Equipment Maintenance and Online Streaming	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 15	Operational Lead Officer:	Nicholas John
Version No:	V1	Directorate:	MONLIFE
Date:	14.11.2022	Section:	LYOA

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1002. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

<p>Caldicot Leisure Centre Technogym fitness equipment, whilst still functional, is beyond, 'shelf-life'. Therefore, we will reduce the global maintenance contract with Technogym UK LTD, to reflect the ageing equipment and seek a local accredited supplier to maintain and in the event of a breakdown, repair the equipment.</p> <p>Through the redevelopment of our leisure centres, where we have retained surplus fitness equipment, by developing pilot projects in our secondary, primary and outdoor activities site. We have sourced a local accredited fitness equipment supplier, maintenance, and repair company to support the smaller pilot schemes, Gym Systems.</p> <p>Through the pandemic, where leisure centres were closed and there were no face-to-face exercise classes, we explored several channels to continue to engage with our members including, zoom, youtube and Technogym online streaming platform. We have been able to condense some of our content, turn-off several platforms, whilst centralising our Technogym online streaming option. Therefore, we will switch-off the function at Caldicot LC saving the costs of an annual subscription.</p>

1003. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure, or investment. Append any further information as necessary.

Our current maintenance and repair contract is with Technogym UK LTD Global Service Contract for Caldicot leisure centre and expires on 31st March 2023.

We will work with Gym Systems to provide an annual maintenance programme, support, and where we incur a breakdown, repair of our fitness equipment at Caldicot LC, for 12 months.

Our Technogym online streaming subscription expires on 31st March, we will not renew the license.

Target 2023/4	Total Target Saving
Gym Systems maintenance contract	£10,000
Terminate online streaming license	

1004. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS – LYOA	1.040		(10)	(10)				(10)
								(10)

1005. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	N/A
Total increase or decrease in the number of posts from this proposal	N/A

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	N/A
Voluntary Severance	N/A

Retirement	N/A
Redeployment	N/A
Redundancy	N/A

1006. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact on service or standard of delivery, procuring more cost-effective maintenance contract for ageing equipment.
Our online streaming offer will still be available through our central platform.

1007. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

1008. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1009. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

N/A.

1010. Options Appraisal -

Option	Benefit	Risk	Comment

1011. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
N/A		

1012. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Limited organisational impact.

1013. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

1014. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

1015. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
National shortage of fitness equipment parts, third-party (Gym Systems) would not be a priority to Technogym to supply	Operational	The current climate, of manufacturing	Low	There will be the option to restart the contract with Technogym at any time, if the global picture changes

1016. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Full Year Saving		Cabinet

1017. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Reduced Maintenance and Fitness Expenditure	(10,000)			

1018. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Commercial Contributions and Sponsorships	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML17	Operational Lead Officer:	Stacey Jones
Version No:	V1	Directorate:	MONLIFE
Date:	22.11.2022	Section:	FINBUS

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1019. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The recent service report for MonLife demonstrates real opportunity for raising this income, whilst creating more longer-term local partnerships with our Town Councils etc.

With more successful engagement our services are essential to the community and attract contributions to ensure these service provisions are still available, we will look to maximise these opportunities and use this income to make these services more sustainable.

1020. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

1021. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS	£4,494		(10)	(10)				(10)
								(10)

1022. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1023. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact on service delivery.

1024. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

1025. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Maintains contribution to addressing the climate and nature emergency
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1026. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

1027. Options Appraisal -

Option	Benefit	Risk	Comment
n/a			

1028. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

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1029. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

1030. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

1031. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Monlife DMT	Budget Mandate Discussions	Oct 2022

1032. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Lack of external funding	Operational	Unquantified	Medium	Reduce services if required and income is not available to make services sustainable

1033. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

1034. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Income Forecast	(10,000)			

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1035. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Project Officer charges against external Grants	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML18	Operational Lead Officer:	Stacey Jones
Version No:	V1	Directorate:	MONLIFE
Date:	22.11.2022	Section:	FINBUS

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1036. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

<p>Monlife will be looking to utilise a new recharging model ensuring full cost recover of officer's time against grants. This income will be used to partially fund core staff.</p>
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1037. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Staff Recharge Rates 22-23													
	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I	Band J	Band K	Band L	Band M
	SCP 3	SCP 5	SCP 8	SCP 13	SCP 18	SCP 23	SCP 27	SCP 31	SCP 35	SCP 39	SCP 43	SCP 47	SCP 51
Grants													

Basic Hourly Rate	£ 17.00	£ 17.67	£ 18.68	£ 20.52	£ 22.56	£ 24.95	£ 28.07	£ 30.99	£ 34.59	£ 37.98	£ 41.46	£ 44.93	£ 48.70
Daily Rate (Weekday)	£ 125.82	£ 130.72	£ 138.21	£ 151.84	£ 166.92	£ 184.61	£ 207.69	£ 229.32	£ 255.95	£ 281.04	£ 306.78	£ 332.48	£ 360.40
Half Day Rate	£ 62.91	£ 65.36	£ 69.11	£ 75.92	£ 83.46	£ 92.30	£ 103.84	£ 114.66	£ 127.98	£ 140.52	£ 153.39	£ 166.24	£ 180.20
Weekly Rate	£ 629.09	£ 653.62	£ 691.07	£ 759.21	£ 834.61	£ 923.03	£ 1,038.43	£ 1,146.62	£ 1,279.77	£ 1,405.18	£ 1,533.91	£ 1,662.40	£ 1,801.99

Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I	Band J	Band K	Band L	Band M
SCP 3	SCP 5	SCP 8	SCP 13	SCP 18	SCP 23	SCP 27	SCP 31	SCP 35	SCP 39	SCP 43	SCP 47	SCP 51

Internal													
Basic Hourly Rate	£ 17.40	£ 18.08	£ 19.11	£ 21.00	£ 23.08	£ 25.53	£ 28.72	£ 31.71	£ 35.39	£ 38.86	£ 42.42	£ 45.97	£ 49.83
Daily Rate (Weekday)	£ 128.74	£ 133.77	£ 141.43	£ 155.37	£ 170.80	£ 188.90	£ 212.52	£ 234.66	£ 261.91	£ 287.57	£ 313.92	£ 340.21	£ 368.78
Half Day Rate	£ 64.37	£ 66.88	£ 70.71	£ 77.69	£ 85.40	£ 94.45	£ 106.26	£ 117.33	£ 130.95	£ 143.79	£ 156.96	£ 170.11	£ 184.39
Weekly Rate	£ 643.72	£ 668.83	£ 707.15	£ 776.87	£ 854.02	£ 944.50	£ 1,062.58	£ 1,173.29	£ 1,309.54	£ 1,437.85	£ 1,569.58	£ 1,701.06	£ 1,843.89

Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I	Band J	Band K	Band L	Band M
SCP 3	SCP 5	SCP 8	SCP 13	SCP 18	SCP 23	SCP 27	SCP 31	SCP 35	SCP 39	SCP 43	SCP 47	SCP 51

External (Town Councils etc)													
Basic Hourly Rate	£ 21.75	£ 22.60	£ 23.89	£ 26.25	£ 28.85	£ 31.91	£ 35.90	£ 39.64	£ 44.24	£ 48.58	£ 53.03	£ 57.47	£ 62.29
Daily Rate (Weekday)	£ 160.93	£ 167.21	£ 176.79	£ 194.22	£ 213.51	£ 236.12	£ 265.64	£ 293.32	£ 327.38	£ 359.46	£ 392.40	£ 425.26	£ 460.97
Half Day Rate	£ 80.47	£ 83.60	£ 88.39	£ 97.11	£ 106.75	£ 118.06	£ 132.82	£ 146.66	£ 163.69	£ 179.73	£ 196.20	£ 212.63	£ 230.49
Weekly Rate	£ 804.65	£ 836.03	£ 883.93	£ 971.09	£ 1,067.53	£ 1,180.62	£ 1,328.22	£ 1,466.61	£ 1,636.92	£ 1,797.32	£ 1,961.98	£ 2,126.32	£ 2,304.87

Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I	Band J	Band K	Band L	Band M
SCP 3	SCP 5	SCP 8	SCP 13	SCP 18	SCP 23	SCP 27	SCP 31	SCP 35	SCP 39	SCP 43	SCP 47	SCP 51

Commercial													
Basic Hourly Rate	£ 25.26	£ 26.24	£ 27.74	£ 30.48	£ 33.51	£ 37.06	£ 41.69	£ 46.03	£ 51.38	£ 56.41	£ 61.58	£ 66.74	£ 72.34
Daily Rate (Weekday)	£ 176.79	£ 183.68	£ 194.21	£ 213.35	£ 234.54	£ 259.39	£ 291.82	£ 322.22	£ 359.64	£ 394.88	£ 431.06	£ 467.17	£ 506.40
Half Day Rate	£ 88.39	£ 91.84	£ 97.10	£ 106.68	£ 117.27	£ 129.70	£ 145.91	£ 161.11	£ 179.82	£ 197.44	£ 215.53	£ 233.58	£ 253.20

Weekly Rate	£ 882.65	£ 917.08	£ 969.62	£ 1,065.22	£ 1,171.01	£ 1,295.07	£ 1,456.98	£ 1,608.78	£ 1,795.60	£ 1,971.55	£ 2,152.17	£ 2,332.44	£ 2,528.30
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1038. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS	£4,494		(20)	(20)				(20)
								(20)

1039. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1040. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact on service delivery.

1041. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

1042. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Maintains contribution to addressing the climate and nature emergency
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1043. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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1044. Options Appraisal -

Option	Benefit	Risk	Comment
n/a			

1045. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

1046. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

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1047. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

1048. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Monlife DMT	Budget Mandate Discussions	Oct 2022

1049. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Lack of external funding	Operational	Unquantified	Medium	Reduce services if required and income is not available to make services sustainable

1050. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

1051. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Income Forecast	(20,000)			

1052. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Old Station Tintern Railway Train	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 19	Operational Lead Officer:	Tracey Thomas
Version No:	V1	Directorate:	MONLIFE
Date:	14.11.2022	Section:	Attractions

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1053. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Complete the necessary repair and maintenance on the miniature train track through an initial one-off capital investment of £45k, this will allow us to re-open this much-loved attraction and increase our income generation.

1054. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The miniature train at Old Station Tintern is one of the key attractions for visitors. The train and track have not been in use since our 2019 season. With covid limiting our operation, changes to staffing and losing some volunteers, the track has not been operational or maintained.

The track is now unsafe and requires a major refurbishment. Refurbishment consists of removing the existing track and replacing with a new low maintenance track laid at ground level which makes it more accessible for wheelchair users and those less mobile.

The current railway is just under 300m long, running from the original signal box to the viewing area adjacent to the missing bridge over the River Wye, south of the station. The proposal is to remove the existing railway and make good the ground, before commencing on the build of the new railway. The new railway will only be 200m long, ending where the site begins to narrow at the far end of the current car park. This will improve the available width of the path for walkers and cyclists at its narrowest point. We will increase the track gauge from 7¼ to 10¼. This is far more common on commercial railways as it offers much greater stability and the potential to accommodate more passengers in a single train. Crucially, it allows the railway in the future to consider carrying wheelchair bound passengers.

There is a big shift from “sit on” to “sit in” trains – with greater stability and a far safer feel to the ride for the passengers. It will allow those passengers not so physically able, but not wheelchair bound to consider taking a ride as well, with a more conventional seating position.

The track will be built in a traditional manner, with sleepers and rails bedded in crushed stone ballast. This differs from the concreted in track of the existing railway. The concrete does not allow for any adjustments or maintenance in the future and is susceptible to damage from tree roots.

In addition, safety barriers will be installed along the full length of the track, and clear signage for visiting walkers/users.

Having this much-loved attraction available to visitors will see an increase in footfall and income generated which will enable us to maintain the site to the standards expected and have the full range of activities available for visitors to enjoy.

Footfall

2021	2022 (April-Nov)
31,441	37,103

There has been a steady increase in footfall year on year. We anticipate a 10% increase on these figures when the train reopens.

We will operate the train on a regular advertised basis, with clear running times for visitors to plan their visits around. Train rides will be operated by paid staff and volunteers who are trained to operate the engine. We anticipate charging £1.50 per person for the train ride which takes approximately 5 minutes from start to end (this is in line with our competitors with a similar offer). We anticipate that the train will operate 100 days a year for an average of 6 hours a day. The maximum passengers per day could be 360. However, assuming two thirds occupancy, therefore, suggest 240 people a day seems realistic. This would assume a revenue therefore of around £36,000 per year (Gross)

1055. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS – Attractions			(25)	(25)		(5)		(30)

1056. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	

Redeployment	
Redundancy	

1057. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact on standard of service delivery - Income Generation

1058. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
£40,000.00	GWR Community Investment Fund	Unsuccessful

1059. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1060. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

N/A

1061. Options Appraisal -

Option	Benefit	Risk	Comment

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1062. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

1063. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

<p>No service or organisational impact</p> <p>Income Generation</p>

1064. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
	Budget Investment MTFP (Capitalisation)	£45,000 - Investment

1065. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

1066. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score	Mitigating Actions

			assessing the probability & impact	
One Investment	Off Strategic/Operational	Without investment the income generation is not achievable	High	

1067. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
One off Investment		Cabinet
Footfall	Based on previous data	

1068. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Income Analysis	(25,000)	(25,000)	(30,000)	(30,000)

1069. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	Maintenance – Framework in place
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Leisure Centre Summer Opening Hours	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 20	Operational Lead Officer:	Nicholas John
Version No:	V1	Directorate:	MONLIFE

Date:	14.11.2022	Section:	LYOA
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Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1070. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

To reduce opening hours in our leisure centres during the summer months across all four sites. Reducing hours during the summer months impacts on the least number of sports clubs but allows our leisure centres to be more sustainable services.

It is vital that we ensure future sustainability of our services leisure plays a vital role in improving the health and wellbeing of local communities.

The opportunity to reduce utility costs where we can, will be demonstrated in this proposal.

1071. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Our four leisure centres are based on secondary school sites and operate as a 'dual-use facility. Traditionally, this entails a large proportion of facilities are taken up by the secondary school through the daytime, within the school term, accommodating the curriculum. The leisure centres also deliver primary school swimming for our feeder primary schools, throughout the school term.

Our affiliated community sport club's seasons, where the most facilities are booked, on a block booking, takes place between September and May. In Monmouthshire, the larger sporting clubs, apart from swimming and hockey clubs, but including football and rugby clubs have their own facilities. These sports clubs mainly use the leisure centres for winter training facilities only, between the months of October to March, where we see the largest uptake of indoor and outdoor bookings of facilities, in many cases there isn't sufficient facilities to accommodate all clubs and sessions.

Block Bookings Average % Summer compared to Winter

	Winter Block Bookings %	Summer Block Bookings %
Average Uptake	75	55

Where we see less demand from our sports clubs, in the spring and summer months, we can more than accommodate, those clubs and members of the public who wish to participate in sport and physical activity all year round. In many cases, we can accommodate more flexible spaces, times and opportunities.

Through spring and summer, we see more demand earlier in the daytime through our provisions, than we see later evenings. The swimming pool timetable offers much more flexibility and adult swim sessions in the daytime, as traditionally the schools do not swim in the spring and summer school terms. There are a maximum of 5 weekly adult swimming sessions through the autumn and winter, beyond 9pm. In the spring and summer these adult swim sessions can be accommodated throughout the day, including extended adult lunchtime swims.

Impact Swimming – Closure 9pm

A closure of 1 hour per day from 9pm during summer months will affect less than 1% of our total monthly visits.

	Total Numbers	Past 9pm	%
June	9,699	46	0.47%
July	12,403	64	0.52%
August	13028	57	0.44%
	35,130	167	0.48%

The weekend provision is consistent throughout the year, however, there are some measures we can look at further to condense our opening hours, provision and maximise space, through advanced planning and spring/summer campaigns.

In school holidays, we continue to deliver our learn to swim programme, and we deliver the Monmouthshire Games, where demands are the daytime and early evening. Staff shift rotas can be planned in advance to accommodate the demand in service delivery.

Our fitness campaigns and challenges set for customers, to encourage adherence to exercise, through the spring and summer months are tailored towards, 'in club' and 'do it yourself'. This is to enable flexibility to the member, allow for holiday breaks, outdoor activities including walking, running, and cycling, and to maximise the opportunities of our tracking tools, to continue to engage with the member. We have seen success in that our average length of membership, for our main fitness memberships, has increased year on year, at more than 12 months, well above the national average for fitness memberships.

The fitness suites are open from 6:15am to 10pm Monday to Friday and 8:15 to 6pm at weekends. We will continue to monitor usage after 9pm and at weekends. Fitness classes are not affected by this proposal.

Impact Fitness Suite – Closure 9pm

A closure of 1 hour per day from 9pm during summer months will affects less than 1% of our total monthly visits.

	Total Numbers	Post 9pm	%
June	10,500	77	0.73%
July	11,747	60	0.51%
August	11745	64	0.54%
	33,992	201	0.59%

1072. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS – LYOA			(20)	(20)				(20)
								(20)

1073. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1074. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact on standard of service we will still fully meet legal and statutory duties.

There will be a change to staffing rotas and a reduction in overtime, and staff will be allocated to times where the programme has the greatest demand. Through the summer months we increase our staffing levels to accommodate the Monmouthshire Games, therefore, there will be no impact on the loss of staff or staff hours.

Planning for staff rotas, and commitments of programmes will be critical. Member engagement, and selling of memberships and products, will require further consideration.

Stacey – average utility costs.

1075. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

1076. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1077. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

1078. Options Appraisal -

Option	Benefit	Risk	Comment
Close 1 Leisure Centre	Increased savings	Removing access to preventative services, which may see a higher rise in social care and NHS costs and massively impact community conclusion with around 60-70 clubs and society using each of our sites.	Closure of one leisure centre unfairly impacts on one area limiting their access to facilities that are essential to improving health and wellbeing. Implementation of service closure is a timely process delaying the saving opportunities until potential 25-26.

1079. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

1080. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Limited organisational impact.
The potential sessions lost for casual swimming can be accommodated with more daytime adult public sessions, including extended lunchtime sessions.
The fitness suites are open from 6:15am weekdays and 8:15am at the weekends. There is sufficient opening hours to accommodate any reductions, however usage is continuity being monitored.

1081. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

1082. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Sport Club information	Providing information to all clubs for their AGM's where they discuss arrangements for the season 2023/4	Following winter bookings, May 2023
Existing Members	All member communication around opening times	March 2023

1083. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Loss of income	Operational	Memberships are sold on current opening hours	Low	Campaigns throughout the year and updated terms and conditions when selling memberships and products.

1084. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Full Year Saving		Cabinet

1085. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Reduced Staffing Costs during summer months	(20,000)	(20,000)	(20,000)	(20,000)
	Reduced utility costs				

1086. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Service Redesign Outdoor Adventure	Senior Responsible Officer:	Ian Saunders
Your Ref No:	ML 22	Operational Lead Officer:	Nicholas John
Version No:	V1	Directorate:	MONLIFE
Date:	14.11.2022	Section:	LYOA

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1087. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Gilwern outdoor adventure delivers outdoor activities and outdoor learning mainly for schools. The main income generation of the service is residential outdoor education visits.

The proposal is to increase income through new business, new ways of working and engaging further with Monmouthshire internal services to provide cost avoidance for CYP and Social Services.

1088. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The service has a three-year business plan which has been developed to deliver the outcomes of the service and more importantly deliver the income targets. Unfortunately, because of the impact of the pandemic on this service, for more than two years, seeing no or very limited visits from schools, our income targets are below where we expected to be in our delivery plan.

However, 2021/22 has seen growth and whilst the service isn't predicted to achieve its full income target for 2022/23, the signs are more positive. At month four, the service predicted a loss of £170,000, this figure has been reduced at month six to £150,000, with more work to be achieved before the end of the financial year.

The service delivers the Duke of Edinburgh Award for Monmouthshire schools and year on year, participation and enrolments has been high, and this academic year, initial enrolments for each award has been exceeded. More work needs to be undertaken to make the delivery of the award more sustainable, including the use of virtual delivery and on-site delivery at Gilwern.

A further opportunity created has been the Re-engage programme, working with education colleagues and PRS, the service has developed a product to support students who are not currently in school and at risk of exclusion. The pupils continue to be enrolled at their school, whilst attending Gilwern to participate in an enriched programme of activities including educational qualifications. The programme has seen more than 20 pupils in the past three years, including supporting pupils through the pandemic. The programme is very flexible and tailored to the pupils needs, the only commitment to the school or PRS is a term, enabling the department to use flexible funding and not have the burden of long-term commitments in the event the pupil doesn't engage – the ultimate outcome of the programme is to re-engage the pupil back into the school. This is a great example of cost avoidance for MCC internal services and something we will continue to scale up.

The school holidays offer has been limited, however, this year the site has hosted several external providers through the delivery of inclusive outdoor activities. These sessions have been very popular with targeted groups and third sector charities, who have been able to seek grant funding to deliver doorstep opportunities for children, young people, and their families, including residential visits. The sessions have been part of the Summer of Fun, a programme funded by Welsh Government, for the delivery of play, the delivery of these unique sessions has contributed to Monmouthshire Play Sufficiency action plan.

There are five different inclusive adventure activities available at Gilwern and this is where we see this proposal creating an unique offer for families with children with disabilities and complex needs, also SEN schools who participate in outdoor activities.

A recent survey undertaken as part of an external grant CRF, captured the feedback of more than 1000 centre users, teachers and local businesses. More than 85% of children said, 'this was the first time that they had stayed away from their parents', and 100% enjoyed their time at Gilwern. For those who completed the survey and wish to be kept update with progress we will continue to engage with them as we make changes and develop our offer.

A winter campaign was launched recently offering MCC schools as discount to attend in the winter months, outside traditional peak periods in the spring and summer. The uptake was minimal, however the opportunity to reengage with some headteachers who hasn't accessed the service has been vital and although the winter campaign for this season was low, the provisional bookings we have taken for the new season has been very positive and has been demonstrated in the increase in income projection between month for and month six.

1089. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
FINBUS – LYOA			(100)	(100)				(100)
								(100)

1090. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1091. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

No impact on standard of service we will still fully meet legal and statutory duties.

1092. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

1093. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?		If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1094. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

1095. Options Appraisal -

Option	Benefit	Risk	Comment
Closure of site in autumn and winter months	Reduction in costs and reduction in utility costs	High	Empty site for several months No venue for re-engage programme Annualised contracts of staff, may result in shortage of suitably qualified staff

1096. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

New ways of working through cost avoidance	SS & CYP	Positive – discussions ahs taken place with Chief Officers and cabinet members, November 2023. A piece of work is to be commissioned to look at future use of the site, with CYP and SS.
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1097. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Limited organisational impact. We need to monitor income and bookings closely to allow us to be in the best position to react if required and switch to reduced service delivery if we do not achieve the levels of additional income required.

1098. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

1099. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Social services & CYP	CO and Member discussions on further of service delivery and opportunities	Initial discussions November 2022 Planned further discussions and options appraisal

1100. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Unable to generate level income	Operational	Schools limited off site visits and residentials, due to staffing and parents not being able to afford trips and visits	Medium	The costs of services will increase, therefore if we were to provide further discounts for MCC schools, we will see our income decline or targets not being met
Inflation	Operational	Energy and food Inflation is continuously rising, but the cost-of-	High	To make difference choices where possible to try and mitigate the impact of these rises.

		living crisis squeeze family's incomes limiting our ability to raise prices inline with inflation		

1101. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Full Year Saving		Cabinet

1102. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Income Forecast	(100,000)	(100,000)	(100,000)	(100,000)

1103. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

Chief Executives

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Community Safety, Violence Against Women, Domestic Abuse & Sexual Violence (VAWDASV) & CCTV	Senior Responsible Officer:	Matthew Gatehouse
Your Ref No:	CEOPM1	Operational Lead Officer:	Sharran Lloyd
Version No:	1	Directorate:	Chief Executives
Date:	24/11/22	Section:	Strategic Partnerships

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1104. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Across Monmouthshire we are seeing rising levels of crime, in particular rape, sexual assault, and domestic abuse offences. Antisocial behaviour is also increasing, to the extent that Caldicot made the national press, with residents reporting that they do not feel safe. As technology costs have fallen, there are more and more cameras and CCTV across the authority, but these are not being used efficiently or effectively, and in the worst-case scenario, they are not being managed in a way that would allow footage to be used as evidence in court.

Monmouthshire lacks the capacity required to be intelligence led in terms of community safety & VAWDASV. We are we maximising the CCTV functionality across the county, which is a key tool in detecting and disrupting crime. We only have 1 x grant funded FTE post, which does not have scope or capacity to dedicate time to all areas of community safety, VAWDASV & CCTV to address the concerns of our citizens.

We require additional officer capacity in these areas from 2023/24 onwards and are seeking additional funds for salary costs of £84,323 which would increase our capacity from 1 x FTE to 3 x FTE posts to tackle all areas.

The funding requested will enable us to:

- Tackle ASB and issues impacting the wellbeing of our communities & citizens, such as substance misuse, sexual violence, and exploitation; ensuring we are tasking resources and support efficiently & effectively
- Identify risks & threats to citizens at an earlier point and prevent people from falling victim to crime or engaging in criminal activity
- Raise awareness of and education around criminal/sexual exploitation, VAWADSV and coercive control so more citizens would be able to spot the signs & know what to do & who to contact
- Provide a clear mechanism for the community voice to come through to the Community Safety Partnership (CSP) function and ensure communities & citizens in Monmouthshire have the confidence to report
- Ensure our CCTV functions are fit for purpose, efficient and support crime reduction/safeguarding

The additional capacity will also enable the team to work in a more targeted way allowing for dedicate time and attention to specific elements of the community safety portfolio that we are not currently able to do, these include;

- Embedding early intervention & prevention in practice, focussing on crime prevention & public health approaches

- Improving & strengthening relationships with citizens across our county, ensuring they have mechanisms to engage with us and feel supported/protected
- Strengthening our CCTV function to ensure it is robust and fit for purpose
- Establish savings in CCTV systems by reviewing current CCTV provision & spend across the authority, agree more cost-effective contracts, increase scalability, and negotiate proportionate contributions from partners

The key objectives for the community safety portfolio are:

- People feel safe (CSP measure/data)
- 6 x Objectives of the regional VAWADSV Strategy [Gov Wales Local Strategy](#)
- Domestic Abuse Act: <https://www.gov.uk/government/publications/domestic-abuse-bill-2020-factsheets/domestic-abuse-bill-2020-overarching-factsheet>
- Serious Violence Duty: [Gov UK police & crime sentencing & courts bill 2021 draft-guidance/serious-violence guidance](#)

1105. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Despite Monmouthshire's reputation as a 'safe' county, crime rates have been increasing steadily in recent years. In the 2016 Wellbeing Assessment there were 4117 recorded crimes. Data in 2021 shows crimes have increased by 1024 to 5141, with increases across 10 crime categories. Most notably is the increase in rape and sexual violence across the county, with Monmouthshire numbers placing us the 2nd highest county in Gwent, ahead of Newport & Caerphilly with 1579 cases in a 12mth period. And, worryingly, through Operation Quartz, Monmouthshire consistently appears to have higher numbers than Newport for C&YP identified as at risk of Child Criminal & Sexual Exploitation across the East Policing division.

Monmouthshire has also been a target for Organised Crime Gangs (OCG) and related crime, such as county lines gangs, which have been identified and disrupted.

Most recently the incidence of ASB in the Caldicot area has highlighted the issues in relation to ASB, substance misuse and lack of youth engagement and activity across the county. The lack of police presence is notable and a consistently reported issue by the community.

There is no longer any dedicated resource to coordinate the approach to tackling VAWADSV, and in comparison, to other counties across Gwent with similar population size, Monmouthshire has the lowest number of dedicated officers and resources to tackle and coordinate the responses to community safety & VAWDASV, with increased demand on the Community Safety Coordinator.

We know that traumatic events (ACEs) significantly affect the health and wellbeing of people who experience them. ACEs range from suffering verbal, mental, sexual, and physical abuse, to being raised in a household where domestic violence, alcohol abuse, parental separation or drug abuse is present. We know that children and young people who experience ACEs are more likely to adopt health-harming behaviours during adolescence and are more likely to be involved in crime both as victims and perpetrators. ACEs also affect people of all ages and not exclusively children. They can affect people across every social boundary, not just those in poverty.

In addition to ACEs, crime and disorder, serious organised crime, and domestic abuse has a devastating impact on communities, business, and individuals. Domestic abuse often involves multiple agencies, at a huge cost to public sector. Both survivors and witnesses of domestic abuse tend to suffer from long term physical and mental health problems.

Crime does not just affect individuals. Communities that experience higher levels of crime (or perception of crime) are also adversely affected. Substance misuse and crime are issues which also affect communities, as often it

links to violent crime, dealing and exploitation, domestic incidents, driving and road incidents, theft and robberies and it destroys cohesion.

Crime has a detrimental impact on, society, community, and individuals, with the huge costs of crime and safeguarding falling to public sector bodies.

Data & Context for Monmouthshire

Crime Data Monmouthshire:

Reviewing crime figures (to July 2022) and comparing these with the last 12mths to July 2021 and the 12mths to July 2020, demonstrates increase in eight categories of crime – Criminal Damage & Arson, Homicide, Other Sexual Offences, Public Order Offences, Rape, Robbery, Violence with Injury and Violence without injury. These Offences are arguably the ones that have the most impact on people lives. Significant short-term increases were observed in Thefts (53 offences against an average of 37), Sexual Offences (21 against 11.3) Violence with injury (61 against 44.3), and Violence without injury (175 against 123.6).

We are seeing an upward trajectory in crime across the county. The lack of police has diminished community confidence in public bodies ability to tackle issues, there is an apathy amongst the community, which impacts on crime data as residents no longer bother to report crime. This in turn has a detrimental impact on our ability in Monmouthshire to access any additional resources or funding as the data and formulae for crime indicates that Monmouthshire has the low level of crime rate and therefore struggles to make the case for additional resources and funding.

Domestic Abuse in Monmouthshire: (Source DA Report December 2021 from Gwent Police)

- Common Assault & Battery has risen by 40% in 2020 compared to 2019
- Assault occasioning actual bodily harm and Harassment reports have decreased year on year over the last three years.
- Controlling and Coercive behaviour has increased by 40% in 2021 comparing it to 2020, this is a worrying trend we have seen since the Covid pandemic, and it is anticipated that this may continue in the county

Domestic Abuse Numbers in Monmouthshire- Source Gwent Police June 2022

- For the year 2021/22 Monmouthshire had 1,851 DA related incidents
- 1491 Standard Risk 321 Medium Risk 39 High Risk
- Daily that amounts to an average of 5.07 incidents EVERY day

Solved rates of Sexual offences & Rape have both decreased. In 2020/21 there was a solved rate of 16% for rape and 25% for other sexual offences, this reduced in 2021/22 to 5% for rape and 5.4% for sexual offences. The first 6months of 22/23 indicate these rates will be lower again, with only 3.9% solved for rape and 1.5% for other sexual offences. More opportunities for early intervention & prevention work could be undertaken to minimise the numbers of people experiencing rape & sexual violence and to ensure they are fully supported enabling them to have the confidence to report, seek help & support and pursue charges against perpetrators.

The Welsh government education programme (Spectrum) is wholly inadequate at meeting the scale of delivery required across schools, with only 580 pupils receiving training in 2019/20 and 18 schools taking part. More work can be undertaken to ensure that education and awareness of VAWDASV, coercive control & exploitation is delivered across all schools and educational settings across the county.

School children in Monmouthshire took part in the “Everyone Invited” survey and it has been reflected across England & Wales that they are being exposed to sexualised behaviour inappropriate to their understanding and development. Often this behaviour is perpetrated by young men who are peers. Schools in Monmouthshire participated in and provided information for the follow-up ESTYN report

RISKS: There is no dedicated resource for the coordination and management of VAWADSV in the county. The role of the Domestic Abuse Coordinator (DAC) was removed under the pathfinder and regionalisation of the VAWDASV agenda in Gwent. VAWDASV now falls under the remit of the Strategic Partnerships Manager and

Community Safety Coordinator but is not resourced to support the breadth of work previously undertaken by the DAC. This work is crucial to MCC meeting its statutory duties. In addition to this, the only post in Monmouthshire that picks up this range of work, is the Community Safety Coordinator post, which is currently grant funded, therefore there is no scope or capacity to undertake any additional work required to meaningfully address the breadth of the Community Safety & VAWDASV portfolio effectively.

CCTV Context Monmouthshire:

There is no dedicated CCTV officer within Monmouthshire County Council.

The current contract for Town Centre CCTV is funded jointly by MCC and Town Councils to the sum of approx. £140k per year. Town Councils contribute approx. £50k and MCC contributes approx. £80k.

The contract is incredibly rigid and value for money needs to be reviewed, based on the service provided by the SRS in terms of monitoring CCTV across the county

In addition to this the current arrangements in place to manage the CCTV contract with the Town Councils is massively impactful on the Community Safety Officer role and can often warrant 3-4days per week resolving and managing CCTV issues and administration

It is also noteworthy that there is no coordination of all MCC's CCTV functionality across the authority. Each directorate and department have responsibility for its own CCTV acquisition and maintenance, with many areas purchasing CCTV systems with limited training and staff capability in how to use the system in place. There are also incidents where some areas have multiple CCTV systems in locations which have failed to capture incidents of ASB

It is worth noting that the management and controls around data capture, are crucial in terms of court cases where it is required as evidence. This can include crime & disorder, public protection and safeguarding

There is a case for having a dedicated resource to coordinate CCTV across the Authority with a view to streamlining CCTV systems, negotiating more cost-effective agreements through larger contracts, energy efficiency, and to ensure compliance of CCTV minimising breaches of data management for the authority

1106. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
X712 (comm Safety)	Nil (grant funded)	59		59				59
X712 (CCTV)	Nil (external income)	25		25				25
		84		84				84

1107. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	2 FTE
Total number of posts in budget area affected	

Total increase or decrease in the number of posts from this proposal	2 x FTE
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Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	nil
Voluntary Severance	N/A
Retirement	N/A
Redeployment	N/A
Redundancy	N/A

1108. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

If the proposal is agreed, this would enable the team to utilise existing grant monies to find additional capacity within the team to undertake dedicated work to improve our capabilities in relation to community safety and VAWDASV. It would allow Monmouthshire to be responsive to concerns within the community, preventing escalation of community safety & VAWDASV issues, and ensure that we are identifying and addressing some of the most heinous crimes in the county and striving to keep people safe in Monmouthshire.

It would also enable us to address the CCTV function in the authority, ensuring we are compliant with statutory guidance which strengthens the evidence trail for court. It would allow us to establish how effectively we are utilising CCTV across the local authority and identify where we are able to make efficiencies and cost savings, by streamlining and maximising our approach to CCTV. The post would also allow for more effective CCTV technology to be explored and we would also be able, with dedicated resources, renegotiate the contracts we hold with SRS and our Town Councils to ensure it is good value for public money and fit for purpose.

If the proposal is not agreed, the ability to effectively service the whole Community Safety and VAWDASV portfolio will become unmanageable. It is anticipated that levels of crime and VAWDASV will continue to increase, as there is insufficient police resource and minimal community safety officer capacity within the county. Also, with the scale of legislation, amendments of legislation, statutory guidance, national & regional strategies, and the demands of regional collaboration around these agendas means that the current resources are insufficient to be able to fully service the business needs of the county in relation to community safety & VAWDASV and most importantly, to keep people safe in our communities.

In relation to the CCTV, since the withdrawal of the SRS contribution, there is no dedicated resource within the authority to pick up the CCTV role. This will add additional pressure to the small resource in the Strategic Partnerships Team, which will not have the ability to service their full range of duties effectively. There is also a related risk, that if funding is not secured for the Community Safety Coordinator post, their grant conditions will not allow them to fulfil this role going forward.

Both elements carry the risk of lack of compliance and more importantly our ability to serve the community and protect the citizens in our county.

1109. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

1110. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Yes	This request aligns to the following: Communities in which everyone feels safe and respects each other: <ul style="list-style-type: none"> • Work with police, partners, and communities to tackle anti-social behaviour • Continue to develop our CCTV network and maintain street lighting • Ensure that schools, police, youth, and social services work together and focus on prevention
Has an initial Integrated Impact Assessment being undertaken?	Yes	If Yes please summarise in Section 8.
Will an option appraisal be required?	No	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	No	

1111. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

.This evaluation has strengthened the need for this proposal as it has highlighted how wide ranging and impactful community safety, crime & disorder and VAWDASV are on communities, services and the general wellbeing of the population.

1112. Options Appraisal -

Option	Benefit	Risk	Comment

1113. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Reduction of children & adults requiring statutory intervention	Social services, YOS	Positive
Improved educational attainment	Education & schools	Positive
Reduced homelessness due to vulnerability	Housing	Positive
May support cost efficiencies across the council if CCTV provision can be streamlined and contracted more efficiently	All departments	Positive

1114. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Due to the lack of resource within the team and specific skills required to undertake the function and roles highlighted in the pressure section, there are no ways identified to mitigate impact to the authority if the anticipated workload and data is to be correct.

1115. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Additional community safety & VAWDASV skills & knowledge required	New appointment	Analytical capacity
Additional CCTV skills & awareness required	New appointment	Cooperation from MCC departments and support from HoS Information, Security & Technology

1116. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
SLT	A report was submitted to SLT highlighting the data and evidence of need for additional capacity in the community safety & VAWADSV space, due to the rising levels of crime, ASB, sexual violence, domestic abuse and exploitation in the county	18 th October 2022

Community in Caldicot	A community survey was undertaken in Caldicot in-line with Home Office Safer Streets 4 funding. Approx 400 responses were received in 3days stating the levels of crime, ASB, lack of police & community safety resources, citing drug dealing and taking by youths in the area, abusive behaviours, targeting business and off-road scooters and general ASB. People have reported that they do not feel safe in the area and the town is not accessible from 3pm onwards. There have been a number of Police dispersal orders in place, which have had a short-term impact, as this serves to only push the behaviour out of the town area and into more secluded areas, where vulnerability of youths poses a significant risk and also causes wider ASB and crime issues in the surrounding communities.	25 th -30 th April 2022
Community in Abergavenny	A community survey was undertaken in Abergavenny in-line with the Home Office Safer Streets 3 funding, which was targeting the safety of women & girls. Abergavenny has the highest recorded police data for violence against women, domestic abuse & sexual violence, with Monmouthshire being an outlier across Gwent for repeat victims of domestic abuse. Women & girls who completed the survey highlighted what they felt was needed to help them feel safe in their community, and aside from more police presence, was CCTV, lighting, stopping the drug taking and dealing in hotspot areas, more accessible and well-lit footpaths, self-defence sessions, safe spaces and more awareness raising of women & girls right to feel safe in their community	18 th – 29 th July 2022
Community in Monmouth	Community survey is planned to be undertaken to develop a baseline across the county	January 2023
Community in Chepstow	Community survey is planned to be undertaken to develop a baseline across the county	February 2023
Community in Usk & surrounding areas	Community survey is planned to be undertaken to develop a baseline across the county	March 2023
CCTV discussion	SRS Lead Officer for Commissioning, Head of Information, Security & Technology (MCC) Deputy Chief Executive (MCC) Head of Policy, Performance & Scrutiny have been consulted on the CCTV pressures and options.	June 2022

1117. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk	Strategic & Operational	May not meet statutory duties which will impact public safety	High	Team Manager will work to avoid any failure to compliance
Risk	Operational	There will be no coordination of CCTV management in the county, this will impact the Town & Community Council, MCC reputationally and also create a vacuum in	High	There are currently no mitigation measures identified for this risk

		ensuring CCTV capability is delivered across the Towns		

1118. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

1119. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Process	Compliance with legislation	X	X	X	x
Customer	People feel safe - reduction in ASB data	TBC	TBC	TBC	TBC

1120. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities-built assets?	N	
Will this proposal present any collaboration opportunities?	Y	<p>This will enable MCC to work closer with partners and ensure there is a multi-agency approach to the needs in the community. It will also enable us to link far more closely with special sector providers and build robust meaningful relationships that will allow for better intelligence and data sharing to understand need and risk in our communities.</p> <p>There is also the potential to seek and bid for additional funding to further enhance delivery and ensure that Monmouthshire is maximising any additional resources it can draw in to support communities of need.</p> <p>The CCTV capacity, could in the later phase seek to collaborate more efficiently with partners who also have a CCTV capability, which could realise potential cost savings or efficiencies</p>
Will this project benefit from digital intervention?	Y	The CCTV capacity would seek to explore technological advances in CCTV capability across the authority

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Community Hubs, Community Education and Libraries	Senior Responsible Officer:	Matthew Gatehouse
Your Ref No:	CEO01-5,CEO8,CEO10	Operational Lead Officer:	Richard Drinkwater / Cheryl Haskell
Version No:	0.1	Directorate:	Chief Executives
Date:	23 November 2022	Section:	Community Hubs

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1121. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Reduce staffing levels at community hubs in order to reduce costs (**£135k in 23-24**) and keep all hubs open with reduced service levels. This will affect customer service quality and perceptions of the council but will ensure that the front door to services in all towns remains open maintaining access to information, advice as well as acting as a safety net which can assist people at times of need.

This proposal will also:

- reduce the budget for library books by 50% from £90,000 to £45,000 for one year, **a saving of £45,000** of which £30,000 would be reinstated the following year. This will reduce service quality and key performance indicators within the Welsh Public Library Standards
- increase the income target for community education by **£10,000** from £23,961 to £33,961.

1122. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

MCC operates community hubs in Abergavenny, Monmouth, Usk, Caldicot and Chepstow as well as a small stand-alone library within Gilwern Community Centre. These are access points to council services and house libraries and community education. The Usk site also contains the UKs only local authority operated Post Office (jointly subsidised by Usk Town Council).

Running multiple services under a single roof means building and energy costs are minimised. It also makes services more accessible for people who are vulnerable or approaching crisis. There are some differences however, the 4 largest hubs broadly open Monday to Friday and Saturday mornings for library services. Usk and Gilwern operate shorter hours. Footfall into community hubs is measured by door counters. There has been a fall-off in numbers since the pandemic. There were 200,000 users between April and September 2019 compared to 185,000 for the same period in 2022. This follows steady growth from 2016 up to 2019. This is a crude measure as reasons for visits can vary from returning a library book or picking up some bin bags, to homeless presentations. The better located services, such as Abergavenny, experience higher footfall than services which are on the edge of towns, such as Monmouth.

Staffing at the four larger sites varies from 5.2 FTE to 6.3 FTE which includes a senior officer (Band F), a Library Lead (Band F) and Information Officers (Band E). On each site one of the information officers also works as the community education lead. The proposal will see staffing reduced across all sites, by a total of 4.2 FTE using the latest usage numbers to equalise staffing levels and ensure shifts are matched to the busiest times of the day / week.

1123. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Community Hubs	1,423		(150)	(135)	(15)			(150)
Library Materials	90		(45)	(45)	30			(15)
Community Education	(29)		(10)	(10)				(10)
Total	1,490		(205)	(190)	(15)			(175)

1124. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	31.6 FTE
Total number of posts in budget area affected	21.1 FTE
Total increase or decrease in the number of posts from this proposal	-4.2 FTE

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	1.0 FTE
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	3.2 FTE

1125. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The changes are expected to lead to an increase in the number of complaints about wait times and service availability

There is increased likelihood of unplanned service closures as a result of sickness/holidays as the services will be operating with lower staffing ratios. A small budget will be retained to enable casual / agency staff cover but this may not always be available at short notice.

Reduced book spending will lead to a lowering of performance against the Welsh Public Library Standards which cover things like staff/opening hours and spending on books

There are no impacts on statutory or legal duties as a result of the proposal

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1126. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Grant / Franchise funding to increase marketing and promotion of community education courses	Welsh Government (direct grant), Coleg Gwent (Franchise Courses)	Confirmed – but with final sums yet to be finalised

1127. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	N	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1128. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

<p>Face-to-Face access points are more likely to be used by older residents or those who are digitally excluded. This group are more likely to be on low incomes. Older people are less likely to use digital channels (Source – Age UK)</p> <p>Maintaining this service has a positive effect on those who are older or on low incomes who will often come in for one service, like bin bags or a library book, and use this as gateway to access advice or preventative services. This means that reductions in the service will have a disproportionate impact on these groups. However, the mitigation is that we are maintaining a service presence in all towns.</p> <p>Staff in the community hubs are predominantly female so any redundancy will impact disproportionately on the female sex.</p> <p>On balance, the service reductions can be justified because they will enable the council to continue to maintain delivery of core services to a wide range of people who are vulnerable or need support at key stages of the life course.</p>

1129. Options Appraisal -

Option	Benefit	Risk	Comment
Reduce costs by closing each hub one day or more days per week	Maintain service levels on the days that remain open	Would mean full time staff being asked to work reduced hours with corresponding reduction in pay – most could not afford to do this	

Reduce costs by maintaining opening hours but reducing the number of staff available to serve customers	Maintain accessibility of service offer	Services will be thinly staffed creating challenges during holiday periods or in the event of sickness – increasing likelihood of service closures at short notice	Possibility to mitigate this risk by having a peripatetic member of staff or using agency staff
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1130. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Reduction in service level will reduce residents' ability to access multiple other services in a timely way.	Service Users Council Departments e.g. waste, highways, housing options, Council Tax	negative

1131. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

<ul style="list-style-type: none"> Continue to develop digital channels and make self-service a more visible options inside the hubs. Maintain the contact centre operation 5 days a week to ensure that telephony access remains available to people who cannot access council services via the community hubs Removal of library fines removes the risk that people who cannot get library books back on time will not incur financial penalties

1132. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
n/a		

1133. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Team Managers, Senior Information Officers, Library Lead and Community Education Lead	Early meetings to engage staff leading these areas for ideas about the most effective ways to reduce costs while maintaining service delivery	Nov 2022
Whole Team	Consultation on proposed changes planned for January 2023	

1134. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Reduction in service level and increase in complaints	operational	Assumption based on reduction in staffing levels	M	Continued development of digital channels to encourage those who are able to self-serve to use them
Vulnerable people will find it harder to access services	operational	Vulnerable people, such as the homeless are more likely to access services face-to-face	M	Continue to promote the wide range of channels available including telephony which will remain available 5 days a week Maintaining all community hubs so no town that currently has a service will lose it
Increased likelihood of unplanned service closures	operational	Lower staffing ratios will make it harder to open in the event of unplanned absence	H	Retain a small budget to pay agency / casual staff to cover holidays at peak times

1135. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
That there is a market for more community education	Grant funding will enable courses to be marketed at lower price increasing take-up	n/a

1136. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Customer	Footfall in community hubs	185,000			
Customer	Active Library borrowers	10,500			
Customer	Adult Learning enrolments	250			
Customer	Adult Learning retention	>98%			

1137. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	

Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	Y	Already working with Digital team on development of online customer channels and updating of telephony system to improve responsiveness and quality of alternative channels

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Contact Centre	Senior Responsible Officer:	Matthew Gatehouse
Your Ref No:	CEO011&13	Operational Lead Officer:	Amanda Southall
Version No:	0.1	Directorate:	Chief Executive's
Date:	20/11/22	Section:	Contact Centre

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1138. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Contact Centre – Reduction in Staffing – Net Saving £68k

To reduce staffing levels in the contact centre by 2.5 FTE, with a corresponding reduction in service responsiveness, in order to deliver a financial saving. It's anticipated that average queue times for calls to be answered will increase from 3 minutes 8 4 minutes 10 seconds as a result of this reduction.

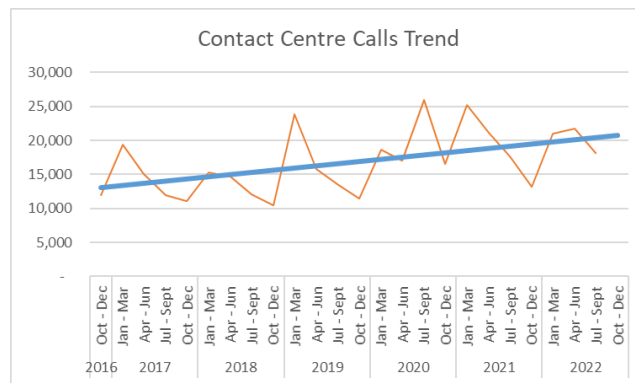
1139. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Staffing Reduction Savings Analysis

Contact Centre Staffing	
FTE 22-23	10.92
FTE 23-24	8.42
FTE Reduction	-2.5
Projected Cost Of Structure 23-24	£ 297,017
Available Budget	408,804
Saving	- 111,787

The rural nature of our county means that we have one of the highest proportion of areas (measured at lower super output area) that have difficulty in accessing physical services. 27% of areas are in the lowest decile. This compares to 0% in neighbouring Blaenau-Gwent and Torfaen and 2% in Newport. (Source: Welsh Index of Multiple Deprivation). As a result of this, more of our residents will be dependent on the telephone to get the things they need

It had been anticipated that increased investment in digital channels, available 24/7 would lead to a higher proportion of residents self-serving. While more people have been using these channels, it is against a backdrop of higher demand overall meaning calls volumes have continued to increase as shown below:



The average time people wait for calls to be answered is 3 minutes 8 seconds (12 months to Oct 22). Modelling shows that reducing staffing by 1.5 FTE staff will increase the average queue time from 3 min 8 sec to 4 min 10 sec.

While the hold time considered to be acceptable varies depending on the research cited and nature of the industry, a wait time of 2 minutes appears to be an acceptable level. It is acknowledged that this mandate will reduce service levels and is expected to result in reduced resident satisfaction and increased complaints as well as making it harder for residents and business to access services such as benefits advice, council tax queries or paying for garden waste service.

1140. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	

Contact Centre	565		(112)	(112)				(112)
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1141. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	10.92
Total number of posts in budget area affected	2.5
Total increase or decrease in the number of posts from this proposal	2.5 decrease

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	1.0
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	1.5

1142. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The proposal will result in a quantifiable deterioration in service standards:

- The average wait time that people spend queuing for the phone call to be answered will increase
- The number of missed calls will increase

These are expected to lead to an increase in the number of complaints.

A corresponding pressure has been added to recognise that i) a budget pressure agreed by Cabinet for 22-23 was not added to the service budget creating an ongoing shortfall in staffing ii) delays

1143. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
n/a		

1144. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	N	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1145. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Telephone services enable those who do not have a car or who are digitally excluded to access services. These people are more likely to be on low incomes. Telephony is a channel likely to be more popular with older people (Source – [Age UK](#))

Maintaining this service has a positive effect on those who are older or on low incomes who are less likely to access services digitally. This means that reductions in the service will have a disproportionate impact on these groups

Staff in the contact centre are predominantly (93%) female so any redundancy will impact disproportionately on the female sex.

On balance, the service reductions can be justified because they will enable the council to continue to maintain delivery of core services to a wide range of people who are vulnerable or need support at key stages of the life course.

1146. Options Appraisal -

Option	Benefit	Risk	Comment
Merge Contact Centre staffing with community hubs	Economies of scale	Face-to-face customers will be prioritised over telephone callers Negative staff feedback to this proposal e.g. staff have applied for jobs based on type of work involved	Discounted as potential negative impacts on productivity would outweigh marginal gains in staffing numbers
Outsource Contact Centre	Potential for lower cost	Reduced knowledge of local area from call handlers Decreased control e.g. ability to step up contact centre in an emergency such as flooding Wide range and complexity of services handled make this a difficult contract to manage	

1147. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
The change will result in longer wait times for phone calls to be answered and a higher number of callers hanging up before we pick up the phone	This will effect all affect callers requiring access to services equally (e.g. garden waste payments; missed bin reports; homeless queries; benefits claimants)	negative
Removing the position of contact centre manager will enable front-line roles to be protected with the duties being absorbed by one of the community hub managers	Contact centre staff, service users	positive

1148. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

<ul style="list-style-type: none"> • Posts which have become vacant in the latter part of 22-23 have been held vacant to enable budget recovery and anticipating budget shortfall in 23-24. • Investment in digital to enable increased channel choice • Commenced procurement of new telephony system to increase efficiency
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1149. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Nil		

1150. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Staff Consultation	To engage with staff who will potentially be at risk of redundancy as a result of a reduction in headcount	January 2023

1151. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Reduction in service level and increase in complaints	operational	Data modelling carried out on staffing levels and response times	M	Continued development of digital channels to encourage those who are able to self-serve to use them
Vulnerable people will find it harder to access services	operational	Data modelling carried out on staffing levels and response times	M	Continue to promote the wide range of channels available

1152. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

1153. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Customer	Average call queue time				
Customer	Average percentage of calls which are answered				

1154. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	Y	Already underway as a result of previous mandates

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Removal of Data Scientist post	Senior Responsible Officer:	Matthew Gatehouse
Your Ref No:	CEO14	Operational Lead Officer:	Richard Jones
Version No:	0.1	Directorate:	Chief Executive's
Date:	17/11/2022	Section:	Performance & Data Insight

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1155. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The previous Cabinet agreed an investment in data development to shape preventative services, create operational efficiencies and deliver data-led solutions that will help achieve the purpose and long-term policy priorities of the council.

As part of this a Data Scientist post was created possessing a range of skills which are not currently readily available in the Council, and would work with a range of teams in the Council, using advanced data and analytics to improve service delivery and organisational efficiency.

The post of data scientist was created as part of the decision to develop the Councils' data capacity and capability. It was planned from the outset to be held vacant for an initial 12-month period to undertake the development of the Councils data maturity in order to utilise the skills and maximise the return of investment a data scientists would provide.

This proposal would remove the data scientist post from the Performance and Data Insight Team structure resulting in a budget saving of £39,000.

1156. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

The proposal would result in a salary saving. This will result in an opportunity cost to develop capability and capacity in the data function which in turn would enhance organisational effectiveness. However, the full benefits of the work would take many years to fully materialise with financial payback on the benefits of long-term preventative services unlikely to materialise within the current medium term financial planning period.

As an example the Government [Central Digital and Data Office](#) provide a guide for the role of a data scientist. This includes:

- develop complex solutions using a range of data science techniques, including automation to reduce the need for manual administrative tasks such as data entry and validation
- supporting capability building within the organisation
- prepare and manipulate data, and perform complex analytics to generate actionable insights that could be deployed in service delivery and back office functions

1157. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Performance & Data Insight	133		(39)	(39)				(39)

1158. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	1.0
Total number of posts in budget area affected	1.0
Total increase or decrease in the number of posts from this proposal	(Decrease)

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	1.0 FTE
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1159. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The Performance & Data Insight team are meeting statutory and legal duties for data production and reporting. The team are also increasing the use and analysis of data for insight which in turn can help improve decision making and accountability. This is subject to capacity in ensuring statutory and legal duties are met which is an increasing demand for the team. The data scientist role would be solely focussed on generating insight and the main impact in removing the role is a negative effect on the Council's ability to generate advanced insight from the huge datasets we hold to inform predictive and preventive planning in service development and support the efficient and effective delivery of services.

Further development needed in the Council's data maturity. Without development in the Councils in data maturity it would be challenging to gain maximum return on investment from a Data Scientist post. However, the skills set a Data Scientist provides would also support the Councils development of data maturity, particularly by showing the art of the possible with data analysis. The data scientist would also support data science capability building across the team and wider organisation.

1160. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

1161. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	N	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1162. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The Data Scientist post is currently vacant; therefore, there is no impact of the proposal on an individual.

The removal of the post may impact on the Council's ability to generate insight from its data to support the delivery of its commitments and legislative requirements in relation to Equality, Socio-economic duty, the Welsh Language and Well-being of Future Generations Act.

1163. Options Appraisal -

Option	Benefit	Risk	Comment
Remove the Data Scientist post from the Performance and Data Insight Team Structure.	This will generate an immediate financial saving for the Council.	Risk of not generating advanced insight from the Councils data to inform predictive and preventive planning in service development and support	To maintain a small data development and training budget

		the efficient and effective delivery of services.	To network with other organisations on data science capabilities.
Maintain the Data scientist post from the Performance and Data Insight Team Structure.	Generating advanced insight from the Councils data to inform predictive and preventive planning in service development and support the efficient and effective delivery of services.	There is still further development needed in the Council's data maturity and risk of service areas capacity to engage. Without these conditions there is a risk of not realising the Return on Investment from a Data Scientist post.	Skills in the Data scientist field are in high demand. Recruiting to the role might be a challenge.

1164. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
To generate advanced insight from data in the Council's service area to inform predictive and preventive planning in service development and support the efficient and effective delivery of services.	All	Negative impact on generating advanced insight for the Council's services

1165. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

To maintain a small data development and training budget. This will:

- Support the development and training of existing roles in the Performance & Data Insight team, and other data roles in the Council as required, to develop analytical skills and keep up to date with latest practice, tools and techniques in the data field.
- To procure data science expertise as and when required on a project-by-project basis

1166. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
n/a		

1167. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
n/a – post is currently vacant		

1168. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk of not generating advanced insight from the Councils data to inform predictive and preventive planning in service development and support the efficient and effective delivery of services.	Strategic	Not having the skills set a data scientist would provide to utilise in helping deliver the Council's organisational priorities.	High	To maintain a small data development and training budget

1169. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

1170. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27

1171. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

People & Governance

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	PG Income	Senior Responsible Officer:	Matt Phillips
Your Ref No:	PG2	Operational Lead Officer:	
Version No:		Directorate:	P&G
Date:	19 Dec 22	Section:	

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1172. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Very little budget in P&G sits outside employee cost and most supplies and services are covered by whole authority systems like payroll. Flexibility is limited.

The below proposals seek to increase income in Comms and Land Charges and a small software cost reduction in payroll.

Additionally, Comms can act as an income generator for other departments through a growing piece of work around brokering film locations (income through license requests, road closures etc).

1173. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Land Charges fee rates are limited by statute which limits manoeuvrability, and income is intrinsically linked to the economy and housing market.

Comms income target is likely to rely on making effective use of grant funding in other parts of the organisation which brings an inherent risk to the model (the cessation of grant funding being the primary one).

1174. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Communications	241		50	50				50
Land Charges	21		20					20
People (systems) – supplies and services	210		10					10
Total			80	80				80

The only identified **pressure** currently not absorbed by the actions set out in this mandate is the increase in pay for Councillors – pending the IRPW decision.

1175. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	7
Total number of posts in budget area affected	8
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1176. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

For comms, when combined with a post deletion, it is going to fix a degree of capacity that will result in a diminished ability to service other need across the organisation.

1177. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

1178. Corporate Alignment: How does this proposal contribute and align with the draft Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	Y	Fee charging

1179. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

An IIA has been completed given there is a change to charges for services and it is felt to be negligible.

1180. Options Appraisal

Option	Benefit	Risk	Comment

1181. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
As per the risk section, a reduction in capacity in comms to support other services	Whole organisation	Negative

1182. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

1183. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

1184. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
SLT		Nov/Dec
Cabinet		Nov/Dec
Public		Jan/Feb

1185. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions

1186. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

1187. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27

1188. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	Completed
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	Y	Ongoing

Resources

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Commercial Investment – Service Pressure	Senior Responsible Officer:	Peter Davies
Your Ref No:	RESPM3	Operational Lead Officer:	Nicholas Keyse
Version No:	1	Directorate:	Resources
Date:	21/10/22	Section:	Landlord Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1189. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Commercial Investments – Service Pressure £150,000

For the financial year 22/23, it was known that the Commercial Investments portfolio would carry a significant pressure as a consequence of Mitel vacating Castlegate Business Park as well as vacant units or tenants benefiting from rental incentives (rent free) at Newport Leisure Park.. To help mitigate the impact, the authority agreed to provide budget and reserve funding of £742k as part of the 22-23 budget build. This was to provide a short-term solution in allowing us to reduce the required 22-23 budget target whilst new tenants were secured for the vacant units.

MTFP Budget Adjustments

Site	2022-23			2023-24	
	Budget 21-22	MTFP Budget Adj	Budget 22-23	23-24 Budget Reversals	Net Budget 23-24
Newport Leisure Park	-400	288	-112	-188	-300
Castlegate	-209	454	245	-312	-67

	-609	742	133	-500	-367

The 23-24 MTFP model assumes that £500k of reserve funding will be reversed out, and as a consequence and in light of continued (albeit reduced) voids, the net budget has changed from a £133k deficit to a £367k surplus across both sites.

Since Mitel vacated in March 2022, new tenants have been secured at both Castlegate Business Park and Newport Leisure Park resulting in an increase in rent roll and improved performance of both assets, therefore a £150,000 under-recovery has been applied against budget for next year as per the table below. There remains a reasonable prospect of securing additional tenants to further reduce voids and therefore the surplus.

1190. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Commercial Investments – Service Pressure £150,000

As a consequence of the reversing out the £500k reserve contribution, early projections for 23-24 indicate that there will be a £150,000 shortfall of the income target. This can be attributed to 3 main factors:-

- Having secured new tenants at Castlegate Business Park and Newport Leisure Park, we have a number of tenants across the portfolio benefitting from a rent-free period and therefore full rental will not be received until 24-25. This will however result in an improved position in 24-25.
- Whilst a significant new letting to Wunda Group has improved the position for Castlegate Business Park, there remains 45,000 sqft of vacant office space – resulting in a reduced rent roll and liability to MCC via service charge/business rates.
- Two tenants at Newport Leisure Park are in arrears and, subject to the outcome of debt recovery efforts being undertaken by Landlord Services, this will likely result in voids being created. Given rental incentives will likely be required to secure new tenants, a potential reduction in rental income has been assumed and forecast as £55k for 23-24.

Despite these challenges, the commercial portfolio's rent roll has increased through recent lettings at both assets, and there remains a reasonable prospect of securing new tenants for our remaining vacant spaces. Unit 6 at Newport Leisure Park is under offer and expressions of interest have already been received relating to space occupied by one of the tenants currently in arrears (and indicating they seek to close the business). Castlegate Business Park continues to receive interest in smaller lettings, including for repurposing of the catering provision which will result in a rental income whilst creating a more attractive and modern food/drink offering on site.

A breakdown of the financial projection is detailed below, note that due to the receipt of full year rentals in 24-25 that the portfolio is forecasting £58k saving against budget.

Combined	23-24	24-25
Service Charge Voids	202,056	202,056
Rates	186,118	186,118
Current Loan Repayment	1,340,044	1,340,044
Total Expenditure	1,728,218	1,728,218
Rental Income	- 1,945,660	- 2,153,160
Total Income	- 1,945,660	- 2,153,160
Net Investment Position	- 217,442	- 424,942
MTFP Surplus	- 367,000	- 367,000
Net MTFP Position	149,558	- 57,942

1191. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Landlord Services – Investment Portfolio	133	150		150	(208)			(58)

1192. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	-
Total increase or decrease in the number of posts from this proposal	-

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1193. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Minimal impact on service delivery. Estates will continue to support the marketing and letting of the property, in accordance with the requirements of the Asset Investment Policy and alongside that of the wider portfolio.

1194. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
n/a	Dilapidations funding will support investment required to secure new lettings	

1195. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1196. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The investment portfolio derives a net return which enables the council to deliver services and remain vigilant of the wider economic context, responding to a fast-changing economy. The investment portfolio not only contributes to job retention in county but supports people who are looking to establish businesses and encourages investment in county, contributing towards a thriving, well connected and fair local economy.

The goal which will have the biggest impact here is 'a thriving and ambitious place' that aims to redevelop town centres and facilitate investment to attract more people to the towns. Castlegate Business Park is a well-connected site within it's local community.

1197. Options Appraisal -

Option	Benefit	Risk	Comment

1198. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Resource required from the Estates Department to monitor and ensure marketing and letting opportunities are dealt with at speed and efficiently.	Estates Department	Neither

1199. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

1200. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Potential financial consequence in the form of rental incentives or capital contribution towards improvements.	Prudential borrowing	No

1201. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Landlord Services	Internal consultation around realistic prospects of reletting, with input from managing commercial agents.	Oct 2022
Finance	Verification of budget savings proposed.	Oct 2022

1202. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Failing to attract a new tenants / the space remains vacant	Strategic	Commercial property and the ever-changing office environment	Medium	The Estates Department continue to progress a marketing strategy in order to attract new occupiers. It is anticipated that smaller lettings will be required as a consequence of the changing office environment.
Further voids, creating additional holding costs for the council	Strategic	Commercial property and the ever-changing office environment	Medium	Actively market void units and engage in ongoing communications with tenants whose leases are due to expire or have break clauses.

1203. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
That market value will be paid by prospective tenants	Reasonable to assume that market value will be paid based on comparables, on the understanding that incentives may be required to secure the letting.	Chief Officer for Resources / Delegation tbc by Investment Committee
That the asset will be retained	It is the recommendation of officers that the Investment Assets (Castlegate Business Park / Newport Leisure Park) are retained, however this is subject to IC and, subject to recommendation, Full Council decision	Investment Committee

1204. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget/Staff	Performance Review / ROI based on Asset Investment Policy				

1205. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	No new procurement. TBC as to whether the managing agent role will be renewed or reproced.
Will this proposal impact on the authorities built assets?	Y	Investment Assets of Castlegate Business Park / Newport Leisure Park
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Pay pressures for the Revenues & Benefits Shared Service	Senior Responsible Officer:	Peter Davies
Your Ref No:	RESPM4	Operational Lead Officer:	Ruth Donovan
Version No:	1	Directorate:	Resources
Date:	31 st October 2022	Section:	Revenues, Systems & Exchequer

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1206. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The Shared Revenues and Benefits Service is run by Torfaen County Borough Council. Each year the annual contribution Monmouthshire makes increases to reflect the annual pay award and increments for officers of the Shared Service. However, the MTFP model does not allow for the annual pay award for these costs, as our budgeted contributions are recorded against the non-pay budget. The figures shown in table 3 below include annual increments, the full impact of the 2022/23 pay award, an assumed pay award for 2023/24 of 4% and an assumed increase in pension contributions of 0.5%. The increase in the contribution also includes MCC's proportion of two additional posts that were appointed in 2022/23, previously funded from the Shared Service Reserve.

1207. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Email confirmation and budget breakdown from Sharon Lear (Accountant for TCBC) of the estimated increase in Monmouthshire's contribution to the Shared Service for 2023/24.

1208. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget	Proposed Cash Increase £'000	Proposed Cash Reduction	Target year				Total Budget Change Proposed
				2023/24	2024/25	2025/26	2026/27	

	£'000		£'000	£'000	£'000	£'000	£'000	£'000
Revenues, Systems & Exchequer - Benefits Shared service (F011)	437	46		46				46
Revenues, Systems & Exchequer - Revenues Shared service (F012)	321	66		66				66
	758	112		112				112

1209. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	N/A
Total increase or decrease in the number of posts from this proposal	N/A

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	N/A
Voluntary Severance	N/A
Retirement	N/A
Redeployment	N/A
Redundancy	N/A

1210. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

These costs will be incurred by the Shared Service, as they reflect the current agreed structure for running the service. It isn't possible to absorb these costs from the wider Revenues and Systems budget. Therefore this would be result in an overspend in 2023/24.

1211. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

1212. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1213. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Not applicable

1214. Options Appraisal -

Option	Benefit	Risk	Comment
Not applicable			

1215. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Maintaining the successful Shared Service arrangements	Shared Revenues & Benefits Service	Positive if current arrangements are maintained

1216. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

In the past these pressures have been managed across the Revenues, Systems and Exchequer budget through contract savings and service reconfiguration. However this isn't sustainable in the long term, especially as pay awards are now running at a much higher rate. Prior to the creation of the Shared Revenues and Benefits Service these annual salary uplifts would have automatically increased under the MTFP.

1217. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

1218. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery.

Consultee	Description	Date (delivered/planned)
Deborah Smith – Head of Revenues & Benefits Service	Teams meetings and email	October 2022
Sharon Lear – Lead Finance Officer (TCBC)	Teams meetings and email	October 2022

1219. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk that will not be able to maintain the Revenue and Benefit services at their current levels	Operational	If partners contributions don't cover core service costs the level of service provided will have to be reviewed. It will also put into question the services' ability to respond to any future Welsh Government support schemes. This will put vulnerable citizens at risk and potentially have an impact on our council tax collection.	Medium	Service redesign and automation is ongoing and will help but won't be able to fill the gaps.

1220. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Estimated costs	The assumed increase in MCC's contribution to the Shared Service is based on estimated figures provided by Torfaen's service accountant. These figures may be revised/amended as Torfaen move through their budget setting.	Shared Revenues and Benefits Board

1221. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27

Ongoing service monitoring through Service Business Plans and Shared Service Board Meetings	n/a				

1222. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Maintaining the ongoing collaboration with TCBC
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Reinstate Cashiers budget and review previous decision to move away from accepting cheque payments	Senior Responsible Officer:	Peter Davies
Your Ref No:	RESPM5	Operational Lead Officer:	Ruth Donovan
Version No:	1	Directorate:	Resources
Date:	31st October 2022	Section:	Revenues, Systems & Exchequer

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1223. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

As part of the 2020/21 budget setting, a decision was made to reduce the number of cashiers by 0.5 FTE, saving £20,000. This reduction was made following a decision to move away from cheque payments towards digital self-service. Following the decision work has progressed in reducing the number of cheques received and increasing digital payments. However as a significant number of cheque payments remain, we have been unable to release the 0.5 FTE post in cashiers and have carried this as an overspend against the Revenues, Systems & Exchequer budget.

1224. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Statistics show a decline in cheque payments made and an increase in automation. This is in part due to customers changing habits during the pandemic. We have also improved online/telephone payment facilities and run some targeted letter campaigns.

2019/20: number of cheques processed 13,473 (17% of all transactions). Online payments – 53% of all transactions

2020/21: number of cheques processed 5,932 (8% of all transactions). Online payments – 73% of all transactions

2021/22: number of cheques processed 4,618 (6% of all transactions). Online payments – 73% of all transactions

1225. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Cashiers (F010)	177	20		20	0	0	0	20

1226. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	1.5
Total number of posts in budget area affected	4
Total increase or decrease in the number of posts from this proposal	+0.5

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts

Post(s) already vacant	n/a
Voluntary Severance	n/a
Retirement	n/a
Redeployment	n/a
Redundancy	n/a

1227. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The cost of retaining this 0.5 FTE has been reported as an overspend in each of the subsequent financial years. It has not been possible to release the post as despite various letter campaigns etc a significant number of our citizens still wish to pay by cheque. There is a certain amount of administration that comes with these cheque payments that has therefore needed to be maintained. The cashiers also work closely with the banking team, who have seen their workload and demand pressures increase over recent years. It is therefore not possible to achieve this historic saving under the current conditions.

1228. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

1229. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1230. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Positive:

- Provides certainty for officers working in the cashiers section as some appointments are temporary.
- Will provide clarification about the future of cheques to both ourselves and our customers (many of which still want to pay us this way).
- Removes an in year budget pressure that has to be managed by the Division

Negative:

- Outdated and costly payment method will remain

1231. Options Appraisal -

Option	Benefit	Risk	Comment
Remain the same – continue to accept cheques and manage this with the reduced resources	Provides continuity for our customers but creates an extra work pressure for an already busy team.	Unable to meet key deadlines and responsibilities. Officers are on temporary contracts which makes retaining staff difficult	
Fully enforce the decision to remove cheques from all our business	Would result in the previous budget saving being achieved through the release of temporary appointment	Would alienate some of our customers and possibly result in a loss of income to the council The scarcity of resources within the cashiers team would make the service difficult to retain normal service patterns of 9 to 5, 5 days per week.	
Reverse the decision to stop taking cheque payments and reinstate the cashiers post	Customers would be happy as they like this payment method. Doesn't disadvantage some of our most vulnerable customers. Ensures the cashiers team is put back on a firmer footing.		

	Takes away an in year budget pressure which has to be managed.		
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1232. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Potential to address an ongoing budget shortfall and to give the team the continuity that it requires in what remains a challenging environment.	Cashers and Banking Team	Positive

1233. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Continue to work with services to design new payment solutions which build out cheque payments. We continue to ensure that we no longer promote cheque payments for council tax, business rates, debtor invoices etc. Over time cheques will continue to diminish. At which point the resources involved in processing these payments can be revisited.

1234. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

1235. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Chief Officer & Service Manager	Teams conversations/Budget meeting	September/October 2022

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1236. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Continued reluctance of citizens to move away from cheque payments	Operational	Unable to deliver budget saving as a result	Medium	Continue to promote alternative payment methods

1237. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
N/A		

1238. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget monitoring					
Cashier and banking activity data					

1239. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Pressure
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Proposal Title	Markets Service Pressure	Senior Responsible Officer:	Peter Davies
Your Ref No:	RESPM9	Operational Lead Officer:	Nicola Howells
Version No:	1	Directorate:	Resources
Date:	23/11/22	Section:	Landlord Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1240. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Markets – Service Pressure – £21,000

Request to fund a net shortfall in Markets budget of £21,000 due to :-

- A projected shortfall in income in 23-24 of £77,505.
Offset by :-
- An increase in stall fees of 15% generating £26,000 additional income.
- A managed reduction in waste disposal costs of £30,000.

1241. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Markets – Service Pressure – £21,000

Markets have historically struggled to hit income budgets, particularly post pandemic, the table below provides a breakdown of income received over the past 4 years with a forecast and projection for 22-23 and 23-24 respectively.

Period (Yr)	Actual	Budget	Variance	Notes
2018-19	-373,277	-359,651	-13,626	
2019-20	-244,562	-359,651	115,089	
2020-21	-73,146	-327,505	254,359	Income affected by Covid lockdowns
2021-22	-177,315	-327,505	150,190	Income affected by Covid lockdowns
2022-23 Forecast	-192,000	-327,505	135,505	
2023-24 Estimate	-250,000	-327,505	77,505	<i>Assumption of more events to increase income</i>

Current projections indicate a shortfall in income in 23-24 of **£77k**. It has been a slow recovery following the pandemic in the rental of market stalls. However, the hall layout in Abergavenny has now returned to pre-covid layout and bookings are increasing, this has been reflected in the projection along with additional income generated by the running of events at the market Hall throughout the year.

Pressure Mitigation

In order to mitigate this pressure an increase of 15% in stall rental fees for Abergavenny is proposed, if we assume a 75% uptake across 23-24 then that will generate an additional **£26k** pa.

In addition it is the intention to bring in a policy to make tenants responsible for their own waste and utilities, this will potentially offset costs by **£30k**.

All exclusive Areas have now been let on lease agreements, with an uplift in income of £10k pa

1242. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Markets service pressure	18	21		21				21

1243. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1244. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

If the Budget Pressure was not agreed then the Income Target will not be reached, resulting in a larger deficit, which would be at a detriment to overall Budget Forecasting

This Service provision however would continue. but with added pressure on the Team to reach an unachievable Income level during a period where the Retail Market and small Businesses are recovering Post Pandemic.

1245. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

1246. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1247. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

- The Market is recovering along with many other retail enterprises from the impact of COVID. Which has resulted in reduced trader numbers, and having to implement a COVID layout resulting in less stalls for Hire.
- Most Traders are small local businesses who work for themselves and have been unable to 'Make a Living' during the Pandemic. This contributes to the local economy and growth
- Abergavenny Market is at the Heart of the Market Town and helps generate Tourist Interest and Revenue for the Town.
- There are already positive signs of Improvement with stall bookings increasing in the run up to Christmas.
- The Pandemic has restricted the ability to forward plan events, but there is now the appetite from Traders to offer different Markets across the County in 2023
- The Budget Deficit would need to be offset against other Budgets whilst the Market Service is able to regenerate demand and establish itself Post Pandemic

1248. Options Appraisal -

Option	Benefit	Risk	Comment

1249. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
N/a		

1250. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

- A new Payment system has been put in place , with card readers and payments through the Hub, to make it easier for Traders to make payments and save operational time.
- Enquiries are underway to agree best way to recharge for Utilities to different tenants within Markets to recoup energy cost, by means of sub meters or a per unit charge.
- Marketing/Promotions/signage has been secured via grant funding to publicise Markets and generate interest for bookings
- Abergavenny Market Hall layout has been altered to facilitate more tables for increased bookings.
- Evening Events are being scheduled for 2023
- Programme of Markets being agreed for Monmouth Outdoor Market

1251. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
No additional Resources required.		

1252. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Markets Manager/Deputy Manager	To advise on current changes in demand for Market Stalls, and potential for new events to generate income. Practicalities around recharging utility costs to existing tenants	April 2023
Finance	Verification of Budget and Income across the different Market Income Streams	Dec 2022

1253. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Failure to attract Trader Bookings	Strategic	Market Trends can alter with demand and influenced by Cost of Living and changes in buying patterns	Low	Marketing/Promotions to generate new interest
Staff Resources	Operational	Previous staffing issues have impacted service	Medium	Staff Training, Monitoring.

1254. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Interest from Traders	Demand to make bookings, market traders willingness to contribute towards running costs	

1255. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Bookings for Tables/Events	Income Received	21			

1256. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	Digital Booking System would assist Traders with Booking tables remotely and making payments, Currently under review
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?		

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Alternative funding model for Surveyor Post	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES2	Operational Lead Officer:	Nicholas Keyse
Version No:	1	Directorate:	Resources
Date:	22/11/22	Section:	Landlord Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1257. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Budget Saving – Funding of Surveyor Post from Capital/External funding - £45,000

Saving will be generated by releasing core staff budget as from 23-24 the intention is to pay for the post via the capital programme or other funding sources.

The surveyor post is currently vacant but once recruited will be able to assist with supporting the development team to deliver the Council's capital receipt programme and support the Council's policy objectives including the sourcing and development/acquisition of accommodation to meet County's wider homelessness and housing needs. Utilising the development team to complete acquisitions/sales will deliver a saving to the authority, as well as generate savings as a result of a reduction in reliance on B&B accommodation and subsequent fees. Disposal or redevelopment of Council assets will reduce property holding costs and facilitate capital/revenue generating opportunities.

1258. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Housing Objectives

The Local Housing Market Assessment carried out in 2020 highlighted a growing disparity in the affordability of housing, as well as an increasing demand for the provision of affordable housing across the county. There is an estimated a shortfall of 468 affordable homes per year between 2020,2025, and as of September 2022, 2,220 households with a recognized housing need registered on the housing waiting list. Levels of homelessness continue to be a major concern for the Council and Monmouthshire has continued to see a steep increase in the demand for temporary accommodation. As of September 2022, there were 183 households in temporary accommodation, including 98 households in bed and breakfast accommodation.

Strengthening the available resource within the Development Team will enable further projects to be delivered to support the provision of affordable accommodation, including provision for homelessness. The use of bed and breakfast accommodation is extensive at present with gross expenditure of approximately £1million forecast pa. The development surveyor role will support the accelerated delivery of 100% affordable schemes, including at Caldicot Comprehensive School and Tudor Street (subject to ICMD), which will create a provision of minimum 20 units suitable for supporting homelessness. Both developments will accommodate a blend of single person and two bed families, the average yearly cost to MCC of which is £8,760 and £10,944 pa respectively. Therefore, it is anticipated the two developments will generate an annual saving of £183,936 for MCC (16 x 1 bed, 4 x 2 bed) as well generate a capital receipt for disposal of the assets. Subject to the property rationalisation mandate, policy objectives around disposal/development of increased levels of affordable housing, and an acquisition strategy which will generate a net benefit despite refurbishment/acquisition costs, the appointment to the development surveyor post will continue to derive savings to the authority.

Capital Receipts

Disposal and redevelopment of Council assets by the Estates Development Team results in savings through the avoidance of disposal fees that would otherwise be incurred via selling agents. Whilst specialist assets would require additional support, the vacant development surveyor post will support the generation of capital receipts and maximising value achieved (social and financial).

In the past four years the Estates Development Team has generated nearly £30,000,000 of capital receipts. The breakdown of financial year and therefore forecasted savings achieved, as a consequence of undertaking the agency role in-house, is listed below:

Financial Year	Receipts	Savings (avoided costs @ 1.25% + actual fees charged to purchaser)
2019/20	£3,108,500	£40,356
2020/21	£11,279,492	£141,473
2021/22	£8,407,484	£109,593
2022/23	£7,047,312	£88,841

Whilst the existing LDP allocations have been sold and therefore the majority of capital programme has been achieved, it is anticipated that further allocations will be available following the adoption of the Local Development Plan. It is also proposed that property rationalisation of the estate will derive further opportunities for the generation of receipts, which will result in savings achieved by the Development Team and appointment of the Development Surveyor post. Other service areas (e.g. Active Travel) equally rely upon support from the Development Team to deliver objectives. Fees will be charged and recovered via grant to cover the cost of supporting the proposals.

1259. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Landlord Services - Estates	352		(45)	(45)				(45)

1260. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	

Redundancy	
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1261. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Failure to secure and appoint to this post would impact ability of the service to commit sufficient resource to the review, acquisition and/or development of affordable housing. It would also restrict our ability to deliver the Council's ambitions around housing supply and tackling homelessness, therefore continue to result in significant costs for housing those individuals in B&B accommodation. This may also result in additional costs if selling agents are required, given limited capacity of the team, to support the disposal of any assets considered surplus.

1262. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

1263. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	The Community and Corporate Plan directly outlines the ambition to deliver a safe place to live, through the increased supply of good quality affordable housing and commitment to reduce the number of people who become homeless.
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1264. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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1265. Options Appraisal -

Option	Benefit	Risk	Comment

1266. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Greater resource to target opportunities for income and capital generation	Landlord Services	Positive if achieved

1267. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

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1268. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Staff budget	Recharge onto the capital programme	

1269. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery.

Consultee	Description	Date (delivered/planned)
Housing	Engagement to establish avoided B&B costs	22/11/22

1270. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk	Strategic	Failure to appoint will restrict ability to procure and invest in property at speed, as the housing market requires	High	Appoint external resource

1271. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
That the post will be successfully filled.		

1272. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget Monitoring	Income target of £45k will be set and monitored.	(45)			

1273. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	Y	Indirectly, given the purpose of the role
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

**2023/24 Budget
Budget Saving, Pressure, or Investment Proposal Form**

Proposal:	Saving
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Proposal Title	Customer Services Redesign	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES7	Operational Lead Officer:	Joanne Howard
Version No:	1	Directorate:	Resources
Date:	23.11.22	Section:	Integrated Landlord Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1274. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Property Services – Customer Services Redesign – Saving £18,500

Staff saving generated by the redesign of our front of office services removing 0.61 FTE resulting in a £18.5k budget saving. The proposal includes deletion of 3 existing posts and replacing them with 2 x 3 day week Business Support Officers.

The redesign will eliminate the segregation of Reception versus Mailroom with further resilience for cover provided through our Helpdesk Officers in the Property Services section.

1275. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Property Services – Customer Services Redesign – Saving £18,500

Structure changes are listed in the table below.

Current Structure			Proposed Structure		
Post	FTE	Cost	Post	FTE	Cost
Receptionist	1.00	34,664	Business Support Assistant	0.60	20,269
Clerical Assistant	0.41	11,289	Business Support Assistant	0.60	20,269
Clerical Assistant	0.41	13,264	Courier	0.49	15,201
Courier	0.49	15,201	Customer Services Team Leader	1.00	42,018
Customer Services Team Leader	1.00	42,018			
	3.30	116,436		2.69	97,757
				-0.61	- 18,679

1276. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Office Services	158	0	(18.5)	(18.5)				(18.5)

1277. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	3.3
Total number of posts in budget area affected	5

Total increase or decrease in the number of posts from this proposal	-0.62
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Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	1

1278. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

By reducing the number of staff within Office Services from 9 days to 6 days, this will impact on the current service by reducing the amount of waste demand on them and making their contribution to the organisation more value added. This will influence the current culture within the service and future developments to further digitise the front of house service could impact on other service delivery areas where ownership of visitors to site will become the individual's responsibility.

1279. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

1280. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Comments/Impact
Does this proposal align with the MCC Corporate & Community plan?	N	
Has an initial Integrated Impact Assessment being undertaken?	N	
Will an option appraisal be required?	N	

Will this proposal require any amendments to MCC policy?	N	
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1281. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

1282. Options Appraisal -

Option	Benefit	Risk	Comment

1283. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
N/A		

1284. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

N/A

1285. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

1286. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery.

Consultee	Description	Date (delivered/planned)
HR Business Partner	Consultation on steps required for redesign of OS/Request for redundancy and pension costs	Delivered Sept 2022
Finance	Verification of budget implications	Delivered Sept 2022

1287. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
None				

1288. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
None		

1289. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget Monitoring		(18.5)			

1290. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	
Will this project benefit from digital intervention?	Y	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Reduction of Maintenance Works Budget	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES8	Operational Lead Officer:	Nick Perry
Version No:	1	Directorate:	Landlord Services
Date:	30.11.2022	Section:	Property Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1291. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Budget Saving – Reduction in Reactive Maintenance across Authority Buildings - £300,000

To remove £300k from the authority's revenue reactive maintenance budget, this will be achieved by :-

- Releasing underspend already built into budget.
- Removal of non-critical or low risk works.
- Postponement of works that can be delayed until future years.
- The use of capital or grant funding for qualifying spend.

There will be no savings taken from the revenue budget for Cyclical maintenance so expenditure on all our critical health & Safety testing will remain unaffected.

1292. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Budget Saving – Reduction in Reactive Maintenance across Authority Buildings - £300,000

The authority has consistently underspent the revenue budget on corporate building maintenance over the last 4 years, the intention is to release an element of the reactive repair budget and offer up a managed saving for 23-24 :-

Yr	Actual	Budget	Variance
2018-19	656,350	713,413	- 57,063
2019-20	536,837	713,413	- 176,576
2020-21	661,396	713,413	- 52,017
2021-22	578,200	713,413	- 135,213
2022-23	413,413	713,413	- 300,000

Forecast (incl as M6 budget recovery)

**In recent years we have benefitted from grant funding streams that paid for repairs (mainly school refurbishment), there is an assumption that this funding will need to continue for us to realise the full saving.

On average we spend £190,000 a year on cyclical maintenance and testing, this is essential health & safety works and we will not be reducing this spend, the reduction will come from our ad-hoc reactive repair budget.

The budgets for 23-24 will be split as follows :-

	Projected 23-24 Budget
Cyclical Maintenance	190,000
Reactive Maintenance	223,413
	413,413

The average spend for reactive repairs over the 4 years upto end of 21-22 was £431k, with the service budget now reduced to £223k this leaves a potential shortfall of £208k to be managed, the intention is to manage this through :-

- Removal of non-critical or low risk works – a more stringent assessment should remove a number of jobs off the programme.
- Postponement of works that can be delayed until future years – improved review and risk management will allow for jobs to be better profiled allowing costs to be spread over a wider timeframe.
- The use of capital or grant funding for qualifying spend – improved management of our capital maintenance programme will allow for spare funding to be used to fund qualifying repairs. In addition we will ensure any repair grants are utilised in full.

NOTE : All safety critical repairs will be completed regardless of budget position.

1293. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Corporate Building Maintenance	713		(300)	(300)	300			0

1294. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	N/A
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1295. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

All critical Health & Safety testing will not be affected.

A long term reduction in spend on maintenance will have an impact on the fabric of our buildings – timely and regular maintenance ensures that our assets are fit for purpose and reduces the requirement for more high cost repair intervention. Property services follow a pro-active replacement model where essential systems (such as fire alarms) are replaced at end of life before they fail. A reduction in budget means we will have to potentially run systems (that are still operational) for longer and only changed when they actually fail causing building closure and increased expense.

1296. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Potential for WG repair grant	WG	Not confirmed

1297. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1298. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

1299. Options Appraisal -

Option	Benefit	Risk	Comment

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1300. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Authority Wide Impact as repairs to buildings will be reduced.	Authority Wide	Negative

1301. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

1302. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

1303. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
N/A		

1304. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
N/A				

1305. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
N/A		

1306. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Maintenance programme & budget monitoring	PS Staff continue to monitor maintenance requirements and will progress works as required reactively	(300)			

1307. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Automate starters, leavers & movers process	Senior Responsible Officer:	Pete Davies
Your Ref No:	RES11	Operational Lead Officer:	Emma Jackson
Version No:	0.1	Directorate:	Resources
Date:	25/10/22	Section:	Digital Design & Innovation

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1308. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

To automate the IT processes that stem from the HR starter, leaver and mover (SLAM).

- Remove manager responsibility for confirming that an individual has started/left or moved and any subsequent changes to our core systems.
- Remove administrative tasks to add/remove or change access to core data systems e.g. Active Directory.
- This is to ensure that we are not paying for Microsoft EA licenses and any other that we identify during the exploration of the problem we are trying to solve.
- It will also ensure that our core data systems are secure

1309. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

We have data from a product called Quantum which identifies unused Microsoft EA licenses, the data has been reviewed for the past 6 months and on average we could save £1,966 per month if we just removed the inactive accounts, but more work will be required to work out which licenses and costs this equates to.

There are also staff savings relating to:

- Time spent to fill in IT SLAM forms
- Time spent to review inactive accounts each month to release licenses
- Time spent to assign/unassign licenses from core data systems e.g. Active Directory.

1310. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget	Proposed Budget Increase £'000	Proposed Budget Reduction	Target year				Total Budget Change Proposed
				2023/24	2024/25	2025/26	2026/27	

	£'000		£'000	£'000	£'000	£'000	£'000	£'000
Whole Authority Cost			(13)	(13)				

1311. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	n/a
Total number of posts in budget area affected	n/a
Total increase or decrease in the number of posts from this proposal	n/a

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1312. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

If we continue to rely on managers to fill in the SLAM forms we will still have licenses allocated where staff have left. This will not have a large impact on standards of service delivery.

1313. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

N/A		
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1314. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	N	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1315. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

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1316. Options Appraisal -

Option	Benefit	Risk	Comment

1317. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Changes to existing SLAM forms	Systems & Data Team	Negative
Changes to existing SLAM forms	Managers	Positive

1318. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

N/A

1319. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Additional skills to automate processes	SRS/Systems & Data Team	
Resource to integration to core HR system	Zellis	

1320. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Matt Phillips	To agree that resource will be made available from the Systems & Data team	TBC

1321. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Internal resource not available to assist with the changes required	Operational	The system/data team already have other priorities	High	Consultation with Matt Philips and the team and data/evidence to support the work.

External resource not available to assist with the changes required	Operational	The SRS already have other priorities	Medium	Some of the resource is already seconded to the Digital Design & Innovation Team. I am already discussing the use of the technology
Zellis availability/guidance	Operational	We already have lack of technical support from the provider	High	May need to escalate to Zellis management (prior to contract award their Chief Exec met with Paul).

1322. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
The Digital solution is possible	Other similar projects are already underway	Emma Jackson

1323. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Reduction in unused in MS licenses	13,000			
Staff/Process	Reduction in unused IT accounts	200	50	50	50

1324. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	Y	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Mobile Telephone contract Saving	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES12	Operational Lead Officer:	Sian Hayward
Version No:	1	Directorate:	RES
Date:	25/11/2022	Section:	ICT

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1325. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Potential Annual Contract Savings Against Current Spend :-

Supplier	EE
Length of contract	3 Years
Data	1.283TB
Monthly Contract	4,826
Annual contract	57,912
Budget	125,817
22-23 Forecast	205,875
Saving Against Budget	-67,905
Saving Against Actual	-147,963

Responsibility for the mobile phone function transferred to the Information Security and Technology Team in May 2022. From that date the mobile phone estate was reviewed to reduce the number of dormant and unnecessary accounts in conjunction with the introduction of Teams calling. Some 200 accounts were deleted with an in-year saving of £17,000

Following this review the Mobile Telephone and Contract Officer reviewed the costs of renewing the contracts across the market. Quotes were obtained for both EE and VMO2 and a business case was undertaken to evaluate the costs and benefits of a new contract.

Both EE and VMO2 will result in very similar costs savings, though the resource effort and disruption to the telephone service from move to a different provider affected the decision.

At this time, it was discovered that the available budget for mobile telephony across the service areas had been exceeded for several years but was not highlighted until the contract review was undertaken. Much of this overspend was due to exceeding the data allowances on individual accounts and receiving penalties for doing so.

The new contracts have a total data allowance instead of an individual allowance, requiring us to monitor data usage and educate the mobile phone account holders in appropriate use of data.

The cost savings are in the table above.

1326. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

As in the table in 1. above, which was taken from the actual budget and compared with the costs quoted by the contractor. The mobile telephony contract business case

1327. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
ICT – Mobile Phones	126		(149)	(149)				(149)

1328. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	1
Total number of posts in budget area affected	1
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1329. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

There are no impacts on the standards of service delivery as a result of this proposal.

1330. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Not applicable		

1331. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	y	
Has an initial Integrated Impact Assessment being undertaken?	n	If Yes please summarise in Section 8.
Will an option appraisal be required?	n	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	n	

1332. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Not Applicable

1333. Options Appraisal -

Option	Benefit	Risk	Comment
Not applicable			

1334. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
No impact on other service areas		

1335. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

There is an impact on service budgets related to this saving but not because of it. There is a requirement to increase the contributions of services to the overall budget where they have used the mobile phone service

1336. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
None required		

1337. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Chief officer Resources	To agree the business case for the current supplier	
The Digital Projects Team	To agree the likely level of data usage across the teams using the devices	

1338. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
That the total data allowance is exceeded resulting in an increase in charges across the estate	Operational	The data allowance was breached when users inadvertently misused their mobile phones to tether to their laptops	Probability Low Impact on finances high	Monitor the overall data usage Educate mobile phone users on the consequences and impact of inappropriate use Change the mobile phone policy to prohibit personal use of data Implement In-Tune to devices to prevent unauthorised use of

				applications not included in the In-Tune stack

1339. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
None		

1340. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27

1341. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	Y	By evaluating who should benefit from a mobile phone against the implementation of Teams calling By installation of In-Tune

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving and pressure
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Proposal Title	SRS Contribution Pressure & PSBA Line Savings	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES14	Operational Lead Officer:	Sian Hayward
Version No:	1	Directorate:	RES

Date:	25/11/2022	Section:	ICT
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Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1342. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The SRS (shared resource service) are the council's technology providers operating under a shared partnership arrangement across Gwent Police, Torfaen CBC, Newport City and Blaenau Gwent CBC. This collaborative project enables economies of scale over the central provision of a communications network infrastructure called 'One Wales.'

The costs of the service consist of both employee and third-party contracts, with contracts being 33% of staff costs. It has been recognised that there is a need to increase digitisation to be able to reduce costs and increase effectiveness through automation and digitisation. This is an expectation from our service areas and from the public who increasingly seek digital access to services and information. This being the case, there is an increase in the number of digital projects being implemented through the SRS as well as a need for a greater input into protection against cyber-attacks. The SRS has managed this current increase in throughput without the need for a significant increase in staff or contract costs. The current estimated increase in costs after providing for pay inflation (staff costs are currently 66% of non-staff costs) there is now an estimated residual pressure of £53,490 out of a total budget of £2,437,832.

1). SRS Contribution Pressure - £54k

	£
2023-2024 Projected MCC Base	2,384,342
2023-2024 SRS Contribution (Estimate)	2,459,183
SRS Savings Green/Amber (Estimate)	- 21,351
SRS Savings Red	
Total SRS Contribution 23-24	2,437,832
Total Pressure	53,490

2). PSBA Line Savings - £20k

The council pays for its broadband infrastructure through the PSBA (public sector broadband aggregation) which is a secure, managed service operated by Welsh Government and BT offering greater security, priority fault resolution and a bigger download/upload ratio than that operated by a standard domestic provision.

The current forecast for this service is -

PSBA Expenditure	£
2023-24 Estimate	143,837
2022-23 Forecast	143,837
2021-22 Actual	138,316

As telecoms companies roll out superfast fibre via FTTC (fibre to the cabinet) and FTTP (fibre to the premises) across the county the costs of providing PSBA connectivity decreases, especially in rural areas. Capitalising upon FTTP and FTTC requires a review of the PSBA estate and the re-assessment of the costs of providing the line. This review is undertaken by the PSBA who provide a quote for the new costs plus the installation costs of refixing the line itself. The SRS has estimated that a review of the 89 connections of the PSBA estate will achieve a net reduction of £20,000 after installation costs have been paid.

1343. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure, or investment. Append any further information, as necessary.

SRS PROVISIONAL BUDGET CALCULATION FOR 23/24

1344. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
ICT – SRS Contribution Increase	2,279	54		54				54
ICT – PSBA Line savings			(20)	(20)				(20)
Total	2,279	54	(20)	34				34

1345. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	42
Total number of posts in budget area affected	49
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	N/A
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1346. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Should the budget pressure not be agreed it would have a significant impact on the ability of the council to-

1. Progress digital projects -
There are currently 60 projects in the pipeline that can deliver service efficiencies through automation of business process e.g., with the progression of the Enterprise Architecture suite of products, including SharePoint Online, Power Automate, Teams and Teams Calling as well as the upgrade and implementation of line-of-business computer systems.

2. Support and maintain infrastructure & security -
The SRS supports the network infrastructure and security as well as implementing digital projects and systems. Should the pressure not be accommodated it could impact on the ability of the SRS to maintain the infrastructure as securely and robustly as it currently does.

1347. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Not applicable		

1348. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	The MCC Corporate and Community Plan is met in the areas of- Goal B -Thriving and well-connected – A digital network infrastructure helps the council and community to share information and communications speedily and accurately. Goal C – maintaining a digital communications infrastructure reduces our reliance on travel as well as reducing waste.
Has an initial Integrated Impact Assessment being undertaken?	N	
Will an option appraisal be required?	N	If yes, please complete section 8
Will this proposal require any amendments to MCC policy?	N	

1349. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Not applicable

1350. Options Appraisal -

Option	Benefit	Risk	Comment
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NOT APPLICABLE			
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1351. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
No impact upon other services if the proposal is accepted, but potential detrimental impact on all services if the effectiveness of the councils' digitisation agenda is compromised		

1352. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The SRS contracts are continuously reviewed and evaluated. The PSBA contract has not had an overall review in 4 years, and progress with FFTP and FTTC there is potential for a reduction in line rentals if the old infrastructure is replaced in key remote locations. The savings are a prudent estimate at this point as the review plus quotes has yet to be completed.

1353. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
NONE REQUIRED		

1354. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
THE SRS FINANCE AND GOVERNANCE BOARD	COMPLETE	
MCC FINANCE & CHIEF OFFICER RESOURCES	COMPLETE	

1355. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/Operational	Reason why identified (evidence)	Risk Level (High, Medium, or Low) Based on a score assessing the probability & impact	Mitigating Actions
THAT SAVINGS ARENT ABLE TO BE ACHIEVED IN PSBA	OPERATIONAL	BECAUSE ITS A PRUDENT ESTIMATED SAVING AT THIS POINT	LOW	UNDERTAKE THE REVIEW AND RECEIVE THE QUOTES FOR INSTALLATION AND REDUCTION AND LINE RENTAL

1356. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

1357. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
BUDGET MONITORING FOR THE EFFECT OF THE PRESSURES AND SAVINGS					

1358. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services, or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	
Will this project benefit from digital intervention?	Y	IT IS IN ITSELF PART OF A DIGITAL INTERVENTION

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Take 1 x Senior Auditor out of the Internal Audit Team	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES18	Operational Lead Officer:	Andrew Wathan
Version No:	1	Directorate:	Resources
Date:	24-11-22	Section:	Internal Audit

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1359. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The IA team currently has an establishment of 5.3 FTEs which includes the Chief Internal Auditor as the 0.5 as he has shared responsibility with a neighbouring L3. In a normal year the team's plan is to deliver 908 days of audits across all service areas of the Council to provide assurance to senior managers and the Governance & Audit Committee on the adequacy of the internal control, governance and risk management arrangements in place.

The Audit plan is risk assessed every year to try and prioritise audit work and ensure all directorates receive some audit coverage as the resources don't allow full coverage annually; audit work is therefore done on a cyclical basis. As audit resources have been reduced over the years, the cycle of coverage and the time between audits has increased. Eg schools used to be audited once every 4/5 years now it's more like 8/9 years. This increases the risk of identifying poor financial stewardship, non compliance with Council policy and procedure and potential error and fraud.

It is a statutory requirement to have an internal audit provision within the Council.

The team comprises of Chief Internal Auditor / Audit Manager / Principal Auditor / Senior Auditor (x2) / Auditor

For many years there has been stability within the team but following the pandemic there has been more turnover resulting in 2 current vacancies; Audit Manager & Senior Auditor. These posts have been advertised but we were not successful in filling them to date.

It is not an easy option to reduce the team even further and offer another post up for budget savings.

My contribution to the Council's request to fill the significant budget gap would be to offer up 1 x Senior Auditor post which is currently vacant. The gross cost of this post is £44k pa.

1360. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

As per budget info Senior Audit gross costs = £44,500

1361. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Internal Audit	279		(44)	(44)				

1362. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	5.3
Total number of posts in budget area affected	6
Total increase or decrease in the number of posts from this proposal	(1)

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	1
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1363. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Noted at section 8

1364. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)

1365. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?		
Has an initial Integrated Impact Assessment being undertaken?		If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1366. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

The Senior Auditor (SA) inputs approx. 180 productive audit days into the plan pa, which equates to approx. 12 opinion related audit jobs pa. these would be lost if this post is taken out of the team.

The IA team has to work in line with the Public Sector Internal Audit Standards and the Chief Internal Auditor (CIA) has to ensure the team is adequately resourced to undertake the work and audit service expected. If the SA post is taken out of the team the CIA may have to report into the Governance & Audit Committee that audit resources are insufficient to undertake the work required.

The CIA has to provide an overall opinion in his annual report, on the adequacy of the internal control environment, governance arrangements and risk management processes operated within the Council. This will be based on less opinion related audit work if the SA is taken out of the team due to less audit coverage.

Some audit work will not get done and some will be pushed back further on the cyclical audit plan

Additional pressure will be put on remaining staff to deal with ongoing audit work and provide financial advice across a greater number of services. Remaining staff will need to broaden their knowledge and experience across a wider range of services – some of which will be very unfamiliar to them.

Less provision in the team to respond to and investigate allegations of fraud, corruption, error, non compliance with Council policy and procedure.

Less resource in the team to audit proactively, providing training on sound financial management, fraud prevention

A smaller team is more difficult to recruit into and limits development opportunities for those remaining; also impacts negatively on the morale of the staff remaining.

No positives of reducing the team by 1

1367. Options Appraisal -

Option	Benefit	Risk	Comment

1368. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Less audit coverage Less assurance that the public pound is being spent effectively, efficiently & economically Less assurance on proper financial stewardship of public funds Reduced capability to respond to allegations of fraud Less flexibility in being able to respond to new or changing priorities	All services provided by the Council SLT Audit & Governance Committee	negative

1369. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

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1370. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)

1371. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)

1372. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions

1373. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

1374. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27

1375. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Remove budget earmarked for a discretionary business rate relief scheme	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES19	Operational Lead Officer:	Ruth Donovan
Version No:	1	Directorate:	Resources
Date:	31 st October 2022	Section:	Revenues, Systems & Exchequer

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1376. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The final Welsh Government budget settlement for 2019/20 included the transfer of £2.4m across Wales to support councils with a discretionary business rate relief scheme. Monmouthshire's share of this funding was £63,000. A further allocation was also made in the 2020/21 budget settlement which took the total budget to £126,000.

For reasons described in section 2 below this money has not been utilised and has instead been released as in year savings, contributing to the overall bottom line of the budget. The proposal is therefore to offer this budget as a saving for 2023/24.

1377. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

In reality the sum awarded to Monmouthshire was too small to provide any meaningful relief to business rate bills without significant additional funding.

For some context, previous Retail Relief Schemes funded by the Welsh Government provided relief in the region of £900,000 to Monmouthshire's businesses

For specific local reasons, this year, Newport City Council decided to introduce an additional relief scheme for retail businesses in a small geographical area which is estimated to cost between £700,000 to £900,000.

1378. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Revenue (F016)	126		(126)	(126)				(126)

1379. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	N/A
Total increase or decrease in the number of posts from this proposal	N/A

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	N/A
Voluntary Severance	N/A
Retirement	N/A
Redeployment	N/A
Redundancy	N/A

1380. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

There is no direct impact to service delivery. Also, as this money was provided to Local Authorities to use their discretionary powers to develop a local rate relief scheme, there are no statutory or legal duties either.

1381. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
None Identified		

1382. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	N	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1383. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

<p>Positive:</p> <ul style="list-style-type: none"> • releases budget that has been unused in previous financial years <p>Negative:</p> <ul style="list-style-type: none"> • potentially deprives local businesses of much needed support (although as noted above the amount that would be available to each business would be minimal and administration time high). • previously this budget has been used to offset in year budget pressures across the Division

1384. Options Appraisal -

Option	Benefit	Risk	Comment
Retain budget and use for its original purpose of a rate relief scheme for local businesses	Support is given to local businesses to help them weather the current economic crisis	Budget is not sufficient to provide a viable scheme that provides meaningful support.	Unless the budget is topped up this will provide only minimal support for businesses whilst creating an administrative burden to the Revenues Team.
Retain budget	Budget could be used to offset any in year pressures across the Division	None	
Release budget	Budget could be used to close budget gap for 2023/24	None	

1385. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Potential loss of financial support to local businesses at an especially difficult time.	Local businesses	Negative

1386. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

N/A – there is no impact to the organisation

1387. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

1388. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Deputy Chief Exec	Teams meeting	14 th October 2022

1389. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
That local businesses will close as the cost of living crisis deepens	Strategic	Businesses may look to the council for additional support	Medium	Ensure businesses are receiving all eligible reliefs available to them and signpost to other areas of support e.g. Business Wales

1390. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
N/A		

1391. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
N/A					

1392. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Increase the use of purchase cards to increase the e payment rebate	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES20	Operational Lead Officer:	Ruth Donovan
Version No:	1	Directorate:	Resources
Date:	31 st October 2022	Section:	Revenues, Systems & Exchequer

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1393. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The council currently have some lodged purchase cards with suppliers and cards are available to service departments on request following the completion of an agreed business case (there are currently around 80 of these in use). Purchase cards are operated under the Welsh Government Purchase Card Scheme and attract an annual rebate based on the amount spent in the previous financial year. Monmouthshire is one of the lowest spenders in the scheme. Expanding its use would potentially increase the annual rebate we receive, although it will take a full financial year before the budget benefits from the rebate.

There are a couple of ways that this expansion could be achieved:-

Firstly, we could look to lodge more cards with approved suppliers

Secondly, we could expand the number of cards being used by service departments

Thirdly, we could integrate this as a payment method into our creditor payment process by using a tool called Barclaycard Precision Pay Direct. This is free to us under the scheme, although there will potentially be staff time and implementation costs for us to integrate this into the Business World system.

Barclaycard have offered to work with us to identify the option that would work best for us by undertaking a supplier analysis of where and how we are currently spending our money.

1394. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

- Current spend analysis
- Previous rebates
- Conversation with senior manager at Barclaycard who administer the scheme, issue cards etc

1395. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Systems & Exchequer (F035)	512	0	-10	-10	tbc	tbc	tbc	-10

1396. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	N/A
Total increase or decrease in the number of posts from this proposal	N/A

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	N/A
Voluntary Severance	N/A
Retirement	N/A
Redeployment	N/A
Redundancy	N/A

1397. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

This would increase the amount of income we receive. Depending on the approach taken to roll out the scheme, this could have an impact on the workload of the Revenues, Systems & Exchequer Team. The administration of business cases, training and issuing of cards falls to the Creditors Team and is normally the responsibility of the Creditors Manager. The monitoring of spend to ensure compliance to the original business case and compliance to VAT etc is the responsibility of the Financial Control Accountancy Assistant which is a part time post. Any substantial roll out of cards would also need to consider the additional associated administration, as this cannot be absorbed into existing posts.

1398. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

1399. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1400. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

<p>Positives:</p> <ul style="list-style-type: none"> • Potential to increase the purchase card rebate to the council by increasing the use of these cards • Potentially helps pay our suppliers quicker than other payment methods <p>Negatives:</p> <ul style="list-style-type: none"> • This payment method comes with additional administration which cannot be easily absorbed by the team. • Some suppliers don't accept this as a payment option • Payments made by purchase cards incur costs to the business being paid, which may be a barrier for some.
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1401. Options Appraisal -

Option	Benefit	Risk	Comment
Do nothing, carry on as we are	The administration of the scheme is just about manageable at the current activity levels. Currently generates a small amount of rebate income to the council	Minimal risk of non-compliance etc	
Expand the scheme	Potential to generate more rebate income to the council depending on the scale of use.	Additional administration costs and relationship with our suppliers. Possibility that the Welsh Government Purchase Card Scheme comes to an end	There is a time lag, with the rebate based on the previous years expenditure. Therefore it will take time before the council benefits from any increased usage.

1402. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
There has been a reluctance by service departments to follow the guidelines of the scheme which have been drawn up to protect both the council and the individual card holder. Some consider this to be prohibitive.	Card holders	Negative

1403. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

N/A

1404. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
This depends on the approach taken (see point 1 above)		

1405. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery.

Consultee	Description	Date (delivered/planned)
Finance Manager	Teams meetings, exchange of emails	October 2022
Creditors Manager	Teams meetings, exchange of emails	October 2022
Senior Development Manager - Barclaycard	Teams meetings, exchange of emails	October 2022

1406. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score	Mitigating Actions

			assessing the probability & impact	
Not all suppliers accept payments using purchase cards, as they incur a fee of between 1.75% - 2%. There is also a 'gentleman's agreement' between local authorities not to pay each other this way.	Operational	This could potentially affect our contractual relationship with our suppliers. Would need to start building this into future tenders/contracts as the preferred payment method, which could result in the fees being priced into the contract	High	Be selective which suppliers are paid using this method. Roll the cards out over time.

1407. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
That our suppliers will accept payments using this method.		

1408. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Card spend					
Compliance to the Purchase Card Policy					

1409. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	Possibly depending on the option chosen
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Reduce budget allocated for finance system upgrades	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES21	Operational Lead Officer:	Ruth Donovan
Version No:	1	Directorate:	Resources
Date:	31 st October 2022	Section:	Revenues, Systems & Exchequer

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1410. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The Revenues, Systems & Exchequer budget includes an amount to maintain, develop and keep our core financial systems, e.g. Business World, Civica, Proactis, Northgate and NXG Forensics up to date. Depending on the timing of upgrades and the release of new modules by our software suppliers, this budget may or may not be spent in full each year. The proposal is therefore to reduce this budget.

1411. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Budget underspends in this area in previous years, which have been used to support pressures elsewhere within the Resources Directorate.

1412. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Systems & Exchequer (F010, F033 & F035)	805		-10	-10	0	0	0	-10

1413. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	N/A
Total number of posts in budget area affected	N/A
Total increase or decrease in the number of posts from this proposal	N/A

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	N/A
Voluntary Severance	N/A
Retirement	N/A
Redeployment	N/A
Redundancy	N/A

1414. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

There would be a direct impact on the service and the council's ability to maintain its core financial systems. These systems are integral to our day to day operations and include taking payments from customers and ratepayers, administering council tax and business rates and paying our suppliers.

The Civica system operates in a hosted environment. We are therefore required to implement certain mandatory upgrades within set timeframes.

Also, operating in a Shared Service environment with Torfaen Council for our Revenues & Benefits service means that sometimes both partners need to invest in their system at the same time.

Most system upgrades are chargeable and are required to either ensure compliance to industry standards (e.g. PCI) or to ensure that the system remains supported, meaning we have to upgrade.

This budget is used to fund annual contract uplifts, which are now running in excess of 10% a year. We also have two key contracts for Civica (income collection) and Northgate (Revenues and Benefits) up for renewal in the next 12 months. It is anticipated that annual costs will increase on renewal.

1415. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
None identified		

1416. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	N	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	Y	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1417. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Positive:

- Helps close the funding gap for 2023/24

Negative:

- Potentially restricts ability to ensure key financial systems remain safe, secure and up to date
- Adhoc requests for funding may be required in the future when mandatory upgrades, contract renewals arise

1418. Options Appraisal -

Option	Benefit	Risk	Comment

Do nothing – retain budget	Retain ability to fund the majority of system developments (with the exception of a major upgrade, system replacement). With any in year underspend being used to support pressures elsewhere		
Release a portion of the system development budget	Helps close the budget gap for 2023/24	Potential that we won't have the funding for key system upgrades, developments putting our core financial systems at risk.	

1419. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
In the past any underspend has been used to offset in year pressures elsewhere in the Division.	Resources Directorate	Negative
Ability to keep systems up to date to ensure we maintain full system support from our providers	All directorates	Negative

1420. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Potential to call on funding held by the Digital Team for core system developments
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1421. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

1422. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery.

Consultee	Description	Date (delivered/planned)
Revenues, Systems & Exchequer Team	Teams conversation and email	October 2022
Head of Service	Teams conversation and email	October 2022

1423. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk of not keeping systems up to date means we may not be able to resolve system problems. Ultimately this could lead to services being withdrawn and parts of the system closed down.	Operational	System suppliers are continually updating their platforms and de supporting older versions.	Medium	Divert funding from elsewhere to resolve any critical issues that may arise.

1424. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
N/A		

1425. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
System performance	Number of unresolved system issues				
Budget	In year budget over spend				

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1426. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Shared Revenues and Benefits Service savings through automation	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES 22	Operational Lead Officer:	Ruth Donovan
Version No:	1	Directorate:	Resources
Date:	31 st October 2022	Section:	Revenues, Systems & Exchequer

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1427. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The Shared Revenues and Benefits Service, run by Torfaen County Borough Council, have implemented a number of new IT initiatives over the year to help automate systems and processes. One such initiative, the introduction of something called Email Connect will release a post from the Shared Service. The saving shown in table 3 represents Monmouthshire's proportion of the saving based on our 50% contribution to the Revenues Shared Service.

1428. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Email confirmation and budget breakdown from officers at Torfaen.

1429. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Cash Increase £'000	Proposed Cash Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Revenues, Systems & Exchequer - Revenues Shared service (F012)	321		-10	-10	0	0	0	-10

1430. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0.68
Total number of posts in budget area affected	0.68
Total increase or decrease in the number of posts from this proposal	-0.68

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	Y
Redundancy	

1431. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

There is not expected to be any impact on service delivery from this proposal

1432. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
N/A		

1433. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	Y	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	N	

1434. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

Positives:

- The introduction of software will change how mail is handled at the shared service, releasing a post.
- The postholder will be redeployed elsewhere within Torfaen County Borough Council

Negatives:

- If this post were retained it would help to address demand pressures with the Shared Service.

1435. Options Appraisal -

Option	Benefit	Risk	Comment
n/a			

1436. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
N/A		

1437. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

N/A

1438. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

1439. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Deborah Smith – Head of Revenues & Benefits Service	Teams meetings and email	October 2022

Sharon Leah – Lead Finance Officer (TCBC)	Teams meetings and email	October 2022

1440. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk is that delays in implementing the technology will result in the need to hold onto manual processing for longer than expected.	Operational	Past experience has shown new technology to be temperamental with time needed for things to bed in.	Low	Service redesign and automation is ongoing

1441. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
N/A		

1442. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Ongoing service monitoring through regular meetings between the AHOF and Revenues Manager	n/a				

1443. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	N	
Will this project benefit from digital intervention?	N	

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	Restructure of the Information Security and Technology Team	Senior Responsible Officer:	PETER DAVIES
Your Ref No:	RES23	Operational Lead Officer:	SIAN HAYWARD
Version No:	1	Directorate:	RESOURCES
Date:	28.11.2022	Section:	ICT

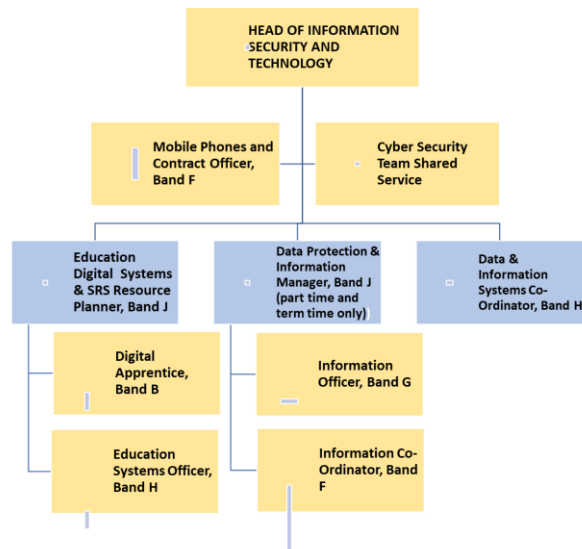
Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1444. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

The Information Security and Technology Team was formed 2 years ago following the split of the Digital Program Office into two separate teams. The current team has grown since then and has brought in responsibility for Cyber Security across Gwent Police, TCBC Blaenau Gwent and MCC. It has also taken on responsibility for mobile telephony making in year operational savings in the number of accounts.

Operationally Since its inception the IST Team has changed the way it processes FOI, Data Protection and Data Breaches, reducing the backlogs caused by Covid and increasing its performance indicator from 64% to 98% in its response to legislative timescales. This has allowed the team to concentrate on the more strategic issues of security and management of data and information.

The current structure is shown below, with the addition of two temporary project management posts in the pipeline to manage the implementation of SharePoint Online and a WG grant funded post to implement a module of Capita One for Sure Start



The IST has recognised that the complexity and volumes of the work has increased even in the last year for the third tier managers (in blue), and in particular the Data Protection and Information Manager with greater emphasis on cyber security and legislation surrounding FOI and Data Protection. The direct reports to the DP Manager are on the lower scales of a Band G and a Band F, meaning there are gaps in the ability to delegate work and increasing the risk that the team isn't resilient.

The Data and Information System Co-ordinator does not have any direct reports, and though the post is inextricably linked with the Data Protection and Information function there is little scope for collaboration between the two functions leaving another gap in resilience should the current postholder not be available.

When the IST was created, much of the basic administrative support for managing basic administration was undertaken by a digital apprentice role. The contract for the current postholder is due to expire in March 2023, and the job purpose has been

reviewed to ensure the needs of the whole team are met as they change and grow. It has been established that much of the current workload can be automated and shared to such a degree that the digital apprentice post can be deleted, enabling a restructure in the tier 4 support of the Data Protection and Information Manager.

An analysis has been undertaken of the current structure of the team with the decision being made to bolster the responsibility levels of two posts allowing greater collaboration between the functions of the second tier. This will serve to:

- Enable greater collaboration and networking between the 3 second tier posts/functions
- Add resilience to the functions with the responsibility levels of the posts reporting to the Data Protection and Information Manager

The financial implications of this are:

Increase the responsibilities of the two posts below the Data Protection and Information Manager to accommodate the delegation of Data Breach management, ROPA's, SharePoint operations, FOI & EIR legislation interpretation

Post	Current Cost (Incl OnCosts)	Proposed Cost (Incl OnCosts)	Variance	
Digital Apprentice Band B - Remove	28,075	0	-28,075	Deleted Post
Information Officer Band G to Band H	45,623	50,414	4,791	
Information Officer Band F to Band H	40,523	50,414	9,891	
Total	114,221	100,828	-13,393	

1445. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure, or investment. Append any further information, as necessary.

AS IN 1. ABOVE

1446. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
ICT – Digital Programme Office	334		(13)	(13)				(13)

1447. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	7.3
Total number of posts in budget area affected	9
Total increase or decrease in the number of posts from this proposal	-1

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant from 1.4.23	1
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1448. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

<p>Impact of the budget saving-</p> <ul style="list-style-type: none"> Funding a re-evaluation of two posts, plugging the gap in existing vulnerabilities in responsibilities, resilience and expertise across the IST. Plugging this gap enables the work of higher complexity and responsibility involved in meeting legislative requirements to be met. <p>The current administrative duties of the digital Apprentice role to be undertaken by-</p> <ul style="list-style-type: none"> Automation of licence administration and responding to group inbox workloads Signposting SRS queries to Vfire instead of the digital apprentice dealing with them Diverting general ICT queries to the digital champion staff forum Incorporating current Ed TEch administration into the new Education Digital and Technology officer role
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1449. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Status (i.e. confirmed, in application, etc)
NOT APPLICABLE		

1450. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	

Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1451. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

NOT APPLICABLE

1452. Options Appraisal -

Option	Benefit	Risk	Comment

1453. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
NONE		

1454. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

NOT APPLICABLE

1455. Up-front Investment Requirement

Describe any additional skills, resource and capability needed to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
NO		

1456. Consultation Describe any initial consultation that has been or needs to be undertaken to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
IST MANAGEMENT TEAM		
CHIEF OFFICER RESOURCES		

1457. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason identified (evidence)	Risk Level (High, Medium, or Low) Based on a score assessing the probability & impact	Mitigating Actions
RECRUITMENT INTO RE-GRADED POSTS	OPERATIONAL		LOW	RE-EVALUATE POSTS THROUGH HR PROCESSES AND CONSULT WITH STAFF THROUGHOUT

1458. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason assumption is being made (evidence)	Decision Maker

NONE IDENTIFIED		

1459. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
NOT APPLICABLE					

1460. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services, or works?	N	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	INTERNAL WITHIN THE IST AND EDUCATION
Will this project benefit from digital intervention?	Y	IN AUTOMATION ONLY, ALTHOUGH WE HAVE THE ABILITY TO UNDERTAKE THIS WORK IN HOUSE

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Saving
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Proposal Title	To review the property estate and to explore options for further rationalisation	Senior Responsible Officer:	Peter Davies
Your Ref No:	RES24	Operational Lead Officer:	Nicholas Keyse
Version No:	1	Directorate:	Resources
Date:	21/11/22	Section:	Landlord Services

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1461. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

Realise Savings through reduction or repurposing of MCC Assets – Potential 23-24 Saving £215,000

Aligned to the Council looking to reduce its carbon footprint and identify opportunities for savings, a review of MCC assets has been completed with a specific intention to reduce running and energy costs of the portfolio. This proposal identifies a number of opportunities to reduce holding costs through the relinquishing of leases and/or relocation of existing services to unlock income generating opportunities or potential capital receipts. Alongside ongoing financial pressures, good asset management practices require that the property portfolio is regularly reviewed to ensure it is fit for purpose, meets the needs of service providers/users, and income streams are being maximised whilst expenditure is minimised.

The list of assets has been categorised based on an assessment of priority due to availability of property immediately or in near future (priority 1), assets subject to decisions on community use or disposal (priority 2), or more ambitious proposals on the repurposing of strategic assets:

Priority	Asset Name	Savings	Income	Capital Receipt
1	Severn View, Chepstow	Y	Y	Y
	Mounton House, Chepstow	Y	Y	Y
	Tudor Street, Abergavenny	Y	Y	Y
	Thornwell Bungalow, Chepstow	Y	Y	Y
	Agricultural Cottages	Y	Y	Y
	Former Household Waste Recycling Centre, Usk		Y	Y
2	Hanbury House, Chepstow	Y	Y	
	Monmouth Market Hall, Monmouth	Y	Y	
	Former Abergavenny Library, Baker Street, Abergavenny	Y	Y	Y
	Usk Community Education Centre	Y		
	Mamhilad House, Pontypool	Y		
	Disposal of Council Farms		Y	Y
	Drybridge House, Bridges Community Centre, Monmouth	Y	Y	Y
	Melville Theatre, Abergavenny	Y	Y	Y
	Fairfield Depot, Abergavenny		Y	Y
	Overmonnow Family Learning Centre	Y	Y	Y
	ATC HQ, Caldicot		Y	Y
3	Development of Fairfield Car Park, Abergavenny		Y	
	Gilwern Outdoor Education Centre	Y	Y	Y
	Raglan Old School, Chepstow Road, Raglan	Y	Y	Y
	Manor Farm Depot, Crick	Y	Y	Y

1462. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Property operational costs (rates and utilities) provided by MCC's Finance Department and Energy Manager. Potential income and capital receipt forecast by Estates Department:

Vacant/Surplus Property

1. Severn View Care Home

- Service – Social Services Care Home. To be closed as residents are to be relocated to Crick Road Care development.
- Operational Costs (rates and utilities) – 22/23 £56,324. Forecast 23/24 £165,489 (exclusive of utilities)
- Income/Development potential – Already on capital receipt forecast. £750k-£900k.

2. Mounton House, Chepstow

- Service – Vacant Former SEN School.
- Operational Costs (rates and utilities) 22/23 - £8,000. Forecasted 23/24 - £17,907 exclusive of rates.
- Income/Development potential – outside dev boundary. Expressions of interest received for purchase/lease. Repurposing property for MCC use would require significant investment.

3. Tudor Street, Abergavenny

- Service - Operated by Social Services. Subject to service review. Closed since start of pandemic.
- Operational Costs (rates and utilities) 22/23 - £8,060. Forecasted 23/24 - £25,178 (exclusive of rates)
- Income/Development potential – inside development boundary. To be constrained by TAN15. Indicative scheme of 100% affordable 16 flats would generate approximately £750k-£1m.

4. Thornwell Bungalow, Chepstow

- Service – Former Caretakers bungalow at Thornwell Primary School.
- Operational Costs (rates and utilities) – unknown
- Income/Development potential – development potential. Estimated £300k-£400k receipt based on 8 affordable units.

5. Agricultural Cottages (23 Leechpool, 3H Leechpool, Colomendy)

- Service – Within Estates County Farms portfolio. Vacant.
- Operational Costs (rates and utilities) 22/23 – approx. £6000 combined. Forecast 23/24 - £6000 combined
- Income/Development potential – Suitable for affordable accommodation. Combined rental of £21,300 pa. Disposal would generate in the region of £1m.

6. Former Household Waste Recycling Centre, Usk

- Service – Former HWRC. Currently occupied by Usk Town Council for monthly outdoor traders market.
- Operational Costs (rates and utilities) - none
- Income/Development potential – inside development boundary and flood zone. Previous marketing exercise indicated receipt up to £100,000 achievable.

Rationalisation opportunities/surrender of space by MCC services or tenants

7. Hanbury House, Chepstow

- Service – Pupil Referral Service occupy first floor. 3 tenants on ground floor, with a further 2 vacant units.
- Operational Costs (rates and utilities) 22/23 - £29,382 rates. Forecasted 23/24 - £42,805
- Income/Development potential – If PRS can relocate to unlock space to be let, potential to generate rent of £25k pa for flexible co-working opportunity. Residential development potential for affordable flats.

8. Monmouth Market Hall, Monmouth

- Service – MonLife/Museum Service. Site promoted for LUF bid.
- Operational Costs (rates and utilities) 22/23 - £23,422. Forecasted 23/24 - £28,340
- Income/Development potential – Aggressive letting strategy to identify commercial occupier for ground and first floor. Proposals subject to outcome of LUF bid. Residential development delayed until 2025 due to phosphates constraint. Potential market rent of £50k+ for letting of ground and first floor, and renewal at MR of the existing tenant.

9. Former Abergavenny Library, Baker Street, Abergavenny

- Service – Former Library, occupied by Pupil Referral Service.
- Operational Costs (rates and utilities) 22/23 - £8,181. Forecasted 23/24 - £26,247 (exclusive of rates)
- Development potential – listed building subject to covenant that restricts use, however the site has development potential, is in the town centre and is lettable. Reasonable market rent achievable of £20k-£25k. Disposal estimated £350k.

10. Usk Community Education Centre

- Service – Leased in property by Adult Services and ABUHB from Roger Edwards Educational Trust.
- Operational Costs (rates and utilities) - Unknown
- Income/Development potential – lease expires May 2023. Surrendering lease would result in a saving of £20,680 pa (rent and service charge).

11. Mamhilad House, Pontypool

- Service – Leased in. Combined service with Torfaen. Discussions have taken place regarding necessity for service to continue in this location.
- Operational Costs (rates and utilities) - Unknown
- Income/Development potential – Lease ends August 2024. Saving of £20,750 pa rental albeit subject to dilaps claim. Landlord likely to seek rental uplift if renewed.

12. Disposal of Council Farms (Rodge Farm, Mynders Farm)

- Service – County Farms portfolio. Farms that are subject to long tenancy's (retirement/lifetime) and the tenant has expressed an interest in acquiring.
- Operational Costs (rates and utilities) – minimal as let property. Avoidance of maintenance cost for future investment/improvement to infrastructure.
- Income/Development potential – No short to medium term development potential. Disposal directly to sitting tenants conditional upon market value being paid. Estimated capital receipt in region of £2m. Disposal of both assets would forgo £16,813 of rent pa.

13. Drybridge House, Bridges Community Centre, Monmouth

- Service – Let for community use to Bridges Community Centre.
- Operational Costs (rates and utilities) 22/23 – None, paid by tenant. Significant maintenance costs for the property.
- Income/Development potential – Peppercorn Lease agreement expires in 2024. Reletting at market rent would generate a rental uplift to £110,000, albeit the existing occupier would be eligible for rental grant. Development potential for hotel/residential use. Community use (coffee space and meeting rooms) could be relocated to other vacant property (Monmouth Market Hall).

14. Melville Theatre, Abergavenny

- Service – Let as a community asset, occupied by Melville Theatre Group. Gwent Careers Wales. No MCC services currently operate from the site.
- Operational Costs (rates and utilities) 22/23 - £12,715. Forecasted 23/24 - £41,618 (exclusive of rates). Significant maintenance costs anticipated.
- Income/Development potential – Leased to MTG at £1 who support the cost of the caretaker through income. Gwent Careers £4,850 pa. Decision to be taken on longstanding CAT application. Disposal receipt in region of £500k subject to COU residential/business use.

15. Fairfield Depot, Abergavenny

- Service – Grounds maintenance garages. Believed to be used for storage.
- Operational Costs (rates and utilities) - unknown
- Income/Development potential – development plot on footprint of garages.

16. Overmonnow Family Learning Centre, Monmouth

- Service - Currently subject to review of My Day My Life service delivery.
- Operational Costs (rates and utilities) 22/23 - £11,564. Forecasted 23/24 - £25,325
- Income/Development potential – inside development boundary. Partially flood zone. Phosphates constraint. Estimated £300k receipt

17. ATC HQ, Caldicot

- Service – Leased to TA/Air Cadet. Lease to expire in 2025. Air Cadets have confirmed they intend to terminate the agreement, having applied for planning for the development of a new site in Caldicot.
- Operational Costs (rates and utilities) 22/23 – none as tenanted. Forecasted 23/24 – unknown.
- Income/Development potential – inside development boundary. Leased at £1000 pa. Opportunity to unlock residential development site or lease at MR (assumed industrial use)

Long Term Development Opportunities

18. Development of Fairfield Car Park, Abergavenny

- Service – Public car park. Senior Citizens Building (vacant) and Gingers Antiques (tenanted).
- Operational Costs (rates and utilities) - Rates £37,985 pa rates for car park.
- Income/Development potential – Development potential for employment/commercial use. previous proposals forecast an investment opportunity that could achieve £350k pa rental. Would reduce number of available parking spaces and loss of Gingers Antiques rental.

19. Gilwern Outdoor Education Centre

- Service – MonLife.
- Operational Costs (rates and utilities) 22/23 - £60,588. Forecasted 23/24 - £86,931

- Income/Development potential – 12 acres. If any land was identified as surplus then it would have development potential. Inside BBNP so limited short-term potential due to suggested lack of housing demand in this area. Alternative income opportunities.

20. Raglan Old School, Chepstow Road, Raglan

- Service – Vacant building. Subject to legal dispute with Diocesan Trust.
- Operational Costs (rates and utilities) - unknown
- Income/Development potential – Various alternative uses that could generate a receipt or income. Site subject to community interest for development of new hub/hall.

21. Manor Farm Depot, Crick

- Service - Operated by Highways as a depot.
- Operational Costs (rates and utilities) 22/23 - £6,483. 23/24 Forecast - £16,374 (exclusive of rates)
- Income/Development potential – Site has development potential. Believed that Manor Farm will become redundant if development of 'super depot' is successful, as promoted in Replacement Local Development Plan.

P y	Asset Name	2023-24			2024-25			2025-26		
		Revenue Cost Saving	Rental Income Opp	Capital Receipt	Revenue Cost Saving	Rental Income Opp	Capital Receipt	Revenue Cost Saving	Rental Income Opp	Capital Receipt
1	Severn View, Chepstow	165,489		750,000						
	Moun-ton House, Chepstow	17,907		-						
	Tudor Street, Abergavenny	25,178		1,000,000						
	Thornwell Bungalow, Chepstow	-		400,000						
	Agricultural Cottages	6,000	21,300	1,000,000						
	Former Household Waste Recycling Centre, Usk			100,000						
	TOTAL	214,574	21,300	3,250,000	-	-	-	-	-	-
2	Hanbury House, Chepstow				42,805	25,000	-			
	Monmouth Market Hall, Monmouth				28,340	50,000				
	Former Abergavenny Library, Baker Street, Abergavenny				26,247	25,000	350,000			
	Usk Community Education Centre				20,680					
	Mamhilad House, Pontypool				20,750					
	Disposal of Council Farms						2,000,000			
	Drybridge House, Bridges Community Centre, Monmouth					110,000				
	Melville Theatre, Abergavenny				41,618		500,000			
	Fairfield Depot, Abergavenny									
	Overmonnow Family Learning Centre				25,325		300,000			
	ATC HQ, Caldicot					1,000				
	TOTAL				205,765	211,000	3,150,000	-	-	-

3	Development of Fairfield Car Park, Abergavenny									
	Gilwern Outdoor Education Centre									
	Raglan Old School, Chepstow Road, Raglan								350,000	500,000
	Manor Farm Depot, Crick									
	TOTAL								350,000	500,000
TOTAL	214,574	21,300	3,250,000	205,765	211,000	3,150,000	-	350,000	500,000	

	£
Potential Revenue Cost Saving 2023-2026	420,339
Potential Rental Income Opportunity 2023-2026	582,300
Potential Capital Receipt 2023-2026	6,900,000

1463. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Landlord Services – P1 Properties – Assume Cost savings through sale			(215)	(215)				(215)

- There is a potential rental yield from P1 properties of £21,300 if we do not sell.
- Capital receipts for P1 properties is estimated at £3.25m.
- The savings and receipts for P2 and P3 properties are only estimates and are included for information. More work will need to be completed before we can include figures for these properties into the MTFP model for years 24/25 and beyond.

1464. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	None/Unknown
Total number of posts in budget area affected	
Total increase or decrease in the number of posts from this proposal	

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1465. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

Priority 1

- Tudor Street – Considered to be minimal impact as property has been closed since start of pandemic. Ongoing use subject to social services review.

Priority 2

- Hanbury House – PRS operate from first floor. Is understood that alternative premises are actively being sought to deliver the service.
- Monmouth Market Hall – letting of property subject to ongoing proposed move into Shire Hall of the museum service
- Former Abergavenny Library – believed that PRS relocated to the property after previous premises was utilised for vaccine centre. Assumed that PRS can return to original property.
- Usk Education Centre – shared service with Health Board. Necessity to remain in the property to be reviewed.
- Mamhilad House, Pontypool – understood that the service is jointly delivered with Torfaen. Service already reviewing necessity to continue to do so at this location.
- Fairfield Depot – grounds maintenance storage would need to be rationalised / relocated
- Overmonnow Family Learning Centre – unknown impact on service

Priority 3

- Fairfield Car Park – reduction in income from car park, albeit believed that there is sufficient vacant spaces to offset any loss.
- Gilwern Outdoor Education Centre – releasing of land for development would potentially impact aspirations for improvement of the onsite provision (loss of income?)
- Manor Depot – site believed to be under-utilised, to be closed should ‘super depot’ development be achieved in south of county.

1466. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
Various – LUF, SHG, Transition Towns, etc.		

1467. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	
Has an initial Integrated Impact Assessment being undertaken?	N	If Yes please summarise in Section 8.
Will an option appraisal be required?		If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1468. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

<ul style="list-style-type: none"> - Maximises the use of our assets, generating income/receipts/savings and reducing the Council carbon footprint. - Ensure good asset management, keeping portfolio fit for purpose and meets needs of service providers. - Helps achieve policy aspirations of the administration through facilitating new development for alternative uses, including affordable housing.
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1469. Options Appraisal -

Option	Benefit	Risk	Comment

1470. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?

1471. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

Forecasted energy savings to be considered alongside proposed energy saving measures being explored by decarbonisation team.

1472. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
Capacity to deliver savings/income/disposals	Estates Department, supplemented by external agents and consultants where needed	

1473. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Energy Manager	Input as to the forecasted energy costs 23/24	Completed
Various service leads	Subject to the priority and specific saving, further consultation needed on impact to service	Planned

1474. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Legal or technical constraints on ability to let or maximise receipt	Strategic	Would directly impact savings/income/receipt proposed	High	Estates Department to further investigate opportunities and mitigate impact through re-letting/disposal strategy

1475. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
Leases will be able to be relinquished by services.	Discussions ongoing with services and Estates regarding the re-location of the service into suitable alternative accommodation.	Service managers

1476. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Financial return/saving achieved				

1477. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	Consultants, where appropriate
Will this proposal impact on the authorities built assets?	Y	
Will this proposal present any collaboration opportunities?		
Will this project benefit from digital intervention?	Y	In specific cases. Service redesign to reduce reliance on property?

Full cost budgets

In addition to specific service pressure and savings mandates, the budget has the potential to also move year on year due to corporate changes. The following briefing note provides details of those revisions.

Pressure: Archives Levy (£17k)

The initial budget for 2023/24 is showing a circa 7.5% increase due to substantial inflationary pressures particularly around pay and energy.

Saving: Insurance budgets (£75k)

Saving in self-insure costs following downward trends in cost compared to budget, alongside some small savings in professional fees and ICT costs. The insurance reserve maintains an element of mitigation against large variances in this budget.

Saving: Capitalisation directive (£358k)

In recent years the Council has made use of Welsh Government's capitalisation directive to meet one-off costs associated with service reform. The Council has had to make use of this flexibility from 2019/20 onwards, and further plans to extend usage by £358k in 2023/24, to a total of £3m. The identified expenditure should meet the definition of being service transformational, driving a digital approach or working collaboratively to reduce overall costs. It is important to note that funding from capital receipts, much like that from reserve is a one-off source of funding which cannot be used again.

Fees & Charges

Directorate	Increase Covered by budget mandate (£)	Increase Covered by F&C Report (£)	Total Increase (£)
Children & Young People	100,000	-	100,000
Social Care and Health	414,858	-	414,858
Communities & Place	581,126	155,163	736,289
People & Governance	-	6,060	6,060
MonLife	20,000	83,025	103,025
Chief Execs	10,000	491	10,491
Resources	26,000	19,089	45,089
Total	1,151,985	263,828	1,415,813

Fees And Charges Proposals 2023-2024

The following schedule details the proposed Fees and charge levels for the Authorities chargeable discretionary services applicable to the financial year 2023/24.

Service Area	Service being charged for	Charging Policy	Charges 2022/23 £:p	Proposed Charges for 2023/24 £:p	Percentage Increase
COMMUNITIES & PLACE DIRECTORATE					
Traffic & Road Safety	Road Closures		£2,152.00	£2,369.00	10.10%
	Access Markings & Events Signings		Various	Various	10.10%
Streetworks	Scaffolding Licence		£84.54	£93.00	10.10%
	Skip Licence		£84.54	£93.00	10.10%
	Section 50 Licence		£792.84	£873.00	10.10%
	Pavement Café Licences		£10.00	Various £150-£350	3000.00%
	FPN & RASWA Fees	FPN and RASW inspections	Various	Various	0
Highways Development	Street Name & Numbering		£53.00 - Name Change	£58.00 - Name Change	10.10%
			£137 - New Address per property	£150 - New Address per property	
		£Varies – Multiple Plot/Properties	£Varies – Multiple Plot/Properties		
Highways Inspection Fees/278 fees/external/capital	Drop kerbs	Inspection fee increases from 8% of cost of works to 10%	Various	Various	8% to 10%
			£137	£150	10.10%

	Land Search Income		Con 29 Various Charges £42.00 – Highway extents plan	Con 29 Various Charges £46.00 – Highway extents plan	10.10% 10.10%
Floods & SUDS	Ordinary Watercourse Consent Fees		£50.00	£50.00	0
	SABs Pre-Application Advice	Level 1 - Pre-App written advice (Rate by hectare area)	£180.00-£540.00	£198.00-£593.00	10.10%
		Level 2 - Pre-App written advice + 1 meeting	£240.00-£660.00	£264.00-£726.00	
		Pre-App Site Meeting (per Hr)	50	55	
	Pre-App Additional Advice (Per Hr)	50	55		
	SABs Application	Set By Statute (rate by hectare area)	£420.00-£1,750.00	£420.00-£1,750.00	0

Car Parking

Charges	Pay and Display Income	£1.50 - 2 hr. stay, £1.90 - 3 hr. stay, £2.40 - 4 hr. stay, £4.80 all day. £3.60 daily charge Tuesday only at Byefield Lane. £2.40 - Daily charge for Rogiet Playing Fields. £1.50 daily tariff charge - Drill Hall, Cinderhill, Rowing Club and The Station 5 day Tariff - £18.00 6 day Tariff - £21.50 Over stay - £6.00 Sunday tariff first 2 hours free then £1 for the remainder of the day	£1.80 - 2 hr. stay, £2.20 - 3 hr. stay, £2.80 - 4 hr. stay, £5.60 all day. £5.60 daily charge Tuesday only at Byefield Lane. £2.20 - Daily charge for Rogiet Playing Fields. £1.80 daily tariff charge - Drill Hall and Rowing Club 5 day Tariff - £21.00 6 day Tariff - £25.00 Sunday tariff first 2 hours free then £1.20 for the remainder of the day	15% rounded up
	Contravention Fees	£25/£50 – Low Contravention Fee £35/£70 - High Contravention Fee	£25/£50 – Low Contravention Fee £35/£70 - High Contravention Fee	0%
	Residential Street Permits	£60	£69	15%
	Residential Off Street Permits	£60	£69	15%
	Season Ticket Off Street – Car Park Specific. (Drill Hall, Cinderhill)	£137.50	£158	15%
Season Tickets Off Street - Long Stay	£430 pa. £220 6 months or £110 3 months	£495 pa. £250 6 months or £130 3 months		

		Season Tickets Off Street - Short Stay	£540 pa. £275 6 months or £138 3 months	£620 pa. £315 6 months or £160 3 months	
		Rents letting of car parks	£1,500 per visit depending on what it will be used for.	£1,725 per visit depending on what it will be used for.	15.00%
		Recovery Fees	Various	Various	0
		Wayleaves & Easements	Various	Various	0
Catering	School Meals	Meal Price	£2.50	£2.50	0
Waste Page 842	Sale of Garden Bags to residents	Garden waste bags to residents	£28 / bin	£50 / bin	78%
	Sale of bags to Trade	Green trade bags for residual waste	£2.80	£3.00	10.1% rounded
	Sale of bags to Trade	Trade sacks Red and Purple recycling	£18.00	£19.50	10.1% rounded
	Sale of Trade Bins SCHOOLS	Charge for collection and disposal	£12.65, £15.90, £19.10 and £25.05 for coll and disposal	£14.00, £17.50, £21.00 and £27.50 for coll and disposal	10.1% rounded
	Trade Notes	One off annual chg	£32	£35	10.1% rounded
	Sale of Trade Bins EXTERNAL	Charge for collection and disposal	£12.65, £15.90, £19.10 and £25.05 for coll and disposal	£14.00, £17.50, £21.00 and £27.50 for coll and disposal	10.1% rounded
	Sale of glass boxes to Trade		£28	£31	10.1% rounded
	Sale of glass wheelie bins to Trade		Charge per bin for collection and disposal for 140L £5.45 and 240L £8.80 collected fortnightly	Charge per bin for collection and disposal for 140L £6.00 and 240L £9.50 collected fortnightly	10.1% rounded

	Sale of trade cardboard tape		£8.00	£9.00	10.1% rounded
Transport	Private MOTs	Fixed nationally	£54.85 for a Car MOT - Price Fixed centrally. Prices increase depending on size of vehicle	£54.85 for a Car MOT - Price Fixed centrally. Prices increase depending on size of vehicle	0
Planning	Building Control Fees	Varies depending on type and size of work	Varies depending on type and size of work - Contact Building Control	Varies depending on type and size of work - Contact Building Control	0
Planning	Development Control	Pre planning advice non statutory FAST TRACK PLANNING APPLICATIONS R1 COMPLETION/PRE-PURCHASE CERTIFICATES R1 Section 106 Admin Fee Planning Performance Agreements Planning Searches Planning Applications - amending applications	Varies depending on type and size of work - Contact Planning Department	Varies depending on type and size of work - Contact Planning Department	19% - 50% 23% - 71% 120% - 292% 0.00% bespoke 9.90% 0%
Housing	Careline Alarms non business	Weekly equipment rental	£4.50 per week per client	£5.00 per week per client	11%
	Careline Installation Charges	Charge for equipment installation	£50 per installation	£50 per installation	0
	Disabled Facility Grant Admin Fee	Charge to client for arranging and administering home adaptation work.	£950 per grant	£950 per grant	0

CHIEF EXECUTIVES						
Community Education				Various	Various	10.1% rounded
Libraries	Discards Photocopying Promotional Sales Commission Hire of Facilities			From 21p to 36p per sheet	From 25p to 40p per sheet	10.1% rounded 10.1% rounded 10.1% rounded 10.1% rounded
RESOURCES DIRECTORATE						
Markets	Markets-Caldicot Markets - Monmouth Markets-Abergavenny	Per stall Per stall Per stall or Sq ft of space				
Markets	Tuesday Market inside per table Tuesday Market Outside per SQM of floor space Wednesday Market per table Friday Market per table Saturday Market inside per table Saturday Market Outside - Small Saturday Market Outside - Large			£15.75 £2.40 £9.50 £10.50 £15.75 £11.50 £23.00	£18.00 £2.40 £11.00 £12.00 £18.00 £13.00 £26.50	15% 15% 15% 15% 15% 15% 15%
Cemeteries	Cemeteries Service Charge	Discretionary				10.1%

	INTERMENT IN EARTHEN GRAVE:				
	PERSONS 17 YEARS OF AGE OR UNDER:				
	Stillborn and non viable foetuses (New ERB)		No Charge /No Charge	No Charge /No Charge	
	New single depth grave in children's section (New ERB)		No Charge /No Charge	No Charge /No Charge	
	New Single Depth (New ERB)		No Charge /No Charge	No Charge /No Charge	
	New Double Depth (New ERB)		No Charge /No Charge	No Charge /No Charge	
	New Treble Depth (New ERB)		No Charge /No Charge	No Charge /No Charge	
Page 845	PERSONS 18 YEARS OF AGE AND OVER:				
	New Single Depth (New ERB)		1719/3438	1890/3782	
	New Double Depth (New ERB)		2014/4028	2215/4431	
	New Treble Depth (New ERB)		3273/6546	3600/7201	
	Re-opened grave to single depth - (New ERB)		1176/1864	1294/2050	
	Re-opened grave to single depth (Transfer ERB)		1090/1090	1099/1098	
	Re-opened grave to double depth - (New ERB)		1532/2220	1685/2442	
	Re-opened grave to double depth - (Transfer ERB)		1373/1373	1510/1510	
	Cremated remains in Garden of Remembrance		744/1488	818/1637	

	Re-opened cremated remains - (New ERB)		744/1213	818/1334	
	Re-opened cremated remains (Transfer ERB)		687/687	756/756	
	Cremated Remains in new full grave		1255/2510	1381/2761	
	BRICKED GRAVE:				
	Single Depth		2156/4312	2372/4743	
	Double Depth		2936/5873	3230/6460	
	Treble Depth		3712/7423	4083/8165	
Page 846	RESERVATION OF GRAVE SPACE				
	Normal		309/771	340/848	
	Cremated Remains		196/490	216/539	
	RIGHT TO ERECT MEMORIALS				
	Normal Grave Space				
	All memorials for Children's Interments				
	Headstones		250/500	275/550	
	Memorial Vases or Tablets		157/314	173/345	
	Re-Erection of Memorial following safety testing failure		No Charge	No Charge	
	Replacement of existing memorial		100/200	110/220	
	Cremation Plots				
	Memorial Vases or Tablets		157/314	173/345	
	ADDITIONAL INSCRIPTIONS ON MEMORIALS		100/100	110/110	

	Re- gilding of existing Inscriptions on all memorials		100/100	110/110	
	EXCLUSIVE RIGHT OF BURIAL FOR FULL GRAVE PLOT				
	Initial Issue		688/1376	757/1514	
	Each subsequent transfer		602/602	662/662	
	EXCLUSIVE RIGHT OF BURIAL FOR CR PLOT				
	Initial Issue		469/938	516/1032	
	Each subsequent transfer		412/412	453/453	
	Form of Assignment		41/41	45/45	
Allotments	Allotment plots	Annual Increase	£29.18 Per Plot	£32	10.10%
Central Finance	External Fees	Staff Time Recovery	Various	Various	10.10%
Audit	External Fees	Staff Time Recovery	Various	Various	10.10%
PEOPLE & GOVERNANCE					
People & HR	Training	External Training (Raglan Training Centre)	Various	Various	10.10%
SOCIAL CARE & HEALTH DIRECTORATE					
ADULT SERVICES					

<p>Non residential fees</p>	<p>Actual charge based on Financial Assessment in line with legislation within the SSWB Act 2014</p>	<p>Means tested assessment based on client's ability to pay in line with the Authority's Social Care Charging Policy and SSWB Act financial legislation</p>	<p>£15.10 for an hourly rate of care, day care session or respite night, up to the lower of a client's assessed charge or the weekly maximum cap.</p>	<p>£16.62 for an hourly rate of care, day care session or respite night, up to the lower of a client's assessed charge or the weekly maximum cap of £100. Increase of 10.1% based on CPI and the announced rise in benefits and pensions by the UK Chancellor on 17th November 2022</p>	<p>10.1</p>
<p>Residential/Nursing Fees which includes Part III own care home being Severn View and Budden Crescent</p>	<p>Actual charge based on Financial Assessment in line with legislation within the SSWB Act 2014</p>	<p>Actual charge based on Financial Assessment</p>	<p>Based on individual ability to pay as means tested, but increase budget in line with Government announced rise in benefits and state pension for 2021 of 3.1% (for residents in our own care setting fees that can pay the full charge this will increase in line equivalent to our fair fee level)</p>	<p>Based on individual ability to pay after undergoing a means tested financial assessment. The budget increase of 10.1% reflects CPI and the announced rise in benefits and pensions by the UK Chancellor on 17th November 2022</p>	<p>10.1</p>
<p>Public Health</p>	<p>Fee Income</p>	<p>As below</p>	<p>No change from 2021/22</p>	<p>see below</p>	<p>0</p>
	<p>Commercial licences</p>	<p>As below</p>		<p>see below</p>	<p>0</p>

Commercial Fee Income	As below		To increase in line with CPI as at October 2022 of 10.1%	10.1
Food Safety training	Set internally based upon market rates			
Discretionary Advisory Visits		64	70	10.1
Veterinary Inspection Recharge	Riding Establishments Act 1970	285	315	10.1
Riding Establishments	Law requires no more than cost recovery			
Petrol Station Permits/Licenses	Fixed by Government	Petrol Station Permits/LicensesAs of April 2021 The Health and Safety and Nuclear (Fees) Regulations 2021 came into force. The previous regulations were in force for five years and operatorscan pay between 1-10 years in advance	Petrol Station Permits/LicensesAs of April 2021 The Health and Safety and Nuclear (Fees) Regulations 2021 came into force. The previous regulations were in force for five years and operatorscan pay between 1-10 years in advance	0
Registration for acupuncture, tattooing and ear piercing	Local Govt (misc Provisions) Act 1982	50	55	10.1

<p>Local Authority Pollution, Prevention and Control</p> <p>Application fee</p>	<p>Mobile plant 1st and 2nd application 3rd to 7th application 8th and subsequent application Reducing fee activities dry cleaning or standalone PVR1 or PVRII PVR 1 and 2 activities carried on at same service station Any other reduced fee activity any reduced fee activity</p>	<p>As for 21/22. The fees and charges relating to LAPPC have not been updated since 2016 as such the Local Authority Permits for Part B Installations and Mobile Plant and Solvent Emission Activities (Fees and Charges) (Wales) Scheme 2016 remained in effect for 21/22. We have not been informed of a revision for April 2022, as such plan these remaining in force for 2022/23</p>	<p>Local Authorities has not been consulted or informed of any proposed charges to fee structures so assume the say as for 2022/23</p>	<p>0</p>
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	Private water supplies (fees set by Council but within max fig defined by EC directive)	Private water supplies per risk assessment (Required every 5 years)	22/23 - £230 1st risk assessment, repeat assessment £155 if on site visit required.	23/24 - £250 1st risk assessment, repeat assessment £170 if on site visit required.	£250 (8.7% inc); 170 (9.7% inc)
		Sampling (each visit)	As per 21/22 - £100 per visit inclusive of invoice plus: Analysis of sample on a direct recharge basis up to a maximum of £25 if taken under regulation 10 or 11. Analysis of sample on a direct recharge basis up to a maximum of £110 if taken during monitoring for Group A parameters. Analysis of sample on a direct recharge basis up to a maximum of £600 if taken during monitoring for Group B parameters.	As per 22/23 - £100 per visit inclusive of invoice plus: Analysis of sample on a direct recharge basis up to a maximum of £25 if taken under regulation 10 or 11. Analysis of sample on a direct recharge basis up to a maximum of £110 if taken during monitoring for Group A parameters. Analysis of sample on a direct recharge basis up to a maximum of £600 if taken during monitoring for Group B parameters.	0%. The £100 per visit for sampling is the max permitted by the Private Water Supplies (Wales) Regs 2017. The cost of analysis of a sample on direct recharge has increased substantially in the last 2 years in line with the laboratory charges.
		Investigation (each supply)	22/23 - £155.	155	No change as per sampling
Trading Standards.	Licences Fee Income	As below		As below	0 0

	-	-			
	Explosive Licences				
	New 1 Year	Set by HSE	£111	£111	0
	Renewal 1 Year		£55	£55	0
	New 2 Year		£143	£143	0
	Renewal 2 Year		£87	£87	0
Page 852	New 3 Year		£176	£176	0
	Renewal 3 Year		£122	£122	0
	New 4 Year		£210	£210	0
	Renewal 4 Year		£155	£155	0
	New 5 Year		£242	£242	0
	Renewal 5 Year		£188	£188	0
	Weights & Measures	Weights & Measures Act 1963			
	Fee per TSO		£93.86	£93.86	0.0
	Fee per TO		£38.00	£38.00	0

Licensing	Licenses	As below			0
	Hackney Licenses	Fees set by Licensing Committee but must operate within laid down EC directive limits	The 2022/23 licensing fees will be set by the Licensing and Regulatory Committee on 18th January 2022	The 2023/24 licensing fees will be set by the Licensing and Regulatory Committee on 31st January 2023	
	Lottery and Gambling Licensing	Fixed by Govt Fixed by Govt			
	Other Licenses	Fees set by Licensing Committee but must operate within laid down EC directive limits			
Registrars	Approved Venue - Marriage & Civil Partnership		mon-fri:424, sat:464, sun & B/Hol: 524	mon-fri:464, sat:509, sun & B/Hol: 574	mon-fri:9.4%, sat:9.7%, sun & b/hol: 9.5%
	Old Parlour		mon-fri:229, sat: 279, sun & B'Hol: 524	mon-fri:259, sat: 304, sun & B'Hol: 574	mon-fri:13.1%, sat:8.9%, sun & b/hol: 9.5%
	License for approved venues - New		1,550	1,550	0
	License for approved venues - Renewal		1,250	1,250	0
	Registrars attendance @ service (Registrar - Superintendent)	Set by General Register Office	35	35	0
ADULT SERVICES					

Community Meals	Community Meals & Day centre meals		£4.64 per meal	£5.10 per meal, increase in line with CPI of 10.1% as at October 2022 and to reflect the increase in benefits and pensions as announced by the UK Chancellor on 17th November 2022	10.1
Mardy Park	Catering		Pricing follows that of Community meals	To increase in line with CPI as at October 2022 of 10.1% and to reflect the increase in benefits and pensions as announced by the UK Chancellor on 17th November 2022	10.1
	Mardy Park room hire		To increase in line with CPI as at September 2021 of 3.1%	To increase in line with CPI as at October 2022 of 10.1% and to reflect the increase in benefits and pensions as announced by the UK Chancellor on 17th November 2022	10.1

Severn View	Catering		Pricing follows that of Community meals	To increase in line with CPI as at October 2022 of 10.1% and to reflect the increase in benefits and pensions as announced by the UK Chancellor on 17th November 2022	10.1
Finance Page 855	Appointeeships		Trail to charge £15 per month per client for operating an appointeeship service	To increase to £16.52 per month per client in line with CPI as at October 2022 of 10.1% and to reflect the increase in benefits and pensions as announced by the UK Chancellor on 17th November 2022	10.1
Trading Standards.	Licences Fee Income Animal Licences	- Animal Boarding Establishments Act 1963 Dog Breeding (Wales) Regulations 2014	136 136	To increase in line with CPI as at October 2022 of 10.1% 149 149	10.1

	Home Boarding		65	71	
	Dangerous Wild Animals	Dangerous Wild Animals Act 1976	173	190	
	Pet Shop	Pet Animals Act 1951	95	104	

CHILDREN AND YOUNG PEOPLE DIRECTORATE

ALN

Recoupment income for pupils with Additional Learning Needs.	Actual costs recovery for pupils placed by other Local Authorities placed in Monmouthshire Schools.	Actual costs recovery, this will be different for each pupil dependant on need.	Actual costs recovery, this will be different for each pupil dependant on need.	Increase of £100,000	11.7%
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ONLIFE

Leisure Sites

Sporting Equipment		£1.60-£24.30	£1.78-£26.75	10.1%
Certificate and Badges		£2.95-£3.90	£3.25-£4.30	10.1%
Children's Clothing Resale		£10.50-£11.60	£10.50-£11.60	0.0%
Cafeteria		Various	Various	10.1%
Vending		Various	Various	0.0%
Swimming Lessons		£21-£26.50 per month	£22-27.50	4.5%
Swimming Lesson 1-2-1		£110 per block of 6	£121 per block of 6	10.1%

Page 857	Sport classes with Instruction	£1.70 per session-£225.75 per block	£1.90 per session-£248.50 per block	10.1%
	Swimming Pool Usage - No Instruction	£1.20-£80.15	£1.32-£88.25	10.1%
	Casual Bookings	£1.65-£54.95	£6.85-£60.50	10.1%
	Play Centre Admissions	£0-£4.80	£0-£5.30	10.1%
	Block Bookings Non Sports Hall	£4.90-£54.95	£5.40-£60.50	10.1%
	Outside Facility Hire (no block bookings)	£4.90-£63.90	£5.40-£70.50	10.1%
	Sports Hall Hire (no block bookings)	£6.70-£54.95	£7.35-£60.50	10.1%
	Hire of Sporting Facilities	£4.90-£60.85	£5.40-£70.50	10.1%
	Hire of Swimming Pool	£1.20-£90.25	£1.35-£99.50	10.1%
	Lettings (Room Only)	£18.95-£32.50	£20.90-£35.80	10.1%
	Advertising	£6.25-£356.15	£6.90-£392	10.1%
	Beauty Treatments	0	0	0.0%
Personal Instruction	£0-£225.75	£0-£248.50	10.1%	
Sauna/Spa	£1.35-£10.50	£1.50-£11.55	10.1%	
Leisure Fitness	Advance (Sale of Equipment)	£2.30-£8.20	£2.55-£9.00	10.1%
	Personal Instruction	£0-£225.75	£0-£248.50	10.1%
	Fitness Suite membership	£0-£351.75	£0-£335.00	0.0%
	Exercise Classes	£0-£6.40	£0-£7.05	10.1%
	Casual Bookings	£6.70-£54.95	£7.35-£60.50	10.1%
	Advertising	£6.25-£356.15	£6.90-£392	10.1%

	Fit4Life		£0-£16.40/month	£0-£16.40/month	0.0%
	Toning Membership		£8.95-26.25	£8.95-26.25	0.0%
Leisure General	Sports Classes with Instruction Raglan CRC Lettings		Range from 0p - £110.30 £10.50	Range from 0p - £121.25 £11.55	10.1%
Page 858 Shirehall	Hire of Facilities Lettings (Room Only) Sale of goods & equipment Market Rents		Range from £75-£2,692 Range from £27-£108 x2.5% for every good resold SLA with Monmouth TC	Range from £82.50- £2,964 Range from £30-£120 x2.5% for every good resold SLA with Monmouth TC	10.1%
Countryside	Rights of Way Orders Recharges External Bodies		Recovery of Actual Costs Recovery of Actual Costs	Recovery of Actual Costs Recovery of Actual Costs	0.0% 0.0%
Old Station	Old station Tintern Car Parking Old station Tintern Sales Old station Tintern Catering		£2.15; £21.50 (season). Variable event charges and shop sales Various	£2.40; £23.50 (season). Variable event charges and shop sales Various	10.1% 10.1% 10.1%
Caldicot Castle	Cafeteria		Various	Various	10.1%

	Pay & Display Income		£2.15; £21.50 (season).	£2.40; £23.50 (season).	
	General Events		Range from £2.50-£4,308	Range from £2.80-£4,745	
Chepstow TIC	Sale of goods & equipment		Various	Various	10.1%
	Cafeteria		Various	Various	10.1%
Museums	Sales VAT		Various	Various	10.1%
	Sales Non Vat		Various	Various	10.1%
	Refreshments		Various	Various	10.1%
	Hire of Facilities		Range from £0-£1312	Range from £0-£1,445	10.1%
	Educational Events		Range from £105-£210 per school	Range from £115-£231 per school	10.1%
Learning	Educational Events		Various	Various	10.1%
Outdoor Education	Lettings	Residential outdoor education visits	£89.00-£357.00	£89.00-£357.00	0.0%

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Capital

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Capital Investment 23-24
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Proposal Title	Highways Capital Infrastructure Investment	Senior Responsible Officer:	Mark Hand
Your Ref No:	CAP1	Operational Lead Officer:	Paul Keeble
Version No:	1	Directorate:	C&P
Date:	13/12/2022	Section:	Highways

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1478. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

For members to agree an increase in capital investment in Highways infrastructure of £1.249m as detailed in below breakdown :-

Highways Infrastructure Investment 23-24	
Works	23-24
Structures Maintenance – Bridges	550,005
Structures Maintenance - Culverts, Retaining Walls & Road Stabilisation	460,000
Structures Maintenance - Flooding Damage Repair	560,000
Carriageways Maintenance – Resurfacing	590,174
Carriageways Maintenance - Flooding Damage Repair	396,864
Road Safety & Traffic Mgt schemes	100,000
Car Parks (Wyebridge Street)	212,000
Flood Alleviation Match Funding	11,427
Officer Fees	400,000
Investment Required	3,280,470
Current 23-24 MTFP	2,031,241
Investment Shortfall in 23-24	1,249,229

In addition that members note the projected investment required in relation to bridge and culvert maintenance beyond 23-24 particularly the investment required for bridges in 25-26.

	24-25	25-26
Structures Maintenance – Bridges	1,545,000	5,470,000

Structures Maintenance - Culverts, Retaining Walls & Road Stabilisation	480,000	2,000,000
Structures Maintenance - Flooding Damage Repair	655,000	589,000
Total	2,680,000	8,059,000

1479. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

Structures and highways have been BRAG rated, with the highway network having been assessed using the methodology agreed by Cabinet in September 2019. A number of the projects are a result of flood damage from recent storm events and confirmation is awaited from the Welsh Government that their agreement to fund those costs will be honoured.

The black and red rated projects are summarised below. In order to manage budgets, these projects have been monitored and mitigation measures put in place over many years but we are now at the point where significant investment is required or decisions will need to be made to close a number of key bridges and routes. The Council has a statutory duty to maintain the highway network.

STRUCTURES					
		BRAG	23-24	24-25	25-26
Wyebridge Chepstow 3T weight restriction	Traffic Management Proposals		103,000		
Wyebridge Chepstow Scour Repairs	Scour Repairs		45,000		
Wyebridge Chepstow Scour Repairs	Permanent longterm scheme			500,000	
Wyebridge Chepstow -	CS470 Material Sampling and Testing		50,000		
Redbrook Rail	Bridge Refurbishment			550,000	
Gilwern Viaduct	Refurbishment Scheme			175,000	2,000,000
Gilwern Viaduct	CS470 report and monitoring interim measures. New Contract		42,000		
Chainbridge	Refurbishment Scheme			125,000	1,300,000
Chainbridge	CS470 report and Loading Mitigation and monitoring interim measures. New Contract		76,605		
Wyebridge Monmouth	Scour Repairs / PI / Parapet Repair		68,400		
Wyebridge Monmouth	Main River Bridge longterm Scour Repairs			110,000	1,270,000
Wyebridge Monmouth	Flood Relief Arches			85,000	900,000

Tintern Wireworks Bridge	Bridge Refurbishment (MCC's 50% share) – projected overspend		165,000		
TOTAL BRIDGES			550,005	1,545,000	5,470,000
Govilon Culvert	Invert reconstruction		40,000		
Green Cottage Retaining Wall	Edge of carriageway collapsing (70m)		150,000		
A4136 Staunton Road Stabilisation	Edge of Carriageway stabilisation		50,000	180,000	2,000,000
A466 Wyndcliffe Rock Stabilisation	Compensation Site Creation		20,000		
A4077 Retaining Walls			200,000	300,000	
TOTAL CULVERTS & RETAINING WALLS			460,000	480,000	2,000,000
A4143 Llanfoist River Bridge. R.Usk (Bridge No 519).	Cutwater Refurbishment. MCC Design.		20,000		
R1 River Blockstone Revetment near Llanthony	Retaining wall structural damage: Damaged /missing blockstone washed out of wall. Temporary traffic management in place. MCC Design.		110,000		
The Hafod, Llanelly Hill	2 Landslip sites Capita Design		85,000		
Capel-y-ffin Phase 2			345,000		
Capel-y-ffin river revetment works	Debris clearance works and revetment due to landslide			160,000	
Wenallt House Tintern	Edge of carriageway collapsing - Flood recovery 22-23			90,000	
A466 Catchmays Court	Landslip - Flood Recovery			260,000	
Mill Farm Grosmont	Flood Recovery			50,000	
C53-5 Ravens Nest wood	Edge of carriageway collapsing - Flood recovery			42,000	155,000
The Kymin Edge restraint	Edge of carriageway collapsing - Flood recovery			25,000	125,000
St Brides Brook	Edge of carriageway collapsing - Flood recovery			10,000	109,000
A472 Usk Flood Wall strengthening	Strengthening of bridge parapet to cater for river flood levels			60,000	200,000
TOTAL FLOODING DAMAGE REPAIR			560,000	697,000	589,000
TOTAL STRUCTURES INVESTMENT			1,570,005	2,722,000	8,059,000
CARRIAGEWAYS					
		BRAG	23-24	24-25	25-26

MAIN DISTRIBUTOR	A48 Jct. FIVE LANES - TABERNACLE CHURCH		280,000		
MINOR ROAD	Jct. B4521 - Jct. R22@ Old School House, Cross Ash		96,600		
LINK ROAD	THE STAR INN - JCT. B4293		213,574		
TOTAL CARRIAGEWAYS – RESURFACING			590,174		
MAIN DISTRIBUTOR	A466 WYE BRIDGE, MONMOUTH (INCLUDING JCT A4136 - MAYHILL) – flood damage		396,864		
TOTAL CARRIAGEWAYS - FLOODING REPAIR			396,864		
TOTAL CARRIAGEWAYS INVESTMENT			987,038		

1480. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
Highways and Flood Management capital investment	2,031	1,249		3,280				1,249

1481. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	n/a
Total number of posts in budget area affected	n/a
Total increase or decrease in the number of posts from this proposal	n/a

Where the proposal involves a reduction in posts, how will this be managed?

How will this be managed?	Number of posts
Post(s) already vacant	n/a
Voluntary Severance	n/a
Retirement	n/a
Redeployment	n/a
Redundancy	n/a

1482. Service Impact

For a budget saving, what is the impact upon standards of service delivery of the proposed reduction in budget? Are there implications in being able to meet statutory or legal duties?

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

If the pressure is not agreed, the condition of the County's highways assets and structures will continue to deteriorate. The Council has a statutory duty to maintain the highway network.

The highways refurbishment programme is prioritised based on an evidence base that considers the surface condition, skid resistance, accident data, complaints and insurance claims and coordination with other projects. In order to 'stand still' an annual investment of £4.2m is required. It is recognised that such an investment is not achievable, and this pressure mandate seeks funding for only the black rated projects totalling £987k. It is hoped that WG flood recovery grant will fund £397k of that. Without this investment, the safety of road users is at increased risk which could result in incident, injury and insurance claims.

Likewise, the highway structures such as bridges and retaining walls and culverts are subject to routine inspection, and a number now require urgent attention. Without this, decisions will be needed to close bridges, with significant impacts on connectivity between communities, significant diversions and inconvenience (to communities, businesses, services (e.g. Meals on Wheels, public transport) and emergency service response time), or alternatively an increased risk of structural failure and risk to life.

Reducing capital investment will store up greater risks and costs in coming years, and also creates a revenue pressure against office costs in the Assets, Design and Operations teams.

1483. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
£957k worth of works potentially eligible for WG flood recovery grant funding	Welsh Government flood recovery grant	Confirmation awaited that WG will honour its previous commitment to fund flood-related damage from recent storm events.

1484. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Yes	
Has an initial Integrated Impact Assessment being undertaken?	No	If Yes please summarise in Section 8.
Will an option appraisal be required?	Yes	If Yes please complete section 9.
Will this proposal require any amendments to MCC policy?	No	

1485. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

n/a

1486. Options Appraisal -

Option	Benefit	Risk	Comment

Agree the proposed pressure	Assets are monitored, their life extended, targeted interventions can be identified, the highway network remains operational	The pressure is inadequate for the required works	This is the preferred option
Decline the pressure request	Less budget impact	Risk to life, risk to the safe operation of the highway network, risk of disruption to services and severance of communities if roads have to be closed.	The evidence clearly shows the need for action. Failure to invest and act has potential liability implications
Agree a greater pressure	Red and some amber rated assets do not deteriorate further, avoiding future additional expense and risk	Greater budget impact to the detriment of other services/priorities	
Agree a lesser pressure	Less budget impact	Risk to life, risk to the safe operation of the highway network, risk of disruption to services and severance of communities if roads have to be closed.	The pressure put forward is the minimum realistic budget required.

1487. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is affected?	Is this impact positive or negative?
Services can be maintained because the revenue pressure is averted	Highways Operations - Winter maintenance	Positive
Highway network remains open and operating effectively	All services but in particular emergency services, MCC Social Care and Health, Meals on Wheels, public transport	Positive

1488. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

The pressure has been mitigated over recent years by monitoring and evaluating the condition of structures and assets and undertaking monitoring and small scale interventions, as well as by identifying an evidence-based prioritisation methodology. The pressure mandate allows for additional monitoring and interventions but for 25/26 shows a requirement to invest in significant repair or replacement works.

1489. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
n/a		

1490. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
Highways Management Team	Discussion of budget saving options and opportunities and impacts	September 2022
Service Area DMT	Discussion of budget saving options and opportunities and impacts	September 2022
Communities and Place Directorate DMT	Discussion of budget saving options and opportunities and impacts	October 2022
Cabinet Members	Discussion of budget saving options and opportunities and impacts	October 2022

1491. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/ Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Risk: that the condition of the structures is worse than thought and costs are greater	Operational	Significant budget implications	Low	Considerable research has been undertaken by qualified colleagues and consultants. There is always the risk of new issues being exposed once work begins, but this has been mitigated as far as possible.
Risk: that expert contractors/consultants do not bid for the work or are prohibitively expensive	Operational	Inflationary costs have increased project costs significantly over the last 12 months. An abundance of infrastructure projects means consultants and contractors are in short supply.	Medium	Best budget estimates made, realistic timescales for tender process and project completion.

1492. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker
That the proposed measures will address the asset's condition	Best available evidence at this time	Head of Service

1493. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Budget	Improvements to structures made within budget				
Process	Structures are no longer at risk of failure				

1494. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Yes	Specialist contractors will be required for many of the proposed works
Will this proposal impact on the authority's built assets?	Yes	The proposal will improve the condition and longevity of the Council's assets
Will this proposal present any collaboration opportunities?	No	
Will this project benefit from digital intervention?	No	

1495. Capital scheme priorities

The proposal has been considered against the capital scheme priority criteria and the applicable categories are highlighted yellow below.

Ref	Aspect	Indicative Rank
H&S	Health & safety works (life & limb works)	1
Legal	Legal & regulatory obligations	1
Rev	Allow a balanced revenue budget to be set, or a net deficit in revenue spending to be positively addressed	2
Corp	Deliver corporate plan priorities	2
Third	Attract significant 3 rd party or private match funding to the County	3
S2S	Spend to save transformational works (including flexible use of capital receipts)	3
INC	Spend to earn net income – rents, interest and dividends	3
Sust	Create sustainable income streams – business rates and council tax	3
AMP	Asset management plan outcomes	4
INF	Addresses major infrastructure investment	4

2023/24 Budget

Budget Saving, Pressure, or Investment Proposal Form

Proposal:	Investment
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Proposal Title	Upgrade of Capita One system	Senior Responsible Officer:	Will McLean
Your Ref No:	CYP3	Operational Lead Officer:	Jan Hill
Version No:	1	Directorate:	CYP
Date:	3rd November 2022	Section:	ICT

Note: The Senior Responsible Officer is expected to be a Chief Officer or Head of Service in most circumstances. The operational lead officer is the lead officer responsible for bringing the proposal together and who would ultimately be held accountable for operational delivery.

1496. Proposal Scope and Description Please include a brief description of the proposal being explored and the core objectives.

CYP are currently in a contract with Capita for the provision of software to support a range of education services across CYP eg admissions, inclusion, ALN services. The system contract has been in place for many years as the software provides the solution required to administer the day-to-day operational processes and reporting requirements.

MCC have collaborated with SRS, Torfaen and Newport councils to secure a SaaS (software as a service) package deal which delivers the system in a hosted environment within a secure Capita ONE cloud using Microsoft Azure. This will provide many benefits for MCC and falls in line with the 'cloud first' digital approach agreed at Cabinet.

The core objectives and benefits are:-

- Avoidance of costly server replacements and server upgrade costs eg Oracle, Windows etc which are occurring more frequently, becoming more complex and time consuming.
- Single point of contact for all issues thereby allowing CYP system super users to log calls with the supplier directly to resolve issues quickly and not reliant on one MCC officer or SRS colleagues to investigate.
- All system maintenance and upgrades carried out by the supplier at quiet times to minimise disruption. This includes the public (when parents are applying online for school places) and for CYP colleagues who use the system daily.
- Greatly improved system availability (99.5%)
- Built in disaster recovery
- Faster system performance – time saved for system users
- Capita responsible for system backups so saving in storage space locally.

If the funding was not awarded the development of the cloud system for education services will be stalled due to existing resources having to concentrate on supporting the technical elements of the current on-prem system.

1497. Supporting Data and Evidence: Please confirm supporting evidence for the identified saving, pressure or investment. Append any further information as necessary.

A business case was approved for the upgrade to a cloud-based version of Capita One, replacing the current end of life 'on-premise' system. The contract award has already been made in line with contract procedure rules. There will be no budget pressure in the financial year 2022/23, and ongoing for the future financial years at a current level of £225k per annum

1498. Budget Impact In this section please include the savings and pressures identified and the overall budget impact resulting from this proposal. This must cover each year implicated.

Identified Service Area	Current Budget £'000	Proposed Budget Increase £'000	Proposed Budget Reduction £'000	Target year				Total Budget Change Proposed £'000
				2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	
ICT	£170	£55		£55				£55

1499. Staffing impact Please describe how the proposed saving will impact upon numbers of staff within the service:

Total number of full-time equivalent (fte) staff in budget area affected	0
Total number of posts in budget area affected	0
Total increase or decrease in the number of posts from this proposal	0

Where the proposal involves a reduction in posts, how will this be managed? N/A

How will this be managed?	Number of posts
Post(s) already vacant	
Voluntary Severance	
Retirement	
Redeployment	
Redundancy	

1500. Service Impact

For a budget pressure or investment, what would be the impact upon service delivery if the proposal went ahead/was not agreed?

The contract has already been awarded for the move to Capita ONE SaaS. This has many benefits for the service area in that systems administration will be made easier. If the pressure were not agreed we would be unable to continue with the project implementation and would be unable to benefit from cost avoidance associated with the change.

1501. External Funding: Has this proposal considered the opportunities for external funding? If yes, what funding avenues have been identified?

Funding Identified	Source	Current status (i.e. confirmed, in application, etc)
No External Funding		

1502. Corporate Alignment: How does this proposal contribute and align with the Corporate and Community Plan objectives and have the relevant evaluations been considered and completed? Please consider any implications this proposal may have on our current policies.

Question	Y/N	Explanation
Does this proposal align with the MCC Corporate & Community plan?	Y	Yes, it aligns with the corporate plan on the Wellbeing of Future Generations Act, in that this system upgrade will assist MCC to support schools and education, with relevant, purposeful information to make key decisions on the way we administer education services and predict future themes and variances in education. It is a procurement in collaboration with neighbouring local authorities who are also seeking to build on the improvements in their education systems.
Has an initial Integrated Impact Assessment being undertaken?	N	This is a system upgrade. It does not require an IIA to be undertaken as the core business has not been affected
Will an option appraisal be required?	N	If Yes please summarise in Section 9.
Will this proposal require any amendments to MCC policy?	N	

1503. Integrated Impact Assessment summary – Please summarise the main positive and negative impacts of your proposal.

1504. Options Appraisal -

Option	Benefit	Risk	Comment

1505. Impact on other service areas - What are the expected impacts on other Council services of implementing this proposal?

Description	Who is effected?	Is this impact positive or negative?
Development of new modules	CYP teams and support functions	Positive
Access to more pupil data (with agreement from CYP)	Social services colleagues, Welsh Government, Policy makers and schools	Positive

1506. Mitigation

For budget pressures – What mitigation has been identified to reduce the budget pressure proposed? What further steps could be taken to mitigate the pressure further and what are the consequences of this action?

For budget savings - Have any options been considered to mitigate the organisational impact?

There is no mitigation against this pressure in financial terms. It will reduce the administrative burden on the central education function and provide better data to schools to make decisions for the future, but this isn't a cash mitigation.
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1507. Up-front Investment Requirement

Describe any additional skills, resource and capability needed in order to carry out the proposal successfully. For example, new/additional expertise that will require additional investment etc.

Any additional capability required	Where will this come from	Any other resource/ business need (non-financial)
N/A		

1508. Consultation Describe any initial consultation that has been or needs to be undertaken in order to inform this proposal and any further consultation that will be required throughout proposal delivery

Consultee	Description	Date (delivered/planned)
SRS	Infrastructure cost analysis	January 2021

Partner LA's	On the procurement itself	January 2023
Partner LA's	Sharing expertise, training materials and implementation plans	January 2023

1509. Key Risks and Issues

Are there any potential barriers and risks that will need to be managed in delivering the outcomes expected from investing in or recognising the pressure identified, including any negative impacts identified in section 7 that need to be accounted for. Also, set out the steps that will be taken to mitigate these risks.

Barrier or Risk	Strategic/Operational	Reason why identified (evidence)	Risk Level (High, Medium or Low) Based on a score assessing the probability & impact	Mitigating Actions
Managing the project and its implementation	Operational	There is a requirement for skilled resources to implement this project, and the postholder dealing with this has only just started so will need time to come up to speed.	Low	Full training given to the new postholder Reviewing the capacity and capability needed to implement the project

1510. Assumptions

Describe any key assumptions made that underpin the justification for the option.

Assumption	Reason why assumption is being made (evidence)	Decision Maker

1511. Measuring and monitoring performance

How do you intend to measure the impact of this proposal? This will include budget measures and further possible measures that cover process, Staff and Customers. Targets need to be set over the duration of the proposal where appropriate.

Focus - Budget/Process/Staff/Customer	Indicator	Target 2023/24	Target 2024/25	Target 2025/26	Target 2026/27
Process	Key milestones in the project implementation plan	50% migration	100% migration		

1512. Additional considerations:

Question	Y/N	Comments/Impact
Will this proposal require procurement of goods, services or works?	Y	
Will this proposal impact on the authorities built assets?	N	
Will this proposal present any collaboration opportunities?	Y	Collaboration was undertaken with SRS, Torfaen and Newport council to gain the best possible price for procurement. Also, collaboration on training materials and expertise for the project plan and migration.

Will this project benefit from digital intervention?	Y	This IS a digital intervention
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Type	Ref	Children & Young People
Pressure	CYPPM1	Out of county and other LA ALN Pressure - The budget for Additional Learning Needs has seen a substantial pressure in demand for support for pupils. This demand includes requests to support more complex pupils from an early age and pupils also continuing their education into post 16.
Pressure	CYPPM4	Investment - Specialist needs resource base - Staffing Overmonnow / Monmouth and Pembroke
Pressure	CYPPM5	Welsh medium - Seedling provision, as an extension of an existing Welsh-medium school
Pressure	CYPPM2	Early Years - maintained nursery specialist teacher
Pressure	CYPPM6	ALN transport - Increased costs in providing transport for pupils with Additional Learning Needs, both in compulsory education and those continuing post 16.
Saving	CYP13	Schools - This amounts to a reduction in the budget delegated to schools of 2.8% after making full provision for pay and energy increases.
Saving	CYP8	Increase ALN recoupment income - additional places and increased charges to cover pay awards.
Saving	CYP12	Gwent Music - withdraw subsidy from the service. A hardship fund will be maintained to support pupils from low-income families.
Saving	CYP9	Before School Clubs increased charges - To increase the charges of before school clubs to £2 for a morning session of childcare
Saving	CYP11b	Education Psychology staff savings - The proposal is to reduce the Education Psychology Service (EPS) by a further 0.6 FTE
Saving	CYP10	Reduce contribution to Education Achievement service - To reduce MCC's core contribution by 10%
Saving	CYP11a	Education Psychology staff savings - The proposal is to reduce the Education Psychology Service (EPS) by 0.4 FTE
Saving	CYP6	Additional Learning Needs Admin Team - Reduce the additional learning needs administration team by 1 FTE.
Saving	CYP15	Support Services staff savings through restructure
Saving	CYP7	Additional Learning Needs Equipment - To cease funding for ALN specialist equipment that is funded centrally for pupils placed in our schools.

Ref	Social Care, Health & Safeguarding

Pressure	SCHPM5a	Re-current 2022/23 pressure - Children's services. Insufficiency of children's placements, demand levels, the complexity of demand, inflationary pressures, and staff shortages.
Pressure	SCHPM5b	Re-current 2022/23 pressure - Adult's services. Challenges of an ageing population, combined with delayed presentations to health and social care during the pandemic resulting in increased numbers of individuals who have higher dependency needs.
Pressure	SCHPM1	Provider fees - To respond to challenges resulting from a fragile and unsustainable social care market. A continued risk exists around the required costs needed to meet need as the sector grapples with issues around recruitment and retention.
Pressure	SCHPM3	Supported living - Newly established supported living project creating 3 independent living flats for clients to live in county and reduce reliance on out of county residential provision
Pressure	F&Cs	Fees and charges increases - in line with inflation for SCH directorate
Saving	SCH3	Children's Services - Placement and Practice Change - re-evaluating our current processes and systems post-covid in order to clearly define at what points we make essential decisions in regard to when a child is placed within a High-Cost Placement
Saving	SCH5	Staffing reductions to Adult Services - The proposal is to create savings by reducing the core workforce across the statutory teams in adults' services.
Saving	SCH4	Children's Service Redesign/Staffing - (i) Family Time Service Development, (ii) Review of Structures and Service Operating costs
Saving	SCH10	Adults - Care hours, block commissioning, Mileage - Reduce amount of direct care in the region of 10% whilst rebalancing in house/external provision
Saving	SCH9	Practice and Process Change Adults - For people with high support needs
Saving	SCH7	Learning disabilities - Remodelling of learning disability and mental health teams that will involve a decrease in team management hours.
Saving	SCH6	Falls and Assistive Technology - Introduction of a fall's prevention and early intervention service to reduce the number people being placed in nursing/residential care from home or hospital.
Saving	SCH8	Adult services - Direct payment saving -
Saving	SCH2a	Staff restructuring within the Public protection service.
Saving	SCH12b	Transformation Team structure - reduction in core workforce
Saving	SCH11	Reduction in Adult partnership arrangements for Gwent service delivery models - Shared lives, Emergency duty, Frailty, Regional partnership team
Saving	SCH13	Monmouthshire & Torfaen YOS – Accommodation Change, Reduction in Staffing, Reallocation of Duties
Saving	SCH12a	Transformation Team structure - vacant and temporary posts

	Ref	Communities & Place
Pressure	C&PPM2	Homelessness Service Pressures - National policy in this area has changed significantly with expectation on provision higher now than pre-pandemic and where we have many more people presenting as homeless.
Pressure	C&PPM1	Facilities & Fleet - Passenger transport service pressures
Pressure	TRAN1+2	Fleet Maintenance - Projected fuel costs will increase by a further 15% in the financial year 23-24
Pressure	C&PPM3	Decarbonisation - Investment in decarbonisation team to lead on the delivery of projects identified in the Climate and Nature Emergency Action Plan and actions contained within the Community and Corporate Plan.
Saving	DeCarb1&2	Decarbonisation - Reducing energy consumption across the Council's estate
Saving	C&P28	Highways Development & Car Parks - Increasing car park & permit charges.
Saving	TRAN1+2	Fleet Maintenance - Reduction in operating fleet and corporate mileage reduction.
Saving	C&P27	Highways Development & Car Parks - To increase the income target for road closures by £130,000. In addition, the road closure fees will be increased by inflation from £2,152 to £2,369 resulting in an additional £19,491.
Saving	C&P8	Neighbourhood Services - Reduction of grounds maintenance operations and cessation of the community improvement teams. Service reconfiguration of sweeping functions across the county
Saving	C&P3	Neighbourhood Services - Service savings and staff reduction.
Saving	C&P17,18,21+24	Highways & Flood Mgt - Reduction in staffing costs in the Highways and Flood Management service area
Saving	PTU1	Passenger Transport Commissioning - New acceptable routes are implemented to reduce transport requirements based on current transport policy
Saving	PTU7	Passenger Transport - Terminate the Mission Software and revert back to CTX which is a lower cost
Saving	C&P12	Housing - to build on the foundations of the well-established Careline Service to ensure it continues to be fit for future purpose.
Saving	PTU3	Passenger Transport Commissioning - Concessionary H2S travel fee increased from £440 to £550
Saving	PTU4-6a	Schools & Community Transport - Changing the licensing arrangements
Saving	PTU4-6b	Grass routes - Introduce an annual subscription

Saving	C&P19	Highways Development & Car Parks - Asset & StreetWorks - Increase Pavement Café Licence Fees
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	Ref	MonLife
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Saving	ML 3 & 4	Finance & Business Support Restructure
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Saving	ML22	Gilwern Outdoor Adventure Services Redesign - Increase income through new business, new ways of working and engaging further with Monmouthshire internal services to provide cost avoidance for CYP and Social Services.
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Saving	ML 7,8,9 & 21	Attractions Service Redesign
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Saving	ML11	Visitor charging at some heritage exhibitions/activities and events
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Saving	ML20	Reduce Leisure Centre Summers Opening Hours - To reduce opening hours in our leisure centres during the summer months across all four sites, impacting on the least number of sports clubs but allowing our leisure centres to be more sustainable services.
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	Ref	Chief Executive's Unit
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Pressure	CEOPM1	Community Safety - Additional officer capacity in the areas of community safety, crime & disorder and violence against women, domestic abuse & sexual violence and for CCTV.
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Saving	CEO1-5	Community Hubs - Reduce staffing levels at community hubs in order to reduce costs while keeping all hubs open with reduced service levels.
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	Ref	People & Governance
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Saving	PG2	P&G income - The below proposals seek to increase income in Comms and Land Charges and a small software cost reduction in payroll.
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	Ref	Resources
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Pressure	RESPM3	Commercial Investments – Income pressure
Pressure	RESPM9	Re-current pressure - Markets - A projected shortfall in income of £78k , offset by an increase in stall fees and a reduction in Waste costs
Saving	RES8	Landlord services - Reduce Corporate Building (Reactive and Planned) Maintenance revenue budget
Saving	RES24	Landlord services - To review the property estate and to explore options for further rationalisation
Saving	RES7	Landlord services - Explore alternative reception solutions at County Hall to remove front of house staffing needs



monmouthshire
sir fynwy

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

<p>Name of the Officer completing the evaluation Nikki Wellington</p> <p>Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYPPM1 - To increase the Additional Learning Needs Budgets £306,003. This is to support pupils with additional learning needs within Monmouthshire. The budget pressure is detailed below.</p> <p>Independents - £244,981 / Out of County Placements £61,022</p>
<p>Name of Service area Additional Learning Needs and Finance</p>	<p>Date 12th December 2023</p>

Age 80

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	The proposal will ensure that the current the current financial demand is maintained and will allow all pupils currently identified as requiring support to continue in their current placement. The proposal will support pupils up to the age of 18.	As there is a finite budget for MCC this funding will need to be found from within the overall budget and may result in budgets being reduced in other areas.	All budget impacts will be carefully considered to assess the impact on overall services. Members will be fully informed to enable them to make the necessary decisions.

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?
Disability	The proposal will ensure that any pupil with a disability who is currently being supported can continue to have their needs met. The budget is forecast using the data for pupils currently known about and their current needs.	As there is a finite budget for MCC this funding will need to be found from within the overall budget and may result in budgets being reduced in other areas	All budget impacts will be carefully considered to assess the impact on overall services. Members will be fully informed to enable them to make the necessary decisions.
Gender reassignment	None Identified	None Identified	None Identified
Marriage or civil partnership	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	None Identified	None Identified

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	None Identified	None Identified	None Identified

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?
The funding will support pupils who have been identified as having additional learning needs and requiring resources to help them achieve their full potential. All families regardless of their social economic situation will be treated equally	All pupils will be treated equally.	None Identified

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Socio-economic Duty and Social Justice

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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	If additional Welsh Language staffing resources are required to support pupils this will have a positive impact on the recruitment and training opportunities for staff.	None identified	None Identified
Operational Recruitment & Training of Workforce	If additional staffing resources are required to support pupils this will have a positive impact on recruitment and training opportunities for staff.	If staff are no longer required to support a pupil this may lead to redundancies.	All protection of employment policies will be followed, and all other employment opportunities will be sort. All staff will be treated equally for redundancies and both Welsh and English medium schools follow the same policies. In addition to this all job adverts state that being a Welsh Language Speaker is desirable.
Service delivery Use of Welsh language in service delivery Promoting use of the language	None identified	None identified	None identified




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 will allow pupils to access placements that can meet their needs. The proposal ensures that the current pressure for these costs is reflected in the budgets for 2023-24. With the increased budget for Monmouthshire schools many pupils will be able to access provision at their local school with resources being provided to support.</p> <p>The placement charges to other Local Authorities have increased to reflect the actual costs and these will rise in line with inflation.</p> <p>If the needs of pupils cannot be met from within our own school's placements will be sort externally to meet their needs.</p>	None Identified
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	It is envisaged that pupils should not have to travel long distances to access education which will lead to a reduction in transport costs and the impact on the environment.	None Identified
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	Pupils will be able to access placements that can meet their needs, this will allow them to work to the best of their ability in the best environment for them. If this is in their local school, they will be able to stay in their local community.	None Identified
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	Where appropriate pupils will be able to access provision at their local school should their needs be met there.	None Identified
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	None Identified	None Identified

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 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	Monmouthshire has two Welsh Medium Primary schools and if the needs of the pupil can be met in that school environment pupils will be able to attend. All local schools promote the use of the Welsh Language and Welsh Culture.	None Identified
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The placement will be suitable to meet the needs of the pupil allowing them to fulfil their potential.	None Identified

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>	<p>There has been considerable pressure on the Additional Learning Needs budget in recent years, by supporting this pressure it will allow schools to provide early intervention and support the pupils through their education.</p> <p>This should lead to less pupils needing to be education in placements outside Monmouthshire and provide a stable school environment where they can learn with their peers.</p>	None Identified
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>There are many partners that work together to support pupils with Additional Learning Needs, Education Psychologist and Health for example. By maintaining pupils in their local environment these professionals will be able to provide advice and support and gain a good understanding of the needs of the pupil and their families.</p>	None Identified

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>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All schools are aware of the process to seek additional support for pupils where required. The work closely with the Local Authority to ensure that the pupil has the best placement to meet their needs.</p>	<p>Where the needs of a pupil cannot be met from a local school several partners including the school and parents work together to agree on the best placement for that pupil. The budget pressure has been provided to meet these placement costs.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The early intervention should ensure that needs are met at an early age and allow the pupil to be supported for them to meet their potential.</p> <p>Should there be a requirement for that pupil to access specialist provision the budget has been afforded to allow this.</p>	<p>None Identified</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The wellbeing of the pupil is at the centre of this, where their needs are met this will impact on the wellbeing of the families, school peers, local communities and other partners that provide support.</p>	<p>None Identified</p>

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	Schools have very robust safeguarding policies in place to protect pupils. All of these are regularly reviewed by the Local Authority and the Governing Body. These policies are visible to parents. This proposal does not seek to change any of this.	None Identified	All staff are fully trained in these policies and they receive regular update training. All staff have the necessary safeguarding checks in place before they are employed.
Corporate Parenting	Schools are aware of all LAC in their school, again they have clear policies to support these pupils, this proposal does not seek to change any of this.	None Identified	All staff are fully trained in these policies and they receive regular update training.

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

Additional Learning Needs data
 Month 6 2022-23 financial forecast
 Current forecasting data for 2023-24.

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?

Pupils that are currently supported will be able to continue with their support. The financial forecast also includes an estimated increase in placement fees.

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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

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
1.0	Initial Draft	12th December 2022	None



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Sue Hall</p> <p>Phone no: 01633 644461 E-mail: susanhall@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYPPM2</p> <p>The proposal is to employ an Early Years ALN Advisory Teacher to support the 12 LA nurseries, these nurseries provide early years education for c 50% of the pupil population. The core objective is to identify children with Additional Learning Needs as early as possible and ensure their needs are met. The post holder would also provide training to school staff to upskill the current workforce in the area of ALN.</p>
<p>Name of Service area Early Years, CYP</p>	<p>Date 13th December 2022</p>

19. 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	N/A	N/A	N/A
Disability	The purpose of this post is to work with schools to ensure they are able to meet the needs of children with a disability or Additional Learning Needs within their nursery and to upskill their staff in this area.	None	There are already two advisory teachers supporting nursery aged children within non-maintained settings. The addition of this post will allow children within LA maintained nurseries to receive the same level of support.

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	N/A	N/A	N/A
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion or Belief	N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A

12. 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>Socio-economic Duty and Social Justice</p> <p>Page 891</p>	<p>ALN is not directly linked with socio-economic disadvantage; however, families in more deprived areas often find it more difficult to access support for their children and child development concerns can sometimes fail to be identified. Most of our most deprived areas of Monmouthshire are served by LA maintained nurseries. The addition of this post would provide much needed support to these families and ensure they are not further disadvantaged just because they have chosen to attend an LA nursery rather than a no-maintained setting.</p>	<p>N/A</p>	<p>The purpose of this post is to provide equity across the early years and ensure all families can access the same level of support.</p>

13. 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>Both of our Welsh medium early education providers are in LA maintained schools, so they only have limited access to Early Years ALN training and support from Early Years ALN Advisory Teachers. The purpose of this post is to work specifically with LA maintained nurseries to offer this support and training, including the Welsh medium settings.</p>	<p>N/A</p>	
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>This post will be advertised with the ability to speak Welsh as essential. This would be hugely beneficial as there isn't currently a Welsh speaker within the Early Years Team. It would also provide Welsh speaking staff with an exciting opportunity for career progression.</p>	<p>N/A</p>	<p>If we were able to appoint a Welsh speaking Advisory Teacher, this would contribute towards the positive impact on the Operational aspect of the Welsh Language Standards.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>If we were able to employ a Welsh speaking Advisory Teacher, parents and teachers would be able to access support in the language of their choice, whereas currently they can only access support from the Early Years Team in English.</p>	<p>N/A</p>	<p>Once in post, they would be able to develop Welsh language resources and deliver training in Welsh.</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>Some of our LA maintained nurseries have been struggling to deal with the ALN children in their nurseries and they have reduced the time the children are able to attend. This often impacts negatively on parents, as they are unable to access work or training opportunities. Hopefully, this support will impact positively on this, as schools will be better equipped to meet the children's needs and it will not be necessary to reduce the length of sessions for these children; hence, enabling parents to access work or training opportunities.</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>N/A</p>	
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>One of the main purposes of this post is to promote early identification of children with ALN or developmental needs and to put support in at the earliest opportunity.</p>	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The post holder will support with transition between settings and arrange person centred meetings to ensure parents and any professionals involved with the child are connected and able to contribute, to ensure the best possible outcome for the child and their family. Hopefully, it will also impact positively on their ability to access mainstream education at their local primary school, rather than having to take up specialist provision outside of their community.</p>	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local</p>	<p>N/A</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?
social, economic and environmental wellbeing		
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	This post will be advertised as Welsh speaker essential, ensuring the Welsh language is promoted and protected.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The fundamental reason for this post is to ensure there is equality for all and that children are not disadvantaged because of a disability or Additional Learning Need.	

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	Putting support in at the earliest possible opportunity often results in better outcomes in the long term.	
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	The post holder would collaborate closely with parents and any professionals involved with the child and their family. This would enable targets and approaches to be shared, to provide consistency for the child.	

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="120 435 282 464">Involvement</p>	<p data-bbox="533 217 1330 389">Headteachers and school nursery staff have requested this support. This can be evidenced by the requests for involvement that have been submitted to the Early Years ALN Panel. They have also requested access to Early Years training that has been offered to non-maintained settings.</p>	
 <p data-bbox="120 711 282 740">Prevention</p>	<p data-bbox="533 478 1299 577">As mentioned previously, putting support in at the earliest possible opportunity often results in better outcomes in the long term and can prevent issues from escalating.</p>	
 <p data-bbox="120 989 282 1018">Integration</p>	<p data-bbox="533 756 1290 890">This proposal will impact positively on schools and non-maintained settings. It will increase the level of support offered to each and provide opportunities for them to work together.</p>	

16. 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	This proposal doesn't have a significant impact on safeguarding; however, it certainly wouldn't impact negatively in this area. This post holder would work directly with families, so they may be better placed than school staff to identify any safeguarding concerns.	N/A	
Corporate Parenting	Some of our Looked After Children attend LA maintained nurseries and there is often developmental delay or emotional difficulties. This proposal would provide another avenue of support for these families and they would be well informed in terms of the support that could be available.	N/A	

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

- Requests for Involvement of the Early Years ALN Team are logged and there has been a significant increase in the last 18 months in the number of requests received from school nurseries compared to non-maintained settings. This is considered to be as a direct result of the support and training that has been provided to non-maintained settings and this proposal would reciprocate this in LA maintained school nurseries.
- Early Years ALN data has seen an increase in the number of pre-school children identified with ALN.

18. 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 main positive impacts of this proposal are to provide equity between the maintained and non-maintained settings, to promote early identification of children with ALN, to provide advice and strategies to parents and school staff to enable them to better support these children and to upskill the workforce.

19. 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

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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
	Budget Mandate	17.12.22	



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Jacquelyn Elias Phone no: E-mail: jacquelynelias@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYPPM4 - Investment in Monmouthshire's Specialist Resource Bases (SRBs)</p>
<p>Name of Service area</p> <p>ALN</p>	<p>Date 23/11/22</p>

21. 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	This proposal will have a positive impact on the number of specialist provision placements for primary aged children	None	
Disability	Children with disabilities, as defined by law, living in Monmouthshire, will benefit from continued investment in SRB provision.	None	
Gender reassignment	.N/A	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?
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	SRB sites are designed for ease of access with pushchairs and wheelchairs	N/A	N/A
Race	.Places in SRBs are available to all children with complex special educational needs. SRB settings are committed to promoting equality of opportunity and good relationships between all groups. Where necessary translation and interpretation services will be provided to ensure equal access to education services and provision.	N/A	N/A
Religion or Belief	.Children attending SRBs participate in a daily act of worship and learn about and celebrate important religious festivals. Individual religious observances and customs would be supported. Any dietary requirements relating to a child's religion would be accommodated.	N/A	N/A
Sex	The proposal that is the subject of this report are of equal benefit to both male and female children and employees.	N/A	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	.SRB settings respond appropriately and sensitively to any gender orientation issues that young children may present with. Staff supporting children are provided with professional support and training as necessary.	N/A	N/A

22. 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.

Page 900	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	Investing in SRB provisions, which are located in community schools, positively impacts on people suffering socio economic impact as it supports keeping children with complex needs within their communities. This advances equality of opportunity between people who share a relevant protected characteristic and those who do not and fosters good relations between people who share a protected characteristic and those who do not.	N/A	N/A





23. 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>Within SRBs the Welsh language is promoted through the Curriculum Cymraeg and Welsh culture celebrated through festivals such as St David's Day.</p>	<p>None identified</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	<p>Recruitment to SRB posts (teachers and teaching assistants) always includes the ability to communicate in Welsh as desirable in the job descriptions. Staff are made aware of the opportunity to learn Welsh through MCC supported training.</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>Parents/carers of children attending SRB provision are informed that they can deal with the relevant ALN services in Welsh. All letters /forms etc are available in Welsh.</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Investment in SRB provision will contribute to the efficient use of resources by increasing the number of in- county specialist provision places. SRBs also attract skilled, educated employees.	N/A
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Keeping children with complex needs within Monmouthshire reduces transport times and costs. This will have a positive impact in relation to reducing emissions.	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Providing more local specialist provision will reduce travel time for children with complex needs, which will have a beneficial impact on their well-being.	N/A
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The proposal contributes to the cohesiveness of the local community in SRBs are located.	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	More local SRB provision will mean that home to school transport may not be necessary or distances travelled significantly reduced thereby contributing to a reduction in harmful nitrogen dioxide emissions	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	All children accessing SRBs will have the opportunity to learn Welsh through Curriculum Cymraeg and be encouraged to participate in sport, art and recreation related to the Welsh culture.	N/A
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Further investment will provide improved specialist educational provision for children with disabilities and with other support needs regardless of their background or circumstances.	N/A

25. 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>	<p>Investment in SRB provision will address the short term need of additional specialist provision for primary aged pupils with complex needs but will also take into account the increasing number of pre-school children identified with complex needs and who may require specialist provision when they are of school age.</p>	<p>N/A</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal will involve working closely with partners to deliver improved facilities and to ensure better access to specialist provision for children with disabilities and support needs.</p>	<p>N/A</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The principle stakeholders are parents/carers of children, the children attending these settings with complex needs requiring specialist provision and host schools. The views of stakeholders will be gained through using the Children's Commissioner Participation toolkit 'Taking Decisions Together'</p>	<p>N/A</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal involves the enhancement and development of SRB provision. This investment will improve existing provision and provide a more local specialist environments for children with complex needs. This will help prevent waiting lists for specialist provision and possible requests for expensive specialist out of county provision.</p>	<p>N/A</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 proposal will have a positive impact on the health and well-being of children with complex needs living in the area as they will have access to more local specialist provision.</p>	<p>N/A</p>

26. 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?

Page 90	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>SRB staff are be guided by Wales Safeguarding Procedures at all times and would put everything necessary in place to ensure the well-being of children at risk of harm or neglect. All SRB settings have a safeguarding lead.</p>	<p>.N/A</p>	<p>N/A</p>
Corporate Parenting	<p>SRB staff provide children attending the SRB who are looked after, with high levels of support and care. They work with a range of agencies to ensure the welfare of CLA were a priority.</p>	<p>N/A</p>	<p>N/A</p>

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

- Quantitative data from ALN Statutory Service Reports to DM, which includes information from the Early Years ALN Team
 - Service User Data, from ONE
- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)

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

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

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Positive Impacts

- Improved capacity for specialist primary provision in county
- Supports keeping pupils close to their communities and peers
- Less reliance on expensive, out of county specialist provision
- Reduction in travel time and transport costs and associated pollution
- Advances equality of opportunity between people who share a relevant protected characteristic and those who do not
- Fosters good relations between people who share a protected characteristic and those who do not
- Supports recruitment and retention of highly qualified staff and the development of best ALN practice across specialist settings

29. 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
N/A		

30. 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
Page 906	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



Integrated Impact Assessment document

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

<p>Name of the Officer Sharon Randall-Smith</p> <p>Phone no:</p> <p>E-mail: sharonrandall-smith@monmouthshire.gov.uk</p> <p>Page 907</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYPPM5</p> <p>The local authority outlined its plans to open a third Welsh-medium primary school in Monmouth in the Monmouthshire WESP 2022-32 as part of its wider strategy to support and grow the demand for Welsh medium education across the county.</p> <p>A seedling provision, as an extension of an existing Welsh-medium school, will enable us to open in Monmouth in September 2023 and provide a firm basis to open the new Welsh-medium primary school in September 2024.</p> <p>The first part of our proposal is to open a ‘satellite class’ from Y Ffin in September 2023 based in a dedicated area in Overmonnow Primary School which will be the seedling provision. The provision will be open to nursery children and reception and Year1 pupils from the Monmouth area. Parents of children already in a reception classes will be able to transfer into the satellite class in September if they wish to do so.</p>
<p>Name of Service area</p> <p>School Improvement</p>	<p>Date 20th December 2022</p>

31. 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	More learners will be able to attend a Welsh medium school without the need to travel long distances.	No specific impact	A seedling provision will enable us to make our contribution towards the Welsh Ministers Cymraeg 2050 Strategy which aims to see the number of people enjoying speaking and using Welsh reach a million by 2050. A third Welsh-medium primary school will ensure that Monmouthshire is making its contribution towards that target.
Disability	More learners with additional learning needs. will be able to attend a Welsh medium school without the need to travel long distances.	No specific impact	We believe that this will significantly improve on the current provision for many Welsh-medium learners with ALN.
Gender Reassignment	No specific impact	No specific impact	No specific impact
Marriage or civil partnership	No specific impact	No specific impact	No specific impact
Pregnancy or maternity	No specific impact	No specific impact	No specific impact
Race	No specific impact	No specific impact	No specific impact
Religion or Belief	No specific impact	No specific impact	No specific impact
Sex	No specific impact	No specific impact	No specific 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?
Sexual Orientation	No specific impact	No specific impact	No specific impact

32. 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>Socio-economic Duty and Social Justice</p>	<p>Being bilingual has many advantages, for example, due to the Welsh Language (Wales) Measure 2011 the ability to speak Welsh is either an essential or desirable skill for a growing number of jobs such as health, education, leisure, childcare and retail. This is especially the case in the provision of public services where the Welsh Language Standards require local authorities, fire and rescue service and police etc to provide their services to the same standards in both Welsh and English. The expansion of Welsh medium education across Monmouthshire means that more learners will have the opportunity to become bilingual thereby giving them a real advantage in securing employment opportunities.</p>	<p>Time, distance and cost of travel has been identified as a challenge for some learners, particularly those suffering from socio economic disadvantage. As a result, Welsh medium education is not a genuine option for some learners.</p>	<p>The Local Authority plan to review the School Transport Policy to ensure that it provides learners with a genuine opportunity to have a Welsh medium education</p>
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33. 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>Page 911</p>	<p>The creation of a Welsh-medium satellite school in Monmouth will support the overall expansion of Welsh-medium education across Monmouthshire in line with our targets in the current WESP. It will also encourage parents to consider a Welsh-medium education for their child because the provision will be within a reasonable travelling distance.</p> <p>All Welsh Language events will be well publicised to give Welsh speakers and learners living in the county every opportunity to use the Welsh language either online or in social settings and provide greater community activity that supports and promotes the Welsh language.</p> <p>In addition, the Local Authority will increase its promotion of the benefits of Welsh medium education to support an increase in demand.</p>	<p>The demand for Welsh medium education in the Monmouth area may grow faster than we expect. This could mean that demand could exceed our ability to provide.</p>	<p>We have planned to increase provision to 115 Welsh medium primary places per cohort by 2023. This exceeds the Welsh Government target for Monmouthshire and is an increase of 88 places per cohort compared to 2020 PLASC figures.</p> <p>In order to mitigate this risk, we will actively engage closely with colleagues in the Welsh Government, the Education Achievement Service (EAS) and the local higher education institutions to help facilitate greater numbers of Welsh Medium teachers.</p> <p>We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (Twitter, Facebook, YouTube), council website, bespoke Welsh Medium recruitment sites, LinkedIn etc.</p> <p>We will engage with our partners in the Welsh Medium Education Forum (WEF) to assist us in this</p>

			process utilizing their expertise and range of contacts.
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>The opening of Welsh-medium seedling class in Monmouth county will generate the need for a g number of teachers and support staff who can work through the medium of Welsh.</p> <p>Working in partnership with the EAS, we will support recruitment to the Cwrs Sabothol Scheme and provide professional learning opportunities to develop pedagogical and methodological approaches to teaching Welsh to support language acquisition.</p> <p>The WESP outlines a range of strategies and training opportunities to develop the skills of the local authority workforce in line with the Welsh Language Competence Framework.</p>	<p>There is a risk that we will not be able to secure sufficient Welsh speaking teachers or support staff to fulfil the demand for Welsh medium education and for wider service delivery in Welsh.</p>	<p>In order to mitigate this risk, we will actively engage closely with colleagues in the Welsh Government, the Education Achievement Service (EAS) and the local higher education institutions to help facilitate greater numbers of Welsh Medium teachers.</p> <p>We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (Twitter, Facebook, YouTube), council website, bespoke Welsh Medium recruitment sites, LinkedIn etc.</p> <p>We will engage with our partners in the Welsh Medium Education Forum (WEF) to assist us in this process utilising their expertise and range of contacts.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All correspondence and communications in relation to the WESP, including on social media, will be bilingual in line with the Welsh Language (Wales) Measure 2011.</p>	<p>There is a risk that we will not be able to recruit sufficient Welsh speaking specialist local authority staff to deliver all services in Welsh.</p>	<p>In order to mitigate this risk, we will actively engage with colleagues in the Welsh Government, and local higher education institutes to help facilitate greater numbers of Welsh Medium staff.</p> <p>We will also use all available recruitment tools at our disposal to aid the recruitment process –</p>


			<p>social media (Twitter, Facebook, YouTube), council website, bespoke Welsh Medium recruitment sites, LinkedIn etc.</p> <p>We will engage with our partners in the Welsh Medium Education Forum (WEF) to assist us in this process utilizing their expertise and range of contacts.</p>
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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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The ability to speak Welsh is either an essential or desirable skill for a growing number of jobs such as health, education, leisure, childcare, retail and public services. This means that more learners will have increased employment opportunities as a result of being Bilingual in Welsh and English.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The opening of a seedling school in Monmouth will ensure that Welsh medium education accessible to more learners by increasing the number of schools across the county and reducing travel time.	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	More Welsh medium learners will be able to attend a school in their local community. This will increase the opportunities for more learners to use the Welsh	
A Wales of cohesive communities	More Welsh medium learners will be able to attend a school in their local community. This will increase the	

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?
Communities are attractive, viable, safe and well connected	opportunities for more learners to use the Welsh language outside of school in social settings and a range of authentic contexts.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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	The Welsh language and the Welsh Government's policy aim of One Million Welsh speakers by 2050 will be supported by the creation of a seedling Welsh-medium primary education in Monmouth.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The expansion of Welsh medium education in Monmouth means that more learners will have the opportunity to become bilingual in both English and Welsh and increase their chances of securing employment as adults and fulfilling their potential.	

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	If learners are able to attend a Welsh medium school in their local community or within a short traveling time, they are more likely to choose and continue their education through the medium of Welsh.	

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 creation of a seedling Welsh-medium school will require key partners to work collaboratively to open and grow the school to full capacity over the next ten years.</p>	
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>We have included the views of our Welsh in Education Forum, partner organisations and Welsh Government in developing this proposal and it included in our current WESP</p>	
<p>Page 915</p>  <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The expansion of our existing Welsh medium primary schools and the development of a new Welsh medium primary school will support the growth in demand for Welsh medium education.</p>	
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>.</p>	

36. 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	The seedling Wels-medium primary seedling will follow the same safeguarding arrangements as schools to ensure learners are safe.	<i>.Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect</i>	
Corporate Parenting	NA	NA	Na

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

Monmouthshire WESP 2022-32
 Annual Progress report WESP 2017-2021
 Guidance on Welsh in Education Strategic Plans
 The Well-being of Future Generations (Wales) Act 2015
 Prosperity for All: the national strategy
 Cymraeg 2050: A million Welsh speakers 2017
 Education in Wales: Our National Mission, Action Plan 2017-21
 The Welsh in Education, Action Plan 2017- 21
 Taking Wales Forward 2016-2021
 Monmouthshire Welsh Language Strategy 2017 -2022
 Welsh-medium Education Strategy: next steps
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38. 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 main benefits are:

- More learners will have the opportunity to attend a Welsh medium primary school in Monmouthshire
- There will be more teaching and support staff in schools that are able to work through the medium of Welsh

- There will be an increase in the opportunities for learners to use Welsh in a range of contexts both within and outside of school.

39. 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
Open a seedling Welsh-medium primary school in Monmouth	September 2023	S Randall-Smith/Cath Saunders

40. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		

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Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Nikki Wellington</p> <p>Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYPPM6 - To increase the additional learning needs transport budget by £50,000 to transport pupils to the school that can meet their needs.</p>
<p>Name of Service area Additional Learning Needs</p>	<p>Date 9th January 2023</p>

41. 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	This will allow pupils with additional learning need to attend the school that can meet their needs.	None identified	The proposal seeks additional funding to allow pupils to attend the school that can meet their need. A panel agree the placement for the pupil which will be the nearest suitable school.
Disability	This will allow pupils with additional learning need to attend the school that can meet their needs.	None identified	The proposal seeks additional funding to allow pupils to attend the school that can meet their need. A panel agree the placement for the pupil which will be the nearest suitable school.
Gender reassignment	None Identified	None Identified	None Identified

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	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	None Identified	None Identified
Sexual Orientation	None Identified	None Identified	None Identified

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42. 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	The funding for transport will support pupils who have been identified as having additional learning needs and requiring transport to enable them to attend a school that can meet need and to help them achieve their full potential. All families regardless of their social economic situation will be treated equally	All pupils will be treated equally.	None Identified

43. 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>This proposal will allow pupils to be transported to their nearest suitable school that can meet need. In the majority of cases this will be a school in Wales.</p>	<p>If a Welsh school cannot meet need the pupil will be placed in an English School.</p>	<p>The panel will work with the parents to find the nearest suitable school.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>None identified</p>	<p>None identified</p>	<p>None identified</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Parents can apply for transport through the medium of Welsh.</p>	<p>Drivers and passenger assistants may not be able to speak Welsh</p>	<p>All MCC colleagues have access to Welsh Language training courses.</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposal will allow pupils to access placements that can meet their needs. Transport will be provided to allow them to attend school.	None Identified
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Where possible pupils will be transported together and therefore this will reduce the number of cars and reduce the carbon footprint of the county.	None Identified
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Pupils will be able to access placements that can meet their needs, this will allow them to work to the best of their ability in the best environment for them.	None Identified
Wales of cohesive communities Communities are attractive, viable, safe and well connected	Where appropriate pupils will be able to access provision at their local school should their needs be met there. If the local school cannot meet need, then transport will be provided to a school that can meet need.	None Identified
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None Identified	None Identified
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	Monmouthshire has two Welsh Medium Primary schools and if the needs of the pupil can be met in that school environment pupils will be able to attend. All Welsh schools promote the use of the Welsh Language and Welsh Culture.	None Identified
A more equal Wales	The placement will be suitable to meet the needs of the pupil allowing them to fulfil their potential.	None Identified

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?
People can fulfil their potential no matter what their background or circumstances		

45. 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>	By supporting this pressure pupils will be able to attend the school that can meet their need. This will allow them to attend the school for the entire phase of their education.	None Identified
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	For school transport to be successful it needs to be delivered in partnership with operators, parents, schools and learners as well as other Council service areas. We also work with neighbouring authorities to procure operators on a standard contract, agree annual price uplifts and share learning.	None Identified
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	The proposal for additional revenue budget will be subject to public consultation as part of the Budget Setting process.	None identified

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The mandate request funding for resources to transport pupils with additional learning needs to their most suitable school. This will allow pupils to have their needs met and to support their education. If a pupil cannot have their needs met this often results in the school placement breaking down and an alternative school being sort.</p>	<p>None Identified</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The wellbeing of the pupil is at the centre of this, where their needs are met this will impact on the wellbeing of the families, school peers, local communities and other partners that provide support.</p>	<p>None Identified</p>

46. 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	All drivers, passenger assistants and operators are required to undertake safeguarding training. All learners, parents and operators are required to adhere to our Pupil Rule Book to ensure the safety of all those involved.	None Identified	All staff are fully trained in these policies and they receive regular update training. All staff have the necessary safeguarding checks in place before they are employed.
Corporate Parenting	None identified	None Identified	None Identified

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

Additional Learning Needs data
 Month 6 2022-23 financial forecast
 Current forecasting data for 2023-24.

48. 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 main positive is that the pupil will be able to attend a school that can meet their need with the provision of transport if required. The main negative is that if this pressure is not funded pupils may not be able to access a suitable placement or will be reliant on parents transporting them.

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49. 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

50. 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
1.0	Initial Draft	9th January 2023	None



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Jacquelyn Elias Phone no: E-mail: jacquelynelias@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYP6 - The proposal is to reduce the additional learning needs administration team by 1 FTE. The team support the statutory officers in providing support to schools for pupils with Additional Learning Needs.</p>
<p>Name of Service area</p> <p>ALN</p>	<p>Date 29/11/22</p>

54. 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	None	This proposal will have a negative impact on the management of systems and processes that support children and young people with additional learning needs (ALN) including Early Years children and Post 16 students	None
Disability	None	Children with disabilities, as defined by law, living in Monmouthshire, will be negatively affected by a reduction in the ALN Admin Team.	None
Gender reassignment	.N/A	N/A	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?
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	The ALN Admin Team are the first point of contact for schools/parents/carers and are committed to promoting equality of opportunity and good relationships between all groups including arranging translation and interpretation services to ensure equal access to education services and provision. A reduction in the team would impact on the ability to do this work in a timely and efficient way	N/A
Religion or Belief	.N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	.N/A	The proposal will have a negative impact on the provision of inclusive services as the capacity of the remaining member of the Admin team would be significantly curtailed.	N/A

52. 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	The ALN Admin Team are a front line service who ensure equality of opportunity between people who share a relevant protected characteristic and those who do not. They support and fosters good relations between people who share a protected characteristic and those who do not. A reduction in the team would reduce the 'front line' presence and impact on this aspect of their role.	N/A

53. 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	One Admin Support Officer is Welsh speaking and is available to provide support to parents /carers and schools who wish to be communicated to in Welsh. The removal of one of the admin support posts would significantly impact on MCC's ability to support Welsh speaking parents /carers /stakeholders and also to meet the key action of increasing the number of Welsh speaking ALN officers in the WESP.	N/A
<p>Operational</p> <p>Recruitment & Training of workforce</p>	N/A	As above	N/A
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	N/A	As above	N/A


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>A reduction in the ALN Admin Team by 50% will have a negative impact on the efficient use of resources and have significant implications on its ability to meet statutory and legal duties as set out in the ALNET Act 2018 and its associated Code. Failing to meet its statutory duties would put the local authority at significant risk of legal challenge. It would also mean that other highly skilled professionals (Educational Psychologists / Statutory Officers) would be spending time doing administrative tasks rather than front line work with children/young people and schools.</p>	<p>N/A</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>The ALN Admin Team support the arrangements around transport for pupils with ALN (3-19) and liaising with parents / providers regarding this. This is a highly volatile area and requires close monitoring to ensure value for money is maintained. A reduction in the number of admin staff would impact on the team ability to actively monitor this area, which could lead to less efficient transport arrangements being made, which would generate higher emissions</p>	<p>N/A</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The ALN admin team support the statutory functions of the service. Failing to meet its statutory duties puts the local authority at significant risk of legal challenge. The reduction of the ALN admin team to one person would have a significant impact on the well-being of the remaining admin team member.</p>	<p>N/A</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The proposal does not contribute to cohesive communities as it removes a key point of contact for families and schools.</p>	<p>N/A</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local</p>	<p>A reduction in the number of admin staff would impact on the ALN team's ability to actively collect and monitor a range of data that contributes to strategic planning. This could lead to less efficient planning arrangements and provision for children with complex needs. This would</p>	<p>N/A</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?
social, economic and environmental wellbeing	negatively impact local social, economic and environmental well being.	
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	The removal of the ALN admin post will effectively remove the one person who can communicate in Welsh to parents /carers, schools and stakeholders.	N/A
A more equal Wales People can fulfil their potential no matter what their background or circumstances	A reduction in the ALN admin team would result in a less equal and efficient service for parents /carers who have children with ALN /disabilities and schools.	N/A

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p>	Under the new ALNET Act 2018 and Code, the local authority has increased responsibilities for post 16 students and for children in non maintained early years settings. These are new duties which have been imposed on local authorities and has to be managed from existing resources. Reducing the capacity of the ALN Team would compromise the ability of the team to manage these new duties effectively Failing to manage these new duties in a timely and effective way would place the LA at increased risk of legal challenge and potentially mean that requests from parents for expensive independent college places would have to be agreed.	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>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The ALN admin Team support collaboration by providing admin support to the EP Service – e.g. ELSA training, Early Bird (ASD) training for parents/carers and liaising with colleagues in social care and health to ensure that statutory timelines are met. They also respond to telephone calls /emails from parents/carers, schools and other agencies and signposting them to the appropriate officer, as necessary. A reduction in the admin team to one officer would have an impact on the ability of the ALN team to support this work and would mean highly skilled professionals would be spending time doing administrative tasks rather than front line work with children/young people and schools.</p>	<p>N/A</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The ALN admin team manage and collate on-line parental evaluation forms and support the administrative tasks associated with the Children's Commissioner Participation toolkit 'Taking Decisions Together' A reduction in the team by 50% will have an impact on the ability of the remaining team member to undertake this duty in an effective and timely way,</p>	<p>N/A</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>A 50% reduction in the capacity of the ALN admin team would have significant implications on the ALN Service's ability to meet statutory and legal duties as set out in the ALNET Act 2018 and its associated Code. Failing to meet its statutory duties would put the local authority at significant risk of legal challenge including an increased number of Tribunals,</p>	<p>N/A</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>.The proposal will have a negative impact on the health and well-being of ALN team members as workloads would increase. Schools, parents /carers would have a less efficient service.</p>	<p>N/A</p>

56. 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	N/A	.ALN admin staff have oversight of safeguarding referrals relating to pupils in o/c specialist settings and ensure these are logged and filed– a reduction in the team would have an impact on the ability of the team to do this in an effective and timely way,	N/A
Corporate Parenting	. N/A	The Admin team log the Out of County (OLAC) and LAC10 notifications and share the information with relevant LA Officers. The LA has a legal duty to log and manage this information. LAC children are a very vulnerable group, and it is essential that information is shared in a timely way so that other services can respond appropriately. A reduction in the ALN admin team would have a detrimental impact on the ability of the team to do this	N/A

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

Evidence from ALN admin team performance management meetings
ALNET Act 2018 and associated Code

- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

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

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

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Negative Impacts – the reduction of the ALN admin team to one post will affect the ALN Services ability

- To respond to statutory requests from parents /carers and schools for Individual Development Plans (IDPs)
- To maintain the statutory process workflow and ensuring pupil records are appropriately managed in accordance with GDPR regulations.
- To liaise with other local authorities in Wales and beyond to support children young people and their families moving into Monmouthshire or leaving the county.
- To support the ALN Transformation Process
- To support the management of Post -16 student IDPs and specialist college placements.
- To support the management of IDPs for children in non-maintained Early Years settings.
- To organise and minute LA Panels, which include Statutory requests and high tariff, complex cases, SRB placements, Complex Early Years, Contingency Fund.
- To collate information for ALN Tribunal cases in accordance with directions from the ALN Tribunal for Wales
- To support the arrangement of transport for pupils with ALN (3-19) and liaising with parents / providers regarding this.
- To maintain the ALN webpage.
- To collate and monitoring ALN data.
- To collate information on looked after children in and out of county
- To respond to FOI requests relating to statutory functions and data
- To monitor key information for out of county placements.
- To provide admin support to the EP Service – e.g. ELSA training, Early Bird (ASD) training for parents/carers
- To respond to telephone calls /emails from parents/carers, schools and other agencies

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59. 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
N/A		

60. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Nikki Wellington Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYP7 - To reduce the equipment budget for Additional Learning Needs budget by £22,000</p>
<p>Name of Service area</p> <p>ALN</p>	<p>Date 15th December 2022</p>

61. 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	The environment of all our SNRB's have been heavily invested in in recent months to ensure the environment and equipment can meet the needs of the pupils. Therefore any reduction in the budget will not impact on the current environment.	Should any equipment fail and need replacing the budget will need to be found to replace this which may put pressure on other budgets.	Significant investment has been made in the SNRB's in recent months to ensure the environment can meet needs.
Disability	The environment of all our SNRB's have been heavily invested in in recent months to ensure the environment and equipment can meet the needs of the pupils. Therefore any reduction in the budget will not impact on the current environment.	Should any equipment fail and need replacing the budget will need to be found to replace this which may put pressure on other budgets.	Significant investment has been made in the SNRB's in recent months to ensure the environment can meet needs.

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	.N/A	N/A	n/a
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion or Belief	.N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	.N/A	N/A	N/A

62. 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	The funding will support pupils who have been identified as having additional learning needs and requiring resources to help them achieve their full potential. All families regardless of their social economic situation will be treated equally.	The budget for equipment is held by the Local Authority and not delegated to schools, if there is a need for specialist equipment this may put pressure on other budgets.	There has been significant investment in SNRB's over the recent months with the environments being significantly improved, part of this investment has been in the equipment so the need for equipment should reduce.

63. 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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	N/A	N/A	N/A
Operational Recruitment & Training of workforce	N/A	N/A	N/A
Service delivery Use of Welsh language in service delivery Promoting use of the language	N/A	N/A	N/A



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	Any reduction in budget will reduce the amount that is available for resources, this could have a negative effect on the resources available.	There has been significant investment in SNRB's over the recent months with the environments being significantly improved, part of this investment has been in the equipment so the need for equipment should reduce.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	N/A	N/A
Wales of cohesive communities Communities are attractive, viable, safe and well connected	N/A	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	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	N/A
A more equal Wales	N/A	N/A

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?
People can fulfil their potential no matter what their background or circumstances		

65. 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>	<p>The short term need to reduce the budget will not significantly impact on the current needs due to the investments made. However a budget will need to be identified in future years as equipment will need to be replaced.</p>	<p>In future years a budget for equipment will need to be identified.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>N/A</p>	<p>N/A</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>N/A</p>	<p>N/A</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The significant recent investment has improved the environments and as a result more pupils have been admitted to the SNRB's which has seen a saving in other placement costs.</p>	<p>A budget for equipment will need to be identified in future years for replacement.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>N/A</p>	<p>N/A</p>

66. 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	N/A	N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

Evidence from recent investments in the Special Needs Resources Base
 equipment budget from monitoring reports

- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)

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

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

The positive impact is the investments that have recently taken place in our SNRB's has improved the environments and reduced the need for equipment Eventually this will need to be replaced and therefore a budget in future years will need to be found.

69. 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
N/A		

70. 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
1.0	Initial Draft	15th December 2022	None



<p>Name of the Officer completing the evaluation Nikki Wellington</p> <p>Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYP8 - To increase the charges to other local authorities by £100,000 relating to pupils placed in Monmouthshire schools</p>
<p>Name of Service area Additional Learning Needs</p>	<p>Date 15th December 2022</p>

71. 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	The proposal will ensure that the full costs of pupil placements by other Local Authorities in Monmouthshire schools is fully recovered and that the needs of that pupil is met.	All Local Authorities are under pressure and in the minority of cases the home Local Authority may look for an alternative placement, this could mean that a pupil has to change school.	All Local Authorities will be given notice of any increase in costs and Monmouthshire will only recover the cost of the placement and not make a surplus.
Disability	The proposal will ensure that the full costs of pupil placements by other Local Authorities in Monmouthshire schools is fully recovered and that the needs of that pupil is met.	All Local Authorities are under pressure and in the minority of cases the home Local Authority may look for an alternative placement, this could mean that a pupil has to change school.	All Local Authorities will be given notice of any increase in costs and Monmouthshire will only recover the cost of the placement and not make a surplus.
Gender reassignment	None Identified	None Identified	None Identified

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	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	None Identified	None Identified
Sexual Orientation	None Identified	None Identified	None Identified

72. 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?
P899048 Socio-economic Duty and Social Justice	The funding will support pupils who have been identified as having additional learning needs and requiring resources to help them achieve their full potential. All families regardless of their social economic situation will be treated equally.	All pupils will be treated equally.	None Identified

73. 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>If additional Welsh Language staffing resources are required to support pupils this will have a positive impact on the recruitment and training opportunities for staff.</p>	<p>None Identified</p>	<p>None Identified</p>
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	<p>If additional staffing resources are required to support pupils this will have a positive impact on recruitment and training opportunities for staff.</p>	<p>If staff are no longer required to support a pupil this may lead to redundancies.</p>	<p>All protection of employment policies will be followed, and all other employment opportunities will be sort.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All Monmouthshire schools promote the Welsh Language and culture, therefore any pupil placed in our schools would benefit from this.</p>	<p>None Identified</p>	<p>None Identified</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposal will allow pupils to access placements that can meet their needs. The proposal ensures that the current pressure for these costs is reflected in the budgets for 2023-24. There will be a full costs recovery for Monmouthshire which will ensure that there is no subsidy for to other Local Authorities.	Notice will be provided to other local authorities to allow budget to be allocated to the placements. The only cost recovered would be the costs of a placement and no surplus would be made on the this.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	It is envisaged that pupils should not have to travel long distances to access education which will lead to a reduction in transport costs and the impact on the environment.	None Identified
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood	Pupils will be able to access placements that can meet their needs, this will allow them to work to the best of their ability in the best environment for them. If this is in their local school, they will be able to stay in their local community.	None Identified
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Where appropriate pupils will be able to access provision at their local school should their needs be met there. Several communities border Monmouthshire and often while they live in a different county their local school is in Monmouthshire.	None Identified
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None Identified	None Identified
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	Monmouthshire has two Welsh Medium Primary schools and if the needs of the pupil can be met in that school environment pupils will be able to attend. All local schools promote the use of the Welsh Language and Welsh Culture. The additional income expected may result in additional staff being employed within our Welsh Medium Schools.	None Identified

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	The placement will be suitable to meet the needs of the pupil allowing them to fulfil their potential.	None Identified

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	There has been considerable pressure on the Additional Learning Needs budget in recent years, by supporting this pressure it will allow schools to provide early intervention and support the pupils through their education. This will ensure that the cost of the placement is not subsidised by Monmouthshire when the home local authority should be funding.	The placing authority will be given notice of any changes in costs which will allow them to consider these in their budgets.
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	All local authorities who currently place pupils in our schools will be fully consulted on any increased in costs to allow them to consider all options available. It will be for this local authority to communicate with parents should there be any change to provision as a result.	There will be full consultation with all other Local Authorities affected.
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	All schools are aware of the process to seek additional support for pupils where required. They work closely with the Local Authority to ensure that the pupil has the best placement to meet their needs. Schools also work closely with the placing authority and the family.	None Identified

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>Prevention</p>	<p>The placement cost will ensure full recovery of any placement cost including resources. This will ensure that the pupil is appropriately supported to meet their need.</p>	<p>None Identified</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>The wellbeing of the pupil is at the centre of this, where their needs are met this will impact on the wellbeing of the families, school peers, local communities and other partners that provide support.</p>	<p>None Identified</p>

76. 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	<p>Schools have very robust safeguarding policies in place to protect pupils. All of these are regularly reviewed by the Local Authority and the Governing Body. These policies are visible to parents. This proposal does not seek to change any of this.</p>	<p>None identified</p>	<p>All staff are fully trained in these policies and they receive regular update training. All staff have the necessary safeguarding checks in place before they are employed.</p>
Corporate Parenting	<p>Schools are aware of all LAC in their school, again they have clear policies to support these pupils, this proposal does not seek to change any of this.</p>	<p>None identified</p>	<p>All staff are fully trained in these policies and they receive regular update training.</p>

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

Additional Learning Needs data
Month 6 2022-23 financial forecast
Current forecasting data for 2023-24.

78. 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?

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The main positive is that the full cost of the placement is met by the placing authority which will ensure no subsidy from Monmouthshire, the main negative is that the cost of the placement for the placing authority may increase which will put pressure on their budgets.

79. 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

80. 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
1.0	Initial draft	15th December 2022	None.



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Nikki Wellington Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYP9 - To increase the charges for the childcare part of primary school before school clubs from £1 per day to £2 per day. All pupils entitled to free school meals will be able to attend the club for free and the free breakfast will remain free for all pupils.</p>
<p>Name of Service area</p> <p>Standards</p>	<p>Date 15th December 2022</p>

81. 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	Pupils of school age will have access to a healthy breakfast. This will be free to all pupils.	There will be a charge to those for the childcare part for those pupils that are not entitled to free school meals.	All pupils that are entitled to free school meals can attend the whole club with no charge. Those that are not will still be able to access the free breakfast but will need to pay £2 per day to attend the childcare part.
Disability	All pupils regardless of their disability will have access to the club and will be supported appropriately, e.g. 1:1 support if required.	This could impact on those families that are supporting a child with a disability. While it is not always the case, these families have limited earning capacity and limited income.	All pupils that are entitled to free school meals can attend the whole club with no charge. Those that are not will still be able to access the free breakfast but will need to pay £2 per day to attend the childcare part.
Gender reassignment	None Identified	None Identified	None Identified

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	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	None Identified	None Identified
Sexual Orientation	None Identified	None Identified	None Identified

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82. 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	While the charges will increase, those pupils who are entitled to free school meals will be entitled to attend the duration of the club with no charge.	Low income families who are not entitled to free school meals will need to pay £2 to attend the childcare part of the club. This can be a considerable expense for some families, if working families cannot afford to pay they may need to change working hours or find alternative childcare.	Free school meals will be able to attend the whole club with no charge, the free breakfast will be open to all primary pupils. Schools work closely with families to support any applications for free school meals to ensure that where they are entitled this will continue.

83. 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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	None Identified	None Identified	None Identified
Operational Recruitment & Training of workforce	None Identified	If the numbers decrease this may result in staff being made redundant.	The protection of employment policy will be followed and staff at risk will have priority for other suitable roles.
Service delivery Use of Welsh language in service delivery Promoting use of the language	None Identified	None Identified	None Identified



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	By increasing the charge for these clubs this will make the clubs sustainable, this will also provide part time employment.	All pupils who are entitled to a free school meal will not be charged and all pupils will be entitled to a free breakfast.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None Identified	None Identified
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood	All primary pupils will have access to a free healthy breakfast, charges will be for the childcare element for pupils that are not entitled to free school meals.	None Identified
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	None Identified	None Identified
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None Identified	None Identified
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	Some clubs do run activities during this time to promote sport etc. All pupil will be entitled to a healthy free breakfast.	The use of the Welsh language will continue during the school day, while the before school club will promote Welsh language and culture pupils will not be disadvantaged by not attending.

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	None Identified	None Identified

85. 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 960 Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	The charges will enable the clubs to be sustainable for the longer term.	While the proposal is to charge for the childcare element, pupils entitled to a free school meal will not need to pay and all pupils can attend free for the breakfast part of the club.
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	None Identified	None Identified
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	None Identified	None Identified

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Pupils will access a healthy breakfast prior to school. This will help them concentrate in school and could lead to increased achievement. Many families are reliant on free school meals and the provision of a healthy breakfast will provide another meal for pupils.</p>	<p>Low income families who are not entitled to free school meals will need to pay £2 to attend the childcare part of the club. This can be a considerable expense for some families, if working families cannot afford to pay they may need to change working hours or find alternative childcare. However they will be able to attend the club for a free breakfast.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Provision of a free breakfast will help with wellbeing for the pupil, parents being able to access low cost reliable childcare will reduce stress for working families.</p>	<p>Low income families who are not entitled to free school meals will need to pay £2 to attend the childcare part of the club. This can be a considerable expense for some families, if working families cannot afford to pay they may need to change working hours or find alternative childcare. However they will be able to attend the club for a free breakfast.</p>

86. 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	None Identified	None Identified	None Identified
Corporate Parenting	None Identified	None Identified	None Identified

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

Page 962	<p>Month 6 monitoring 2022-23 Current numbers attending Budget data for 2023-24</p> <p>- Equalities dashboard link. Equality data dashboard for EQIA's 2020.xlsx</p>
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88. 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?

<p><i>. This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template</i></p> <p>The clubs will be sustainable, staffing will be maintained, free school meals will be able to attend the full club with no charge. A free health breakfast will be offered to all primary aged pupils.</p>
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89. 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
N/A		

90. 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
1.0	Initial Draft	15th December 2022	None



Integrated Impact Assessment document

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

<p>Name of the Officer Sharon Randall-Smith</p> <p>Phone no:</p> <p>E-mail: sharonrandall-smith@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYP10 - The EAS is a regional service which provides school improvement to all schools in Monmouthshire, the service has been in place since 2012 and has provided support and advice to schools. The service is funded via a contribution from the five partner authorities and via grant support from the Welsh Government.</p> <p>The current contribution is £403,815 and this has been declining over a number of years.</p> <p>The proposal is to reduce MCC's core contribution by 10% in line with the directorate reductions required to meet the budget gap.</p>
<p>Name of Service area</p> <p>Children and Young People</p>	<p>Date 20th December 2022</p>

91. 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	No specific impact	No specific impact	No specific impact
Disability	No specific impact	No specific 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?
Gender reassignment	.No specific impact	No specific impact	No specific impact
Marriage or civil partnership	No specific impact	No specific impact	No specific impact
Pregnancy or maternity	No specific impact	No specific impact	No specific impact
Race	.No specific impact	No specific impact	No specific impact
Religion or Belief	.No specific impact	No specific impact	No specific impact
Sex	No specific impact	No specific impact	No specific impact
Sexual Orientation	.No specific impact	No specific impact	No specific impact

92. 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	No specific impact	No specific impact	No specific impact.





93. 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>	No specific impact	No specific impact	No specific impact
<p>Operational</p> <p>Recruitment & Training of workforce</p>	No specific impact.	No specific impact	No specific impact
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	No specific impact	No specific impact	No specific 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	No specific Impact	No specific impact
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No specific impact	No specific impact
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	No specific impact	No specific impact
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	No specific impact	No specific impact
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No specific impact	No specific impact
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	No specific impact	No specific impact
A more equal Wales People can fulfil their potential no matter what their background or circumstances	No specific impact	No specific impact

95. 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>	<p>The reduction in funding ensure that a reduction in school funding is kept to a minimum and central services, albeit reduced, can be maintained in the longer term.</p>	<p>We will work with the EAS to eliminate any duplication in existing service areas that sit within the local authority to minimise the impact on core School Improvement services to ensure we fulfil our statutory duties in this area.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>We ensure that a reduction in funding will be kept to a minimum to maintain the delivery of school improvement support for schools.</p>	<p>We will work with the EAS to eliminate any duplication in existing service areas that sit within the local authority to minimise the impact on core School Improvement services to ensure we fulfil our statutory duties in this area.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All commissioned services are asked to consider the same level of income reduction. The EAS are developing a response that will be considered by the five Directors and the Joint Executive Committee.</p>	<p>Regional funding for Consortia from Welsh Government is yet to be confirmed and this may influence the impact a 10% local authority reduction would have on EAS service delivery.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</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><i>.There is space to describe impacts on people, economy and environment under the Wellbeing Goals above, so instead focus here on how you will better integrate them and balance any competing impacts. Also think about impacts the proposal may have on other organisations</i></p>	

96. 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?

Page 970	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	No applicable as safeguarding is a local authority function.	No applicable as safeguarding is a local authority function.	
Corporate Parenting	Not applicable as corporate parenting is a local authority function.	Not applicable as corporate parenting is a local authority function	

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
- Household survey data
- Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
- Evidence and data from Monmouthshire’s Well-being Assessment
- Recommendations from Scrutiny or following consultation
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors
- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)

98. 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 main benefits are:
 reduction in school funding is kept to a minimum
 central services, albeit reduced, can be maintained in the longer term
 there will be less duplication between EAS and local authority services

99. 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
Directors and JEG will review the response from the EAS		WM

100. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



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

<p>Name of the Officer completing the evaluation Morwenna Wagstaff</p> <p>Phone no: 01633 644032 E-mail: MorwennaWagstaff@Monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYP11 - To reduce the Education Psychology Service (EPS) by 1 FTE.</p>
<p>Name of Service area</p> <p>CYP – Inclusion – Educational Psychology Service</p>	<p>Date</p> <p>12.12.2022</p>

101. 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	None	This proposal could have a negative impact on the support received by children and young people (CYP) with additional learning needs (ALN) including Early Years children and Post 16 students across Monmouthshire (MCC).	None
Disability	None	CYP with disabilities, as defined by law, living in MCC, could be negatively affected by a reduction in the EPS. EPs are often key to supporting CYP with disabilities transitioning into/between settings. The role of EPs in the Individual Development Plan (IDP) process and other statutory duties is explicit in the ALN Code.	None

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	None	CYP with gender identity issues are sometimes supported by EPs, the capacity to support this work could be reduced.	None
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	EPs work to promote inclusive practice and positive relationships within schools and settings. This work includes the needs of all CYP including those from different racial/ cultural backgrounds. This work could be affected by a reduction in staff.	Nothing
Religion or Belief	N/A	EPs work to promote inclusive practice and positive relationships within schools and settings. This work includes the needs of all CYP including those from different religious backgrounds. This work could be affected by a reduction in staff.	Nothing

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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?
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	EPs work to promote inclusive practice and positive relationships within schools and settings. This work includes the needs of all CYP including those who identify with lesbian, gay and bi-sexual communities. This work could be affected by a reduction in staff.	N/A

102. 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?
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Socio-economic Duty and Social Justice	<i>None</i>	The EPS support schools and settings to ensure equity of opportunity for all CYP including those who experience less favourable social and economic circumstances. Engagement in learning and school experiences provides opportunities for CYP to meet their full potential and the EPs are key often to identifying and supporting schools/ settings to meet the needs to ensure this is possible.	<i>None</i>
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103. 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 favorably</p>	<p><i>N/A we do not currently have a Welsh-speaking EPs.</i></p>	<p>There will be an impact on capacity and thus the possibility that existing EPs could find the time to develop Welsh language skills.</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>N/A</p>	<p>A reduction in capacity of the EPS reduces the potential time for existing EPs to acquire Welsh-language skills. There is a national shortage of EPs, and far fewer Welsh-speaking EPs, any cut to the service will have a detrimental impact on the capacity to develop such skills within the team.</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>N/A</p>	<p>As above</p>	<p>The EPS will continue to provide resources/ materials in Welsh and utilise the translation services as appropriate to meet needs of CYP/ families/ professionals who use Welsh.</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>A reduction in the EPS will have a negative impact on the efficient and timely support to schools/ settings to identify and meet the needs of CYP with ALN. MCC have statutory and legal duties as set out in the ALNET Act 2018 and its associated Code, of which EPs play an important role. Failing to meet its statutory duties would put the local authority at significant risk of legal challenge.</p>	<p>N/A</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>N/A</p>	<p>N/A</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The EPS support the statutory functions around ALN as well as a broad array of work around emotional health and wellbeing, including supporting the statutory framework of whole school approaches to emotional health and wellbeing. A reduction in the EPS will mean that there is less capacity to support the work in schools/ settings focused on promoting and enhancing CYP's emotional and mental health needs. The benefits of which are usually far more effective when utilized in a preventative and early intervention focus rather than a reactive manner.</p>	<p>N/A</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>EPs work to promote inclusive practice and to keep CYP with ALN/ vulnerabilities in their community schools. This work will be undermined by a reduction in EPs.</p>	<p>N/A</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local</p>	<p>N/A</p>	<p>N/A</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?
social, economic and environmental wellbeing		
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	N/A
A more equal Wales People can fulfil their potential no matter what their background or circumstances	A reduction in the EPS could result in a less inclusive and equitable experience for CYP with ALN /vulnerabilities, and schools/ settings which may lead to reduced engagement, enjoyment and success in education, meaning that some CYP do not fulfill their potential.	N/A

105. How has your proposal embedded and prioritized the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>Under the new ALNET Act 2018 and Code, MCC has increased responsibilities for Post 16 students and for children in non-maintained early years settings. These are new duties which have to be managed from existing resources. Reducing the capacity of the EPS at this time would compromise the ability to support/ contribute towards MCC managing these new duties effectively. A reduction in EPs may limit the ability for the EPS to work in a preventative manner with an early intervention focus which could mean that CYP with ALN/ vulnerabilities do not succeed in maintaining their school/ setting placements and could lead to increased risk of legal challenge and potentially increased requests from families for expensive independent placements.</p>	<p>N/A</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>EPs work in collaboration with a range of stakeholders, including families, schools/ settings, other agencies and partners both within/ beyond MCC. An example, would be how the EPs provide support and coordination of collaboration within and between the Specialist Resources Bases (SRBs) around MCC to ensure they meet the needs of our CYP with complex ALN, as well as their ability to offer outreach support.</p>	<p>N/A</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>EPS advocate for the vulnerable. They inherently seek the voices/ views of CYP and their families through working in a Person Centered manner. A reduction in the EPS could mean that this work is negatively impacted.</p>	<p>N/A</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 data-bbox="136 480 275 507">Prevention</p> <p data-bbox="327 236 506 488">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 217 1328 504">The EPS aims to be preventative and become involved at an early stage to mitigate the longer term/ escalation of issues for CYP that can come when their ALN are not identified or being well met in a school/ setting. It takes far more professional input when issues become embedded. A reduction in EP capacity would mean that the work of EPs becomes more reactive rather than preventative, leading to a less effective/ efficient service.</p>	<p data-bbox="1355 217 1406 244">N/A</p>
 <p data-bbox="136 783 275 810">Integration</p> <p data-bbox="327 536 506 788">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 536 1328 687">The proposal will have a negative impact on the health and well-being EPS members as workloads would increase. Schools/ settings, families would have a less efficient service if there was a reduction in the EPS.</p>	<p data-bbox="1355 536 1406 563">N/A</p>

106. 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	N/A	.N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

The proposal is a reduction of capacity of the EPS. No evidence informed this decision.

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108. 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 proposal could have a negative impact on

- the support received by children and young people (CYP) with additional learning needs (ALN) and disabilities, including Early Years children and Post 16 students across Monmouthshire (MCC).
- the capacity of EPs work to promote inclusive practice and positive relationships within schools, settings and communities.
- the efficient and timely support to schools/ settings to identify and meet the needs of CYP with ALN.

- the work in schools/ settings focused on promoting and enhancing CYP's emotional and mental health needs.
- the inclusive and equitable experience for CYP with ALN /vulnerabilities, and schools/ settings which may lead to reduced engagement, enjoyment and success in education, meaning that some CYP do not fulfill their potential.
- The ability of the LA to meet its statutory duties within the specified timelines

109. 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
N/A		

110. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		

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Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Nikki Wellington Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYP12 - The proposal is to reduce the contribution to Gwent Music (joint service) by £100,000.</p>
<p>Name of Service area</p> <p>Joint Services</p>	<p>Date 13-12-22</p>

Page 984
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	None Identified	This proposal will see the contribution to Gwent Music reduce, part of the current contribution will provide subsidies for lessons, this will stop and as a result the overall lesson price will increase which will make it less affordable for families.	Where contributions to Gwent Music have been reduced, Gwent Music have been able to restructure to reduce the impact on the costs of lessons. This may be possible again. The service is hosted by Newport City Council so this will be driven by them. In addition to this a hardship fund will remain in place for families to access support.

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?
Disability	None Identified	Lessons are made accessible to all pupils including pupils identified as having a disability, often families supporting children with a disability have lower income and this will impact on the affordability of learners	Where contributions to Gwent Music have been reduced, Gwent Music have been able to restructure to reduce the impact on the costs of lessons. This may be possible again. The service is hosted by Newport City Council so this will be driven by them. In addition to this a hardship fund will remain in place for families to access support. The hardship fund is managed by Gwent Music and is for low income families not just those eligible for free school meals, to access the fund families apply direct to Gwent Music. The local authority funds all schools with a Special Needs Resource Base to access music therapy, this will continue and not be affected by this saving.
Gender Reassignment	None Identified	None Identified	None Identified
Marriage or civil partnership	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified

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?
Sex	None Identified	None Identified	None Identified
Sexual Orientation	None Identified	None Identified	None Identified

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12. 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	None Identified	This proposal will have a greater impact on low-income families, music lessons will be a luxury for some families and this will make it unaffordable if the costs do increase. It will mean peers in school will not have the same opportunities.	Where contributions to Gwent Music have been reduced, Gwent Music have been able to restructure to reduce the impact on the costs of lessons. This may be possible again. The service is hosted by Newport City Council so this will be driven by them. In addition to this a hardship fund will remain in place for families to access support. The hardship fund is managed by Gwent Music and is for low income families not just those eligible for free school meals, to access the fund families apply direct to Gwent Music.

113. 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>	None Identified	Gwent Music supports a lot of Welsh Culture events helping schools prepare and take part in events promoting Welsh Language, often these are done with little or no charge to schools. With the proposed reduction Gwent Music may not be continue this support, or will need to start to charge for this.	There are other grants that schools can access to purchase the support.
<p>Operational</p> <p>Recruitment & Training of workforce</p>	None Identified	Depending on the model Gwent Music choose to make the savings this could result in compulsory redundancies.	The protection of employment policy for Newport City Council will be followed.
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None Identified	Gwent Music supports a lot of Welsh Culture events helping schools prepare and take part in events promoting Welsh Language, often these are done with little or no charge to schools. With the proposed reduction Gwent Music may not be continue this support, or will need to start to charge for this.	There are other grants that schools can access to purchase the support.



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>Gwent music employs a number of self employed music teacher as well as a small number of employed staff. Should the demand for lessons reduce then there will be a loss of income for the teachers. In addition to this Gwent Music may see a number of teachers leave the profession to take up alternative employment which will reduce the level of skilled musicians to teach.</p>	<p>None Identified</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>None Identified</p>	<p>None Identified</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Music for many helps with mental health this is both for learners and people who listen to music. Gwent Music provide music therapy to a number of pupils in our SNRB's and any changes could result in an increase in cost or worse still the service not being able to support. Any loss in support could impact on the mental health of a number of our pupils.</p>	<p>Currently the local authority pays for the music therapy and this will continue while it is sustainable. However any increase in costs will divert budgets away from other areas.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Music is a cornerstone in Welsh culture, many communities use music to celebrate events. Some of this could be lost if music provision is reduced in schools.</p>	<p>None Identified</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>None Identified</p>	<p>None Identified</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People</p>	<p>Music is a cornerstone in Welsh culture, many communities use music to celebrate events. Some of this could be lost if music provision is reduced in schools</p>	<p>None Identified</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?
are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Talented musicians may not be able to continue to receive lessons if families cannot afford the costs. This will lead to some not being able to meet their potential.	There is a hardship fund to support low income families, however this is limited and may not be enough to support every talented musician.

115. 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 989</p> <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	There is a need to consider the shortfall in the budget, but balanced with this there should be a consideration to pupils current and future that would want to access music lessons. This proposal will allow Gwent Music time to re design the service to support pupils going forward. It is noted that Gwent Music have a flexible workforce, many being self employed so it can meet demand quickly.	Monmouthshire will work with Gwent Music to ensure that they minimise the impact on pupils and access to music lessons.
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	Gwent Music is a joint partnership with other Gwent Local Authorities, it is hosted by Newport City Council. This proposal will reduce our contribution which is against the partnership agreement.	Other Gwent authorities have reduced their contribution, Monmouthshire has been the largest contributor for a number of years, Monmouthshire would continue to work with Gwent Music to minimise the impact of this reduction on the service.
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	Full consultation will be taken with Gwent Music, Newport City Council, schools and parents. Notice of any increases in costs will be given in advance and parents will be told how to access the hardship fund.	Contact with parents to promote the hardship fund.

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Any increase in costs will have a direct impact on families that are currently accessing music lessons. The lessons are seen as a luxury for many families and this may result in lessons stopping due to the increase for this and other basic necessities.</p>	<p>Contact with parents to promote the hardship fund.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Music for many helps with mental health and well being this is both for learners and people who listen to music. Gwent Music provide music therapy to a number of pupils in our SNRB's and any changes could result in an increase in cost or worse still the service not being able to support. Any loss in support could impact on the mental health of a number of our pupils.</p>	<p>Contact with parents to promote the hardship fund.</p>

116. 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	N/A	N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

Annual reports from Gwent Music.
 Demand for hardship fund
 Budget proposals 2023-24

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

. This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

The positive impact is that the contribution to the hardship fund will continue for parents to access, also Gwent music has changed it's delivery model over a number of years as a result of other Local Authorities reducing their support and therefore it is anticipated that they will be able to absorb this saving and mitigate against large increases for lesson. The main negative impact is that this is a direct reduction in contribution to Gwent Music and the saving will have to be found from reducing resources or increasing income.

119. 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

120. 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
092	Decision making stage	December 2022	

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Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Nikki Wellington Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYP13 - The proposal is to uplift the individual school budget for pay awards and energy and then apply a 2.8% reduction.</p>
<p>Name of Service area</p> <p>Individual School Budget</p>	<p>Date 20-12-22</p>

121. 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	None Identified	There will be significant redundancies for school based staff, there are likely to be a higher number of non-teaching staff at risk due to the ratios for teaching staff. While the protection of employment policy will be followed the impact is likely to be greater on those who are on temporary contracts or at the start of their careers. Any loss in staff will impact directly on the standards of the school, there is a risk that class sizes will increase and at for post 16 education there will be a reduction in courses offered therefore impacting future career choices.	People Services will work closely with those affected to give them the greatest opportunity to find alternative employment. In addition to this the pay award will be afforded in the budget.

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?
Disability	None Identified	The funding includes funding for pupils with additional learning needs, schools are responsible to access provision to mt their needs but if the funding is reduced this will impact their ability to do this and could lead to pupils needing to move to another school. It is non-teaching staff that are used to support in the majority of cases and these are the staff that are most at risk of redundancies.	Schools will need to identify those pupils that need support and to provide that support, where this is not possible then the local authority will need to work with the school to arrange this.
Gender reassignment	None Identified	None Identified	None Identified
Marriage or civil Partnership	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	Over 75% of the workforce in the local authority are female this percentage will be higher in schools. In addition, most of the roles are part time, therefore there will be a higher impact on this protected characteristic.	People Services will work closely with those affected to give them the greatest opportunity to find alternative employment. In addition to this the pay award will be afforded in the budget.

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	None Identified	None Identified	None Identified

122. 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?
Page 995 Socio-economic Duty and Social Justice	The individual school budget will be increased for the pay award for all staff.	Any redundancies will impact greater on low income families, the majority of staff working in schools are part time. Their work is often based around school hours to minimise childcare costs which will also limit their ability to look at any opportunities to increase their hours.	People Services will work closely with those affected to give them the greatest opportunity to find alternative employment. In addition to this the pay award will be afforded in the budget.

123. 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 individual schools' budgets will be increased to afford the pay award and increased energy costs, with the saving applied after this, this will afford some protection to school budgets.</p>	<p>There are two Welsh Medium schools in Monmouthshire and several Welsh speaking staff in all schools, there will be no additional protection for Welsh speaking staff.</p>	<p>Headteachers have been consulted at an early stage so that they are aware of the impact on their school budget. They have been asked to plan carefully any spend and to look at any staff that are on a temporary contract.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>None Identified</p>	<p>It is likely that any employment opportunities in schools will reduce. Training opportunities may also reduce as schools will have to consider all expenditure.</p>	<p>Vacancies will be advertised internally only at first to give staff that are at risk the greatest opportunity to apply.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>The individual schools' budgets will be increased to afford the pay award and increased energy costs, with the saving applied after this, this will afford some protection to school budgets.</p>	<p>There are two Welsh Medium schools in Monmouthshire and several Welsh speaking staff in all schools, there will be no additional protection for Welsh speaking staff.</p>	<p>Headteachers have been consulted at an early stage so that they are aware of the impact on their school budget. They have been asked to plan carefully any spend and to look at any staff that are on a temporary contract.</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	There will be less employment opportunities in schools, including highly skilled teaching staff, in addition the opportunity for staff to train may also reduce as schools consider all aspects of their budgets.	The budget will be uplifted for energy and the pay award which will result in some protection. All staff at risk will be protected by the protection of employment policy.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None Identified	None Identified
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Any job losses or potential job losses could impact negatively on individuals or families.	Schools will be able to access wellbeing support for those individuals
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Often school staff live close to the school and in the local community, as the opportunities for employment reduce, they may need to travel further to access employment.	The budget will be uplifted for energy and the pay award which will result in some protection. All staff at risk will be protected by the protection of employment policy.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None Identified	None Identified
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	Schools promote the Welsh Language and culture, any reduction in resources will result in some opportunities being lost. School staff also do extra curriculum activities with the reduction of staff this may impact this. This reduction will result in less opportunities to learn Welsh and will also impact on training which will result in fewer Welsh speakers.	The budget will be uplifted for energy and the pay award which will result in some protection. All staff at risk will be protected by the protection of employment policy. The teaching of Welsh in all schools is compulsory and therefore all pupils will be taught the Welsh language.

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	Any reduction in staffing may result in less support being provided for pupil which may lead to some not achieving their full potential.	The budget will be uplifted for energy and the pay award which will result in some protection. All staff at risk will be protected by the protection of employment policy.

125. 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 998 Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	School budgets will be uplifted for pay awards and energy pressures before the saving is applied. The full protection afforded by Welsh Government will be passed on.	The negative impact is that staffing in some school may need to be reduced. In all schools the statutory minimum levels of staffing will be maintained and this is funded via the funding formula. The LA will model with all schools a 3 year budget plan to see the impact of this and to allow schools to make the necessary changes. Schools in a deficit will be supported to produce a recovery plan, allowing up the 3 years to bring the budget back into balance.
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	Schools work as clusters and it is anticipated that this will continue and will allow schools to identify savings and collaboration ideas.	None identified
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	All headteachers and governing bodies will be consulted on the proposals. All the views will be heard during the budget consultations.	The results of the consultation will be heard as part of the wider Monmouthshire proposals.

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The budget will be uplifted for the pay award and energy pressure prior to the saving being applied.</p>	<p>None Identified</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The wellbeing of pupils will be negatively affected as they will receive less support, where there are no statutory class sizes they will be taught in larger classes and with a less adult to pupil ratio. Pupils may see a negative impact on their wellbeing as a result of this, which will result in additional support being required from third parties.</p>	<p>Where there are staffing implications, all staff will be supported through the process to allow then the best opportunities to obtain alternative employment.</p>

126. 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	None Identified	None Identified	None Identified
Corporate Parenting	None Identified	None Identified	None Identified

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

Funding formula
 Pay award data
 Pension data
 Medium Term Financial plan for Monmouthshire
 Current school budgets
 3 year plans
 Recovery plans
 Month 6 balances for schools.

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

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

The negative impact is that as a result of this saving staffing may need to be reduced in schools. The pay award and energy pressure will be funded, with the saving applied after this. In the larger secondary schools the impact may be afforded from non-pay costs, but with the majority of the primary schools it is likely that staffing will be impacted. Pupils will be impacted by larger class sizes and less support for pupils with Additional Learning Needs.

The decision regarding how the funding for each school is the responsibility of the Governing Body, and therefore it will be for the Governing Body and the Headteacher to decide how the proposed funding reductions will be afforded in each school.

129. 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
Impact on school budgets	July 2023	Nikki Wellington

130. 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
1.0	Decision making stage	December 2022	



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

<p>Name of the Officer completing the evaluation</p> <p>Nikki Wellington Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYP15 - The proposal is to reduce the support services budget by £25,000</p>
<p>Name of Service area</p> <p>Resources – Support Services</p>	<p>Date 13-12-22</p>

P1. 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	This proposal may allow an opportunity for voluntary redundancy, this may create other opportunities for colleagues to pursue.	Should the saving not be made through a voluntary redundancy or by savings on resources then it will be necessary to look for a compulsory redundancy. If a post is lost then there will be a direct impact on the service the team are able to offer and this may lead to a delay in the processing of admissions or financial support to schools. The admission deadline is a statutory deadline and any delays will mean the deadline may not be met.	All colleagues will be consulted and the protection of employment policy will be followed which will allow other job opportunities from within Monmouthshire to be considered.

P1002

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?
Disability	None Identified	A number of the applications for school places are made by families supporting vulnerable and disabled children, and delay in admitting these pupils to a suitable schools will have a direct impact on them and their family. This could be financial or a wellbeing need.	None Identified
Gender reassignment	None Identified	None Identified	None Identified
Marriage or civil partnership	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	Around 75% of Local Government workforce is female and therefore any redundancies will have a greater impact on this protected characteristic	The protection of employment policy will be followed and staff at risk will be given priority to apply for suitable employment opportunities.

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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?
Sexual Orientation	None Identified	None Identified	None Identified

132. 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.

Page 1004	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	All colleagues will be treated the same and fairly taken through the process. There will be opportunities to consider voluntary redundancy and these will be considered fairly to reduce the need for any compulsory redundancy.	If there is a need for a compulsory redundancy this will directly affect income and will lead to families facing financial difficulties.	The protection of employment policy will be followed and all savings will be identified prior to any compulsory redundancy.

133. 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>	None Identified	There are two Welsh Medium Schools in Monmouthshire, these are supported by both the admissions team for pupil admissions and the finance team for financial support, any reduction in the team will lead to less support being provided which could lead to the school in a deficit budget or admissions being processed after the statutory deadline.	None Identified
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	None Identified	Within the team there are staff training for project management and accountancy for which they are given time off to attend. Should the capacity of the team reduce these opportunities may be lost to cover the additional workload.	None Identified
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None Identified	The admission team lead on the Welsh Medium Forum to promote Welsh Education in Monmouthshire. Any reduction in the team will lead to a direct impact on the support they can offer to members.	None Identified



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	This proposal will directly reduce the number of jobs available.	None Identified
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None Identified	None Identified
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood	Any proposed redundancies will cause stress to the individual which will directly impact health and wellbeing for that individual and their families. It will also put an added burden on the team to support the wider team and meet statutory deadlines.	Full consultation with colleagues and all opportunities to be explored to reduce the impact.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	None Identified	None Identified
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None Identified	None Identified
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	With any reduction in staffing this will result in less staff being able to access Welsh Language training.	All job vacancies are advertised stating Welsh Language is desirable as a minimum.

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	As explained above training opportunities will be taken away and this will mean that colleagues will not fulfil their full potential.	None Identified

135. 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>	There is a need to balance the short term budget constraints with the longer term goals of CYP. The team supports the opening and closing of schools, the building of the new 3 – 19 school in Abergavenny and helping members with decisions for our schools both in terms of places and financial recovery and investment plans.	None Identified
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	The support services team are involved with a number of partners for support, advice and the provision of services. For example the Welsh Medium Forum, School Budget Forum and working groups from the EAS. The attendance at these groups would need to be considered given the reduced capacity.	None Identified
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	The admission team co-ordinate the consultations around school places, opening and closing schools and catchment review, any reduction will lead to pressure to support these. The finance team support heads and governing bodies to meet their statutory responsibilities for finance, this would reduce.	None Identified

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>Prevention</p>	<p>The finance team advise schools on a range of financial matters to help prevent any budget deficits or financial difficulties. They advise on recovery and investment plans and assist in procurement decisions. The admission team provide advice and support to schools regarding the admissions process including the admission of complex and vulnerable pupils.</p>	<p>None Identified</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>Any reduction in support will result in the admission process taking longer and this will lead to stress for parents and carers. The finance team provide advice to schools and any reduction could result in stress and wellbeing concerns for Heads.</p>	<p>None Identified</p>

136. 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	None Identified	None Identified	None Identified
Corporate Parenting	None Identified	None Identified	None Identified

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

Service improvement plans for current admissions etc

School Budgets

Budget 2023-24

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

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

The service is already struggling when colleagues are off sick or for holiday, it is a very small team and there has been times when colleagues have been asked to cover phones when they are off. There are statutory deadlines that need to be met in both teams and in both cases these may be missed if resources are reduced further.

139. 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

140. 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
1.0	Decision making stage	December 2022	



monmouthshire
sir fynwy

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

<p>Name of the Officer Tyrone Stokes and Ceri York</p> <p>Phone no: 01633644589 E-mail: tyronestokes@Monmouthshire.gov.uk ceriyork@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCHPM1 - Fees uplifts to social care providers for 2023/24; including adults and children.</p>
<p>Name of Service area</p> <p>Social Care and Health</p>	<p>Date 23rd November 2022</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.

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	The majority of care provided is to older and vulnerable people. Ensuring fees allow us to meet the Welsh Government's commitment to the Real Living Wage and other cost pressures will help us to secure care for the older people, children and vulnerable adults .Older people without families with financial resources to pay for top up fees are disproportionately impacted by the low number of Monmouthshire care homes who currently accept the Council's fee rate. It is hoped an increased rate for 2023/24 will positively impact this issue.	None	N/A
Disability	As with the older people's care, a significant proportionate of support is provided to people with a disability, either physical , learning or both. Ensuring fee uplifts are fair and reasonable and take account of the Welsh Government commitment to the Real Living Wage and other cost pressures will contribute to recognising the value within the Social Care sector. This will ensure people with disabilities have access to appropriate and high quality care services.	None	N/A
Gender reassignment	None	None	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Marriage or civil partnership	None	None	N/A
Pregnancy or maternity	None	None	N/A
Race	Social care services are provided to all eligible people in Monmouthshire , of all races and ethnicities. Therefore this proposal will be beneficial to all races	None	N/A
Religion or Belief	None	None	N/A
Sex	Most of the care workforce is predominantly female and ensuring fees uplifts are fair and reasonable and funding the Real Living Wage will benefit those working in and for social care organisations which we commission.	None	
Sexual Orientation	None	None	N/A

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142. 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>Socio-economic Duty and Social Justice</p> <p>Page 1014</p>	<p>Complying with the Welsh Government Real Living Wage commitment will ensure we pass on the benefits of the Real Living Wage to those care staff on the lowest of pay, providing a demanding and most needed service to older people, children and vulnerable adults. Ensuring uplifts take account of cost pressures such as inflation, energy costs and increased labour rates will ensure sustainability for organisations and availability of care for the people they support. At present only 4 care homes for older people in Monmouthshire accept the Council's rates. This severely restricts the choice of home for older people who do not have family with financial resources to pay "top up fees". It is hoped that an increased rate will enable more homes to accept the Council's rate and reduce the impact upon older people.</p>	<p>None</p>	<p>Following uplift for 2023/24 undertake discussions with care home providers to negotiate their acceptance of our rate without the need for a 3rd party top up payment.</p>





143. 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>Social care providers with whom the Council contracts will have fair and reasonable funding which will enable them to support the promotion and compliance with the More Than Words Active Offer.</p>	<p>None</p>	<p>n/a</p>
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	<p>Social care providers will receive appropriate funding to enable them to offer pay rates to social staff at the minimum of the real Living Wage.</p>	<p>None</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>Social care providers with whom the Council contracts will have fair and reasonable funding which will enable them to support the promotion and compliance with the More Than Words Active Offer.</p>	<p>None</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Offer financial support to care providers allowing them to pay their workforce the Real Living Wage, in line with the Welsh Government commitment and to meet rising cost pressures cause by inflation and other factors.	Working closely with care providers to understand their costs and uplifts.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None	None
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood	Ensure financially the Real Living Wage and other costs pressures can be met within MCC fee levels, contributing to making the care sector viable for both providers and workers alike.	None
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Will bring greater financial security and sustainability, allowing social care to be attractive, viable and safe.	None
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Recognise the cost pressures on the care sector market as a result of the Welsh Government Real Living Wage pledge and other significant costs pressures such as inflation.	None
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	None	None
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Giving a better financial remuneration to care staff in Wales will hopefully allow people looking and/or working in the care sector to fulfil their potential	None

145.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>	<p>The aging population of the UK is set to grow even more over the next 5 -25 years. Increasing numbers of people will need social care support to enable them to lead fulfilled and meaningful lives.</p> <p>Having a sustainable social care market is a necessity in both the short, medium and long term.</p>	<p>Ensure operators have a fair contractual rate for services being procured, recognising the Real Living Wage and other cost factors.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Social care providers are key partners of the Council in delivering care and support to some of the most vulnerable people within the county.</p>	<p>no</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Individual negotiations with social providers enable us to understand the financial challenges they face and arrive at an mutually agreeable rate.</p>	<p>None</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>A range of social care provision enables peoples independence to be sustained and prevent greater reliance on more intensive social care support .</p>	<p>None</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 provision of appropriate and sufficient social care is necessary to ensure we meet partnership goals with agencies, such as the NHS .</p> <p>The NHS is currently under significant pressure due to the unavailability of sufficient social care services. Ensuring fees uplifts for 2023/24 are fair and reasonable will hopefully positively impact the insufficiency of support.</p>	None

146. 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	Paying for care at a level which allows for the Real Living Wage and other costs pressures will hopefully contribute to safeguarding those most in need of reliable and consistent quality care.	None	n/a
Corporate Parenting	The council will be able to secure appropriate care placements for children.	None	n/a

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

1. In County care home fair fee exercise
2. Review of pay rates
3. The Chancellor of the Exchequer on 17th November 2022 in the Autumn 2022 budget announced that the RLW would increase to £10.90 per hour from 1st April 2023.
4. Non pay inflation has been used based on October 2022 of 10.1%
5. ONS data on average pay increases for non-social care staff of 6.6%
6. Welsh Government statement and commitment from the Welsh First Minister in 2021 to pay care staff in registered social care posts at a minimum of the real Living Wage

148. **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?**

Positive impacts:

- Positive impact will honour the Welsh Government pledge to pay the Real Living Wage to the Social Care sector within Wales
- Fee uplifts will be fair and reasonable and enable sufficient care to be secured to meet the needs of Monmouthshire people and to meet statutory obligations.
- Sustainable social care market for the future
- Reduction in the number of older people who need a 3rd party top up to enable them to have a choice of care home in the county.
- Pay rates for care workers are sufficient to recruit and retain sufficient staff to provide the level of care required.

Negative Impacts:

None

149. **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
Negotiate with care providers to understand their cost pressures and the impact on meeting the Real Living Wage	With immediate effect	Ceri York/Tyrone Stokes

150. 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
1020	Pressure Mandate development	23/11/2022	
	Review by MCC Policy and Performance Team	09/12/2022	Amended to include impacts in respect of Welsh Language and Active Offer



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Julie Heal Phone no: E-mail: julieheal@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCHPM3 - Continuation of supported housing project for three individuals with complex needs residing in Newport Road, Caldicot</p>
<p>Name of Service area</p> <p>Community Learning Disabilities Team (SCH)</p>	<p>Date 23rd November 2022</p>

151. **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	These are young adults who are enabled to remain living in the County near to families and friends. Without the continuation of the project they would need to be accommodated out of County in more restrictive placements.	No impact	N/A
Disability	Each of the individuals have complex learning and physical disabilities. This project will improve their quality of life and increase their independence.	No impact	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	.N/A	N/A	N/A
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	.N/A	N/A	N/A
Religion or Belief	.N/A		
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A

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152. 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	The individuals that this project supports are socio-economically disadvantaged because due to their high level of disabilities they are unable to gain employment. This project will ensure that they are able to secure safe housing and will not be at risk of being made homeless. The families of these individuals would now be able to gain employment should they wish to do so because their caring responsibilities have ended.	<i>No impact</i>	N/A

153. 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>None of the individuals speak Welsh or would like to speak Welsh, so there is currently no requirement for the staff to be Welsh speakers</p>	<p>No impact</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>None of the individuals speak Welsh or would like to speak Welsh, so there is currently no requirement for the staff to be Welsh speakers</p>	<p>No impact</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>None of the individuals speak Welsh or would like to speak Welsh, so there is currently no requirement for the staff to be Welsh speakers</p>	<p>No impact</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	N/A	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	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	This project will benefit the three individuals in terms of their physical and emotional wellbeing	N/A
Page 1 of 25 Wales of cohesive communities Communities are attractive, viable, safe and well connected	This project will enable the three individuals will ensure that they are able to remain living in the local community as opposed to moving out of County. The individuals have local connections and will be able to remain close to family and friends in the community.	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	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	N/A

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	Enabling people with disabilities to live in their local communities and receive a meaningful and good quality of life	N/A

155. 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 1026 Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	The long term future of the individuals is now secure because there is no longer reliance on informal care and support by ageing parents.	Funding will need to be negotiated every year to ensure the long term security of this project
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	This project has collaborated with Welsh Government and Melin Homes in terms of funding and service delivery.	N/A
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	The proposal was developed in collaboration with the individuals and their families.	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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The project was developed to prevent carer breakdown and to avoid a potential urgent situation where individuals needed rehousing without sufficient planning. This would have had a huge negative impact on each of the individuals and their carers.</p>	<p>N/A</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>. This project has been delivered in partnership with other agencies to maximise the benefits of the wellbeing goals.</p>	<p>N/A</p>

156. 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	All staff at the project have received the relevant safeguarding training and DBS checks in line with corporate safeguarding policies.	. N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

The project was costed by use of financial data that was used to cost the individuals care and support packages when living in the community. A tendering process was undertaken to appoint the most appropriate and cost effective provider in accordance with commissioning guidance. There was detailed discussions with the families around the individual needs and care and support plans were formulated and costed based on this information.

158. 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 project has significant positive impacts on a small number of young adults with complex learning and physical disabilities. There are no negative impacts on any of the protected characteristics. This project also makes a positive contribution to the Healthier Wales and Wales Cohesive Communities Wellbeing Goals by enabling these individuals to receive an improved quality of life within their local communities.

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159. 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
N/A		

160. 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	Submission of budget mandate	23/11/2022	



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

Name of the Officer completing the evaluation Jane Rodgers Phone no: E-mail: janerodgers@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal SCHPM5a - To provide for the current pressures within the Children's Services budget
Name of Service area Children Services	Date 12/12/22

161. **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.

1030	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	The proposal will impact positively on children and families - reviewing, identifying and commissioning/ developing services to support the needs of children and families at all tiers of need / vulnerability both preventatively and reactively	None identified	On-going review, quality assurance processes and monitoring of outcomes for children and families
	Disability	Children Services support circa 130 children with disabilities ensuring that these children and their families / carers have support tailored to their individual needs through a multi-agency approach	None identified	On-going review, quality assurance processes and monitoring of outcomes for children and families

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	.N/A	N/A/	n/a
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	Children's Services provide support and intervention for mothers and babies pre and post birth where risks have been identified.	N/A	On-going review, quality assurance processes and monitoring of outcomes for children and families
Race	Care and support plans for children and their families take account of children's race and aim to support children develop a positive sense of identify and belonging.	None identified	More needs to be done to understand and overcome barriers to people accessing services in accordance with Anti-racist Wales. Increase training and awareness across the service.
Religion or Belief	.Care and support plans for children and their families take account of children's beliefs and aims to support a positive sense of identity	None identified	Increase training and awareness across the service. Ensure that services and practitioners are skilled and trained to support all children and their families / carers.
Sex	There is a roughly equal split in the numbers of boys and girls access services. Care and support plans for children and their families take account of children's beliefs and aim to support a positive sense of identity	None identified	None identified

PS9/1031

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	<i>.Care and support plans for children and their families take account of children's sexual orientation and aim to support a positive sense of identity</i>	None identified	Ensure that services and practitioners are skilled and trained to support all children and their families / carers.

162. 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.

Page 1032	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	The service supports families suffering from socio-economic disadvantage through tailored care and support plans working with family goals / personal outcomes through a strengths-based approach – sign-posting and making referrals to a range of organisations dependent on identified needs.	Demand and resource pressures on the service make it harder to provide the optimal level of service to every family	Ensuring that practitioners understand the impact of socio-economic disadvantage on parents and families and have the right skills to support families in such circumstances.

163. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>None-identified</p>	<p>Ensure that the Welsh language offer is consistently made.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All assessments are offered in Welsh</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>

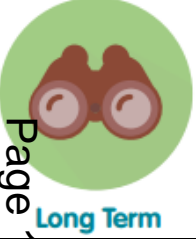


4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!



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 service employs a wide workforce, predominantly women and supports positive skill development within the social care and health sector including foster carers, family support workers, senior managers and professionally qualified specialist workers. The service maintains good relationships with a number of universities and supports people attain higher level qualifications.</p> <p>The service works to support families in socio-economic disadvantage reach family goals and personal outcomes.</p>	<p>The pressure mandate will ensure that jobs can be preserved within the service</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>n/a</p>	<p>n/a</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote wellbeing and prevent the need for care and support. The service works with individuals and families to reduce social detriments which impact on health and wellbeing. The service works to support children to overcome the impact of adverse childhood experiences and go on to lead healthy / fulfilled lives.</p> <p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed</p>	<p>The pressure mandate will ensure that services can continue to be provided to families without significant reduction</p> <p>The pressure mandate will ensure that services can continue to be provided to families without significant reduction</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?
	to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The service supports children to remain living safely within their families and communities. The service supports young people to develop their friendships, learning, and community activities locally, all of which promote cohesive communities.	The pressure mandate will ensure that services can continue to be provided to families without significant reduction
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/a	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	The service supports and protects the culture, heritage and language of Wales by supporting local children and young people to remain in their families and communities they are from. Care and support plans include supporting children to access social, recreational and sporting activities as part of building resilience and developing a positive sense of identify	The pressure mandate will ensure that services can continue to be provided to families without significant reduction
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The service supports children to overcome socio-economic disadvantage and adverse childhood experiences and to reach their full potential.	The pressure mandate will ensure that services can continue to be provided to families without significant reduction

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?

165. 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>	<p>The proposal has assessed the current service position and considered what resources are required to move forward in maintaining and developing the service so that the longer term needs of children are met. It supports the review and understanding of financial elements of care planning to build a culture of a strong sustainable financial responsibility</p>	<p>n/a</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, underpins the way that local authority works with its partners work through a range of structures and mechanisms both at a strategic and operational level. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and families within Monmouthshire.</p>	<p>n/a</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Children's Services has an active consultation and engagement strategy and ensures that the voice of the child is central to everything it does. In addition it is important to build on the existing consultation activities with groups of young people such as the Children Looked After forums, formal reviews and independent advocacy</p>	<p>The regional contract for independent advocacy service NYAS is monitored monthly at a Local Level by Children's Services and Monmouthshire Commissioning Team to ensure the service is inclusive and maximizing service to children and families</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The service places a consistent emphasis on early help and preventative services</p>	<p>The mandate will ensure that there are sufficient resources to maintain preventative and family support services</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p><i>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.</i></p>	<p>The pressure mandate will ensure that services can continue to be provided to families without significant reduction</p>

166. 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	This mandate is based on ensuring that children are protected and safeguarding through the appropriate provision of services	.N/A	The pressure mandate will ensure that safeguarding services can continue to be provided to families without significant reduction
Corporate Parenting	This mandate will ensure that the council is enabled to meet its corporate parenting responsibilities to children who are looked after and care leavers.	N/A	The pressure mandate will ensure that services for children looked after and care leavers can continue without significant reduction

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
 - Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
 - Local population data including the census figures
 - Household survey data
 - Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
 - Evidence and data from Monmouthshire’s Well-being Assessment
 - Recommendations from Scrutiny or following consultation
 - Comparisons with similar policies in other authorities
 - Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors
- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.

The evidence and data that has informed this report is:

- 1.The Social Services and Wellbeing (Wales) Act 2014
2. Welsh Government Eliminate Agenda

- 3. External evaluation (CIW)
- 4. Financial data from budget monitoring
- 5. Service data – PLANT
- 6. Detailed employee consultation within both Children’s services and partner agencies

4. 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 service requires sufficient resources to manage the current pressure within the service, so that service disruption / reduction is minimized as this would affect the safety and wellbeing of some of the most vulnerable children in the county.

5. 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
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Continue to review and evaluate the service by monitoring outcomes for children and families	quarterly	Diane Corrister

6. 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	Budget mandate	12/12/22	n/a



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Jane Rodgers</p> <p>Phone no: E-mail: janerodgers@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCHPM5b - To provide for the current pressures within the Adult's Services budget</p>
<p>Name of Service area</p> <p>Adult Services</p>	<p>Date 12/12/22</p>

168. 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	The proposal will impact positively on older adults and their carers by ensuring that there is sufficient resource to assess the care and support needs of older adults and ensure that a range of services are commissioning to support the needs of older, frail adults both preventatively and reactively. The service supports circa 1650 adults with care and support needs (at a point in time) of which over 500 are frail, older adults.	None identified	On-going review, quality assurance processes and monitoring of outcomes for older, frail adults.

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?
Disability	The proposal will impact positively on adults with physical disabilities (circa 390) and learning disabilities (circ 208), as well as adults with mental health difficulties (circa 175) and dementia (142). The proposal will ensure that resources are available to assess adults with care and support needs and ensure that a range of services are in place to support adults with what matters to them.	None identified	On-going review, quality assurance processes and monitoring of outcomes for adults with care and support needs
Gender reassignment	.N/A	N/A/	n/a
Marriage or civil partnership	Services are provided to all residents with care and support needs and their carers regardless of their marital status	N/A	N/A
Pregnancy or maternity	Adult services can be provided to assist adults with care and support needs with their parenting responsibilities.	N/A	On-going review, quality assurance processes and monitoring of outcomes parents who have care and support needs.
Race	Care and support plans for adults and their families / carers take account of race and aims to provide care and support in a way that promotes and respects individuality.	None identified	More needs to be done to understand and overcome barriers to people accessing services in accordance with Anti-racist Wales. Increase training and awareness across the service.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	.Care and support plans for adults and their carers / families take account of individual beliefs and aims to provide care and support in a way that promotes and respects individual preferences.	None identified	Increase training and awareness across the service. Ensure that services and practitioners are skilled and trained to support all adults and their carers.
Sex	Services are provided to both men and women with care and support needs. Women make up the majority of both paid and unpaid caring roles. Any reduction in services available will negatively impact on carers.	None identified	The service must recognize any barriers caused by a person's sex to access support and ensure that these are addressed.
Sexual Orientation	<i>. Care and support plans for adults and their carers take account of people's identify and provide care and support in a way that promotes and respects individual preferences.</i>	None identified	Ensure that services and practitioners are skilled and trained to support all individuals their families / carers.

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169. 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>Socio-economic Duty and Social Justice</p>	<p>Adults who have care and support needs can be economically disadvantaged. It is also recognized that MCC residents experiencing socio-economic disadvantage have poorer health outcomes. Both preventative and reactive support services are required to ensure that wellbeing outcomes are promoted for all residents through tailored care and support plans working with personal outcomes through a strengths-based approach – sign-posting and making referrals to a range of services and organisations dependent on identified needs.</p>	<p>Demand and resource pressures on the service make it harder to provide the optimal level of service to every individual</p>	<p>Ensuring that practitioners understand the impact of socio-economic disadvantage on individuals with care and support needs and have the right skills to support people in such circumstances.</p>
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170. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>None-identified</p>	<p>Ensure that the Welsh language offer is consistently made.</p>
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All assessments are offered in Welsh</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</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 service employs a wide workforce, predominantly women and supports positive skill development within the social care and health sector including home care workers, residential workers, care assessors, senior managers and professionally qualified specialist workers. The service maintains good relationships with a number of universities and supports people attain higher level qualifications.</p>	<p>The pressure mandate will ensure that jobs can be preserved within the service</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>n/a</p>	<p>n/a</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote wellbeing, help people live healthier lives and prevent the need for long-term care and support. The service works with individuals to reduce social detriments which impact on health and wellbeing. The service works to support individual to overcome the impact of physical, learning disability, mental health issues or the impact of aging and live fulfilled lives according to what matters to them.</p> <p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed</p>	<p>The pressure mandate will ensure that services can continue to be provided to individuals and carers without significant reduction</p> <p>The pressure mandate will ensure that services can continue to be provided to individuals without significant reduction</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?
	to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The service supports adults to remain living safely in their own homes and communities. The service supports adults to make social connections and reduce the impact of loneliness and isolation. A range of preventative services support volunteering and a range of community based, all of which promote cohesive communities.	The pressure mandate will ensure that services can continue to be provided to individuals without significant reduction
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/a	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	The service supports and protects the culture, heritage and language of Wales by supporting individuals with care and support needs to live lives that matter to them in their own homes and communities. Care and support plans include supporting individuals to access social, recreational and sporting activities as part of building resilience and reducing loneliness and isolation.	The pressure mandate will ensure that services can continue to be provided to families without significant reduction
A more equal Wales	The service supports adults with care and support needs to overcome socio-economic disadvantage and the impact of	The pressure mandate will ensure that services can continue to be provided to individuals without significant reduction

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?
People can fulfil their potential no matter what their background or circumstances	poor health / disability to live fulfilled lives that matter to them.	

172. 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 1048</p> <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The proposal has assessed the current service position and considered what resources are required to move forward in maintaining and developing the service so that the longer term needs of adults with care and support needs are met. The service is seeking to maintain resources so that preventative services remain in place, and that services aimed at reducing demand and enabling people to live healthier lives are not reduced.</p>	<p>The service is seeking to maintain resources so that preventative services remain in place, and that services aimed at reducing demand and enabling people to live healthier lives are not reduced.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, underpins the way that local authority works with its partners work through a range of structures and mechanisms, most notably with Regional Partnership Board both at a strategic and operational level. Adult services within MCC benefit from high levels of integration between health and social care. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for adults with care and support needs within Monmouthshire.</p>	<p>n/a</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The service assesses the care and support needs of adults by using questions around 'what matters' to individuals giving them as much choice, voice and control as possible. Adults with care and support needs have access to reviews and independent advocacy. Carers' services support people to be involved and have their views heard within the carers' strategy. Service users are routinely asked about their experience of the service and are consulted about any significant proposals.</p>	<p>Adult services must ensure that all adults are informed about their rights to access formal advocacy.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The service places a consistent emphasis on early help and preventative services</p>	<p>The mandate will ensure that there are sufficient resources to maintain preventative and early help services</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p><i>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.</i></p>	<p>The pressure mandate will ensure that services can continue to be provided to individuals with care and support needs and their carers without significant reduction</p>

173. 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	This mandate is based on ensuring that adults with care and support needs are safeguarding through the appropriate provision of services. All people working with adults with care and support needs are trained in safe care, receive appropriate levels of safeguarding training and safe recruitment is followed at all times.	.N/A	None identified
Corporate Parenting	None identified	N/A	None identified

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
- Household survey data
- Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
- Evidence and data from Monmouthshire’s Well-being Assessment
- Recommendations from Scrutiny or following consultation
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors

Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.

The evidence and data that has informed this report is:

- 1.The Social Services and Wellbeing (Wales) Act 2014

- 2. External evaluation (CIW)
- 3. Financial data from budget monitoring
- 4. Service data – Flo
- 5. Workforce information

7. 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 service requires sufficient resources to manage the current pressure within the service, so that service disruption / reduction is minimized as this would negatively affect the safety and wellbeing of adults with care and support needs in the county.

8. 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
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Continue to review and evaluate the service by monitoring outcomes for adults with care and support needs and their carers	quarterly	Head of Adults Services

9. 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	Budget mandate	12/12/22	n/a

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Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Jane Rodgers</p> <p>Phone no: E-mail: janerodgers@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH5 - To reduce the workforce within Adult Services to achieve savings</p>
<p>Name of Service area</p> <p>Adult Services</p>	<p>Date 29/12/22</p>

175. 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?
<p>Age</p>	<p>None identified</p>	<p>Reduced workforce within the integrated teams including social work and therapies will have a negative impact on adults with care and support needs and their carers. There will be fewer assessments undertaken and fewer social work or therapeutic interventions. There is likely to be increased waiting times for people to receive services. The service supports circa 1650 adults with care and support needs (at a point in time) including those with physical disability, learning disabilities, mental health difficulties and over 500 frail, older adults.</p>	<p>On-going review, quality assurance processes and monitoring of outcomes for adults with care and support needs.</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?
Disability	None identified	The proposal will impact negatively on adults with physical disabilities (circa 390) and learning disabilities (circ 208), as well as adults with mental health difficulties (circa 175) and dementia (142). The proposal will result in a reduction in access to social work and therapies resulting in fewer assessments and interventions and increased waiting times for services.	On-going review, quality assurance processes and monitoring of outcomes for adults with care and support needs
Gender reassignment	.N/A	N/A/	n/a
Marriage or civil partnership	Services are provided to all residents with care and support needs and their carers regardless of their marital status. This element of the service would not be impacted directly.	N/A	N/A
Pregnancy or maternity	Adult services can be provided to assist adults with care and support needs with their parenting responsibilities. This element of the service would not be impacted directly	N/A	On-going review, quality assurance processes and monitoring of outcomes parents who have care and support needs.
Race	Care and support plans for adults and their families / carers take account of race and aims to provide care and support in a way that promotes and respects individuality. This element of the service would not be impacted directly.	None identified	More needs to be done to understand and overcome barriers to people accessing services in accordance with Anti-racist Wales. Increase training and awareness across the service.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	.Care and support plans for adults and their carers / families take account of individual beliefs and aims to provide care and support in a way that promotes and respects individual preferences. This element of the service would not be impacted directly	None identified	Increase training and awareness across the service. Ensure that services and practitioners are skilled and trained to support all adults and their carers.
Sex	Services are provided to both men and women with care and support needs. This element of the service would not be impacted directly	Women make up the majority of both paid and unpaid caring roles. Any reduction in services available for adults with care and support needs will negatively impact on carers.	The service must recognize any barriers caused by a person's sex to access support, and ensure that these are addressed.
Sexual Orientation	<i>. Care and support plans for adults and their carers take account of people's identify and provide care and support in a way that promotes and respects individual preferences. This element of the service would not be impacted directly</i>	None identified	Ensure that services and practitioners are skilled and trained to support all individuals their families / carers.

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176. 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>Socio-economic Duty and Social Justice</p> <p>Page 1056</p>	<p>None identified</p>	<p>Adults who have care and support needs can be economically disadvantaged. It is also recognized that MCC residents experiencing socio-economic disadvantage have poorer health outcomes. Both preventative and reactive support services are required to ensure that wellbeing outcomes are promoted for all residents through tailored care and support plans working with personal outcomes through a strengths-based approach – sign-posting and making referrals to a range of services and organisations dependent on identified needs.</p> <p>Demand and resource pressures on the service make it harder to provide the optimal level of service to every individual.</p> <p>Any reduction in resources / workforce within the service will exacerbate these demand pressures and lengthen waiting times for services.</p>	<p>Ensuring that practitioners understand the impact of socio-economic disadvantage on individuals with care and support needs, and have the right skills to support people in such circumstances.</p>
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177. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language.</p>	<p>Reductions in the workforce will result in more pressure within teams with potentially less time to implement / comply with Welsh Language standards</p>	<p>Ensure that the Welsh language offer is consistently made.</p>
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	<p>Reductions in the workforce will result in more pressure within teams with potentially less time to undertake training including Welsh language skills</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All assessments are offered in Welsh</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	<p>Reductions in the workforce will result in more pressure within teams with potentially less time to implement / comply with Welsh Language standards</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</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 service employs a wide workforce, predominantly women and supports positive skill development within the social care and health sector including home care workers, residential workers, care assessors, senior managers and professionally qualified specialist workers. The service maintains good relationships with a number of universities and supports people attain higher level qualifications.</p> <p>The mandate will result in a reduced workforce / fewer people employed and is therefore negative.</p>	<p>Analysis of the workforce will be undertaken to ensure that redundancy will be used as a last resort only.</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>n/a</p>	<p>n/a</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote wellbeing, help people live healthier lives and prevent the need for long-term care and support. The service works with individuals to reduce social detriments which impact on health and wellbeing. The service works to support individual to overcome the impact of physical, learning disability, mental health issues or the impact of aging and live fulfilled lives according to what matters to them.</p> <p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support. However all of this takes time and a dedicated, skilled workforce.</p>	<p>The mandate will be implemented following analysis of workforce and service data, so that the least disruptive options can be considered.</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 style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 1059</p>	<p>Reduced access to social work and therapies will have a negative impact on being able to support people's wellbeing needs. Less people will have access to services and there will be lengthened wait times for services.</p>	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The service supports adults to remain living safely in their own homes and communities. The service supports adults to make social connections and reduce the impact of loneliness and isolation. A range of preventative services support volunteering and a range of community based, all of which promote cohesive communities.</p> <p>The mandate will have a negative impact on individuals because there will be less time and workforce availability to assess and develop care and support plans bespoke to individual needs. Fewer assessments will be undertaken and increased waiting time for services.</p>	<p>The mandate will be implemented following analysis of workforce and service data, so that the least disruptive options can be considered. Preventative and early help services will continue to be prioritized, wherever possible.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>N/a</p>	<p>n/a</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A Wales of 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 service supports and protects the culture, heritage and language of Wales by supporting individuals with care and support needs to live lives that matter to them in their own homes and communities. Care and support plans include supporting individuals to access social, recreational and sporting activities as part of building resilience and reducing loneliness and isolation.</p> <p>The mandate will have a negative impact on individuals because there will be less time and workforce availability to assess and develop care and support plans bespoke to individual needs. Fewer assessments will be undertaken and increased waiting time for services.</p>	<p>The mandate will be implemented following analysis of workforce and service data, so that the least disruptive options can be considered. Preventative and early help services will continue to be prioritized, wherever possible.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The service supports adults with care and support needs to overcome socio-economic disadvantage and the impact of poor health / disability to live fulfilled lives that matter to them.</p> <p>The mandate will have a negative impact on individuals who experience socio-economic disadvantage because there will be less time and workforce availability to assess and develop care and support plans bespoke to individual needs. Fewer assessments will be undertaken and increased waiting time for services.</p>	<p>The mandate will be implemented following analysis of workforce and service data, so that the least disruptive options can be considered. Preventative and early help services will continue to be prioritized, wherever possible.</p>

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The proposal is that the workforce and service data is further analysed to ensure a more sustainable, least disruptive approach is taken to making reductions. This is to attempt to ensure that the short-term needs regarding savings are balanced with the longer-term need to maintain and develop the service in a sustainable way so that the longer term needs of adults with care and support needs are met and that an emphasis on reducing and delaying the need for care is maintained.</p>	<p>The service is seeking to maintain resources so that preventative services remain in place, and that services aimed at reducing demand and enabling people to live healthier lives are not reduced.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, underpins the way that local authority works with its partners work through a range of structures and mechanisms, most notably with Regional Partnership Board both at a strategic and operational level. Adult services within MCC benefit from high levels of integration between health and social care, including S33 arrangements. We will continue to work closely with our partners to ensure that we are achieving the best outcomes for adults with care and support needs within Monmouthshire, despite the proposed reduction in workforce.</p>	<p>n/a</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The service assesses the care and support needs of adults by using questions around 'what matters' to individuals giving them as much choice, voice and control as possible. Adults with care and support needs have access to reviews and independent advocacy. Carers' services support people to be involved and have their views heard within the carers' strategy. Service users are routinely asked about their experience of the service and are consulted about any significant proposals.</p>	<p>Adult services must ensure that all adults are informed about their rights to access formal advocacy.</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>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The service places a consistent emphasis on early help and preventative services</p>	<p>The mandate proposed that preventative and early help services continue to be prioritized wherever possible.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p><i>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.</i></p>	<p>The mandate will be implemented following analysis of workforce and service data, so that the least disruptive options can be considered. Preventative and early help services will continue to be prioritized, wherever possible.</p>

180. 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	All people working with adults with care and support needs are trained in safe care, receive appropriate levels of safeguarding training and safe recruitment is followed at all times. This will be maintained.	.N/A	None identified
Corporate Parenting	None identified	N/A	None identified

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
 - Household survey data
 - Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
 - Evidence and data from Monmouthshire’s Well-being Assessment
 - Recommendations from Scrutiny or following consultation
 - Comparisons with similar policies in other authorities
 - Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors

Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.

The evidence and data that has informed this report is:

- 1.The Social Services and Wellbeing (Wales) Act 2014
2. External evaluation (CIW)

3. Financial data from budget monitoring

4. Service data – Flo

5. Workforce information

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10. 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?

. A reduction in workforce will have a negative impact on people with care and support needs. The mandate proposes further analysis of workforce and service data so that savings can be achieved with the least disruption possible. However, because of current demand pressure within the service, it is realistic to predict that any reduction to the workforce will negatively affect the wellbeing of adults with care and support needs in the county.

11. 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
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Continue to review and evaluate the service by monitoring outcomes for adults with care and support needs and their carers	quarterly	Head of Adults Services

12. 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
V1	Budget mandate	29/12/22	<i>n/a</i>



Integrated Impact Assessment document

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

<p>Name of the Officer Nicki Needle</p> <p>Phone no: 07554018502 E-mail: nicolaneedle@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH6 - Reduce the number people being placed in nursing/residential care from home or hospital through the Introduction of a Falls Initial Response Service Team (FIRST) to lessen the impact of falls upon older people and continuation of the Community Night Support Service (CNS).</p>
<p>Name of Service area</p> <p>Social Care and Health – Adult Services</p>	<p>Date 29th November 2022</p>

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2. 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	<p>The proposal is predicated on the introduction of a Falls Initial Response Service Team (FIRST) to lessen the impact of falls upon older people and ultimately reduce the number people being placed in nursing/residential care from home or hospital.</p> <p>Positive impacts include:</p> <ul style="list-style-type: none"> • Avoiding harm from long periods spent on the floor (long lie) • Avoiding inappropriate admission to an acute hospital • Promoting wellbeing and preventing future falls where possible • Reducing risk of future falls through timely, comprehensive assessment and intervention • Improving a person's experience – via thorough assessment and follow up support 	<p>The mandate proposes that overall there will be fewer residential placements for older people supported by the local authority. This will have a potentially negative impact on the council's ability to meet people's needs in the optimal way and reduce choice for individuals and carers.</p>	<p>Discussions are in progress with health to fund and develop a falls response team.</p>
Disability	<p>Although predominantly developed to minimize the impact of a fall upon older people, it is envisaged that access to a Falls Initial Response Service Team (FIRST) will also have positive impacts for individuals living with disability</p>	<p>None identified</p>	<p>None identified</p>
Gender reassignment	<p>Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents</p>	<p>N/A</p>	<p>N/A</p>
Marriage or civil partnership	<p>Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents</p>	<p>N/A</p>	<p>N/A</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?
Pregnancy or maternity	Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents	N/A	N/A
Race	Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents	N/A	N/A
Religion or Belief	Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents	N/A	N/A
Sex	Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents.	N/A	N/A
Sexual Orientation	Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents	N/A	N/A

183. 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	<i>Older adults who have care and support needs can be economically disadvantaged. It is also recognized that MCC residents experiencing socio-economic disadvantage have poorer health outcomes. Developing a falls response team will enable older frail adults who are socially and economically disadvantaged to stay as independent as possible within their own homes and communities.</i>	Any reduction in resources (including residential placements) will exacerbate demand pressures within the service and lengthen waiting times for residential services.	For those people who enter residential care, a financial assessment is undertaken and a charging policy applies. Steps are being taken to review the Council's residential fair fee rate to increase choice for people who cannot afford top-ups. Financial assessments are undertaken for people who receive care in their own homes.

184. 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>	None identified	None identified	None identified
<p>Operational</p> <p>Recruitment & Training of workforce</p>	Due consideration will be given to arrangements for the delivery and receipt of FIRST support through the medium of Welsh where requested/required.	None identified	None identified
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	Due consideration will be given to arrangements for the delivery and receipt of FIRST support through the medium of Welsh where requested/required.	None identified	None identified



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	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	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	<ul style="list-style-type: none"> Falls are the most common cause of death from injury in the over 65's, accounting for over 50% of ambulance call outs Falls are the single biggest reason for hospital admissions for older people Falls represent a key factor in older people moving into long term nursing or residential care as the resulting impact = people no longer being able to manage at home 	The introduction of a Falls Initial Response Service Team (FIRST) will lessen the impact of falls upon older people and ultimately reduce the number people being placed in nursing/residential care from home or hospital.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	An effective falls response service will enable older adults to remain independently within their own homes and communities	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	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	N/A
A more equal Wales	An effective falls response service will enable older adults to remain independently within their own homes and communities	N/A

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?
People can fulfil their potential no matter what their background or circumstances		

186. 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 1072</p> <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	N/A	N/A
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The development of a Falls Initial Response Service Team is currently being undertaken via the Neighbourhood Care Network (NCN). Detailed proposals will be subject to scrutiny and sign off by the Integrated Service Partnership Board.</p>	N/A
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Personal stories of experiences pre and post FIRST support will provide key impact data for service development or scale at regional/national levels</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<ul style="list-style-type: none"> • Falls are the most common cause of death from injury in the over 65's, accounting for over 50% of ambulance call outs • Falls are the single biggest reason for hospital admissions for older people • Falls represent a key factor in older people moving into long term nursing or residential care as the resulting impact = people no longer being able to manage at home 	<p>The introduction of a Falls Initial Response Service Team (FIRST) will lessen the impact of falls upon older people and ultimately reduce the number people being placed in nursing/residential care from home or hospital.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Positive impact to be gained particularly for ABUHB and WAST</p>	<p>N/A</p>

187. 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 will continue to be central to assessing the care and support needs of older adults, and will inform decisions regarding whether it is safe or not for someone to remain in their own home (with support).</p> <p>The introduction of a Falls Initial Response Service Team (FIRST) will lessen the impact of falls upon older people and ultimately reduce the number people being placed in nursing/residential care from home or hospital.</p>	N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

The development of a Falls Initial Response Service Team is currently being undertaken via the Neighbourhood Care Network (NCN). Detailed proposals will be subject to scrutiny and sign off by the Integrated Service Partnership Board.

189. 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?

.Reducing the number of residential / nursing placements for older people will have a negative impact on access to services and meeting people's needs in the optimal way; however, if we are successful in establishing a falls response service in partnership with health, together with the continuation of the community night support service, this will have a positive impact on older people, enabling them to remain living independently within their homes and communities for as long as possible.

190. 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
Continue to develop FIRST proposals	Ongoing	NCN collaboration

191. 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	Budget Mandate		



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Tyrone Stokes</p> <p>Phone no: E-mail: tyronestokes@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH1 - As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees & charges and if there is any scope to increase this for 2023/24.</p>
<p>Name of Service area</p> <p>Finance</p>	<p>Date 21/12/22</p>

192. **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.

<p>1076 Protected Characteristics</p>	<p>Describe any positive impacts your proposal has on the protected characteristic</p>	<p>Describe any negative impacts your proposal has on the protected characteristic</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</p>
<p>Age</p>	<p>As the majority of the fees and charges are related to Adult Services the elderly and vulnerable would be most affected and by charging in line with inflation will allow for that revenue to be reinvested into service provision and improvements.</p>	<p>People of all age will be assessed to pay more towards the services they receive</p>	<p>As services are means tested in line with the Social Services and Wellbeing Act 2014 (Wales) people will only pay for what they can afford, in line with benefits and pensions predicted uplift.</p>
<p>Disability</p>	<p><i>Any increased revenue from charges collected from people with disabilities can be reinvested into providing services and making improvements in the future</i></p>	<p>People with disabilities will be assessed to pay more towards the services they receive</p>	<p>As services are means tested in line with the Social Services and Wellbeing Act 2014 (Wales) people will only pay for what they can afford, in line with benefits and pensions predicted uplift.</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?
Gender reassignment	.none identified	None identified	None identified
Marriage or civil partnership	Charges are levied regardless of their marital status	None identified	None identified
Pregnancy or maternity	None identified	None identified	None identified
Race	Charges are levied regardless of race.	None identified	None identified
Religion or Belief	.Charges are levied regardless of religion or belief.	None identified	None identified
Sex	None identified	None identified	None identified
Sexual Orientation	Charges are levied regardless of sexual orientation.	None identified	None identified

193. 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>Socio-economic Duty and Social Justice</p>	<p>Charges are levied equally across people that receive our services to ensure no-one is disadvantaged, in line with the legislation set out in Wales. Under the Social Services and wellbeing Act (2014) - abbreviated to SSWB Act</p>	<p>People who can afford more will be required to pay an increased charge.</p>	<p>The means tested charging will ensure those people can pay only what they can afford, in line with the charging legislation contained within the SSWB Act (Wales) 2014.</p>





194. 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 favorably</p>	None identified	None-identified	None identified
<p>Operational</p> <p>Recruitment & Training of workforce</p>	None identified	None-identified	None identified
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None identified	None-identified	None identified

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	By reviewing charges in line with the increase in pensions and benefits as set out by the UK Government provides an effective form of charging to balance the financial resources for service delivery.	As means tested people will only be set charges for what they can afford, as laid down in the SSWB (Wales) 2014 Act.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None identified	None identified
A healthier Wales People's physical and mental wellbeing as maximized and health impacts are understood	None identified	None identified
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	None identified	None identified
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None identified	None identified
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	None identified	None identified
A more equal Wales People can fulfil their potential no matter what their background or circumstances	<i>Charging allows for the recovery of revenue which in turn provides added financial resources to delivery and improve services offered.</i>	None identified

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>When reviewing what fees & charges to uplift we have considered when deciding on the relevant fee increases.</p>	<p>None identified</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>None identified</p>	<p>None identified</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>None identified</p>	<p>None identified</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p><i>None identified</i></p>	<p>None identified</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>	None identified	None identified

197. 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?

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	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	None identified	.None identified	None identified
Corporate Parenting	None identified	None identified	None identified

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

<p>In line with the UK Government increasing pensions on benefits in line with inflation of 10.1% in the Autumn budget announced in November 2022, effective from 1st April 2023.</p>
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13. 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?

- Positive impact will be ensuring we at least keep in line with inflation for non means tested charges where applicable
- Negative impact – for those charges that are means tested some people who have the ability to pay more will do. As the ability to pay is means tested a service user will not pay more than they can afford.

14. 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
Inform service users affected for means tested fees and charges	Following consultation and agreement through the budget setting process	SCH Finance Manager
Non means tested fees & charges	Following consultation and agreement through the budget setting process	Individual budget managers

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15. 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			



Integrated Impact Assessment document

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

<p>Name of the Officer David Jones</p> <p>Phone no: E-mail: davidjones3@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH2 - Reducing costs within Public Protection division whilst protecting front-line, predominantly statutory, services. The restructuring proposal modernises the current structure to allow the service to move forward from the legacy of COVID 19 and TTP, (which was delivered by MCC Environmental Health). Public Protection needs to be at the forefront of Public Health delivery, building on positive working with Health Board and Public Health Wales colleagues.</p>
<p>Name of Service area</p> <p>Public Protection</p>	<p>Date 24th November 2022</p>

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9. 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	Protecting front-line Public Protection services will ensure focus remains protecting vulnerable people, including elderly that are susceptible to scams and other unfair trading. Also serve to protect children in private sector housing, youngsters using licensed premises and taxis, etc.		

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?
Disability	As above, retaining all front-line Officers ensures protection of those most vulnerable within society, including the elderly and disabled.		
Gender reassignment			
Marriage or civil partnership	Registration Services provide and officiate marriages and civil partnerships. Wedding ceremonies are carried out and conducted to fully embrace people wishing to get married or enter a civil partnership.		
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

200. 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	Protecting the front-line financial resources to implement a robust Public Protection service will assist to ensure Social Justice by tackling scammers, poor private sector landlords and illegal activities. It will provide for a safer community through increased checks and visits, reviews and enforcement.		

201. 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>Consideration is always given as to allowing residents that require our support to be able to access in the Welsh language. All policies, designed to protect the public, are provided in Welsh, eg. licensing policies.</p>		
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>When assessing the requirements for recruitment, relevant noting proposal adds some capacity at middle management level, all posts are considered as to the ability to speak/knowledge of the Welsh language</p>		
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>When publicising services they are on both the media of English and Welsh</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>Positive – Having a service “fit for the future” after the pandemic will provide an essential security for the general public and industry alike. By having safety controls in place will overcome, for example, restrictions allowing for more freedom to trade, an integral part of building the Welsh economy, giving both industry and consumer confidence.</p>	
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive - the ability to ensure enforcement of relevant legislation, (e.g. Environmental Protection Act 1990), that protects the local environment. PP services seek to protect air, land and water contamination.</p>	
<p>A healthier Wales People’s physical and mental wellbeing maximized and health impacts are understood</p>	<p>Positive – During the pandemic and operating TTP we understood how this has affected both traders and the general public. A future resilient Public Protection service can ensure the physical and mental health and wellbeing of everyone is at the forefront. One example is ensuring suitable standards in private rented sector – the link between housing and health is well-documented.</p>	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive – having a robust Public Protection service will provide a safe Monmouthshire, by having local measures in place and strengthening links with other Local Authorities and agencies to ensure a safer nation. 2 new Service Managers should enhance collaborative working for better outcomes in our communities.</p>	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local</p>	<p>Protecting our frontline ensures a fair and level playing field when it comes to legislative compliance, and plays a fundamental part in ensuring the local economy is protected.</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?
social, economic and environmental wellbeing		
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		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Positive - Many of the above help contribute to ensure this is realised wherever possible, e.g. ensuring adequate and safe housing, protecting people whilst in workplaces, protecting vulnerable consumers from exploitation, etc.	

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The restructure seeks to protect vital services into the longer term, and build on the Public Protection investment 2022/23. Providing two specific Service Managers should strengthen roles and responsibilities, and allow for more collaborative working into the future.</p>	<p>Additional funding streams will be pursued, eg. specific project work and seeking new income. This will mitigate the funding required and positively assist in management of the overall Council budget for 2023/24.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The proposal adds some capacity at middle manager level. This should assist in strengthening our working with other Local Authorities, Welsh Government and other public agencies to ensure businesses and the public remain safe and protected. Recent collaboration with ABUHB and PHW, whilst delivering our TTP service, demonstrates the willingness to work with others towards shared goals, e.g. reducing smoking, harmful drinking and tackling obesity.</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 data-bbox="120 437 282 464">Involvement</p> <p data-bbox="331 213 506 389">Involving those with an interest and seeking their views</p>	<p data-bbox="533 213 1308 440">Through various public and industry forums we can allow for their views to be catered for. For example, Licensing Officers attend Pubwatch and taxi driver fora to seek views prior to any policy changes. External views are always considered, another example being a wide consultation with the public on Public Space Protection Orders. This generated over 1300 responses which helps inform policy.</p>	
 <p data-bbox="120 751 282 778">Prevention</p> <p data-bbox="331 509 506 759">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 474 1330 799">We can deal with the provision of the multitude of services provided through the Public Protection service, (see embedded report, section 7 below), and absorb the legacy of Covid 19 to deal with infection control and equipping the public and industry alike to prevent future situations, either by identifying before issues arise, or deal with them in a controlled and effective manner. Preventative support to our schools and care homes has been exemplary and PP seeks to continue this close working post-pandemic.</p>	
 <p data-bbox="120 1064 282 1091">Integration</p> <p data-bbox="331 825 506 1075">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 825 1308 1019">We can continue to work and bolster our current arrangements with other organisations – including other MCC sections, ABUHB and PHW. PP services are keen to work with health colleagues to tackle obesity, smoking and misuse of alcohol. All put a considerable strain on NHS Wales resources, so a more proactive approach will help support wider services.</p>	

204. 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	We can ensure we effectively deal with issues ranging from modern day slavery, illegal or dangerous traders, scammers, through to infection and disease control, but maintaining front-line Officers to deliver against our Business Plans.		
Corporate Parenting			

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

- Internal performance data reports – latest report here, to Strong Communities Select Committee 18.11.21 –



PP Performance Report Nov 2021.do

This report illustrates the increase in workloads, for example the EH Public Health team requests for service increased 17.7% for 19/20 to 20/21 year. 5.2.8. shows 2,293 service requests being dealt with by 6.6 FTE staff is unsustainable. The embedded report gives a wealth of evidence of PP services – demand is going up, proactive work (often with the greatest public health gain) declined. For 22/23, thorough a ‘pressures mandate’, more capacity was added into PP services that addressed the issues highlighted in report. However, demand is still at record levels – for example, public health/nuisance complaints have increased by 25% from 19/20 (pre-pandemic) to 21/22 (last full year of pandemic). The proposal protects front-line delivery – no staff lost on front-line – to ensure we keep up with service demand and don’t overstretch a highly productive, efficient workforce.

- Public Protection Wales ‘Building for the Future’ report November 2021 -



Building Resilience in Public Protection

This report provides a national picture of the current gap in service delivery, the skills of Public Protection and provides thoughts on building more sustainable services for the future.

Post-pandemic, Environmental Health have continued to provide crucial advice and guidance to all the impacted settings. These include care homes, schools, licensed premises and all workplaces in the county. Retaining this capacity and expert guidance has been appreciated by all these types of premises.

206. 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?

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- **Positive impact will ensure a safer Wales now and for the future. Protecting our front-line services will ensure consumer confidence and allow a ‘level playing field’ for local businesses. PP, though the current economic crisis, will encourage traders and businesses to recover and attract new businesses to be established. Ensuring fit-for-purpose services will enhance our ability to protect residents, local businesses and visitors by ensuring compliance with a raft of legislation designed to protect our often most vulnerable members of society, e.g. where they work, where they relax and exercise and where they live.**
- **Negative impact – some strategic work may suffer, but the proposal seeks to ensure PP Service Managers report up to an alternative Head of Service. If the Authority does not support this proposal, the only alternative to make the necessary cost savings would be to reduce front-line Officers, noting 95% of PP costs relate to staff. We would not be in a state to sustain services effectively and efficiently moving forward, or work towards shared health goals with our partners, (eg. reducing harmful effects of alcohol misuse). Officers well-being would also be impacted, noting quantity of work managed by existing small teams.**

207. 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
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208. 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	Head of Service	24 th November 2022	



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Diane Corrister</p> <p>Phone no: E-mail: dianecorrister@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH3 - To create efficiencies within the Placements of Children Looked After by creating structures of reviews, care planning and financial responsibility alongside development of increased fostering and “step down” from residential placement provision within Monmouthshire</p>
<p>Name of Service area</p> <p>Children Services</p>	<p>Date 24/11/22</p>

209. 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	Our delivery plan will impact positively on children and family reviewing, identifying and commissioning/ developing services to support the needs of children and families	n/a They may be a short term negative impact in realigning the service and young people moving homes	Support and consultation with young people with the increased access to Advocacy support
Disability	Children who live with a disability will have support tailored to their needs by a multiagency approach to consider their holistic needs	n/a	The review of cases are on a Case by case basis, and will be supported by the multiagency Complex Care meetings
Gender reassignment	.N/A	N/A/	The review of cases are on a case by case basis, and will be supported by the multiagency Complex Care meetings

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	N/A	N/A	N/A
Pregnancy or maternity	Offering supervision for mother and babies post birth here risks have been identified for infants from inhouse provision without use of private agencies. Development of Parent and Child foster placements to avoid out of county private residential provision	N/A	The review of cases are on a case by case basis -these will be reviewed in partnership with Health
Race	allowing bespoke care planning to support the matching of needs	Still may not be able to meet or match identified need	The review of cases are on a case by case basis
Religion or Belief	.allowing bespoke care planning to support the matching of needs	Still may not be able to meet or match identified need	The review of cases is on a case by case basis
Sex	<i>allowing bespoke care planning to support the matching of needs</i>	Still may not be able to meet or match identified need	The review of cases are on a case by case basis
Sexual Orientation	<i>.allowing bespoke care planning to support the matching of needs</i>	Still may not be able to meet or match identified need	The review of cases are case by case basis

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210. 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	Proposal supports the return of young people back to Monmouthshire from Out Of County placements and supports resilience building with family networks and parents to allow young people to return home or live in their home communities	Families may need to offer increased financial resources	Kinship Carer's are eligible for financial support to increased care responsibilities

211. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>		<p>Assessment and support is offered on a case by case basis and Welsh is offered on a case by case basis</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Creation of new opportunities in care and support at different levels all offered in Welsh Language</p>	<p>Recruitment might be a challenge in current climate</p> <p>During this development we will work closely with Learning and Development colleges to ensure the requirements are developed</p>	<p>This mandate will be supported by an active management plan and HR and Communications support will be requested</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All assessments are offered in Welsh</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	<p>n/a</p>	<p>Any necessary external recruitment will be marketed bilingually in Welsh and English</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>Returns young peoples to Wales</p> <p>elements of this plan that have a positive impact as it ensures that resources are effectively used in the service that creates a culture of financial responsibility throughout all levels of the service</p> <p>Removing the resources will less flexibility in the service?</p>	<p>Structures for financial review and placement planning reviewed and developed</p> <p>Foster Care Recruitment Strategy 2022-2025 developed</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>n/a</p>	<p>n/a</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote wellbeing and prevent the need for care and support. To this end the new delivery model will reflects this 'people focused' approach.</p> <p>Regular review required re: young people's Mental Health following moved</p> <p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote wellbeing and prevent the need for care and support. To this end the new delivery model will reflects this 'people focused' approach.</p>	<p>BASE Psychology team remains funded in order to assist in the support for Children Looked After</p> <p>BASE Psychology team remains funded in order to assist in the support for Children Looked After</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?
	Regular review required re: young people's Mental Health following moved	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	This will support the ways we work with young people and families to help them revisit their Children's changing and developing needs, risks, and to meet their children's needs for sustainable and lifetime support. It will help young people to develop their friendships, learning, and community activities locally, all of which promote cohesive communities.	
A globally responsible Wales Taking account of impact on global Well-being when considering local social, economic and environmental wellbeing	The new delivery model will enable and promote a strong sense of community pride and achievement in supporting local children and young people within our communities.	
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	This will support and protect the culture, heritage and Welsh language by supporting local children and young people to remain in their families and communities they are from.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The proposal will support Equal Opportunities by ensuring that we will find safe and appropriate ways to work with young people to have plans which prepares them to have more resilient and local opportunities and networks as they transition to adulthood	

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?

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The proposal has assessed the current service position and considered what needs to be done going forward in order to ensure we have an improved planning so that the longer term needs of children looked after has as much emphasis as the shorter term immediate crisis or safeguarding need. It supports the review and understanding of financial elements of care planning to build a culture of a strong sustainable financial responsibility</p>	<p>n/a</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, which came into force on the 6th of April 2016, is the legislative underpinning for changes in the way that local authorities and their partners work with individual families. The structure aims to support effective partnership working within and outside the council so we are well positioned to play a leading role in regional collaborations. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and families within Monmouthshire.</p>	<p>n/a</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>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Monmouthshire is committed to developing a consultation and engagement strategy and ensuring that the voice of the child is central to everything it does. In addition it is important to build on the existing consultation activities with groups of young people such as the Children Looked After forums, formal reviews and independent advocacy</p>	<p>The regional contract for independent advocacy service NYAS is monitored monthly at a Local Level by Children's Services and Monmouthshire Commissioning Team to ensure the service is inclusive and maximizing service to children and families</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal supports the development of inhouse solutions to foster care and step down from Residential Placement out of county, it supports the development of sustainable relationships, supportive networks and community resource access. As our young people transition to adult life they have better opportunities to maximize support outside of statutory services</p>	<p>Finalising of Foster Recruitment Strategy due Jan 2023. Consideration of Council regarding the Local Authority offer to Foster Carers to include non-direct financial benefits i.e. leisure passes, council tax rebate</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This will support the ways we work with young people and families to help them revisit their Children's changing and developing needs, risks, and to meet their children's needs for sustainable and lifetime support. It will help young people to develop their friendships, learning, and community activities locally, all of which promote cohesive communities.</p>	<p>n/a</p>

214. 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	Two of the principals on which this mandate is based is ensuring that safeguarding and corporate parenting issues are fundamental to all considerations	.N/A	N/A
Corporate Parenting	Two of the principals on which this mandate is based is ensuring that safeguarding and corporate parenting issues are fundamental to all considerations		N/A

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
 - Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
 - Local population data including the census figures
 - Household survey data
 - Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
 - Evidence and data from Monmouthshire’s Well-being Assessment
 - Recommendations from Scrutiny or following consultation
 - Comparisons with similar policies in other authorities
 - Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors
- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.

The evidence and data that has informed this report is:

1. The Social Services and Wellbeing (Wales) Act 2014
2. Welsh Government Eliminate Agenda

3. Protection of Employment Policy
4. Financial data – Agresso
5. Service data – PLANT
6. Detailed employee consultation within both Children’s services and partner agencies

16. 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 proposal seeks to create efficiencies within Children Services with a review of Care Planning and Post placement transition planning in order to increase financial awareness and responsibility in all levels of the service. It further needs to be supported by the development of both stepdown from residential placements provision and an increase in foster care recruitment. This will require commitment from the council. The premise of the proposal will mean that young people will be brought back to Monmouthshire from out of county private residential placements and emphasis will be on supporting resilience and sustainable community and family networks to support young people’s exit from statutory services. Moving children and young people need to be undertaken with care and consultation in order to avoid adding to trauma and instability however it is representing sustainable short, medium and long term options, for young people to be cared for and a part of their local communities, The strategy for achieving this proposal will need to reviewed as it is based on the needs of young people which are difficult to predict

17. 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
Continue to review and evaluate the progress via reviews of the placement budget, outcomes for young people and development of inhouse provision of placements	quarterly	Diane Corrister

18. 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
V1	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



Integrated Impact Assessment document

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

<p>Name of the Officer Diane Corrister</p> <p>Phone no:07970108675 E-mail: dianecorrister@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH4 - To develop and expand a service area which offers single issue supervision to children and a wrap round family supervision in order to keep families together whilst in crisis, investigation or assessment processes. This proposal seeks to review current structures within Children Services and meet the responsibility for cost avoidance and cost savings</p>
<p>Name of Service area: Children Services</p>	<p>Date 24/11/22</p>

216. 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	Our delivery plan will impact positively on children and families in offering trained inhouse service rather than reliance on private agency staff not necessarily experienced in the supervision and support of children where risk or behavior issues are a problem	N/A	The allocation of service is on a case by case basis

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?
Disability	N/A	N/A	
Gender reassignment	N/A	N/A	
Marriage or civil partnership	N/A	n/a service developed on identification of need	
Pregnancy or maternity	Offering supervision for mother's and babies post birth here risks have been identified for infants from inhouse provision without use of private agencies.	.n/a service developed on identification of need	The allocation of service is on a case by case basis
Race	N/A	n/a service developed on identification of need	
Religion or Belief	N/A	n/a service developed on identification of need	
Sex	n/a service developed on identification of need	n/a service developed on identification of need	

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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?
Sexual Orientation	.n/a service developed on identification of need	n/a service developed on identification of need	

217. 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.

Page 1108	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 service developed on identification of need	N/A	N/A





218. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>N/A</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	<p>In line with council policy posts will be advertised bilingually and the Welsh language is considered desirable</p>	<p>N/A</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>Options for accessing the Service in Welsh is in line with Council policy</p>	<p>N/A</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	This proposal will expand the current service provided increasing employment opportunities and cost savings to the council	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 maximized and health impacts are understood	n/a service developed on identification of need There may be some redundancies from efficiencies made which may impact wellbeing	H/R and Union support through consultation process will be offered
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	n/a	n/a
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	n/a	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	n/a
A more equal Wales People can fulfil their potential no matter what their background or circumstances	This service allows supervision and support in and from local communities	n/a

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The Service development offers a level of flex which allows changes to happen in a planned way in response to data and service review. This means that the short term needs can also accommodate Longer Term outcomes as they develop</p>	<p>N/A</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, which came into force on the 6th of April 2016, is the legislative underpinning for changes in the way that local authorities and their partners work with individual families. The structure aims to support effective partnership working within and outside the council so we are well positioned to play a leading role in regional collaborations. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and families within Monmouthshire.</p>	<p>n/a</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>Primarily those families and children impacted by the Service will be part of crisis management however their views will be sought post involvement to undertake Quality Assurance as well as to support flex and development.</p> <p>Staff, managers and Service Managers have all been involved in considerations for this service</p>	<p>Ongoing review and consultation is key to sustainable service and monitoring of outcomes</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The development of this wrap around service is cost effective way of supporting families and mitigating risk for children to allow children to remain in the care of parents whilst assessments are completed and placements found. This stems the spend on external agency provision</p>	<p>Service needs to be reviewed under a quality assurance process in order to shape provision, identify risks and barriers to the families involved and the authority</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>This will support the ways we work with young people and families to help them be part of a care package in their own homes until risk and need can be assessed and addressed. It has little impact on community but does support equality issues within a challenging arena of safeguarding</p>	<p>n/a</p>

221. 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	The Service development has the opportunity to support children where risk is significant or yet unassessed. It allows for the more cost effective supervision and support till risk is assessed or suitable placements found	<p>The Service development proposed is part of a 5 year plan which needs to be delivered at pace which potentially creates risks in relation to meeting crisis need</p> <p>The efficiencies identified within the wider proposal if removed from Children's Services restrict re investment in areas of developing need and risk in the wider service</p>	<p>Will need a staged development and review process to ensure crisis response and matching of workers to service user is safe and appropriate</p> <p>Some use of Private agency may be needed to mitigate any harm</p>
Corporate Parenting	The service development allows the needs of care experienced parents to be supported or supervised with young children whilst qualified social work staff assess and develop care planning	See above	See above

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
- Household survey data
- Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
- Evidence and data from Monmouthshire’s Well-being Assessment
- Recommendations from Scrutiny or following consultation
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors
 - Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)

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1. The Social Services and Wellbeing (Wales) Act 2014

2. Welsh Government Eliminate Agenda

3. Protection of Employment Policy

4. Financial data – Agresso

5. Service data – PLANT

6.. Detailed employee consultation within both Children’s services and partner agencies

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

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

This proposal seeks to create efficiencies within Children Services with the development of a wrap around and supervision service developed to meet need demonstrated by the significant spend on private agencies to undertake this crisis led work. The inhouse service allows families in crisis where risk

has is not being managed or is under assessment to have planned care planning, move to placements more effectively, and be managed within their own community. This service will need to be planned at pace to meet the savings requirement and as such will need flex and review via quality assurance processes in order to mitigate potential significant risk. This may need some planned reliance on private services whilst the service is developed however the flex developed will allow short term saving and longer term sustainability in a service where demand is difficult to predict. Reduction of resources from Children Services will result in challenges to meet some of the developing need within the service as reinvestment will not be able to meet these gaps in statutory responsibility. There should be no concerns in regard to Welsh language issues, not within Wellbeing Goals. This proposal supports the council in meeting some of the objectives within Welsh Government's Eliminate agenda.

224. 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
Continue to review and evaluate the progress via reviews of the demand budget, outcomes for young people and development of inhouse provision of placements	Initially monthly and quarterly after 12 months	D. Corrister

225. 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
V1	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Clare Morgan</p> <p>Phone no: 07770 838419 E-mail: claremorgan@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p style="color: red; font-weight: bold;">SCH7</p>
<p>Name of Service area</p> <p>Mental health and disabilities</p>	<p>Date 23.11.2022</p>

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226. 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	Appropriate levels of staffing to meet the needs of the community. The teams work across all age groups		
Disability	The affected budget primarily supports people with a learning disability	Increased scrutiny on the need for residential college placements	Further discussions to take place with Welsh Government and Careers Wales
Gender reassignment	.N/A at this time		

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	N/A	N/A	
Pregnancy or maternity	N/A	N/A	
Race	.N/A	N/A	
Religion or Belief	.N/A	N/A	
Sex	N/A	N/A	
Sexual Orientation	.N/A	N/A	

227. 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	<i>The principles of the Social Services and Wellbeing Act will be applied and the hierarchy of support will be explored. Those people most vulnerable, unbefriended and in need will be safeguarded by this legislation</i>	N/A	N/A





228. Policy making and the Welsh language.


<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<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><i>MCC have duty to provide services, advice and information in Welsh if required. We have the opportunity within the service to provide individuals with their assessment in Welsh.</i></p>		
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	<p>New Posts are advertised as being desirable to be Welsh. We are fortunate to have Welsh speakers in this bit of the business</p>		
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Any communication is sent out in Welsh if the person requires it.</p> <p>Any advertising of services and public facing information is delivered in Welsh and English</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Restructuring/remodeling of staff to ensure we have the appropriate number of staff to fulfill our legal obligations	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood	Working in an integrated way with health colleagues. Applying the principles of the SSWB Act to promote independence	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected		
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	This approach promotes independence and supporting people to live their own lives	

230. 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>	<p>In the short term we will be scrutinizing all care packages with a view to people's needs being met more appropriately in the long term.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>We will be working with partner agencies and communities to support people with learning disabilities</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All service users are actively involved in the assessment process and seeking their own solutions</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This approach looks to using resources to enable people to use their own resources more and developing coping strategies</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>.There may be a need to look at skills that are needed by partner agencies in order to be able to meet needs of individuals</p>	<p>Further discussion with in-house services and commissioning team</p>

231. 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?

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	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	n/a	<p><i>.Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect</i></p>	
Corporate Parenting	n/a		

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

- This approach has been used previously within this service and has been successful in practice change
- Continuing health care eligibility should be constant regardless of diagnosis, however people with a learning disability are less likely to be awarded this funding.

233. 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?

.Practice change promotes better outcomes for individuals, by promoting independence, being less reliant on services and enabling people to find coping strategies within their own resources and community. This means that statutory services will be used to meet the needs of the most vulnerable in our community. The Quality Assessment Learning Group will promote practice change, increase workers knowledge of alternative ways of meeting need and ensure that the budget spend is adequately scrutinized.

234. 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
Discuss inhouse provision and skill mix required from providers	By End Dec 2022	Clare Morgan/Ceri York

235. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



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

<p>Name of the Officer completing the evaluation Clare Morgan</p> <p>Phone no: 07770 838419 E-mail: claremorgan@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Budget savings mandate SCH8 - Direct payments</p>
<p>Name of Service area</p> <p>Mental health and disabilities</p>	<p>Date 01.12.2022</p>

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236. **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	<i>Reduction in potential for build up of unused money in the direct payment account and potential for misuse and getting into debt</i>	Potential for the direct payment recipient to not have enough money to cover their care package	Each case will be looked at on an individual basis and if the recipient is using their whole budget they will be given back the 10%
Disability	As above	As above	As Above
Gender reassignment	as above	As above	As above

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Marriage or civil partnership	N/A	N/A	
Pregnancy or maternity	N/A	N/A	
Race	.N/A	N/A	
Religion or Belief	.N/A	N/A	
Sex	N/A	N/A	
Sexual Orientation	.N/A	N/A	

237. 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	<i>At a time of cost of living crisis the appropriate amount of money will be paid in to the recipients account, this will prevent the potential to misuse the money and get into debt with MCC</i>	N/A	N/A





238. Policy making and the Welsh language.


<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<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>N/A</p>		
<p>Operational</p> <p>Recruitment & Training of Workforce</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>Any communication is sent out in Welsh if the person requires it.</p> <p>Any advertising of services and public facing information is delivered in Welsh and English</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Direct payment recipients will have sufficient support in terms of guidance and finances to employ personal assistants to meet their needs.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood		
A Wales of cohesive communities Communities are attractive, viable, safe and well connected		
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	This approach promotes independence and supporting people to live their own lives	

240. 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>	<p>MCC will be using the appropriate levels of finances to support people in the short and long term</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>N/A</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All service users are actively involved in the assessment process and seeking their own solutions. Direct payments gives individuals more choice and control over their care and support</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This approach will prevent individuals from getting into debt with the local authority</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>.N/A – direct payments gives control to the individual</p>	

241. 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	Reduction in potential for financial misuse of funds	<i>.Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect</i>	
Corporate Parenting	n/a		

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

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- On an annual basis MCC currently have to reclaim any surplus money that is in the DP recipient's account. This often amounts to significant excesses.

243. 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?

.Positive to the local authority in terms of only transferring appropriate amount of money in order to meet the person's needs. Not have to reclaim money each year from individual's account. Positive for individuals who are likely to be subject to financial abuse. Potential to have negative impact on a small number of individuals who do use their full allocation of money, however we will address this on a case by case basis and ensure that those people are not detrimentally affected.

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244. 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

245. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		

2019/11/13



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Jane Rodgers</p> <p>Phone no: E-mail: janerodgers@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH9</p> <ul style="list-style-type: none"> i) Review and reduce 24 hour packages of care to identify which packages may benefit from going back into brokerage or a reablement approach ii) Review/reduce packages of care in place following completed DFGs (Disabled Facilities Grants) to identify which packages may benefit from further enablement approaches iii) Renew the emphasis on making and pursuing CHC applications for residents with high intensity health needs iv) Implement effective debt recovery and debt prevention to reduce the bad debt provision
<p>Name of Service area Adult Services</p>	<p>Date 12/12/22</p>

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246. 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	<p><i>A focus on reablement highlighted within the proposal can increase people's independence and ensure that they are supported to live lives that matter to them without the need for longer-term care.</i></p>	<p>The proposal will impact negatively on older, frail adults and their carers because there will be a reduction in the level of home care available, and potentially less availability in the option of employing a 24 hour live-in carer.</p>	<p>On-going review, quality assurance processes and monitoring of outcomes for older, frail adults.</p>
Disability	<p><i>A focus on reablement highlighted within the proposal can increase people's independence and ensure that they are supported to live lives that matter to them without the need for longer-term care.</i></p> <p><i>CHC applications will ensure that people with chronic or severe health needs will have their needs met by the most appropriate agency.</i></p>	<p>The proposal will impact negatively on adults with physical disabilities because there will be a potential reduction in the availability of care following a completed DFG.</p> <p>A CHC will affect people with severe physical disability, learning disability and mental health problems (including dementia) disproportionately, and may cause disruption or uncertainty to how their care is provided.</p>	<p>On-going review, quality assurance processes and monitoring of outcomes for the care and support needs of adults with physical disabilities</p>
Gender reassignment	<p>none identified</p>	<p>None identified</p>	<p>None identified</p>
Marriage or civil partnership	<p>Services are provided to all residents with care and support needs and their carers regardless of their marital status</p>	<p>None identified</p>	<p>None identified</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?
Pregnancy or maternity	None identified	None identified	None identified
Race	Care and support plans for adults and their families / carers take account of race and aims to provide care and support in a way that promotes and respects individuality.	None identified	More needs to be done to understand and overcome barriers to people accessing services in accordance with Anti-racist Wales. Increase training and awareness across the service.
Religion or Belief	.Care and support plans for adults and their carers / families take account of individual beliefs and aims to provide care and support in a way that promotes and respects individual preferences.	None identified	Increase training and awareness across the service. Ensure that services and practitioners are skilled and trained to support all adults and their carers.
Sex	Services are provided to both men and women with care and support needs.	There are more women than men who work in domiciliary care, so a reduction in home care is likely to affect more women than men. There are also more women than men in unpaid caring roles. A reduction in 24 hour packages of care may place increased expectation on carers, and is more likely to affect women than men.	The service must recognize any barriers caused by a person's sex to access support, and ensure that these are addressed.
Sexual Orientation	<i>. Care and support plans for adults and their carers take account of people's identify and provide care and support in a way that promotes and respects individual preferences.</i>	None identified	Ensure that services and practitioners are skilled and trained to support all individuals their families / carers.

247. 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	<p>A focus on reablement services, as highlighted within the proposal can increase people's independence, and ensure that they are supported to live lives that matter to them without the need for longer-term care.</p> <p>Debt recovery and debt prevention activity will ensure that where people can afford it, they contribute to their care so that resources can be used to promote equity.</p>	<p>Adults with care and support needs, and their carers, can be economically disadvantaged. It is also recognized that MCC residents experiencing socio-economic disadvantage have generally poorer health outcomes, and require care and support at an earlier age. The service is experiencing high levels of demand and resource pressures on the service will make it harder to provide the optimal level of service to every individual.</p>	<p>Ensuring that practitioners understand the impact of socio-economic disadvantage on individuals with care and support needs, and have the right skills to support people in such circumstances.</p>

248. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>None-identified</p>	<p>Ensure that the Welsh language offer is consistently made.</p>
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Care and support can be offered in Welsh (to a limited degree)</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The service employs circa 170 home care workers, and supports positive skill development within the sector. The service provides opportunities to access career pathways for people seeking to attain higher level qualifications.	None identified
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None identified	None identified
Page 1138 A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote wellbeing, help people live healthier lives and prevent the need for long-term care and support. Home care, and specifically enablement approaches, can support individuals to overcome the impact of physical disability or frailty to live fulfilled lives for longer according to what matters to them.	A renewed focus on assessment and review of care and support needs.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	DFGs support adults to remain living safely in their own homes and communities for as long as possible. Reablement approaches, can support individuals to overcome the impact of physical disability or frailty to live fulfilled lives for longer according to what matters to them.	None identified
A globally responsible Wales	None identified	None identified

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?
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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	The use of DFGs and reablement approaches protect the culture, heritage and language of Wales by supporting individuals with care and support needs to live lives that matter to them in their own homes and communities. Care and support plans include supporting individuals to access social, recreational and sporting activities as part of building resilience and reducing loneliness and isolation.	A renewed focus on assessment and review of care and support needs.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The service supports adults with care and support needs to overcome socio-economic disadvantage and the impact of poor health / disability to live fulfilled lives that matter to them. Debt recovery and debt prevention activity will ensure that where people can afford it, they contribute to their care so that resources can be used to promote equity.	None identified

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The proposal includes a renewed focus on ensuring reablement approaches are in place to help reduce overall long-term demand.</p>	<p>None identified</p>
<p>Page 1140</p>  <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>DFG requires good partnership working between social care, health and housing.</p> <p>The CHC process can generate tension between health and social care roles and responsibilities and how to best meet people's needs. However, the Social Services and Wellbeing (Wales) Act 2014, underpins the way that local authority works with its partners work through a range of structures and mechanisms, most notably with Regional Partnership Board both at a strategic and operational level. Adult services within MCC benefit from high levels of integration between health and social care. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for adults with care and support needs within Monmouthshire.</p>	<p>None identified</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p><i>The service provides care at home for adults based on 'what matters' to them. Adults with care and support needs have access to reviews and independent advocacy. Service users are routinely asked directly about their experience of the service through quality of care reports. Direct care is provided in way that respects individual choices as much as possible.</i></p>	<p>Adult services must ensure that all adults are informed about their rights to access formal advocacy.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>DFGs and reablement approaches are a cornerstone of preventative working</p>	<p>None identified</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p><i>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.</i></p>	<p>None identified</p>

251. 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>The mandate proposes a re-assessment of care and support needs for people receiving 24 hr care and where DFGs have been completed. Maintaining safeguarding, and ensuring that no one is put at risk of harm, will be central to the mandate during its implementation.</p> <p>All people working with adults with care and support needs are trained in safe care, receive appropriate levels of safeguarding training and safe recruitment is followed at all times.</p>	.None identified	None identified
Corporate Parenting	None identified	N/A	None identified

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
- Household survey data
- Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
- Evidence and data from Monmouthshire’s Well-being Assessment
- Recommendations from Scrutiny or following consultation
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors

Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.

The evidence and data that has informed this report is:

1.The Social Services and Wellbeing (Wales) Act 2014

2. Information regarding completed DFGs

3. Financial data regarding debt

4. Service data – Flo

5. Workforce information

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19. 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?

That the safeguarding needs of people must remain central to the implementation of this mandate, and that care is allocated to those who need it the most. The impact of this will be mitigated by a renewed emphasis on reablement approaches and by a careful process of assessment and review for people with care and support needs.

20. 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
Put in place a project group to manage the implementation of the mandate	End of March 2023	Head of Adults Services
Continue to review and evaluate the service by monitoring outcomes for adults with care and support needs and their carers	quarterly	Head of Adults Services

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21. 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
V1	Budget mandate	12/12/22	n/a



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

<p>Name of the Officer completing the evaluation Jane Rodgers</p> <p>Phone no: E-mail: janerodgers@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH10 - To re-evaluate the provision of non-residential care services to meet the operational demands and accommodate the savings target.</p>
<p>Name of Service area</p> <p>Adult Services</p>	<p>Date 12/12/22</p>

253. 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	<i>A focus on the reablement services highlighted within the proposal can increase people's independence, and ensure that they are supported to live lives that matter to them without the need for longer-term care.</i>	<p>The proposal will impact negatively on older, frail adults and their carers because there will be a reduction in the level of home care available. Care at home help adults to live safely in their own homes for longer.</p> <p>The service is experiencing a high level of demand for care at home with circa 1300 hours of unmet need. Further reduction in domiciliary care will mean that people's needs may not be met at the maximum level.</p>	A renewed focus on assessment and review of care and support needs will be initiated.

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?
Disability	A focus on the reablement services as highlighted within the mandate can increase people's independence, and ensure that they are supported to live lives that matter to them without the need for longer-term care.	<p>The proposal will impact negatively on adults with physical disabilities, and adults with mental health difficulties including dementia and their carers because there will be a reduction in the level of home care available. Care at home help adults to live safely in their own homes for longer.</p> <p>The service is experiencing a high level of demand for care at home with circa 1300 hours of unmet need. Further reduction in domiciliary care will mean that people's needs may not be met at the maximum level.</p>	A renewed focus on assessment and review of care and support needs.
Gender assignment	<i>None identified.</i>	None identified	None identified
Marriage or civil partnership	None identified	N/A None identified	N/A None identified
Pregnancy or maternity	<i>N/A None identified</i>	N/A None identified	N/A None identified
Race	<i>N/A None identified</i>	N/A None identified	N/A None identified
Religion or Belief	<i>N/A None identified</i>	N/A None identified	N/A None identified

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?
Sex	n/A None identified	<p>There are more women than men who work in domiciliary care, so a reduction in home care is likely to affect more women than men.</p> <p>There are also more women than men in unpaid caring roles. A reduction in home care may place increased expectation on carers, and is more likely to affect women than men.</p>	There is a current shortage of domiciliary care workers so it is anticipated that a reduction would not result in loss of employment.
Sexual Orientation	<i>None identified</i>	None identified	None identified

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4. 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>Socio-economic Duty and Social Justice</p>	<p>A focus on reablement services, as highlighted within the proposal can increase people's independence, and ensure that they are supported to live lives that matter to them without the need for longer-term care.</p>	<p>Older, frail adults with care and support needs, and their carers, can be economically disadvantaged. It is also recognized that MCC residents experiencing socio-economic disadvantage have generally poorer health outcomes, and require care and support at an earlier age.</p> <p>The service is experiencing high levels of demand and resource pressures on the service will make it harder to provide the optimal level of service to every individual</p>	<p>Ensuring that practitioners understand the impact of socio-economic disadvantage on individuals with care and support needs, and have the right skills to support people in such circumstances.</p> <p>A renewed focus on assessment and review of care and support needs will help to ensure that home care is allocated to those who are most in need.</p>
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255. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>None-identified</p>	<p>Ensure that the Welsh language offer is consistently made.</p>
<p>Operational</p> <p>Recruitment & Training of Workforce</p>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Care and support can be offered in Welsh (to a limited degree)</p> <p>Welsh language options recorded on case management system</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The service employs circa 170 home care workers, and supports positive skill development within the sector. The service provides opportunities to access career pathways for people seeking to go and attain higher level qualifications.	None identified
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	n/a	n/a
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Home care is provided to adults with care and support needs, predominantly frail, older adults and adults with dementia. Home care helps people live safely and well at home. Home care, and specifically enablement approaches, can support individuals to overcome the impact of physical disability or frailty to live fulfilled lives for longer according to what matters to them.	A renewed focus on assessment and review of care and support needs.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The service supports adults to remain living safely in their own homes and communities. The service supports adults to make social connections and reduce the impact of loneliness and isolation	A renewed focus on assessment and review of care and support needs.
A globally responsible Wales	N/a	n/a

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?
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<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>	The service supports and protects the culture, heritage and language of Wales by supporting individuals with care and support needs to live lives that matter to them in their own homes and communities.	A renewed focus on assessment and review of care and support needs.
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	The service supports adults with care and support needs to overcome socio-economic disadvantage and the impact of poor health / disability to live fulfilled lives that matter to them.	A renewed focus on assessment and review of care and support needs.

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	The proposal includes a renewed focus on ensuring reablement approaches are in place to help reduce overall long-term demand.	None further identified

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 Social Services and Wellbeing (Wales) Act 2014, underpins the way that local authority works with its partners work through a range of structures and mechanisms, most notably with Regional Partnership Board both at a strategic and operational level. Adult services within MCC benefit from high levels of integration between health and social care. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for adults with care and support needs within Monmouthshire.</p>	<p>n/a</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The service provides care at home for adults based on 'what matters' to them. Adults with care and support needs have access to reviews and independent advocacy. Service users are routinely asked directly about their experience of the service through quality of care reports. Direct care is provided in way that respects individual choices as much as possible.</p>	<p>Adult services must ensure that all adults are informed about their rights to access formal advocacy.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>Reablement is a cornerstone of prevention</p>	<p>None further identified</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><i>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent/ reduce the need for care and support.</i></p>	<p>None identified</p>

258. 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>The mandate proposes a reduction on the amount of home care that is available overall for the residents of MCC. Maintaining safeguarding, and ensuring that no one is put at risk of harm, will be central to the mandate during its implementation.</p> <p>All people working with adults with care and support needs are trained in safe care, receive appropriate levels of safeguarding training and safe recruitment is followed at all times.</p>	.N/A	A renewed focus on assessment and review of care and support needs, with safeguarding being central to this process.
Corporate Parenting	None identified	N/A	None identified

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
- Household survey data
- Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
- Evidence and data from Monmouthshire’s Well-being Assessment
- Recommendations from Scrutiny or following consultation
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors

Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.

The evidence and data that has informed this report is:

1. The Social Services and Wellbeing (Wales) Act 2014
2. External evaluation (CIW)
3. Financial data from budget monitoring
4. Service data – Flo
5. Workforce information

22. 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?

Reducing the overall amount of care at home available to MCC residents will disproportionately affect older, frail adults, those living with dementia, people with physical disabilities or mental ill-health and their carers. The impact of this will be mitigated by a renewed emphasis on reablement approaches and by a careful process of assessment and review for people with care and support needs.

23. 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
Put in place a project group to manage the implementation of the mandate	By March 2023	Head of Adults Services
Continue to review and evaluate the service by monitoring outcomes for adults with care and support needs and their carers	Quarterly	Head of Adults services

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24. 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
V1	Budget mandate	12/12/22	<i>n/a</i>



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Tyrone Stokes</p> <p>Phone no: 01633 644589 E-mail: tyronestokes@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH11 - Reviewing partnership arrangements to explore possibility of reducing future partner contributions</p>
<p>Name of Service area</p> <p>Adults</p>	<p>Date</p> <p>24/11/2022</p>

260. 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	Allow for a collaborative approach to service delivery for older adults in the 65+ age category at the lowest cost option.	That partner contributions are set too low and service delivery have to be reduced as a consequence	Review with all partner and host Authority to ensure robustness to strike a balance between service delivery and the lowest operating cost
Disability	One partner scheme is specifically targeted to provide respite for carers of clients with disabilities allowing for a collaboration of services across Gwent	That partner contributions are set too low and service delivery have to be reduced as a consequence	Review with all partner and host Authority to ensure robustness to strike a balance between service delivery and the lowest operating cost
Gender reassignment	N/A	N/A	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?
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion or Belief	N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A

261. 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	<i>Working on Gwent partnership arrangements does allow for a pooling of service resources to allow for an even distribution of services to all clients across the Gwent region</i>	<i>If service delivery models need to be amended to accommodate this proposal this could affect those most in need and/or dependent on the services provided.</i>	Options will be explored to look at the most viable ways to reduce costs to minimise any impact on service delivery

262. 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	N/A	N/A
<p>Operational</p> <p>Recruitment & Training of workforce</p>	N/A	N/A	N/A
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	N/A	N/A	N/A



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>Positive – working in a partnership arrangement allows for a pooling of resources for use across Gwent</p> <p>Negative – each partner could decide to reduce its contribution which could jeopardize the viability of the partnerships</p>	<p>The reviews need to be robust enough to determine 1) can contributions be reduced without having a detriment effect on service delivery and 2) if contributions cannot be reduced the reasons and/or alternative actions explored</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>A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood</p>	<p>Positive – having a pooled resource facility at a sustainable cost to each partner</p>	<p>A robust review being conducted</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Negative – potential to impact on those in most need of those services such as the elderly, younger adults with learning disabilities or those requiring services as a carer</p>	<p>Reviews will look at if service costs can be reduced to mitigate or minimise any impacts to service delivery</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</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>		

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	Partnership arrangements under this proposal are targeted at either older Adults or Adults with Disabilities and maintaining a partnership approach to service delivery at a sustainable cost would ensure these client groups are not adversely disadvantaged	

264. 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 1162</p> <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>Reviewing partnerships is looking at maintain that service delivery model whilst considering how that can be best financed</p>	
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Reviewing partnerships is looking at maintain that service delivery model whilst considering how that can be best financed</p>	
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>This would be one of the elements of conducted a robust review with partners to determine the viability of this proposal</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Partnership arrangements looks to pool resources from across Gwent as a preventative service delivery model to assist those targeted client groups to promote independence and maintain their current health and wellbeing.</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p><i>Providing joint service delivery models that meet the goals and objectives of all partner bodies across Gwent.</i></p>	

265. 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			
Corporate Parenting			

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

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267. 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 main purpose is to explore, via a partner review, if joint collaborative arrangements can be operated at a reduced cost

268. 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
Consult with partners	Immediately	Jane Rodgers

269. 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



Integrated Impact Assessment document

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

<p>Name of the Officer: Claire Robins</p> <p>Phone no: 07921781075 E-mail:</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH12 - The proposal is to deliver the agreed savings by: _</p> <ul style="list-style-type: none"> - Reducing core budget of the workforce development team. (Social Care Training Team) - Reviewing and update the structure of the Transformation Team and associated posts.
<p>Name of Service area</p> <p>Transformation – Social Care & Health</p>	<p>Date: 24th November</p>

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270. 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	At this point we are unable to determine the impact as this could potentially be both positive or negative. In line with Monmouthshire policy the protection of employment policy will be followed if relevant.	By reducing the available training this could impact the number of carers re-registering with Social Care Wales, consequently this may reduce the amount of people working in care. Ultimately impacting our ability to support people in our communities. Groups potentially impacted could be older adults.	In line with change management processes, we would look to mitigate any potential future impact. We will put plans in place to reduce the impact of labour turnover

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?
Disability	The protection of employment policy will be followed, but at this point we are unable to determine the impact as this could potentially be both positive or negative.	By reducing the available training this could impact the number of carers re-registering with Social Care Wales so consequently this may reduce the amount of people working in care. Ultimately impacting our ability to support people in our communities, groups potentially impacted could be people with a disability.	In line with change management processes, we would look to mitigate any potential future impact.
Gender reassignment	At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a
Marriage or civil partnership	At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a
Pregnancy or maternity	At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a
Race	At this point we are unable to determine the impact as the could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	.At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a
Sex	At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a
Sexual Orientation	At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a

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271. 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	At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	We will be following the protection of employment policy if necessary
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272. 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 Social Care a 'More Than Words' Welsh Language action plan for social care is regularly updated and support Welsh Language within the directorate.</p> <p>All recruitment marketing is bilingual.</p> <p>We record the language of choice on our Social Care recording system. And offer a translation service.</p>	<p>We may have limited resources to offer Welsh Language training to our workforce in the future as the majority of our resources will need to focus on Social Care training from now on.</p> <p>We can offer e-learning Welsh Language training in the future.</p>	<p>We will emphasize the importance of Welsh language skills training for the social care workforce with our corporate colleagues and ensure its identified as part of TNA.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>There will be no positive impact as a direct result of reducing the training budget.</p>	<p>This recommendation will directly negatively impact on the recruitment and training of the Social Care Workforce that is already under pressure as a result of the pressure of COVID.</p> <p>We will have limited resources to support the front-line services with recruitment marketing and support as a result of this recommendation.</p>	<p>Recruitment Marketing activities will need to either sit with the operational teams or with corporate HR.</p> <p>They will need to move at pace in order to free up resources elsewhere, learn additional skills and knowledge in order to maintain momentum and impact on current recruitment plans.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>When carrying out assessments everyone is offered the option to have their assessment carried out in Welsh.</p>	<p>n/a</p>	<p>We have a More than Words Welsh language strategy.</p> <p>All jobs are advertised in Welsh.</p> <p>We have access to a Welsh language translation service. We have Welsh language speakers in our service.</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	This proposal will remove skill, knowledge and experience from the directorate. This reduces job opportunities in the directorate.	Will need to examine associated posts within the directorate in order to evaluate duplication of resources in order to achieve maximum effectiveness. Consider bringing associated posts into the central team.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	n/a	n/a
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The learning and development of our workforce supports the physical and mental wellbeing of both the workforce and the people we support. By reducing the learning and development opportunities this could have a negative impact.	We will look to maximize the learning opportunities and look to use the LMS (learning management system to look for efficiencies). Removing wellbeing training should be the last resort.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	n/a	n/a
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	n/a	n/a
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People	We encourage our workforce to learn Welsh however as resources are reduced this could impact the commissioning of face to face Welsh language skills training funded by social care.	Any necessary external recruitment as a result of this recommendation will be marketed bilingually.

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?
are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The workforce development plan is open for all staff regardless of role / position etc..	

274. 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 1172</p>  <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The workforce development plan sets out a sustainable service and financial plan in order to support the workforce. This will be updated following the recommended budget cuts. Workforce plans require both short term and longer term plans. It will be challenging to plan for the longer term with limited resources.</p>	<p>We will look to secure additional funding in order to meet the aspirations of the service. We will look for digital solutions and regional collaborations in order to meet service and workforce needs.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, which came into force on the 6th of April 2016, is the legislative underpinning for changes in the way that local authorities and their partners work with individual families. The workforce development team will look to ensure all essential training is delivered in line with the act. We will continue to collaborate and support effective partnership working within and outside the council so we are well positioned to play a leading role in workforce regional collaborations. We will continue to develop working arrangements with partners to ensure that we support the workforce in the most effective and appropriate way.</p>	<p>Ensure our medium and longer term plans extend collaboration and partnership approaches to delivering workforce solutions.</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>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Monmouthshire is committed to consultation and engagement when considering changes to service provision / service support. We will be building on the existing consultation activities / policies and procedures with the relevant workforce and all stakeholders.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>During the last few years the workforce development team have had a preventative strategy whereby workforce planning and employee development ensures the workforce is equipped to deliver the highest quality standards of care and support. This supports the early intervention and preventative agenda within our front line services. By removing resources there is a risk we will become more re-active in relation to learning and development.</p>	<p>By ensuring staff still have PDP's and that specific social care front line learning and development is the priority.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other .bodies</p>	<p>Having less resource will result in less commissioned training therefore this will impact the training providers in our community. They may choose to no longer offer a service, and this will result in a loss of available commissioned training longer term.</p> <p>At a time when the social care workforce demand is increasing, when recruitment across the whole sector is challenging, being faced with cutting the learning and development budget will negatively impact the wellbeing of our workforce.</p>	<p>Support from other areas of the organization will be required in order to support the workforce accordingly. i.e HR, marketing, OD.</p>

275. 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	Two of the principals on which the directorate operates ensures that safeguarding and corporate parenting issues are fundamental to all considerations.	n/a	n/a
Corporate Parenting		n/a	n/a

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

Page 1174	<p>The evidence and data that has informed this report is:</p> <ul style="list-style-type: none"> - The Social Services and Wellbeing (Wales) Act 2014 - Protection of Employment Policy - Financial data – Agresso - Service data – PLANT - Workforce Development Plan - <i>Equalities dashboard link.</i> Equality data dashboard for EQIA's 2020.xlsx
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277. 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?

Potential Impact

Reduce commissioned training across Social Care and Health – A reduction in the workforce development (training team) core budget will potentially reduce the compliance of mandatory training within Social Care for both in house and social care providers in Monmouthshire.

There are already increased challenges with recruitment and retention across the sector and this may further increase if there are reduced learning and development opportunities.

Impact on current workforce - Impact on Social Care Wales registration across the sector. This may impact the number of staff who are in a position to register with Social Care Wales and remain working in social care. Therefore, potentially reducing the number of Social Care staff across Monmouthshire. Reduced morale, increase sickens absence, in increase stress across the workforce if people are unable/delayed being able to re-register with Social Care Wales as a result of the reduced available training.

Impact on future workforce - Talent management challenges as Monmouthshire will no longer be able to attract people who want a career in care.

Counselling Dev Resource – Not having the resources to support the transition from qualified adult counsellors to qualified and experienced children qualified counselors will result in the service having to recruit children’s counselors when there are vacancies rather than developing their own. Recruitment and attraction will be more challenging for counsellors for the school-based counselling service. The demand for school counsellors has continued to increase following COVID.

Residents - Indirectly, if there are less people being able to register and subsequently remain working in social care this potentially could negatively impact and reduce the quality and quantity of social care that can be delivered across Monmouthshire.

As a consequence, this could also impact NHS and add further pressure in the social care and Health system, that is already at breaking point.

Transformation – Reduction in Resource

2 Limited ability to support the directorate with transformation projects i.e. reducing expertise to deliver digital projects, no social care dedicated recruitment support for managers.

3 Vulnerability in being able to offer system admin and deliver business continuity for our Social Care recording system.

4 Unable to support SRS on a technical front with our in-house Social Care recording system (FLO/ Plant)

5 As a result of reducing the available system support this may result in the increase of system down times and therefore indirectly putting children and vulnerable adults at risk if people are unable to access social care records. i.e. out of hours duty.

278. 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
Consult with the workforce	Following HR advice	Line Manger
Consult with colleagues across other directorates on changes that need to be put in place as a result of this mandate.	Once mandate agreed.	Line Manager

279. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Chesney Chick</p> <p>Phone no: 01495 768300 E-mail: chesneychick@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH13 - The proposal is to deliver the agreed savings by:___</p> <ul style="list-style-type: none"> - Reducing core budget of the Monmouthshire & Torfaen YOS by reviewing and update the structure of the Service and associated posts. - Change the accommodation venue of the YOS, in order to significantly reduce accommodation costs -
<p>Name of Service area</p> <p>Children Services – Monmouthshire & Torfaen YOS</p>	<p>Date</p> <p>29.11.2022</p>

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20. 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	It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will have upon service provision.	Mon & Torfaen YOS, as a result of the proposed restructuring will be potentially unable to meet its statutory responsibilities.	Work closely with partnership agencies, to meet unmet need.
Disability	Children who live with a disability will have support tailored to their needs by a multiagency approach to consider their holistic needs		All cases will be assessed on a cases by case basis.

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	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</p>	N/A	All cases will be assessed on a cases by case basis.
Marriage or civil partnership Page 1178	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</p>		All cases will be assessed on a cases by case basis.
Pregnancy or maternity	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</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?
Race	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</p>		
Religion or Belief	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</p>		
Sex	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</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?
Sexual Orientation	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</p>		

4.1. 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	YOS data and research would tell us that, during times of austerity, crime and disorder increases, impacting upon the most vulnerable within our society and communities.	the proposed restructure would deplete the YOS work force, potentially leaving us in a position where we are unable to meet provision demand.	N/A

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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	The Social Care a 'More Than Words' Welsh Language action plan for social care is regularly updated and support Welsh Language within the directorate. All recruitment marketing is bilingual. We record the language of choice on our Social Care recording system. And offer a translation service.		Assessment and support is offered on a case by case basis and Welsh is offered on a case by case basis
Operational Recruitment & Training of Workforce	Creation of new opportunities in care and support at different levels all offered in Welsh Language.	Proposals in mandate may affect YOS's ability to recruit to essential posts in the future.	HR and Communications support will be requested
Service delivery Use of Welsh language in service delivery Promoting use of the language	All assessments are offered in Welsh. There is access to bi-lingual social work support. Welsh language options recorded on case management system		Any necessary external recruitment will be marketed bilingually in Welsh and English

Policy making and the Welsh language.




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	This mandate/proposal will deplete YOS provision-removing knowledge, skill and experience.	Scrutiny of similar posts within service, maximizing efficiency/effectiveness. (depleted service may not be in a position to meet provision demand).
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	N/A
<div style="display: flex; align-items: center;"> <div style="writing-mode: vertical-rl; transform: rotate(180deg); font-weight: bold; margin-right: 10px;">Page 10</div> <div> A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood </div> </div>	<p>The work undertaken by Mon & Torfaen YOS is underpinned by the 'Child-First' principles 'Child-First' allows for a more positive and strengths-based approach. Which is actively promoted by the Welsh Government Youth Justice Blueprint.</p> <p>Furthermore, in response to the accepted correlation between Adverse Childhood Experiences and those children who are more likely to become involved with statutory services and in-line with Youth Offending Services throughout Wales, the YOS has developed its approaches to 'trauma-informed practice'. All YOS staff are trained in 'trauma-informed' approaches and use these approaches, in practice.</p>	Scrutiny of all posts within service, maximizing efficiency/effectiveness. (depleted service may not be in a position to meet provision demand).
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The proposed mandate may impact upon YOS's ability support children and their families within the community, thus ASB incidents may increase which would have a detrimental effect upon community cohesion	Scrutiny of all posts within service, maximizing efficiency/effectiveness. (depleted service may not be in a position to meet provision demand).

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 globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	YOS data and research would tell us that, during times of austerity, crime and disorder increases, impacting upon the most vulnerable within our society and communities.	Scrutiny of all posts within service, maximizing efficiency/effectiveness. (depleted service may not be in a position to meet provision demand).
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	All YOS staff are encouraged to learn Welsh however as resources/staffing numbers are reduced this could impact upon moral and time available to promote a vibrant Welsh culture.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Mon & Torfaen YOS support Equal Opportunities by ensuring that we establish safe and appropriate ways to engage children and develop robust plans that prepare them to lead crime free lives.	

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The Mon & Torfaen YOS mandate/proposal sets out a sustainable service and financial plan to meet the current, financial demands whilst maintaining provision integrity. This will be updated following the recommended budget cuts. YOS plans require both short term and long term planning, thus it is extremely difficult to plan given the current financial climate, and the unknown impact, this will have on society/communities.</p>	<p>Mon & Torfaen YOS has a proven record of resilience and adaptability, particularly in recent times and is committed to ensuring that the service delivers an effective child-focused provision. Changes will provide opportunity to think and react creatively</p> <p>YOS receives funding from a number of partnership agencies, Gwent Police, Ministry of Justice, YJB, Welsh Government, Gwent OPCC, it is unknown at this time whether similar cuts to funding will be enforced by these agencies.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Monmouthshire & Torfaen YOS is a multi-agency Service that is supported by numerous partnership agencies. Thus the services support effective partnership working within and outside the council so we are well positioned to play a leading role in regional collaborations. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and families within Monmouthshire & Torfaen.</p>	
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>Mon & Torfaen YOS is committed to developing a consultation and engagement strategy thus ensuring the voice of the child is central to everything it does. In addition it is important to build on the existing consultation activities with groups of children that we support for statutory orders, out of court disposals and prevention programmes.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Mon & Torfaen YOS mandate/proposal, which is to review and update the structure of service provision will inevitably deplete YOS provision- removing knowledge, skill and experience. This could potentially be compounded by an increase in service demand, brought about by the period of austerity we are entering.</p>	<p>We critically review YOS workforce and identify opportunities to streamline YOS provision. We will do this by reallocating duties within the current structure.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The YOS has a proven record of resilience and adaptability, particularly in recent times and is committed to ensuring that the service delivers an effective child-focused provision. Changes will provide opportunity to think and react creatively, however it is not known what impact the current crisis will have upon service demand. If as anticipated, referrals increase significantly the YOS, with a depleted workforce, will be unable to meet the demands thus the impact on wellbeing will be negative.</p>	

284. 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	Two of the principles on which the directorate operates, ensures Safeguarding and Corporate Parenting are fundamental to all considerations.	N/A	N/A
Corporate Parenting	Two of the principles on which the directorate operates, ensures Safeguarding and Corporate Parenting are fundamental to all considerations	N/A	N/A

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
- Household survey data
- Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
- Evidence and data from Monmouthshire’s Well-being Assessment
- Recommendations from Scrutiny or following consultation
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors
 - Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)

The evidence and data that has informed this report is:-

1. The Social Services and Wellbeing (Wales) Act 2014
2. Protection of Employment Policy
3. Financial data – Agresso
4. Service data – ChildView
5. Detailed employee consultation within both Children’s services and partner agencies

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

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

In order to deliver the required savings and realise efficiencies within core funding, we have critically reviewed the costs relating to travel expenditure, for YOS staff and the savings available, due to changes in working practices brought about by the move towards agile and blended working practices. As a result of identified savings being made, we propose to reduce the set budget in respect of travel expenses for YOS staff.

In addition, we will review the YOS workforce and identify opportunities to streamline the workforce, by reallocating duties, within the service. This opportunity has arisen, due to the chosen departure of two staff members as a result of retirement, voluntary redundancy and job relocation. Further savings may also become available, due to staff potentially choosing to reduce their working hours and the reduction in the use of sessional workers.

Furthermore, we propose to make significant budgetary savings by proposing to relocate the YOS to Monmouthshire County Hall, thereby reducing / eliminating rental costs associated with our current accommodation at Mamhilad Estate.

287. 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
Continue to review and evaluate the progress of the proposed mandate, utilize staff supervision, throughput data (childview), liaise with partnership agencies.	Once mandate has been agreed.	Chesney Chick

288. 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			



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

<p>Name of the Officer</p> <p>Debra Hill-Howells</p> <p>Phone no: 0775 851405 E-mail: debrahill-howells@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>C&PPM1 - Passenger transport service pressures. To request additional revenue support to offset increasing demand and operational costs.</p>
<p>Name of Service area</p> <p>Passenger Transport</p>	<p>Date</p> <p>14th December 2022</p>

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289. **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	If approved, we will be able to maintain existing enhanced service provision.	None	The proposal seeks additional funding to meet additional demand and operating costs external providers and the inhouse team. If approved this will maintain the current provision.
Disability	None	None	As above

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	None	None	None
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	None	None	None
Race	None	None	None
Religion or Belief	None	None	The provision of free school transport to faith schools already exceeds the requirements of the LTM.
Sex	None	None	None
Sexual Orientation	None	None	None

290. 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	<p>The provision of free home to school transport ensures that all learners have equal access to education regardless of their socio-economic status.</p> <p>For those learners that are not eligible for free transport, they are able to apply for concessionary transport. This provides learners with access to subsidized travel where vacant seats are available on home to school transport.</p>		<p>The proposal seeks additional funding to cover the projected increase in costs to provide the service which have arisen as a result of increased manpower and fuel costs. The in house team has also had to commit to additional prudential borrowing to fund the cost of new vehicles due to external market failure.</p>

291. 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 Welsh Government Learner Travel Measure provides LA's with the ability to provide discretionary transport to Welsh medium schools. We currently provide free home to school transport for learners to attend their nearest suitable Welsh medium school if they live more than 1.5 miles (primary) or 2 miles (secondary) away.</p>	<p>Learners living less than 1.5 miles away from a Welsh Medium school would not qualify for free transport which may discourage them from attending a Welsh medium school.</p>	<p>Improvements to the active travel infrastructure to support learners walking, cycling or scooting to school.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>N/A</p>	<p>N/A</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>Parents can apply for school transport through the medium of Welsh. All communications can be undertaken through the Welsh Language.</p>	<p>Drivers and passenger assistants may not be able to converse in Welsh on the vehicles.</p>	<p>All MCC colleagues have access to Welsh language training courses that are provided centrally.</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>Currently, the Council's Transport Policy provides free school transport for learners to access mainstream, Welsh medium or faith schools if they are more than 1.5 or 2 miles away from their homes. ALN transport is provided based on their individual assessments and needs.</p> <p>The costs of this provision increase year on year and in addition the Council has had to grow its internal operations due to contract hand backs and lack of tenders. Due to inflation the costs of providing this service are in excess of existing budget allocations.</p>	<p>The Commissioning Team will work with Highways teams to identify opportunities to provide available walking routes that will support more learners and the wider community to engage in active travel.</p>
<p>Page 1 of 10</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>School transport via mass transit reduces the number of individual motor cars that need to undertake the school run thereby helping to reduce the county's carbon footprint.</p>	<p>The Council is developing its fleet transition plan that will transition our passenger transport vehicles from internal combustion engines to zero emission vehicles.</p> <p>Routes are continually assessed to identify opportunities to combine routes and reduce the number of vehicles travelling. Available walking routes are also continually reviewed where transport has been provided as a route has been deemed unavailable and the walking distance is below the eligible thresholds. Where circumstances have changed, and the route is deemed available learners are advised of the available route and the free transport is removed.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p>Where primary aged learners live within 1.5 miles of their school and secondary 2 miles of the school, they are encouraged to use active travel to get to school</p>	<p>We are working with Highways colleagues to identify how available walking routes can be provided to reduce the numbers of learners who access free transport because a walking route is not available.</p>
<p>A Wales of cohesive communities</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?
Communities are attractive, viable, safe and well connected		
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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	Free home to school transport is provided for statutory aged learners who wish to attend their nearest suitable or catchment welsh medium school, subject to meeting the distance eligibility criteria.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Free home to school transport is accessible to all learners who meet the eligibility criteria. In addition, discretionary travel is available for learners with medical needs to ensure that they can safely access their nearest suitable or catchment schools.	

293. How has your proposal embedded and prioritized the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	This mandate requests additional resources to meet the increasing costs of providing free home to school transport. A separate Budget Mandate considers the opportunities to reduce demand through the provision of increased walking routes and amending the Councils Transport Policy to align with statutory distances as prescribed by the Learner Travel (Wales) Measure.	The Commissioning Team is working with the Public Transport team to identify opportunities to amend existing public bus routes and timings to increase the opportunities for learners to access these vehicles. This will help to ensure the viability of public bus services and reduce the number of home to school vehicular movements.

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>For school transport to be successful it needs to be delivered in partnership with operators, parents, schools and learners as well as other Council service areas. We also work with neighbouring authorities to procure operators on a standard contract, agree annual price uplifts and share learning.</p>	<p>The proposal to change the distance eligibility criteria will be subject to public consultation. Any changes to the Transport Policy would not be implemented until the academic year 24-25.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The proposal for additional revenue budget will be subject to public consultation as part of the Budget Setting process.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>This mandate requests additional resources to meet the increasing costs of providing free home to school transport. A separate Budget Mandate considers the opportunities to reduce demand through the provision of increased walking routes and amending the Councils Transport Policy to align with statutory distances as prescribed by the Learner Travel (Wales) Measure.</p>	<p>Change the public bus routes so that they are operating at times that enable learners to travel to and from school.</p> <p>Work with schools to support and encourage learners to walk and cycle to school</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>The provision of home to school transport is an essential service underpinning learner's education journey. The service is however resource intensive and currently the provision is in excess of the statutory requirements. Whilst there is a requirement for additional revenue in the short term, the team are exploring opportunities to reduce demand for dedicated home to school transport through the use of public transport and improved walking routes.</p>	

294. 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	All drivers, passenger assistants and operators are required to undertake safeguarding training. All learners, parents and operators are required to adhere to our Pupil Rule Book to ensure the safety of all those involved.	.	
Corporate Parenting	None		

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

Passenger Transport

The pressures in the Passenger Transport budgets are split between the increase in external operator costs and the increased cost of provision of the Schools & Community Transport team. The cost pressures are broken down as follows:

	Indicative budget Cost 22-23	Projected Service Cost 23-24	Budget Pressure
Internal Operations	1,442,587	1,650,779	208,192
External Operator Costs	3,070,374	3,301,993	231,619
Total Service Pressure			439,811

Internal Operations Costs

- The cost of the in-house operations arm has increased this year as we have had to increase the workforce and vehicle numbers to deal with increasing school runs due to external contractor hand backs and market failure. This has increased manpower costs and resulted in additional prudential borrowing costs with a combined budget pressure of £208k.

External Operator Costs

- External operator costs are projected to increase by £232k. Increasing fuel and manpower costs have resulted in an increase in contract prices. The majority of the external contracts will be re-tendered in the summer of 2023 and we expect these costs to increase further.

Other factors contributing to net pressure :-

- BES funding will cease in March 2023, which will result in a loss of grant funding, with no indication if the scheme will be extended or additional funding streams will be made available via BSSG. Both of these grant schemes are used to support Grass Routes and scheduled bus services provided by the Schools & Community Transport team.

296. 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 form has highlighted the complexities of the provision of home to school transport including its substantial impact on resources and its impact on climate change. Whilst there is a request for additional funding to manage short term pressures, the service is working with colleagues to identify ways to reduce the demand for dedicated home to school transport. The options being reviewed include changing public bus schedules so that they are accessible to learners (and we will provide bus passes for free travel for eligible learners) and the provision of increased available walking routes so that learners who do not meet the eligibility criteria can walk or cycle to school.

There are however a number of external factors that will influence ongoing costs which include, the cost of fuel, external operator costs and availability, WG grant funding for operators and the demand for transport from learners.

297. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	

Public Consultation	Jan / Feb 23	
Consideration by Council	March 23	

298. 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			
2.			



<p>Name of the Officer completing the evaluation</p> <p>Sally Meyrick/Cath Fallon</p> <p>Phone no: 07970957039/07557 190969</p> <p>E-mail: sallymeyrick@monmouthshire.gov.uk Cathfallon@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>C&PPM2 - Homelessness Prevention Budget Mandate</p>
<p>Name of Service area</p> <p>Housing & Communities</p>	<p>Date</p> <p>22nd November 2022</p>

299

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	<p>This proposal affects people of all ages from 16+ including older persons by virtue of seeking to prevent homelessness through bolstering early intervention opportunities and making more accommodation available in Monmouthshire, to reduce the need for bed and breakfast accommodation.</p> <p>This proposal has the potential to support people of all protected characteristics</p>	None	Additional accommodation will be sought, to ensure that where possible people of all characteristics are catered for.
Accessibility	<p>Additional properties will be remodelled to meet WDQR 2021 guidelines where the construction and model of the building allows. Accessibility will be factored in when considering properties.</p>	As above	As above
Gender reassignment	As per 'Age line' above	As above	As above
Marriage or civil partnership	As above	As above	As above
Pregnancy or maternity	As above	As above	As above

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race	As above	As above	As above
Religion or Belief	As above	As above	As above
Sex	As above	As above	As above
Sexual Orientation	As above	As above	As above

300. 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>Socio-economic Duty and Social Justice</p> <p>Page 1202</p>	<p>It is recognised that homelessness is often characterised by issues such as: low income; affordability; impact of childhood trauma; substance misuse; accessing employment / training opportunities; barriers to accessing mental health and lack of independent living skills.</p> <p>The provision of temporary accommodation therefore benefits those experiencing socio economic disadvantage. Good quality temporary accommodation also supports wider priorities such as health and well-being, poverty, employment opportunities etc.</p>	<p>There are no negative impacts associated with this proposal</p>	<p>Housing and homelessness are a cross cutting priority of the Social Justice Strategy with a multi-agency involvement.</p> <p>It will be an on-going action to identify opportunities to strengthen early interventions and homeless prevention, improve affordable housing provision and support homeless actions through social poverty actions and partnership arrangements.</p> <p>The proposal mitigates against chaotic lifestyles by seeking to provide safe and secure accommodation through which lives can be rebuilt.</p>
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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



<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Creating the Welsh language, no less favourably</p>	<p>The proposal will enable those in the local community including Welsh speakers to stay in their local community.</p>	<p>None</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Neutral impact.</p> <p>The Housing & Communities team encourages the appointment of Welsh Language speakers and offers staff Welsh Language training</p>	<p>The Council struggles to employ Welsh speaking staff</p>	<p>Actively promote roles and make sure they reach Welsh speaking candidates through Welsh Language recruitment sites.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Neutral impact</p>	<p>None</p>	<p>N/A</p>




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</p> <p>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive: Positively contributes to increasing housing options in Monmouthshire.</p> <p>Helps to avoid the use of bed and breakfast accommodation.</p> <p>Any remodelling and refurbishment work required will not only need to maximise energy efficiency but will also support the local construction sector and wider economy</p> <p>Negative: None</p>	<p>It is an on-going priority for the Council to increase the provision of self-contained temporary accommodation and reduce reliance on bed & breakfast accommodation.</p> <p>Homeless prevention and early intervention work will be enhanced.</p>
<p>A resilient Wales</p> <p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g., climate change)</p>	<p>Positive: N/A</p> <p>Negative: N/A</p>	<p>There is the option to increase the energy efficiency standards of the properties where possible.</p>
<p>A healthier Wales</p> <p>People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p>Positive: Positively contributes to the health of homeless persons. Good housing supports well-being</p> <p>Negative: N/A</p>	<p>The proposal will align with the Housing Support Grant programme to enable residents to access housing support and help to maintain their accommodation.</p>
<p>A Wales of cohesive communities</p> <p>Communities are attractive, viable, safe and well connected</p>	<p>Positive: Positively contributes by effectively increasing housing supply thereby helping local people remain in their home communities.</p> <p>Purchasing accommodation gives the Council greater ability to determine location of accommodation.</p> <p>Negative: N/A</p>	<p>N/A</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A globally responsible Wales</p> <p>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Positive: Positively contributes to the health of homeless households.</p> <p>Any remodelling and refurbishment work required will also need to improve and maximise the energy efficiency of the properties to reduce future energy costs and loss.</p> <p>Negative: N/A</p>	N/A.
<p>A Wales of vibrant culture and thriving Welsh language</p> <p>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>Positive: N/A</p> <p>Negative: N/A</p>	N/A
<p>A more equal Wales</p> <p>People can fulfil their potential no matter what their background or circumstances</p>	<p>Positive: The proposal both strengthens the quality and availability of homeless accommodation. The Council is working towards temporary ‘homes’ not temporary accommodation. This helps to increase the stability in people’s lives improving opportunities in respect of personal finances; employment; training etc</p> <p>Some applicants can use this accommodation as a steppingstone into more permanent housing for residents and move on and support strategies can be put into place.</p> <p>Negative: N/A</p>	N/A

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The service seeks to provide a short-term/temporary housing intervention but will need to be under-pinned by the potential availability of housing support and eventually Rapid Re-housing to long-term housing solutions. Some of the short-term options provide stability from which plans can be made for longer term housing needs to be met e.g., move on and permanent accommodation.</p> <p>The proposal is about sustainable solutions and minimising the potential to set people up to fail</p>	<p>Other accommodation elsewhere in the County is being reduced.</p> <p>The Council is moving towards a Rapid Rehousing Approach as required by Welsh Government</p>
<p>Page 1206</p>  <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>This proposal supports Welsh Government to implement the emerging Phase 2 Welsh Government homeless policy and transition to a Rapid Rehousing Approach to homelessness.</p> <p>Homeless applicants benefiting from the proposal may receive support from housing support providers.</p> <p>The proposal supports Health (good accommodation contributes to well-being etc) and Social Care (good accommodation supports families, care leavers and corporate parenting etc) and Police/Public Protection (greater options for potentially placing offenders)</p>	<p>Arrangements already exist with housing associations and private landlords and links are in place with the Police and Probation.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The Council has met with Welsh Government about the proposal and routinely liaises with Welsh Governments Relationships Manager.</p> <p>The Flexible Funding Strategic Manager, Estates and Finance have also been involved.</p>	<p>N/A</p>
<p>Page 1207</p>  <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The proposal is about strengthening and improving accommodation availability to offset the need to use inappropriate temporary accommodation and reduce the budget deficit.</p>	<p>Resources are already being directed towards mitigating against homelessness through trying to prevent homelessness and acquiring accommodation in Monmouthshire.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>The proposal indirectly positively impacts on well-being e.g., potential for additional good quality accommodation supports well-being and potential additional income for empty property owners.</p>	<p>N/A</p>

304. 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	The proposal supports households where there could be safeguarding issues by providing safe and secure temporary accommodation.	None.	N/A
Corporate Parenting	The proposal supports Corporate Parenting by potentially providing safe and secure accommodation.	None.	N/A

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

Evidence has been gathered in the following ways:

- Housing Options Team service activity e.g., numbers in temporary accommodation; homeless presentations, homelessness presentations prevented, etc.;
- Consideration of current pressures being faced by Housing Options as a result of the statutory duty to accommodate all homeless households;
- Strategic overview of the temporary accommodation available and gaps in current provision;
- Affordable housing needs e.g. waiting lists;
- Availability of Housing Support Grant services

The legislation and good practice which have informed the policy revisions are:

- Housing Act 1996
- Housing (Wales) Act 2014
- Welsh Government’s Code of Guidance for Local Authorities on the Allocation of Accommodation and Homelessness
- The Allocation of Housing and Homelessness (Eligibility)(Wales) Regulations
- Welsh Government Phase 2 Planning Guidance for Homelessness & Housing Related Support.

- Crime and Disorder Act 1998
- Equalities Act 2010
- Data Protection Act 2018
- Welsh Government, Developing a Rapid Rehousing Transition Plan 2022-2027

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

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

Positive -

The positive impacts of this proposal are:

- Additional good quality homeless accommodation;
- A wider range of housing support with additional early intervention and homelessness prevention support measures;
- Additional accommodation provides an opportunity to factor in carbon reduction measures by improving quality and as needed, remodelling properties to meet WDQR guidelines, and where the construction and model of the building allows, accessible standards;
- Delivers positive impacts to those with protected characteristics particularly young people, children within families, pregnant women and those with disabilities;
- Support of wider priorities such as town centre regeneration and safeguarding;
- Contributes to the health and well-being of homeless households.

Negative

- Increased accommodation creates additional housing management demands for the Housing Options Team although this is being mitigated by the increase in staffing numbers.
- Increased accommodation creates additional housing support demands necessary to help applicants with high support needs successfully maintain their accommodation. The Council currently doesn't have sufficient Housing Support Grant funding at present to provide all the support that is needed.

307. 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
Continue with homelessness prevention work to prevent temporary accommodation placements wherever possible.	On-going. This is a priority to minimise the numbers of people approaching the Council who need accommodation	Housing Options Team Manager
Consider and plan next steps and responsibilities in relation to purchasing accommodation	On going	Strategy & Policy Officer, Homes & Communities Manager, Estates Manager

308. 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	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.	SLT		
2.	Full Council		



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Debra Hill-Howells</p> <p>Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>C&PPM3 - Request for funding to support the creation of a Decarbonisation Team and support the implementation of electric vehicle charging infrastructure.</p>
<p>Name of Service area</p> <p>Decarbonisation</p>	<p>Date 14th December 2022</p>

309. 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	None	None	None
Disability	None	None	None
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None
Pregnancy or maternity	None	None	None
Race	None	None	None

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	None	None	None
Sex	None	None	None
Sexual Orientation	. None	None	None

310. 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.

Page 12/12	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	. The proposal if agreed will result in revenue funding to support the creation of a Decarbonisation team that will focus on meeting the Councils net zero target and the implementation of EV charging infrastructure throughout the County (dependent on financial resources). There will be a focus on supporting those residents that do not have off street parking to support their transition to electric vehicles.	None	

311. 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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language, no less favourably	None	None	N/A
Operational Recruitment & Training of workforce	All posts are advertised with Welsh Language desirable being a minimum	None	All posts are advertised bilingually. All MCC colleagues have the ability to access welsh language classes
Service delivery Use of Welsh language in service delivery Promoting use of the language	None	None	Colleagues will be made aware of the opportunities to learn Welsh. Service users are able to converse through the medium of Welsh when booking travel.



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 will result in the creation of 3 new roles within a Decarbonisation Team. The team will be responsible for the re:fit programme which involves the decarbonisation of the built fabric, the EVCI strategy and its implementation and supporting colleagues with projects that reduce emissions e.g. fleet transition.</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>The Decarbonisation team will lead and support the delivery of projects designed to reduce the Councils carbon emissions and meet our 2030 net zero WG target.</p>	
<p>A healthier Wales People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p>Building heating routines will factor in the activity levels of its occupants to maintain comfortable temperatures and reduce unnecessary consumption</p>	n/a
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The development of an EVSI strategy and its implementation will support the development of sustainable travel opportunities.</p>	n/a
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The creation of the team will support the Council in meeting the WG's 2030 net zero target for the Welsh Public Sector.</p>	.n/a
<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>	n/a	n/a
<p>A more equal Wales</p>	n/a	n/a

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?
People can fulfil their potential no matter what their background or circumstances		

313. How has your proposal embedded and prioritized the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	The proposal requests revenue funding to support the creation of a Decarbonisation team to lead on the reduction of the Councils carbon emissions. This will have wider benefits as we reduce energy consumption, transition our fleet, develop and implement an electric vehicle charging infrastructure across the County and increase renewable energy generation.	Our carbon baseline assessment indicates that over 60% of our emissions emanate through our supply chain. We will work with procurement teams to support our suppliers through carbon reduction plans.
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	The Decarbonisation team will work with key stakeholders to support the delivery of projects and the Climate and Nature Emergency Action Plan.	The Climate and Nature Emergency Action Plan will be refreshed following the adoption of the Corporate and Community Plan.
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	We have worked with multiple service areas in the development of the electric vehicle charging infrastructure strategy.	Should funding for the establishment of the team be agreed we will engage with colleagues and stakeholders on a project by project basis.

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>Prevention</p>	<p>This proposal seeks revenue funding to create a team dedicated to supporting the Council to meet its 2030 net zero target.</p>	
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>The proposal meets the wellbeing goals.</p>	

314. 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	none	none	
Corporate Parenting	none.	none	

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

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- Cenex EVCI research
- Candidate site submissions to the RLDP for solar farms
- DNO connection costs for renewable energy sites
- Re:fit Phase 1 and Higher-Level surveys for Phase 2
- Fleet transition research, pilots and ULEV fleet vehicles
- CCR Challenge Fund innovation projects
- Climate Emergency Action Plan
- Welsh Government's Route Map to Net Zero
- Carbon Baseline Data

316. 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 mandate proposes that revenue funding is made available to create a dedicated team to enable the Council to meet its 2030 net zero target. The proposed team will be responsible for the delivery of MCC projects and the Councils Climate and Nature Emergency Action plan. There will be wider community benefits through the reduction in the Councils operational carbon emissions and the implementation of wider initiatives such as electric vehicle charging infrastructure.

317. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	

318. 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	Mandate Approval	Jan 23	
2.			



Integrated Impact Assessment document

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

Name of the Officer completing the evaluation

Mark Hand

Phone no: 07773 478579

E-mail: markhand@monmouthshire.gov.uk

Please give a brief description of the aims of the proposal

To achieve budget savings to support the 23/24 MTFP.

Communities and Place budget mandates C&P 17, 18, 21 and 24 propose to make £38.6k worth of permanent savings and a further three-year £35k saving by implementing the following changes:

- 1) Deleting the vacant post of Programme Officer (0.5FTE) from the Highways Assets and Streetworks team. The responsibilities will be merged into the job description for the vacant post of Technician within the Highways Assets and Streetworks team. Saving £15,000.
- 2) Deleting the vacant post of Clerk of Works (0.5FTE) from the Highways Design team. The responsibilities will be merged into the job description for the vacant post of Technician within the Highways Development Advice team. Saving £15,000
- 3) Employ the Asset Inspector within the Highways Assets and Streetworks Team directly rather than via an agency. Saving £8,600
- 4) Fund the post of Assistant Engineer within the Flood Management team via Welsh Government revenue grant for the three years 23/24 to 25/26 rather than from the core revenue budget. Saving £35,000 per annum in the years 2023/24, 2024/25 and 2025/26. The budget will have to be returned to the service in 26-27 when the grant funding ceases.

Name of Service area

Highways and Flooding

Date

November 2022

319. 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	None. The posts to be deleted are vacant. The amended posts that will absorb duties are vacant, so no existing employee is positively affected. One post occupied by an agency worker will be filled by recruiting an MCC employee: the agency worker will be adversely affected but that is the nature of agency work. The post-holder of the grant-funded post will not be affected by the change in how their post is funded.	None. The posts to be deleted are vacant. The amended posts that will absorb duties are vacant, so no existing employee is adversely affected. One post occupied by an agency worker will be filled by recruiting an MCC employee: the agency worker will be adversely affected but that is the nature of agency work. The post-holder of the grant-funded post will not be affected by the change in how their post is funded.	n/a
Disability	As above	As above	n/a
Gender reassignment	As above	As above	n/a
Marriage or civil partnership	As above	As above	n/a
Pregnancy or maternity	As above	As above	The two posts to be deleted are part-time which often appeals to parents. However, the posts are currently vacant. HR policies allow for any post to be occupied on a job-share basis provided it works for service delivery, and therefore parents seeking part-time work will not be impacted.
Race	As above	As above	n/a

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	As above	As above	n/a
Sex	As above	As above	The two posts to be deleted are part-time which often appeals to females. However, the posts are currently vacant. HR policies allow for any post to be occupied on a job-share basis provided it works for service delivery, and therefore females seeking part-time work will not be impacted.
Sexual Orientation	As above	As above	n/a

320. 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.

1221	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	None. Service delivery will not be affected because the duties of the two posts to be deleted will be absorbed by two other posts.	None. Service delivery will not be affected because the duties of the two posts to be deleted will be absorbed by two other posts.	n/a

321. Policy making and the Welsh language.




<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards?</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<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>None</p>	<p>None</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Recruitment will follow HR procedures, which includes consideration of the need for postholders to have Welsh language skills. All MCC posts are advertised as being Welsh Language desirable as a minimum</p>	<p>The Council struggles to recruit Welsh speakers especially when other essential qualifications or experience is required such as engineering, where there is a general shortage of applicants.</p>	<p>All MCC colleagues have the opportunity to access Welsh language classes</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>None</p>	<p>None</p>	<p>All MCC colleagues have the opportunity to access Welsh language classes</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Positive: the proposal will streamline staffing resources without reducing service delivery.	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	n/a
A healthier Wales People's physical and mental wellbeing is maximised, and health impacts are understood	n/a	n/a
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	n/a	n/a
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	n/a	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	HR recruitment policies include consideration of the Welsh language needs of the amended posts that will absorb the duties of the deleted posts.	All MCC employees have the opportunity to undertake Welsh language lessons.

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	n/a – the posts to be deleted are vacant. Opportunities exist via the amended vacant posts that will be recruited to.	n/a

323. 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 1224</p> <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	Local Government budgets continue to shrink. This proposal seeks to reduce the base staffing resource costs without affecting service delivery by incorporating the duties into the Job Descriptions for other vacant posts and then recruit to those posts.	n/a
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	Welsh Government grant will be used to fund an existing occupied post, reducing the financial pressure on the Council.	n/a
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	The budget proposals will be subject to public consultation. Colleagues and team managers have been engaged throughout the creation of this proposed budget saving.	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>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>Local Government budgets continue to shrink. This proposal seeks to reduce the base staffing resource costs without affecting service delivery by incorporating the duties into the Job Descriptions for other vacant posts and then recruit to those posts.</p>	<p>n/a</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>Local Government budgets continue to shrink. This proposal seeks to reduce the base staffing resource costs without affecting service delivery by incorporating the duties into the Job Descriptions for other vacant posts and then recruit to those posts.</p>	<p>n/a</p>

324. 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	none	none	n/a
Corporate Parenting	none	none	n/a

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

Staffing budgets, people resource structures, job descriptions, discussions with team managers to explore opportunities and capacity and service needs.

326. 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 two part-time posts to be deleted are vacant so no employee is directly affected. It is recognised that part-time posts are often attractive opportunities to parents with younger children (often mothers) and older people seeking flexible retirement. However, our HR policies allow for any post to be undertaken on a job-share basis if it works for customer service delivery, so plenty of other opportunities remain available. The Asset Inspector agency worker will be eligible to apply for the post as an MCC employee if desired. If not, or if not appointed, their agency role ends but such is the nature of agency work. The three-year change to funding arrangements for the Assistant Engineer (Flood Management) post have no impact on the post-holder.

327. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Implementation of agreed measures	April 23	Highways and Flooding Manager

328. 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	Budget mandate proposal	November 2022	
2.			



Integrated Impact Assessment document

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

<p>Name of the Officer Carl Touhig</p> <p>Phone no: 01633875845 E-mail: carltouhig@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>C&P3 - Service savings delayed by Covid 19</p> <p>Release the saving proposed prior to Covid 19 for various operational improvements including Black Bag sorting at the household recycling centres (council decision 2021), GD Siltbuster (investment mandate 2021) increase opening hours of reuse shop and allow phased retirement of Commercial and Operational Manager and reduce hours from 37 to 22</p>
<p>Name of Service area Community and Place – Neighbourhood Services</p>	<p>Date 19/12/22</p>

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329. 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	Allowing the C&O Manger phased retirement will allow them to keep working and ensure MCC retains the vast amount of knowledge the individual holds in delivering these services. The other proposals were agreed by Cabinet in 2020 and taken through Scrutiny but delayed implementation due to Covid.	None	NA
Disability	NA	NA	NA

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	.NA	NA	NA
Marriage or civil partnership	NA	NA	NA
Pregnancy or maternity	NA	NA	NA
Race	.NA	NA	NA
Religion or Belief	.NA	NA	NA
Sex	NA	NA	NA
Sexual Orientation	.NA	NA	NA

330. 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	<i>Opening the reuse shops additional days per week will allow more people to access reusable items and increase circular economy objectives. Previous investment in GD Silbuster reduced waste to landfill, increased job opportunities in green industries and supported a Welsh Company growth.</i>	NA.	NA

331. 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><i>The proposals do not impact on the Welsh language requirements and we will continue to promote and use the Welsh Language in all communications</i></p>	<p>NA</p>	<p>Continue to promote Welsh Language in all publicity and communications and provide access for staff wanting to learn Welsh</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>NA</p>	<p>NA</p>	<p>NA</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Continue to promote Welsh Language in all publicity and communications and provide access for staff wanting to learn Welsh</p>	<p>NA</p>	<p>NA</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposals support circular economy initiatives, reducing waste and increasing recycling. The circular economy in Wales will help create jobs in green industries.	Promoting the circular economy in all communications and linking Benthg, Repair Café Wales, reuse shops, fridge projects etc into circular economy hubs.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Circular economy initiatives promote the socio economic and environmental benefits of reducing waste and increasing recycling and reuse. The reuse shop profits are used to plant trees and support community climate change initiatives	NA
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	NA	NA
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The reuse shops provide opportunities for volunteers, recycling and reuse when integrated into good waste management services reduce litter and make communities more attractive	Black bag sorting at the HRCs has reduced the overall tonnage of waste entering the sites and increased reuse and recycling with no increase in flytipping.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Recycling and reuse are recognised as key contributors to a globally responsible Wales	NA
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	NA	NA
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The circular economy can provide socio economic, environmental and financial benefits to our communities and the council. Reducing waste and increasing recycling	Promoting the circular economy in all communications and linking Benthg, Repair Café

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?
	and reuse can create a more equal Wales and reduce pressure on finite resources	Wales, reuse shops, fridge projects etc into circular economy hubs.

333.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>	<p>Wales long term aspiration for Zero Waste and maximum circular economy will reduce the impact on the environment and climate change. The proposal sets out to achieve both short term and long-term gains.</p>	NA
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Working with contractors in reducing waste and increasing recycling at the HRCs is important to reduce our costs and meet WG recycling targets.</p> <p>The circular economy investment with GD environmental will increase MCC recycling of street sweepings as well as providing capacity for additional LAs to benefit.</p>	NA
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Working closely with community partners to promote the wider benefits of a circular economy. Residents were consulted with regarding changes in waste management practices in 2020 and will be consulted with again as part of the satisfaction report in 2024.</p>	NA

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Reducing waste and ensuring MCC continue to improve on the recycling and reuse agenda.</p>	<p>NA</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.The circular economy can provide economic, environmental and social benefits to our communities and the council. Reducing waste and increasing recycling and reuse can create a more equal Wales and reduce pressure on finite resources</p>	<p>NA</p>

334. 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	The reuse shops provide a caring and nurturing facility for volunteers including vulnerable adults and will continue to practice safeguarding approaches that ensure well-being and safety of staff and volunteers	.NA	NA
Corporate Parenting	NA	NA	NA

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

The circular economy aspirations of Welsh Government include the establishment of circular economy hubs, reuse shops, Benthylg, repair Cafes, fridge projects etc. and provide a framework for measuring performance.
 The proposals will help ensure MCC is able to deliver against the framework and performance measures.
 17,000 items have been sold through the reuse shops in 2022 and the target for 2023 is 20,000
 Black bag sorting reduced black bag waste by 20 tonne in the first month and the target for 2023 is 150 tonnes
 Street sweeping recycling has been increased from 50%-60% and the target going forward is 80%

336. 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 mandate proposals regarding the circular economy projects have been consulted on with residents, Member Workshop and Scrutiny prior to Cabinet decision, the initial roll out of these projects was delayed due to Covid. The proposal realizes the savings and income opportunities both in year in 2022 and additional in 2023/24

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337. 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
Continue promotion of the wider circular economy aspirations	ongoing	Neighbourhood Services

338. 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
1235	Budget mandate, (previously agreed through Scrutiny and Cabinet	January 2023	



Integrated Impact Assessment document

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

<p>Name of the Officer Carl Touhig</p> <p>Phone no: 01633875845 E-mail: carltouhig@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>C&P8 – Reduction of grounds maintenance activity</p> <p>Reduction of grounds maintenance operations and cessation of the community improvement teams. Service reconfiguration of sweeping functions across the county.</p>
<p>Name of Service area Community and Place – Neighbourhood Services</p>	<p>Date 19/12/22</p>

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39. **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	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics.	Allowing the grass to grow longer can make it more difficult for the elderly to access green open spaces	We will continue to cut paths through the longer grass in line with Nature Isnt Neat principles to ensure all groups can enjoy the improved biodiversity that this management approach can achieve
Disability	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics.	Allowing the grass to grow longer can make it more difficult for the infirm to access green open spaces	We will continue to cut paths through the longer grass in line with Nature Isnt Neat principles to ensure all groups can enjoy the improved biodiversity that this management approach can achieve

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	. The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics.	NA	NA
Marriage or civil partnership	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	NA	NA
Pregnancy or maternity	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	Allowing the grass to grow longer can make it more difficult for people pushing prams to access green open spaces	We will continue to cut paths through the longer grass in line with Nature Isnt Neat principles to ensure all groups can enjoy the improved biodiversity that this management approach can achieve. The benefits to the child of improvements for biodiversity and climate change far outweigh the impacts.
Race	. The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	NA	NA
Religion or Belief	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	NA	NA

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?
Sex	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	NA	NA
Sexual Orientation	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	NA	NA

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10. 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	NA	<i>There will be a reduction in services and the job opportunities that this brings in manual and operational roles. The community improvement teams work across all areas of the county.</i>	Any redundancies will be through voluntary redundancy and we will continue to promote future job opportunities to communities that are socio economically disadvantaged. We will continue to support community improvement through the wider ground's maintenance teams

341. 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><i>The proposals do not impact on the Welsh language requirement and we will continue to promote and use the Welsh Language in all communications</i></p>	<p>NA</p>	<p>Continue to promote Welsh language in all communications and provide opportunities for staff to learn Welsh</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p><i>Reduction of posts in community improvement team will provide further opportunities for the wider team to be involved in greater range of jobs and training will be provided.</i></p>	<p>NA</p>	<p>NA</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Continue to promote Welsh language in all communications and provide opportunities for staff to learn Welsh</p>	<p>NA</p>	<p>NA</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposals seek a reduction in service provision and posts to provide the savings in budget.	NA
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Reduction in mowing will increase biodiversity and make ecosystems more resilient.	Paths will be cut across open green spaces to ensure residents can enjoy the spaces.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Nature and increased biodiversity is proven to be positive for wellbeing. An improved natural environment is able to offset some of the issues that reduce positive mental health.	We will ensure there is sufficient access to green open spaces and areas within those spaces for leisure and recreation.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The natural environment has many positive impacts on our communities and visitors. G	Reduced maintenance can impact negatively on some individuals who will see this as areas being unkempt and unloved. The Nature Isn't Neat survey identified that for most people the benefits of nature and biodiversity are more important than aesthetic of pristine mowed grass areas.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Climate change and the nature emergency are key priorities for Welsh Government and the proposals improve the environment and well being	NA
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	Continue to promote Welsh language in all communications and provide opportunities for staff to learn Welsh	NA
A more equal Wales	Improvements in the natural environment have a positive impact on everyone's well-being. People with improved	Improving the promotion and links of natural environment on well-being and life chances.

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?
People can fulfil their potential no matter what their background or circumstances	well-being throughout their life are more likely to achieve their full potential.	

343. 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 1242</p> <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	Short term benefits of budget savings will improve the long term management of open spaces and grass in Monmouthshire that will benefit the environment and nature.	NA
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	We will continue to work with our customers to maximise the benefits of reduced mowing and Nature isn't Neat.	NA
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	Continue to consult with residents on Nature Isn't Neat and improved methodologies for open space management	Promote Nature Isn't Neat principles

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	NA	NA
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	.The natural environment provides opportunities for wellbeing that impact positively on health and mental health.	Promoting these benefits and ensuring the links are understood by all.

344. 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	NA	NA	NA
Corporate Parenting	NA	NA	NA

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

18960244
 The results of consultation on Nature Isn't Neat and Gwent Green Grid showed an appreciation of reduced mowing and a general desire to roll out further and improve the natural environment for future generations.
 The introduction of Town Teams in Chepstow and Abergavenny have increased capacity in those areas and we will continue to work with the other Town and Communities Councils to identify opportunities and negate any impact of reduction in community improvement team.

346. 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?

Promoting and awareness raising of the benefits of Nature isn't Neat are key to ensuring our communities are supportive of this approach.

347. 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
Continue to promote Nature Isn't Neat and reduction in mowing regimes across all open spaces and grass verges across MCC.	ongoing	Neighbourhood Services

348. 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
1245	Budget mandate	January 2023	



<p>Name of the Officer completing the evaluation</p> <p>Cath Fallon</p> <p>Phone no: 07557 190969</p> <p>email: cathfallon@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>C&P12 - Increasing the cost of the Careline service by 50p week to generate a further £24,876 in income.</p>
<p>Name of Service area</p> <p>Housing & Communities</p>	<p>Date</p> <p>22.11.22</p>

349. 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	The Careline system provides lifeline and emergency call pendants for 900+ vulnerable people living in their own homes.	The proposal to increase costs by 50p per week could make the system unaffordable to some users.	<p>A funding application has been submitted to Social Care Wales to support the service through staff work-force development and marketing activities. This was successful and a financial award made.</p> <p>Joint working activities are also being discussed with Social Care. This includes the possibility of assistive technology potentially being available as part of an assessed package of care. This will help to support low income households and potentially mitigate against both weekly charge and any increase.</p> <p>Housing & Communities are exploring building benefits advice into the delivery of the Careline service.</p>
Disability	As above	As above	As above
Gender reassignment	As above	As above	As above

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Marriage or civil partnership	As above	As above	As above
Pregnancy or maternity	As above	As above	As above
Race	As above	As above	As above
Religion or Belief	As above	As above	As above
Sexual Orientation	As above	As above	As above

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350. 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>Socio-economic Duty and Social Justice</p>	<p>The Careline service provides a lifeline as a mechanism of support to many people wishing to remain in their own homes.</p> <p>The average age of new service users is 82 and 85 for those leaving the service. The average retention for the device is 1892 days.</p> <p>Whilst this proposal seeks to increase charges in the first instance, it is part of a wider ambition to further develop and strengthen links with Social Care and Health to better understand the needs and requirements of local residents.</p> <p>The team to regularly introduce new and existing clients to new assistive technology products with a focus on prevention rather than reaction, in order to better support their health needs, providing cost benefit solutions e.g. falls prevention; hospital discharge; dementia; loneliness and isolation.</p>	<p>There is the potential that an increase in fees could both reduce the number of new clients signing up to the Careline service as well as existing clients leaving the service.</p> <p>It is understood that the Council's existing service is the most expensive local authority service in Wales.</p> <p>A reduction in clients could potentially detrimentally impact Social Care and Health Services. For example, helping to facilitate people to leave hospital, helping to avoid people going into hospital and helping people to live at home safely and independently.</p>	<p>The team will explore further options to work more closely with colleagues in Social Care and Health to mitigate any potential loss of clients and to increase customer base beyond lifeline and pendant services.</p> <p>Joint working activities being discussed with Social Care colleagues includes the possibility of assistive technology being potentially available as part of an assessed package of care. This will help to support low income households and potentially mitigate against both weekly charge and any increase.</p> <p>Housing & Communities are exploring building benefits advice into the delivery of the Careline service.</p>
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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

<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<p>Policy Making</p> <p>Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably</p>	<p>Neutral impact</p>	<p>None</p>	<p>Information about cost changes will be published bilingually</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Neutral impact. This proposal does not involve the appointment of staff.</p> <p>However, on a general basis, Housing & Communities encourages the appointment of Welsh Language speakers and offers staff Welsh Language training</p>	<p>None</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>Neutral impact</p>	<p>None</p>	<p>N/A</p>


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</p> <p>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive: The Social Care & Health team have submitted a funding application to Social Care Wales to support the development of staff in increasing their understanding and knowledge of new technologies, and with this provide training for staff, particularly in terms of assistive technology. This was successful.</p> <p>Negative: N/A</p>	<p>It is an on-going priority for the Council to ensure staff are well trained in supporting resident's ambitions to live independently in their own homes for as long as possible.</p> <p>We will aim to streamline the referral and application process to make it simpler and more efficient for both service users and professionals.</p> <p>We will aim to build stronger relationships with Social Care to develop and inform the service delivery. It is proposed that this will centre around developing a digital-coaching based role to improve the knowledge of Social Care staff about assistive technology and align with their Place-Based approach.</p> <p>Research is being undertaken to develop and improve the range of products available to offer more value for money.</p>
<p>A resilient Wales</p> <p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive: N/A</p> <p>Negative: N/A</p>	



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A healthier Wales</p> <p>People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: The provision of Careline contributes positively to the health of elderly people who wish to remain in their own homes, good housing supports well-being.</p> <p>There is significant potential scope to make greater and wider use of assistive technology. The range of equipment currently available in Monmouthshire is relatively narrow.</p> <p>Negative: N/A</p>	<p>The proposal involves working more closely with Social Care and Health colleagues to ensure the opportunities of the service are maximised.</p>
<p>A Wales of cohesive communities</p> <p>Communities are attractive, viable, safe and well connected</p>	<p>Positive: The provision of Careline contributes positively to the health of vulnerable people who wish to remain in their own homes and play an active role in their local communities.</p> <p>Negative: N/A</p>	<p>N/A</p>
<p>A globally responsible Wales</p> <p>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Positive: N/A</p> <p>Negative: N/A</p>	<p>N/A.</p>
<p>A Wales of vibrant culture and thriving Welsh language</p>	<p>Positive: N/A</p>	<p>N/A</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?
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	Negative: N/A	
<p>A more equal Wales</p> <p>People can fulfil their potential no matter what their background or circumstances</p>	<p>Positive: The provision of Careline contributes positively to the health of elderly people who wish to remain in their own homes, good housing supports well-being.</p> <p>Negative: The proposal to increase the charges has the potential to reduce the number of elderly clients using the service due to increased cost at a time of wider cost of living pressures. It is not un-common for potential clients to decline the service due to the existing charge and the need to self-fund.</p>	N/A

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p>	<p>The Careline service provides a digital lifeline solution to enable residents to feel safe in their own homes.</p> <p>There are additional assistive technology solutions available (that currently <u>aren't</u> provided by the Council to help manage operational costs) that the team can potentially offer to residents to enable them to stay in their own homes for longer, that could complement and enhance other forms of care.</p>	<p>The proposal involves working more closely with Social Care and Health colleagues to ensure the opportunities and the support of the service are maximised.</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>This proposal supports Health (good accommodation contributes to well-being etc) and Social Care (safe accommodation supports families)</p>	<p>The following is proposed through the impending work with Social Care to increase the use of assistive technology:</p> <p>A readily available point of contact for professionals to access dedicated advice and guidance, including joint visits.</p> <p>Diagnosis tools</p> <p>Taster sessions, training and demo's will be delivered to Social Care staff through the Social Care Workforce Development programme.</p> <p>Arrangements already exist with technology providers and partners to ensure the team are up to date with the latest equipment, but these will be developed and further enhanced.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The teams are working closely together to find the optimum solutions moving forward.</p>	<p>N/A</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 data-bbox="136 443 277 470">Prevention</p> <p data-bbox="327 204 501 427">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 204 1330 309">The proposal is about strengthening links with social care and moving to a proactive, prevention model rather than a reactive, response model.</p>	<p data-bbox="1352 204 2116 309">There is an opportunity to further contribute to falls prevention work, which in turn could impact positively on possible admission to hospital and residential care.</p>
 <p data-bbox="136 721 277 748">Integration</p> <p data-bbox="327 481 501 705">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 481 1330 552">The service positively impacts on well-being e.g., supporting well-being by enabling residents to stay in their own homes for longer.</p>	<p data-bbox="1352 481 1406 509">N/A</p>

354. 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	The proposal supports households where there could be safeguarding issues by ensuring residents can stay safe and secure in their own homes.	The rise in costs could lead to user numbers declining and residents feeling vulnerable as a result of not being able to afford the service.	N/A
Corporate Parenting	N/A	None.	N/A

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

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Evidence has been gathered in the following ways:

- Analysis of current service users ages;
- Analysis of retention of equipment timeframes;
- Analysis of Careline costs of other Welsh Local Authorities;
- Analysis of reasons for refusals of service;
- Regular and ongoing customer satisfaction surveys; and
- Analysis of opportunities to work closer with social care and health colleagues

The legislation and good practice which have informed the proposal are:

- Equalities Act 2010

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

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

Positive -

- A modern and fit for purpose service that is adapting to the availability of new technologies;
- More knowledgeable and informed Social Care practitioners; and
- A proactive service that is focused on prevention.

Negative

- The charging proposal could impact negatively on people with protected characteristics under Equalities legislation, particularly age and disability and at a time of a cost of living crisis. It is expected that some existing clients may leave the service and an increased charge is likely to deter some potential new clients. There will be a need to consider how this can be mitigated;
- There is the potential that an increase in fees could both reduce the number of new clients signing up to the Careline service as well as existing clients leaving the service. Although there is no evidence to suggest an impact on client sign-up or client retention, it is known that potential clients do refuse to sign-up to the service for cost reasons. If so, this could undermine income targets. A 10% fall in client sign-ups (20 clients) would reduce installation income by approximately £1000 and a 10% fall in clients (93 clients) would reduce gross annual income by approximately £21,762;
- A reduction in clients could potentially detrimentally impact on Social Care and Health Services. For example, helping to facilitate people to leave hospital, helping to avoid people going into hospital and helping people to live at home safely and independently.

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357. 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
Continue with joint working activities with social care and health colleagues	On-going.	Sian Mawby and Clare Hamer – Strategy and Sustainable Living Manager (Job-share)

358. **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.	SLT		
2.	Full Council		



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

Name of the Officer completing the evaluation

Mark Hand

Phone no: 07773 478579

E-mail: markhand@monmouthshire.gov.uk

Please give a brief description of the aims of the proposal

C&P19 - To achieve budget savings to support the 23/24 MTFP.

Communities and Place budget mandate C&P19 proposes to increase fees for pavement café licences.

It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge. An income of £6,000 is predicted. Service delivery costs will be monitored to reflect the extent to which cost recovery is achieved.

Name of Service area

Highways and Flooding

Date

November 2022

359. 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	Ensuring pavement cafés are licenced and operating in accordance with that licence is important for all highway users, but in particular for older people and parents with young children who might use mobility aides or push a pram/pushchair, requiring a minimum pavement width clear of clutter and obstacles. The proposed fee increase will help ensure cost recovery and that enforcement can be resourced.	None	None
Disability	Ensuring pavement cafés are licenced and operating in accordance with that licence is important for all highway users, but in particular people with a physical disability or visual impairment, requiring a minimum pavement width clear of clutter and obstacles. The proposed fee increase will help ensure cost recovery and that enforcement can be resourced.	None	None
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None

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?
Pregnancy or maternity	Ensuring pavement cafés are licenced and operating in accordance with that licence is important for all highway users, but in particular for parents with young children who might push a pram/pushchair, requiring a minimum pavement width clear of clutter and obstacles. The proposed fee increase will help ensure cost recovery and that enforcement can be resourced.	None	None
Race	None	None	None
Religion or Belief	None	None	None
Sex	None	None	None
Sexual Orientation	None	None	None

360. 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	None.	The proposal to increase pavement café licence fees will affect businesses who wish to trade outdoors. In addition to a licence, the business must have public liability insurance. No additional business rates or charges are payable. Small businesses will be more affected than multinational chains	It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.

361. Policy making and the Welsh language.





<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards?</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<p>Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language, no less favourably</p>	<p>None</p>	<p>None</p>	<p>The policy and application forms will be bilingual.</p>
<p>Operational Recruitment & Training of workforce</p>	<p>N/A</p>	<p>N/A</p>	<p>All MCC colleagues have the ability to access welsh language classes</p>
<p>Service delivery Use of Welsh language in service delivery Promoting use of the language</p>	<p>None</p>	<p>None</p>	<p>The policy and application forms will be bilingual.</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>Positive: increased fee income will be reinvested into the Highways service to help ensure pavement café application are administered promptly and compliance is enforced, to the benefit of all highway users.</p> <p>Negative: an increased fee could affect the viability of small businesses.</p>	<p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.</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>n/a</p>	<p>n/a</p>
<p>1265 A healthier Wales People's physical and mental wellbeing is maximised, and health impacts are understood</p>	<p>Positive: pavement cafés form part of a thriving and successful High Street, supporting mixed use trips and tourism. A successful local High Street helps provide sustainable communities and reduces the need to travel.</p> <p>Negative: an increased fee could affect the viability of small businesses to the detriment of the benefits identified above.</p>	<p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive: pavement cafés form part of a thriving and successful High Street, supporting mixed use trips and tourism. A successful local High Street helps provide sustainable communities and reduces the need to travel.</p>	<p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.</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?
	Negative: an increased fee could affect the viability of small businesses to the detriment of the benefits identified above.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	n/a	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	Negative: an increased fee could affect the viability of small businesses to the detriment of ensuring a vibrant High Street that is attractive to visitors. Tourism is an important way of increasing exposure to and awareness of Welsh culture and language.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Negative: the proposed fee increases will have a greater impact on smaller businesses.	It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The proposed licence fee increase will ensure the service is deliverable and that compliance with licences can be enforced. Pavement cafés form an increasingly important part of High Street attractiveness, and so it will become increasingly important to ensure pavement cafés are operating effectively.</p> <p>Similarly, local authority budgets continue to shrink. The business benefitting from the licence should meet the costs, rather than the general tax payer.</p>	<p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The budget proposals will be subject to public consultation.</p> <p>The licences will be issued in liaison with Highways, Environmental Health and Regeneration colleagues as appropriate.</p>	<p>n/a</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The budget proposals will be subject to public consultation.</p>	<p>The Pavement Café Policy will be subject to public consultation.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The proposed licence fee increase will ensure the service is deliverable and that compliance with licences can be enforced. Pavement cafés form an increasingly important part of High Street attractiveness, and so it will become increasingly important to ensure pavement cafés are operating effectively.</p> <p>Similarly, local authority budgets continue to shrink. The business benefitting from the licence should meet the costs, rather than the general tax payer.</p>	<p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.</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>As set out in this Integrated Impact Assessment, an effort has been made to consider the implications of the proposal on all stakeholders. As with all fee increase proposals, this proposal will combine with other cost of living pressures affecting businesses, residents and visitors.</p>	<p>n/a</p>

364. 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?

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	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	none	none	n/a
Corporate Parenting	none	none	n/a

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

18 months' experience of dealing with pavement café licence applications.

366. 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 proposed licence fee increase will ensure the service is deliverable and that compliance with licences can be enforced. Pavement cafés form an increasingly important part of High Street attractiveness, and so it will become increasingly important to ensure pavement cafés are operating effectively.

Similarly, local authority budgets continue to shrink. The business benefitting from the licence should meet the costs, rather than the general tax payer.

The fee will be charged to businesses who are facing increased costs from various other changes such as energy prices and risk reduced income due to the cost of living crisis affecting customer spend. The main disbenefit is the additional financial burden on small businesses of applying for an annual licence. To mitigate this, it is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge. The staggered fees mean smaller businesses pay less to seek to make the charge more equitable for small businesses whose income from a small outdoor café area will be less than that for a larger business with a large outdoor seating area.

Other than this impact on our socio-economic duty, there are no identified equality impacts for example to protected characteristics, although ensuring pavement café licences are properly considered and enforced ensures pavements are not unduly cluttered or blocked, benefiting people with visual or physical disabilities and parents with young children in pushchairs.

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

1

What are you going to do	When are you going to do it?	Who is responsible
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Implementation of agreed measures	April 23	Highways Streetworks and Assets Manager

368. 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	Budget mandate proposal	November 2022	
2.			



Integrated Impact Assessment document

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

Name of the Officer completing the evaluation

Mark Hand

Phone no: 07773 478579

E-mail: markhand@monmouthshire.gov.uk

Please give a brief description of the aims of the proposal

C&P27 - To achieve budget savings to support the 23/24 MTFP.

Communities and Place budget mandates C&P27 and C&P28 propose to:

- 5) Increase road closure fees by inflation (10.1%) from £2,152 to £2,369 resulting in an additional £19k income;
- 6) Increase car park charges by approximately 15%, resulting in an additional £199k income; and
- 7) Increase charges for parking permits by approximately 15%, resulting in an additional £15k income.

These proposals are in addition to adjusting income budgets to reflect income trends comprising:

- 8) Increased Pay & Display income from the opening of two additional car parks (£66k); and
- 9) Increased income from road closures (£130k)

Name of Service area

Highways and Flooding

Date

November 2022

369. 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	None	Older people are more likely than younger age cohorts to travel to our towns by car or bus than walk or cycle. Consequently they are more likely to be affected by increased car parking charges.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is acknowledged that this is limited in extent.
Disability	Blue badge holders will continue to benefit from free parking.	None	None
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None
Pregnancy or maternity	None	Pregnant mothers or parents of young children are more likely than some other population cohorts to travel to our towns by car or bus than walk or cycle. Consequently they are more likely to be affected by increased car parking charges.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is acknowledged that this is limited in extent.
Race	None	None	None
Religion or Belief	None	None	None

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?
Sex	None	A greater proportion of retail and hospitality workers are female and these jobs are often not well paid and part-time. The proposed increase in car parking charges and permits therefore potentially has a disproportionate impact on working age females.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent.
Sexual Orientation	None	None	None

370. 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.

Page 1273	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	The proposal to increase road closure fees will primarily affect utility companies rather than private individuals or local businesses. It will ensure that the tax payer is not subsidizing these works.	The proposal to increase parking charges will have a greater negative impact on people on low incomes, including town centre workers in retail and hospitality.	<p>Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent.</p> <p>A range of permits is available which offer discounted parking for regular car park users, such as retail and hospitality workers.</p>

371. 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>	None	Some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability. Reducing visitors to Wales would reduce exposure to Welsh culture and language.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent.
<p>Operational</p> <p>Recruitment & Training of workforce</p>	N/A	N/A	All MCC colleagues have the ability to access welsh language classes
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	None	Our car park pay and display machines and the PaybyPhone app are all bilingual. Car park fees and charges signage is being replaced and will be bilingual.


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	Positive: increased fee income will be reinvested into the Highways service to help ensure a safe and convenient highway network for all users. Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed change, increased parking charges might make other transport modes more attractive.	Free parking is available for electric vehicles while charging, up to a 4 hour maximum stay.
A healthier Wales People's physical and mental wellbeing is maximised, and health impacts are understood	Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed change, increased parking charges might make active travel more attractive for short journeys.	n/a
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed	n/a

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?
	change, increased parking charges might make other transport modes more attractive.	
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	Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability. Reducing visitors to Wales would reduce exposure to Welsh culture and language.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Negative: the proposed fee increases will have a greater impact on less affluent people.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>Although not a rationale for the proposed change, increased parking charges might encourage alternative modes of travel, which would have sustainability benefits.</p> <p>Opponents to the proposal might argue that a short term income improvement for the Council is to the detriment of long term High Street viability. However, there is little evidence of this link.</p>	<p>Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.</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 budget proposals will be subject to public consultation.</p>	<p>Car park ticket sales will be monitored. A wider review of car parking charges might take place via a car parking review in 2023/24.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The budget proposals will be subject to public consultation.</p>	<p>Car park ticket sales will be monitored. A wider review of car parking charges might take place via a car parking review in 2023/24.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The proposed fee increases mitigate a funding pressure for the civil enforcement team, whose vital work ensures our highway network is safe for all users and free-flowing. Maintaining that work prevents problems occurring or getting worse.</p>	<p>Further measures are being reviewed to improve civil enforcement.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>As set out in this Integrated Impact Assessment, an effort has been made to consider the implications of the proposal on all stakeholders. As with all fee increase proposals, this proposal will combine with other cost of living pressures affecting businesses, residents and visitors. However, the proposed parking charges and permit costs remain comparatively low.</p>	<p>n/a</p>

374. 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	none	none	n/a
Corporate Parenting	none	none	n/a

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

Indicative savings have been generated using car park income data and road closure fee income data. Fee increases are informed by the rate of inflation and a comparison on current and proposed pay and display and permit charges.

376. 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?

Fee increases for car parking will affect shoppers and visitors to Abergavenny, Chepstow and Monmouth although blue badge holders will continue to be able to park for free. In terms of socio-economic impact, those on low incomes will be most affected, as will shop workers who are typically low paid and disproportionately female. Five and six day parking passes are available which continue to offer discounted parking for those working every day. Some short stay free parking continues to be available in each town. National policy seeks to promote walking, cycling and public transport use over car use and other projects are seeking to increase attractiveness of those travel modes: this will benefit a globally responsible Wales. Not the rationale for the proposal, but increased car park charges might encourage more sustainable travel. The biggest concern is the potential impact on our high streets, and therefore an impact on the vitality and viability of town centres. Despite an approximate 15% increase, our parking charges and permits remain comparatively low and a range of permits are available to help regular car park users. There is limited evidence regarding the impact of free parking on town centre vitality, and higher fuel costs will make travel to other locations such as Cribbs Causeway and Newport Retail Park, with free parking, less attractive.

Part of this mandate (£130k) is to increase the budget income line for road closures to reflect past trends. There is no impact on service delivery or customers. The other part of this mandate (19k) is achieved by increasing fees to reflect inflation. This will affect customers, however those customers are primarily utility companies undertaking infrastructure upgrades that require road closures. It is rare for a resident to require a road closure. The increase to road closure charges will primarily affect utility companies and will ensure costs are met by the service user rather than the general tax payer.

377. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Implementation of agreed measures	April 23	Traffic and Road Safety Manager

378. 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	Budget mandate proposal	November 2022	
2.			



Integrated Impact Assessment document

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

Name of the Officer completing the evaluation

Mark Hand

Phone no: 07773 478579

E-mail: markhand@monmouthshire.gov.uk

Please give a brief description of the aims of the proposal

C&P28 To achieve budget savings to support the 23/24 MTFP.

Communities and Place budget mandates C&P27 and C&P28 propose to:

- 10) Increase road closure fees by inflation (10.1%) from £2,152 to £2,369 resulting in an additional £19k income;
- 11) Increase car park charges by 15%, resulting in an additional £199k income; and
- 12) Increase charges for parking permits by 15%, resulting in an additional £15k income.

These proposals are in addition to adjusting income budgets to reflect income trends comprising:

- 13) Increased Pay & Display income from the opening of two additional car parks (£66k); and
- 14) Increased income from road closures (£130k)

Name of Service area

Highways and Flooding

Date

November 2022

379. 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	None	Older people are more likely than younger age cohorts to travel to our towns by car or bus than walk or cycle. Consequently they are more likely to be affected by increased car parking charges.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is acknowledged that this is limited in extent.
Disability	Blue badge holders will continue to benefit from free parking.	None	None
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None
Pregnancy or maternity	None	Pregnant mothers or parents of young children are more likely than some other population cohorts to travel to our towns by car or bus than walk or cycle. Consequently they are more likely to be affected by increased car parking charges.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is acknowledged that this is limited in extent.
Race	None	None	None
Religion or Belief	None	None	None

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?
Sex	None	A greater proportion of retail and hospitality workers are female and these jobs are often not well paid and part-time. The proposed increase in car parking charges and permits therefore potentially has a disproportionate impact on working age females.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent.
Sexual Orientation	None	None	None

380. 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.

Page 1283	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	The proposal to increase road closure fees will primarily affect utility companies rather than private individuals or local businesses. It will ensure that the tax payer is not subsidizing these works.	The proposal to increase parking charges will have a greater negative impact on people on low incomes, including town centre workers in retail and hospitality.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits is available which offer discounted parking for regular car park users, such as retail and hospitality workers.

381. 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>	None	None	N/A
<p>Operational</p> <p>Recruitment & Training of workforce</p>	N/A	N/A	All MCC colleagues have the ability to access welsh language classes
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	None	Our car park pay and display machines and the PaybyPhone app are all bilingual. Car park fees and charges signage is being replaced and will be bilingual.


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>Positive: increased fee income will be reinvested into the Highways service to help ensure a safe and convenient highway network for all users.</p> <p>Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability.</p>	<p>Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed change, increased parking charges might make other transport modes more attractive.</p>	<p>Free parking is available for electric vehicles while charging, up to a 4 hour maximum stay.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximised, and health impacts are understood</p>	<p>Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed change, increased parking charges might make active travel more attractive for short journeys.</p>	<p>n/a</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability.</p>	<p>Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed</p>	<p>n/a</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?
	change, increased parking charges might make other transport modes more attractive.	
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	Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability. Reducing visitors to Wales would reduce exposure to Welsh culture and language.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Negative: the proposed fee increases will have a greater impact on less affluent people.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.

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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>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>Although not a rationale for the proposed change, increased parking charges might encourage alternative modes of travel, which would have sustainability benefits.</p> <p>Opponents to the proposal might argue that a short term income improvement for the Council is to the detriment of long term High Street viability. However, there is little evidence of this link.</p>	<p>Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.</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 budget proposals will be subject to public consultation.</p>	<p>Car park ticket sales will be monitored. A wider review of car parking charges might take place via a car parking review in 2023/24.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The budget proposals will be subject to public consultation.</p>	<p>Car park ticket sales will be monitored. A wider review of car parking charges might take place via a car parking review in 2023/24.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The proposed fee increases mitigate a funding pressure for the civil enforcement team, whose vital work ensures our highway network is safe for all users and free-flowing. Maintaining that work prevents problems occurring or getting worse.</p>	<p>Further measures are being reviewed to improve civil enforcement.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>As set out in this Integrated Impact Assessment, an effort has been made to consider the implications of the proposal on all stakeholders. As with all fee increase proposals, this proposal will combine with other cost of living pressures affecting businesses, residents and visitors. However, the proposed parking charges and permit costs remain comparatively low.</p>	<p>n/a</p>

384. 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	none	none	n/a
Corporate Parenting	none	none	n/a

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

Indicative savings have been generated using car park income data and road closure fee income data. Fee increases are informed by the rate of inflation and a comparison on current and proposed pay and display and permit charges.

386. 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 main positive impact is increased fee income, which will be reinvested into the Highways service (primarily offsetting a cost pressure associated with civil parking enforcement, which ensures our highways are safe and free-flowing for all users), and applies the 'user pays' principle such that car park and highway users contribute more to funding those services. Not the rationale for the proposal, but increased car park charges might encourage more sustainable travel. The biggest concern is the potential impact on our high streets, and therefore an impact on the vitality and viability of town centres. However, our parking charges and permits remain comparatively low and a range of permits are available to help regular car park users. There is limited evidence regarding the impact of free parking on town centre vitality, and higher fuel costs will make travel to other locations such as Cribbs Causeway and Newport Retail Park, with free parking, less attractive. The increase to road closure charges will primarily affect utility companies and will ensure costs are met by the service user rather than the general tax payer.

387. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Implementation of agreed measures	April 23	Traffic and Road Safety Manager

388. 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	Budget mandate proposal	November 2022	
2.			



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Debra Hill-Howells</p> <p>Phone no: 0775 851405 E-mail: debrahill-howells@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>DeCarb 1&2 - To achieve overall budget savings to support the 23/24 MTFP</p>
<p>Name of Service area</p> <p>Energy</p>	<p>Date</p> <p>22nd October 2022</p>

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39. **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	None	<ul style="list-style-type: none"> Reducing the heating temperatures and heating periods may impact on elderly service users and or children. 	<ul style="list-style-type: none"> Proposals will be based on industry guidance and reflect the activities that are taking place within the site for instance in schools it is proposed that temperatures are reduced when cleaners on site undertaking active duties, but set to normal levels when pupils are dormitory in lessons.
Disability	None	<ul style="list-style-type: none"> Reducing the heating temperatures and heating periods may impact on service users with disabilities 	<ul style="list-style-type: none"> Proposals will be based on industry guidance and reflect the activities and needs of the service within the site.

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	None	None	None
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or Maternity	None	None	None
Race	None	None	None
Religion or Belief	None	None	None
Sex	None	None	None
Sexual Orientation	None	None	None

390. 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>Socio-economic Duty and Social Justice</p>	<p>The proposal relates to the use of MCC buildings and is unlikely to have any positive benefits for people suffering socio economic disadvantage</p>	<ul style="list-style-type: none"> • Reducing the heating temperature and period may impact on service users who are accessing the building as a warm hub as they are unable to heat their own home. • Reducing opening hours or closing buildings will impact on the availability of services for community members 	<p>Any reductions in opening hours will be undertaken in consultation with the service provider and based on evidence of user demand. Some services may still be available online or via the telephone.</p> <p>Heating temperatures will be undertaken on the basis of industry guidance.</p>

391. 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>	None	None – The mandate relates to reducing energy consumption through behaviour change, plant and equipment and building opening hours.	N/A
<p>Operational</p> <p>Recruitment & Training of workforce</p>	n/a	N/A	All MCC colleagues have the ability to access welsh language classes
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	n/a	n/a	The proposal does not propose any changes to a service users' ability to access a service through the medium of welsh



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>Reducing consumption and generating our own renewable energy will reduce the Councils grid energy demand, reducing costs and our carbon footprint. The proposal will also improve building managers knowledge and make all colleagues aware of the benefits on behaviour change which can be adopted in their personal lives also.</p>	<p>The Council is exploring additional opportunities for renewable energy generation and in particular the use of solar car ports that can also be used to power electric vehicle charging infrastructure where there are difficulties connecting to the grid.</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>Reducing energy demand will result in a lower carbon footprint will positively impact on the Councils net zero journey.</p>	<p>As above</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p>n/a</p>	<p>n/a</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Reducing operating hours may negatively impact on service users.</p>	<p>Any reduction in operating hours will be undertaken in consultation with the service based on evidenced demand.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Reducing grid energy supports the wider UK ambition to reduce energy demand when supply is being impacted by the Ukrainian war. In addition, generating additional renewable energy will increase the self-sufficiency of the authority.</p>	<p>Implementation of re-fit phase 2, additional renewable energy generation and the implementation of a corporate energy policy.</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>Reducing operating hours may negatively impact on service users</p>	<p>Any reduction in operating hours will be undertaken in consultation with the service based on evidenced demand.</p>
<p>A more equal Wales</p>	<p>The proposals are largely inward facing but may restrict access to services if operating hours are reduced.</p>	<p>Services will be able to identify local issues that may require a deviation from the proposed policy. Site</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?
People can fulfil their potential no matter what their background or circumstances	Reducing the heating temperature may impact on some colleagues with medical conditions.	managers will be provided with guidance and support to maximise the benefits from new equipment e.g. pool covers and changes to plant and equipment.

393.How has your proposal embedded and prioritized the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	The proposal seeks to reduce energy consumption and increase the generation of renewable energy that can be utilized by the building occupiers.	Wherever possible renewable energy will be used to power electric vehicle charging infrastructure where grid connections are difficult to achieve.
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	We will work with building managers, colleagues and our re;fit partner SSE to deliver the budget mandate ambitions. There will also be a requirement to work with technical professionals to undertake surveys and implement changes to plant and equipment.	
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	The proposed energy policy will be subject to consultation with colleagues. Consultation has taken place with Service Managers on phase 2 of re:fit and we will continue to engage with them, Landlord Services and SSE during the approval process. Member authorization will be sought prior to progressing with phase 2.	All colleagues have the ability to submit suggestions on an MCC channel and we will review any ideas that are submitted. We will work with SSE and Site Managers to identify any other possible measures. An Energy working group is to be established which will include representatives from all Directorates which can share progress, ideas and concerns.

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>Prevention</p>	<p>The proposals identify opportunities to invest capital and revenue funding to realize long term savings through reduced consumption e.g. pool covers. Reducing consumption supports financial savings; a reduction in our carbon footprint and requires less grid energy.</p>	<p>We have submitted candidate solar farm sites to the RDLP. Should any of these be approved it will enable the Council to generate additional renewable energy for its own consumption and or support the generation of green hydrogen for use in its fleet.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>The energy proposals are inward facing and therefore directly impact MCC. The proposals however are designed to reduce energy consumption and therefore if successful will have a wider impact in terms of our carbon emissions.</p>	

394. 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	none	none	
Corporate Parenting	none.	none	

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

Indicative savings have been generated from the following:

- o Existing consumption & energy bills
- o Energy generation data from existing renewables
- o Forecast energy costs for 23-24 based on CCS predictions
- o Analysis of bills per site and sector
- o Carbon Trust
- o Assumed 5% energy saving across consumption expenditure resulting from energy awareness campaign
- o Assumed 8% savings per 1C reduction in temperature settings (Carbon Trust)
- o Savings of 5% on lighting control changes (as assumed most sites already have some form of control)
- o Re:fit phase 2 savings identified from SSE surveys
- o VSD savings assumed to be 12% electricity at Leisure Centres and 2% for all other buildings
- o Pool cover saving assumed to be 20% of pool energy use (pool energy use 65% of leisure centre energy consumption)
- o Review of energy use at County Hall, broken down into daily consumption and base load demand.

396. 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?

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397. 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
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Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Internal consultation on draft policy	Feb – March 23	
Consideration by Council	March 23	
Re:fit proposals presented to Council for consideration	March/April 23	
Adoption of policy and implementation of agreed measures	April 23	Head of Service & Energy Manager

398. 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



Integrated Impact Assessment document

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

<p>Name of the Officer</p> <p>Debra Hill-Howells</p> <p>Phone no: 0775 851405 E-mail: debrahill-howells@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>PTU 1-3, & 7 - To achieve budget savings to support the 23/24 MTFP</p>
<p>Name of Service area</p> <p>Passenger Transport</p>	<p>Date</p> <p>14th December 2022</p>

399. 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	<ul style="list-style-type: none"> It is proposed that additional available walking routes will be created that will benefit learners and the wider community 	<ul style="list-style-type: none"> There will be an additional cost for concessionary travel learners accessing home to school transport. The proposal to revert to statutory distance eligibility criteria will result in more learners required to make their own travel arrangements which may result in additional travel movements. More parents / guardians will need to accompany primary aged learners to walk or cycle to school which could impact on their family circumstances. 	<ul style="list-style-type: none"> The costs of concessionary travel have not been increased since 2017 despite a significant uplift in costs to MCC. The proposed fee will still be heavily subsidized and in line with public bus season tickets. The cost of the travel can be made in instalments over the duration of the academic year. It is proposed that investment is made in improving pedestrian routes to enable more learners to walk to school.

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?
Disability	None	None	<p>Learners who have a disability that prevents them from walking to school are able to apply for discretionary transport.</p> <p>Parents of primary aged learners who do not meet the distance eligibility criteria and are unable to accompany their children to walk to school due to a diagnosed medical condition can apply for discretionary transport with supporting medical evidence.</p>
Gender reassignment	None	None	None
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	We will work with the learner, their parents and the school to ensure that anyone who is pregnant and meets the criteria is able to safely travel on school transport.	N/A	We will work with individual learners, parents and schools to ensure that school transport is safe for pregnant learners.
Race	None	None	None
Religion or Belief	We will continue to provide free home to school transport to learners nearest suitable faith school for those that meet the eligible distance criteria.	The reversion to statutory distances may result in learners no longer being eligible for free transport to their nearest faith school if they live within 2 or 3 miles of their nearest faith school. This will result in parents making their own travel arrangements which could result in increased vehicle movements.	We will improve active travel infrastructure for those who do not meet the eligibility distance criteria. Parents will be able to apply for concessionary travel if there are available seats on transport provision.

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?
Sex	None	None	None
Sexual Orientation	None	None	None

400. 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 Passer 1001	<p>The provision of free home to school transport ensures that all learners have equal access to education regardless of their socio-economic status.</p> <p>For those learners that are not eligible for free transport, they are able to apply for concessionary transport. This provides learners with access to subsidized travel where vacant seats are available on home to school transport.</p>	<p>The proposals, if agreed will result in increased travel costs for those learners applying for concessionary travel. The cost however remains heavily subsidized and is in line with season ticket fares on public transport.</p> <p>The reversion to statutory distance criteria will result in more learners losing their access to free home to school transport and will instead need to make their own travel arrangements. This could result in increased private car journeys and impact on existing family arrangements.</p>	<p>Where parents can demonstrate that their primary aged pupils have medical conditions that prevent them from walking to school, discretionary transport may be awarded. Similarly if parents of primary aged learners have a diagnosed medical condition that prevents them from accompanying their children to walk to school, they will be able to apply for discretionary transport.</p> <p>We will be investing in pedestrian infrastructure to enable more learners to walk to school to encourage active travel and reduce vehicular movements and carbon footprint.</p>

401. 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>Page 1302</p>	<p>The Welsh Government Learner Travel Measure provides LA's with the ability to provide discretionary transport to Welsh medium schools. We currently provide free home to school transport for learners to attend their nearest suitable Welsh medium school if they meet the distance eligibility criteria.</p>	<p>The proposal to revert to statutory distance criteria may result in some learners being required to make their own travel arrangements or walking/cycling/scooting. This will only impact primary learners given that there is no secondary provision in the County and therefore all Welsh Medium secondary schools are in excess of the 3 miles distance.</p> <p>The reversion to statutory distances may result in parents choosing to send their children to English medium schools if they can access free home to school transport, albeit that the same distance eligibility criteria will apply.</p>	<p>Where possible improvements will be made to increase available walking routes which will encourage active travel for all learners.</p> <p>Parents will be able to apply for concessionary travel if they do not meet the distance eligibility criteria.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p>Service delivery</p>	<p>Parents can apply for school transport through the medium of Welsh. All</p>	<p>Drivers and passenger assistants may not be able to converse in Welsh on the vehicles.</p>	<p>All MCC colleagues have access to Welsh language training courses that are provided centrally.</p>

Use of Welsh language in service delivery	communications can be undertaken through the Welsh Language.		
Promoting use of the language			


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>Page 1308</p> <p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The provision of free school transport ensures that currently learners can access mainstream, Welsh medium or faith schools if they are more than 1.5 or 2 miles away from their homes. It is proposed that this is increased to 2 and 3 miles and learners are actively encouraged to walk to school. ALN transport is provided based on their individual assessments and needs.</p> <p>The proposals may disadvantage learners and their families as they are currently able to access free transport either due to the distance eligibility criteria or because they don't have an available walking route. If the distance criteria is changed, parents will need to put in place alternative travel arrangements which may inconvenience them due to work obligations or the lack of available personal transport. We will work with schools and active travel colleagues to encourage all learners who are able to walk or cycle to school to do so.</p>	<p>The Commissioning Team will work with Highways teams to identify opportunities to provide available walking routes that will support more learners and the wider community to engage in active travel.</p> <p>Parents will be able to request available walking route assessments if they are concerned about the routes their children will be using. The outcome of the assessments will be used to support any required infrastructure improvements.</p>
<p>A resilient Wales</p>	<p>None</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?
Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
<p>A healthier Wales People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p>Where primary aged learners live within 1.5 miles of their school and secondary 2 miles of the school, they are encouraged to use active travel to get to school. If the distance criteria are increased to 2 and 3 miles, more learners will have the opportunity to walk or cycle to school.</p> <p>Conversely, if parents choose to drive their children to school this will result in increased private vehicle movements which will increase CO2 emissions and pollution.</p>	<p>We are working with Highways colleagues to identify how available walking routes can be provided to reduce the numbers of learners who access free transport because a walking route is not available.</p>
<p>Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Improvements to the pedestrian infrastructure will benefit the wider community making it more accessible and safer for all.</p>	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>School transport via mass transit reduces the number of individual motor cars that need to undertake the school run thereby helping to reduce the county's carbon footprint.</p> <p>The provision of pedestrian infrastructure improvements will remove the need for transport where learners are being transported who do not meet the distance eligibility criteria but do not have an available walking route.</p>	<p>The Council is developing its fleet transition plan that will transition our passenger transport vehicles from internal combustion engines to zero emission vehicles.</p> <p>Routes are continually assessed to identify opportunities to combine routes and reduce the number of vehicles travelling. Available walking routes are also continually reviewed where transport has been provided as a route has been deemed unavailable and the walking distance is below the eligible thresholds. Where circumstances have changed, and the route is deemed available learners are advised of the available route and the free transport is removed.</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?
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	Free home to school transport is provided for statutory aged learners who wish to attend their nearest suitable or catchment welsh medium school, subject to the distance eligibility criteria.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Free home to school transport is accessible to all learners who meet the eligibility criteria. In addition, discretionary travel is available for learners with medical needs to ensure that they can safely access their nearest suitable or catchment schools.	

403. How has your proposal embedded and prioritized the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>Whilst home to school transport is preferable to multiple car journeys, it is less preferable to walking and cycling and public transport. The proposal to increase the eligible distance criteria in line with statutory levels should result in more learners walking and cycling to school reducing the number of home to school transport vehicles required.</p> <p>The long-term aspiration is to increase the number of learners that travel to school via public transport if they live more than 2 or 3 miles from their school.</p>	<p>Routes are assessed when new learners apply for transport to determine if routes can be aggregated or vehicle size is increased.</p> <p>The Commissioning Team is working with the Public Transport team to identify opportunities to amend existing public bus routes and timings to increase the opportunities for learners to access these vehicles. This will help to ensure the viability of public bus services and reduce the number of home to school vehicular movements.</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>For school transport to be successful it needs to be delivered in partnership with operators, parents, schools and learners as well as other Council service areas. We also work with neighbouring authorities to procure operators on a standard contract, agree annual price uplifts and share learning.</p>	<p>The proposal to increase distance eligibility criteria will be subject to public consultation. Any changes to the Transport Policy would not be implemented until the academic year 24-25.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The proposed budget will be subject to public consultation. Any proposals to change the Transport Policy will be subject to separate consultation which would take place prior to October 23.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The proposals include improving the availability of walking routes to enable learners to walk to school. This will reduce the need to provide home to school transport for learners that do not meet the eligibility criteria. There are associated health benefits for learners engaged in active travel.</p> <p>Increasing the cost of concessionary travel for those not eligible for home to school transport will enable the Council to reduce its level of subsidy and the financial burden of the provision.</p>	<p>Change the public bus routes so that they are operating at times that enable learners to travel to and from school.</p> <p>Work with schools to support and encourage learners to walk and cycle to school</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 provision of home to school transport is an essential service underpinning learner’s education journey. The service is however resource intensive and currently the provision is in excess of the statutory requirements. The proposals to increase distance eligibility criteria will result in a reduction in vehicles, costs and the resulting carbon footprint. Improving walking routes and strengthening the public bus service opportunities will have wider benefits.</p>	

404. 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?
Page 1 of 8 308	<p>All drivers, passenger assistants and operators are required to undertake safeguarding training.</p> <p>The policy sets out how school transport will be assessed and provided for looked after children, learners with special educational needs and mainstream learners.</p> <p>All learners, parents and operators are required to adhere to our Pupil Rule Book to ensure the safety of all those involved.</p>	.	
	<p>The policy sets out the eligibility criteria for looked after children. The service works closely with Children's Services to provision specific transport needs as required.</p>		

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

- Passenger data for home to school transport for the academic year 22/23
- Operator contract and tender data for the academic year 22/23. There has been an increase of £204k for external operator costs since September 2022. The majority of contracts will be re-tendered prior to the commencement of the 23-24 academic year which is expected to increase costs further.
- Walking route assessments
- Legal advice on the ability to implement a two-tier charge for out of county passengers
- Learner Travel (Wales) Measure 2008
- Season ticket costs for comparable travel on public service vehicles [Student tickets for Blaenau and Abergavenny | Stagecoach \(stagecoachbus.com\)](#)
- Current cost of software package versus proposed
- Learner Travel (Wales) Measure 2008
- Learner Travel Statutory Provision and Operational Guidance 2008

406. 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 form has highlighted the complexities of the provision of home to school transport including its substantial impact on resources, its impact on climate change and the need to continually evaluate the provision to respond to a changing social, economic and environmental back drop. The proposals will result in a perceived disadvantage to parents who should the distance eligibility criteria be implemented will become responsible for organizing the travel arrangements of their children. This will however provide the opportunity to encourage learners to engage in walking and cycling which will provide associated health benefits as well as support the reduction in the Counties carbon footprint. Walking will be dependent on the availability of available walking routes and the provision of these routes will be a key requirement on the wider Council to fund and deliver pedestrian infrastructure improvements. A wider review will be undertaken to establish the opportunities to change service bus routes to make them more available for learners, however the public bus sector is currently fragile as the passenger numbers have not returned to pre-covid levels and grant funding streams to support the sector fall away in March 23. We would argue however that the ability to increase passenger numbers by adjusting timetables to allow school learners to travel to and from school will increase the viability of these services.

Increasing the cost of concessionary travel for passengers who are not eligible for free transport will place an additional financial burden on households, however the cost of the passes has not increased since 2017 during which time the costs to the Council have increased substantially. Payment plans are available to spread the cost the passes over the academic year, charges are in line with public bus season tickets and travel will still be subsidized.

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407. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation	Jan / Feb 23	
Consideration by Council	March 23	
Publish Transport Policy 24-25 Consultation	April – May 23	Head of Service & Commissioning Manager

408. 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			
2.			



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

Name of the Officer completing the evaluation Debra Hill-Howells Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal PTU 4-6 Budget savings through the reduction in the PSV inspection intervals and proposed changes to the Grass Routes Service
Name of Service area Energy	Date 24 th November 2022

409. 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	<p>The Grass Routes service provides supported travel for users who have difficulty using public buses.</p> <p>Grass Routes services will be targeted to those communities who do not have scheduled bus services</p>	<ul style="list-style-type: none"> Two proposals have been presented for consideration. If the Grass Routes service is ceased it will disproportionately impact on the older demographic as 99.6% of journeys are undertaken using bus passes. Option two proposes the revision of the operating model and the introduction of an annual membership fee. The service will not be available for journeys that can reasonably be undertaken on scheduled bus routes and instead it will target transport to those communities that do not have public bus services. 	<ul style="list-style-type: none"> If it is agreed to retain the service and implement an annual membership fee it is proposed that a discounted rate will be available for those members in receipt of pension credit or ESA
Disability	<p>The Grass Routes service provides supported travel for users who have difficulty using public buses.</p>	<ul style="list-style-type: none"> If the Grass Routes service is ceased this will reduce the availability of accessible transport. 	
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None
Pregnancy or maternity	None	None	None
Race	None	None	None
Religion or Belief	None	None	None

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?
Sex	None	None	None
Sexual Orientation	None	None	None

410. 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 Page 10 of 13	<p>The retention of the Grass Routes service provides a low cost mode of transport that provides a door to door service for those users who do not have access to a scheduled bus service or have a disability that impacts their ability to use public transport.</p>	<p>If the preferred option is to cease the service, then the community will lose a low cost, accessible public transport service.</p> <p>If the service is retained but the operating model is changed to stop journeys that can be undertaken by a scheduled bus service, the service will be less convenient or not available to some of the existing users.</p>	<p>If the service is retained there will be a discounted membership fee for those in receipt of ESA or Pension Credits.</p> <p>If the Grass Routes service is ceased, we will work with the Public Transport team to ensure that information on scheduled bus services is readily available.</p>





411. 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>	None	None – The mandate relates to proposed changes to an existing demand responsive public transport service.	N/A
<p>Operational</p> <p>Recruitment & Training of workforce</p>	None	None	All MCC colleagues have the ability to access welsh language classes
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	The drivers of the service will not be able to converse with passengers through the medium of Welsh.	<p>Colleagues will be made aware of the opportunities to learn Welsh.</p> <p>Service users are able to converse through the medium of Welsh when booking travel.</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposal to re-model the service would reduce journeys that duplicate scheduled bus routes, thereby increasing patronage on bus services.	If the proposal to cease the Grass Routes service is the preferred option, we will work with colleagues to promote information on bus services.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Demand responsive and public bus services support modal shift and the reduction in private car journeys, which in turn reduces carbon emissions.	
A healthier Wales People's physical and mental wellbeing is maximized, and health impacts are understood	Access to demand responsive services in rural areas that do not have access to scheduled bus services supports well being and reduces social isolation	If the Grass Routes service is dis-continued, we will work with colleagues to promote other travel opportunities such as car clubs and lift sharing.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Grass Routes supports communities to access services and market towns to ensure that they remain sustainable and connected.	As above
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Reduction in car journeys and increased modal shift to public transport reduces carbon emissions and supports the Council and the Counties transition to net zero.	As above
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	No impact	No impact
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Access to Grass Routes enables community members to access services that may not be available to them if they are unable to access a regular bus service or have access to a private vehicle	If the Grass Routes service is dis-continued, we will work with colleagues to promote other travel opportunities such as car clubs and lift sharing.

413. How has your proposal embedded and prioritized 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>	<p>The proposal to retain Grass Routes but redesign the operating model will assist the viability of scheduled bus services, support the viability of rural communities and encourage modal shift. The proposal aligns with the Wales Transport Strategy which prioritizes sustainable, accessible public transport.</p>	<p>The proposal to implement an annual membership fee may be a barrier to low income users, to mitigate this a discounted rate will be offered to those in receipt of Pension credit or ESA.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>We currently work with Newport City Council to deliver the New Link Grass Routes service and we will explore other opportunities as they become available.</p> <p>Revising the operating model so that we do not provide Grass Routes transport where a scheduled bus service exists should reduce duplication and competition and support the viability of scheduled bus services.</p>	<p>Should Grass Routes be ceased we will work with the Public Transport team and Operators to identify opportunities for additional services.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Due to increasing operational costs, there will need to be a contribution from Grass Routes service users to continue to access the door to door service. Public consultation on the proposals will be undertaken as part of the budget setting process and all users will be contacted in the new year.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Not all of Monmouthshire's communities have access to a scheduled bus service; Grass Routes is able to provide a demand responsive service for those communities albeit that the transport is only available between 9am and 2pm.</p>	<p>Should Grass Routes be ceased we will work with the Public Transport team and Operators to identify opportunities for additional services and the promotion of car clubs and lift sharing opportunities.</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 Grass Routes proposals will result in very different outcomes. If the annual membership fee is imposed and the service is revised, the service will continue to offer a demand responsive door to door service for those communities that would otherwise be without a regular bus service. If, however the preferred decision is to close Grass Routes, then communities will be potentially become isolated with residents unable to access reliable transport.</p>	

414. 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	none	none	
Corporate Parenting	none.	none	

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

Page 1318	<ul style="list-style-type: none"> ○ Patronage information from the Councils Ticketer data. ○ Passenger booking information ○ Grass routes journey information ○ Operational costs (Cost Centre budget information) ○ Grant Funding income ○ Contractual and fare box income data ○ PSV legislation and legal advice ○ Traffic Commissioners Guidance ○ Fleet inspection and daily defects process ○ UK government guidance on Maintaining Roadworthiness – Commercial Goods and Public Service Vehicles
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416. 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?

<p>The Grass Routes proposals will result in very different outcomes. If the annual membership fee is imposed and the service is revised, the service will continue to offer a demand responsive door to door service for those communities that would otherwise be without a regular bus service. It will also continue to offer an accessible service for those users who due to disabilities or mobility issues are unable to access scheduled bus services.</p> <p>If, however the preferred decision is to close Grass Routes, then communities will be potentially become isolated with residents unable to access reliable transport.</p>
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The proposal to increase the inspection schedule is in accordance with Government guidance and will realise savings of £17k without any impact on the safety of the fleet.

417. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Grass Route users advised of the proposed changes	Feb – April 23	
Adoption of agreed Grass Routes proposal and change to inspection intervals	April 23	Schools & Community Transport Manager

418. 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			
2.			

809131



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Debra Hill-Howells</p> <p>Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Transport 1&2 - Proposals to generate savings through a reduction in operational vehicles and the provision of a pool car fleet to reduce grey fleet business mileage.</p>
<p>Name of Service area</p> <p>Transport TRAN01&02</p>	<p>Date</p> <p>9th December 2022</p>

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49. 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	None	None	None
Disability	None	The proposal will prioritise the use of pool vehicles over personal cars and will create a new system that will prevent claims for business mileage if a pool car was available.	If any MCC staff are using adapted vehicles due to a disability they will be able to continue to use their personal vehicles.
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None

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?
Pregnancy or maternity	None	None	None
Race	None	None	None
Religion or Belief	None	None	None
Sex	None	None	None
Sexual Orientation	. None	None	None

420. 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.

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	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	<p>The provision of a pool car fleet will enable MCC colleagues to access a vehicle for business use close to where they live. This will reduce their personal mileage travelling to a MCC location to collect a pool vehicle.</p> <p>Pool cars will assist those on lower incomes as they will not have to fund the running costs of a vehicle for business purposes.</p>	<p>The provision of a pool fleet will prevent staff from claiming business expenses which may have been used as a means to supplement income.</p>	<p>We will work with services to ensure that we have a sufficient number of dedicated pool fleet vehicles at locations that are accessible to staff. The availability of vehicles close to home locations will reduce personal mileage and vehicle running costs.</p>





421. 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>	None	None	N/A
<p>Operational</p> <p>Recruitment & Training of workforce</p>	None	None	All MCC colleagues have the ability to access welsh language classes
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	None	<p>Colleagues will be made aware of the opportunities to learn Welsh.</p> <p>Service users are able to converse through the medium of Welsh when booking travel.</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The Transport team will be using utilization data to identify opportunities to reduce our operational fleet. This will reduce fuel costs and our carbon emissions. The same data will be used to support fleet transition to low emission vehicles.	The Councils fitters have been or are in the process of being trained to undertake the maintenance of electric vehicles
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Transition of operation fleet to ULEV alternatives. The pool fleet will only be hybrid or electric.	The Councils Tusker salary sacrifice scheme is being re-launched to focus on vehicles with CO2 emissions of 75 or under. We are also working on a new car loan scheme that will be available to MCC staff for hybrid and electric vehicles.
A healthier Wales People's physical and mental wellbeing is maximized, and health impacts are understood	n/a	n/a
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	n/a	n/a
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The proposal will reduce the number of vehicles in the Councils operational fleet and provide ULEV alternatives for business travel.	The Councils Tusker salary sacrifice scheme is being re-launched to focus on vehicles with CO2 emissions of 75 or under. We are also working on a new car loan scheme that will be available to MCC staff for hybrid and electric vehicles.
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	n/a
A more equal Wales People can fulfil their potential no matter what their background or circumstances	n/a	n/a

423. How has your proposal embedded and prioritized the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The proposal seeks to reduce the Councils operational fleet using utilization data to inform business decisions. In addition the data will be used to support the transition from combustion engine vehicles to ultra-low emission alternatives.</p>	<p>The provision of a pool fleet will reduce carbon emissions as the vehicles will be hybrid or electric. In addition all staff will be encouraged to plan journeys so that multiple site visits are undertaken on the same journey and meetings wherever possible should be undertaken through TEAMS.</p> <p>Staff will be supported to transition their personal vehicles through a salary sacrifice scheme and proposed loan scheme.</p>
<p>Page 1324</p>  <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The Council will be working with a third party to deliver and manage the pool fleet.</p> <p>We are undertaking a project with two partners via the CCR Challenge Fund to support the transition of the fleet.</p>	
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>This proposal will impact MCC colleagues, consultation with the unions and SLT is being undertaken as part of the budget setting process.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>This proposal seeks to reduce the level of business mileage through the provision of a pool fleet service. This will ensure that staff are able to access vehicles either at an MCC site or close to their home.</p> <p>Reducing the operational fleet will ensure that vehicles are fully utilized and that operating costs are reduced.</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 proposal meets the wellbeing goals.</p>	

424. 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	none	none	
Corporate Parenting	none.	none	

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

Page 1326	<p>Existing fuel and borrowing costs</p> <p>Business mileage claims</p> <p>Vehicle acquisition costs</p> <p>Fuel supplier forecasts and guidance</p> <p>Supplier costs and market forces</p> <p>Framework supplier costs for Enterprise pool fleet</p> <ul style="list-style-type: none"> • Tracker data • Prudential borrowing interest rates • Fleet data including vehicle age, utilisation rates, locations <p>○</p>
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426. 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 proposal provides positive impacts through the effective utilization and resulting reduction in the Councils operating fleet, operating costs and carbon emissions. The provision of a pool car fleet will reduce business mileage costs and reduce carbon emissions and colleagues will be encouraged to transition personal vehicles through a salary sacrifice opportunity and a proposed loan scheme.

427. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Pilot Pool Car Scheme	Jan – March 23	Debra Hill-Howells & Debbie Jackson
Launch revised Tusker Scheme	January 2023	Debbie Jackson
Finalise proposed loan scheme	March 2023	Debra Hill-Howells

428. 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	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.	Mandate Approval	Jan 23	
2.			



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

<p>Name of the Officer completing the evaluation</p> <p>Ian Saunders/Stacey Jones Phone no: 07876545793 E-mail: IanSaunders@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>ML3&4 - Restructure to realign senior management roles in Monlife and system support.</p>
<p>Name of Service area</p> <p>MonLife</p>	<p>Date 9th Dec 2022</p>

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429. **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	No impact through this action	No impact through this action	
Disability	As above	None identified	
Gender reassignment	As above	None identified	

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	As above	None identified	
Pregnancy or maternity	As above	None identified	
Race	As above	None identified	
Religion or Belief	As above	None identified	
Sex	As above	None identified	
Sexual Orientation	As above	None identified	

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430. 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>Socio-economic Duty and Social Justice</p>	<p>There will be a redundancy for 1 person however this provides opportunity for service redesign, which will provide further opportunities for more people.</p>	<p>Not replacing 2 vacant post of business support lead and project officer. Also one compulsory redundancy to business and commercial manager. The deletion of two post (these officers have been redeployed) and the compulsory redundancy is a result of streamlining the structure and areas of responsibility. Customers and users of the service will not see any negative impact of this proposal.</p>	<p>A new front of house and back office system has been introduced, which has provided opportunity to review operations. This has led to increased training, more skilled staff at the sites and less central need due to automated processes.</p> <p>The service will be more digital, reducing paper and carbon footprint and also giving more choice and functionality to the customer on how they book, pay and access services.</p>
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431. 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>We will ensure that we work to the council's Welsh language standards throughout this proposal.</p>	<p>None identified</p>	<p>n/a</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>The new system will be administered via site teams and managers with training provided on financial and system needs. Some hours will be utilised on data and financial performance to ensure teams are commercially focused – this will now be led by the Finance and Resources Manager. This will complement the sales and marketing team.</p>	<p>None identified. This is a workforce reduction</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>None identified.</p>	<p>None identified. These posts are back office functions and do not interact directly with residents</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	We are realigning our resources to make better use of roles at the sites and investing in people. More training and a widening of knowledge through support of the new system provider.	Providing better opportunity through training and knowledge within key areas of the business.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Neutral	
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood	The system provides more information so the service will have a data led approach to marketing and communication based on the outcomes of the implementation of the new system.	None identified
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Neutral	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Neutral	
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	Neutral	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Neutral	

433. 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>	<p>We are realigning our resources to make better use site specific roles and the central support team who will become better connected.</p>	<p>None identified</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The sites have active collaborations with various departments and organisations. SRS, Legend, Technogym, Fitronics and many central MCC services and departments such as digital, banking, audit work closely with these services. We also work very closely with our customer base and many clubs and societies that use these services across the MonLife portfolio.</p>	<p>None identified</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>We actively engage with staff and customers in user surveys and consultations.</p>	<p>None identified</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>By increasing operational knowledge and less need for central support the system will be more resilient and it will allow teams to be more self sufficient.</p>	<p>Ensure that the network and SRS are aware of system needs and also the support from the company that provide the software.</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>If required, all aspects of the Well-Being of Future Generations Act will be embedded in the engagement process and our future plans.</p>	

434. 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		

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

The service completed an extensive procurement exercise following the withdrawal of the existing provider of a front of house system. The team worked alongside MCC digital, security, banking and SRS teams to ensure a future proof system was introduced. As part of this process, the service also wanted to ensure that efficiencies were identified and new and existing staff were trained to ensure the system could be used to its maximum potential as well as that much needed resilience moving forwards. The system operates across Monlife Services and currently has about 120 staff who will use the system, live membership on the leisure sites of 7k and large financial transactions occur across all sites. Staff at site have been developed to ensure that the new structure is robust and delivers positive outcomes for our customers.

436. 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 main negative of the savings does mean three valued colleagues and posts are deleted from the structure of Monlife. On a positive note these efficiencies and deficits in people and resource are being replaced by improvements to digital systems, better trained staff across the workforce and ultimately a data driven directorate recording some excellent outcomes for our communities.

The removal of the project officer will mean that when capital or larger investments are made (mostly through grants) Monlife identifies a cost prior to us bidding for money to ensure new resource is included and funded as and when required.

437. 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
Speak with those staff this proposal effects and ensure the new structure is communicated to all concerned.	Jan 23	Ian Saunders

438. 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
	Budget mandate		



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Tracey Thomas Phone no: 07818 016924 E-mail: traceythomas@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>ML11 - To charge a nominal fee of £2 for additional events and exhibitions that are sited at our Heritage visitor attractions and museums.</p>
<p>Name of Service area</p> <p>MonLife</p>	<p>Date 21/12/2022</p>

439. **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	No impact through this action	Children / older people may not be able to afford to attend events in the future	We will monitor accessibility to our charged events/resources and support those who cannot afford charges through grant funding/concessionary rates
Disability	As above	None identified	None identified
Gender reassignment	As above	None identified	None identified

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	As above	None identified	None identified
Pregnancy or maternity	As above	None identified	None identified
Race	As above	None identified	None identified
Religion or Belief	As above	None identified	None identified
Sex	As above	None identified	None identified
Sexual Orientation	As above	None identified	None identified

440. 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	We will maintain our offer of free entry to our sites which continues to allow access to all	Where we charge for certain events/resources it may limit the accessibility for all if a charge is levied	We will monitor accessibility to our charged events/resources and support those who cannot afford to pay by grant funding/concessionary rates. We will consider concessions for those who are on benefits or low earners; more than two siblings attending. We will be sensitive to all to ensure we can treat everyone fairly and equitably

441. 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>We will ensure that we work to the council's Welsh language standards throughout this proposal.</p>	<p>None identified</p>	<p>None identified</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Where new posts/hours are required, the need to communicate through Welsh and English as part of the recruitment process and any necessary training will be offered as needed. All materials displayed/given will be available bilingually.</p>	<p>None identified</p>	<p>None identified</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Any communication/advertising the activities/resources will promote the fact that people can deal with the Council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</p>	<p>None identified</p>	<p>None identified</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>By charging a minimal fee to some events/activities and resources will enable us to become cost neutral hence will be able to offer additional activities over the season. We will also be able to attract a wider selection of opportunities through events and exhibitions we have been unable to offer due to costs. By offering a wider range of events/activities we will be able to educate more of our residents and visitors over the course of the season</p>	<p>Introducing small charges will maintain the long term viability of the attractions and museums.</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>Neutral</p>	<p>None identified</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Neutral</p>	<p>None identified</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Neutral</p>	<p>None identified</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Neutral</p>	<p>None identified</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>Charging for some activities may deter some people who would otherwise take part if they can't afford to pay.</p> <p>We will be able to offer and provide a wider range of bilingual cultural and heritage activities through minimal</p>	<p>We will monitor accessibility to our charged events/resources and support those who cannot afford to pay by grant funding/concessionary rates.</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?
	charging where we become cost neutral thus extending our offer	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	We will not exclude anyone from activities/events and resources through grant support and concessions for those families most at need	We will monitor accessibility to our charged activities/events/resources and support those who cannot pay by grant funding/concessionary rates

443. 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?
Page 1342  Long Term Balancing short term need with long term and planning for the future	By charging a minimal fee to some events/activities and resources will enable us to become cost neutral hence will be able to offer additional activities over the season. We will also be able to attract a wider selection of opportunities through events and exhibitions we have been unable to offer due to costs. By offering a wider range of events/activities we will be able to educate more of our residents and visitors over the course of the season	We will monitor accessibility to our charged activities/events/resources and support those who cannot pay by grant funding/concessionary rates
 Collaboration Working together with other partners to deliver objectives	The sites have active collaborations with local councils, stakeholders, schools and SME's and are working together to sustain existing offers and create new opportunities for local communities and visitors.	We will monitor accessibility to our charged activities/events/resources and support those who cannot pay by grant funding/concessionary rates

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="120 453 282 480">Involvement</p> <p data-bbox="331 233 495 405">Involving those with an interest and seeking their views</p>	<p data-bbox="533 217 1317 480">Whilst we have not directly involved others around this proposal, we engaged with over 600 visitors this year to see if they would be willing to pay a charge for certain activities and this was received positively with over 79% willing to pay a small charge. There are minimal disruptions to service operations and as charging will be minimal and is fair charging against our competitors locally</p>	<p data-bbox="1355 217 1541 240">None identified</p>
 <p data-bbox="120 748 282 775">Prevention</p> <p data-bbox="331 512 495 759">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 512 1317 616">We will be able to maintain our activity/event offer at low cost and offer a wider range to our visitors for this season and seasons to come</p>	<p data-bbox="1355 512 2107 616">We will monitor accessibility to our charged activities/events/resources and support those who cannot pay by grant funding/concessionary rates</p>
 <p data-bbox="120 1027 282 1054">Integration</p> <p data-bbox="331 791 495 1038">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 791 1317 887">If required, all part of any engagement process all aspects of the Well-Being of Future Generations Act will be embedded in the process and our future plans .</p>	<p data-bbox="1355 791 1547 815">None identified</p>

444. 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	N/A	N/A
Corporate Parenting	Not applicable	N/A	N/A

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

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Our heritage attractions and museums are free entry for all. We will maintain this offer however for some additional activities/exhibitions/events we provide over the season we are proposing to charge a nominal fee that will cover the cost of materials /hire costs and resources required. We are passionate about providing low/no costs activities to our visitors however with the rising costs of materials and resources, we cannot maintain the quality and variety of our programmed activities to the extent we have previously offered.

We will charge nominal fees of £2.00 per person that are appropriate and fair to the activities/exhibition/event being provided.

Our local competitors charge a range between £6.50 - £8.50 for entry and access to activities (Raglan Castle; Chepstow Castle; Blaenavon railway) whilst some others charge for what you use (Ladybird Craft Centre Caldicot; Go Pottery Abergavenny) We aim to ensure that activities/exhibitions/events are accessible to all whilst ensuring that we can provide quality experiences for our visitors at low cost.

As part of our CRF funded engagement process with visitors to our heritage attractions and museums, out of 600+ interviewed or completed surveys, 79% said they would be happy to pay a fee for activities/events/exhibitions if below £5. We would maintain a charge appropriate to the activity of £2.00

Footfall combined across our heritage attractions and museums was 136, 777 for 2021-22 so a third of users accessing charged activities in future years will support our proposal for increased income to sustain services.

We will be sensitive to those families and grandparents who attend with multiple children or low incomes and offer concessionary rates and support more activities through grant funding.

446. 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?

.To charge a nominal fee to visitors to our museums and attractions when attending special collection exhibitions/activities and events – potentially fees of £2.00. Generation of this additional income will be used to help keep our sites open as they are for communities and visitors to enjoy. We will also be able to offer a wider range of exhibitions/activities/events that

we have to pay a charge for so will become cost neutral. Looking at our competitors locally and across neighbouring authorities, charges are in place for attractions activities and entry from £4.00 upwards (museums are no charge in Wales)

447. 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
Consult annually with our visitors to ensure a fair pricing range for activities/events and resources are applied and where possible keep to low/no cost	April 2023	Tracey Thomas

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448. 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	Budget mandate	Dec 2022	



<p>Name of the Officer completing the evaluation Nicholas John</p> <p>Phone no: 07768055408</p> <p>E-mail: Nicholasjohn@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal.</p> <p>ML20 - Leisure Centre Opening Hours.</p> <p>The reduction of opening hours of our four dual-use leisure centres.</p>
<p>Name of Service area</p> <p>MonLife</p>	<p>Date 21/12/2022</p>

1346 **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	<p>The leisure centres opening hours will remain open for more than 15 hours each day, Monday to Friday. At this point the weekend opening hours will be unchanged, unless there is a significant decline in attendance at the weekends, throughout the year.</p> <p>Staff rota and commitments will reflect the change of opening hours.</p>	None identified at this stage.	<p>Reducing opening hours initially in our leisure centres by 1 hour a day during the spring and summer months across all four sites, has very little impact on the majority of affiliated sport clubs, members and customers.</p> <p>Core programmes and interventions are mainly delivered throughout the day and early evening, including the school use of facilities for the delivery of the curriculum, primary school swimming</p>

			<p>lessons, learn to swim lessons, exercise referral classes and fitness classes.</p> <p>Our fitness suites will remain open more than 15 hours each day Monday to Friday.</p> <p>The changes in staff rota and commitments will reflect the delivery of the programme and result in earlier evening finishes. Additionally, there are more daytime programme delivery, throughout the summer holidays, where staff will be assigned to, reducing the need, in some cases on mass recruitment for short periods of time.</p>
Disability	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	Through programmes and interventions such as the successful exercise referral scheme, we have been able to increase our offer and directly target individuals who require further support and mentoring.
Gender reassignment	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities.
Marriage or civil partnership	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	None identified at this stage.
Pregnancy or maternity	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	<p>In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities, including a space for parent and children.</p> <p>Where we deliver services to ante-natal and post-natal, including parent and child sessions, are all in the day time or at weekends.</p>

Race	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	<p>In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities.</p> <p>The more recent provision the leisure centres are providing to support refugees and families demonstrates the positive impact leisure centres can play for individuals in harrowing circumstances.</p> <p>The inclusion of translation for the most participated activities has been a huge support for both parties.</p>
Religion or Belief	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	<p>In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities.</p>
Sex	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	<p>In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities.</p> <p>Leisure centre programmes has evolved to directly target those underrepresented groups, including 'women's & men's stronger programmes, supporting wellbeing and mental health.</p>
Sexual Orientation	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	<p>In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities.</p>

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	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	The leisure centres offer concessionary memberships, and discounts to single use activities. The data tells us that the main users of most activities participate outside of the proposed reduction of opening hours.

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
Policy Making Effects on the use of the Welsh language Promoting Welsh language Treating the Welsh language no less favourably	We will continue to seek to employ Welsh speaking staff so that communities can have the opportunity to access the service in the language of their choice. And we will continue to support our staff to learn and be confident in the Welsh language.	None have been identified at this stage.	All of our literature, adverts, recruitment is available in Welsh. We strive to promote the Welsh language positively where we have the opportunities.
Operational Recruitment & Training of workforce	MonLife would expects to recruit additional part time and seasonal staff, as programmes and initiatives grow. All posts within MonLife sport, leisure and youth specifies the Welsh language as desirable, and there are schemes in place to support and promote the use of the Welsh language and Welsh language skills.	None identified at this stage.	Will seek when recruiting to increase the level of Welsh speaking staff. We will encourage and support existing staff to learn Welsh in the workplace.

<p>Service Delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Bilingual staff will allow members and customers to undertake activities in the language of their choice. All publicity is produced bilingually, and we will continue to do this.</p> <p>Our website has bilingual pages and all forms of communication are equally available in the medium of Welsh.</p>	<p>None identified at this stage.</p>	<p>MonLife promotes the opportunities to communicate through the Welsh language and positively displays literature in Welsh. All of our communication channels has equal priority and the opportunity to communicate in Welsh. And whilst face to face instant communication isn't always possible, the willingness and support is there to try and improve these areas. A number of MonLife channels has moved to digital, where it is much more straight forward to communicate in Welsh.</p> <p>When delivering seasonal schemes such as MonGames target recruitment at Welsh speaking staff to enable Welsh speakers to access through service through the language.</p>
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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!



<p>Well Being Goal</p>	<p>Does the proposal contribute to this goal? Describe the positive and negative impacts</p>	<p>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
<p>A prosperous Wales</p> <p>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The reduction of opening hours across the four leisure centres will go some way to making the centres more sustainable, lowering operating costs and condensing programme delivery to consistent core hours throughout the year.</p>	<p>The monitoring of participation data and bookings of affiliated sports clubs will be monitored and clear communication with members and customers in advance will contribute to the success of this proposal.</p>
<p>A resilient Wales</p> <p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The close monitoring of our in-house BMS (building monitoring software), will enable leisure centre managers to reduce energy consumptions where we can. The council's refit programme supports the longer</p>	<p>The leisure centres are fitted with BMS, which enables a central point of monitoring and consumption of energy.</p>




	term actions required to meet further measures and targets.	<p>The leisure centres host PV panels and systems that collect energy and are planned for further improvements.</p> <p>The introduction of swimming pool covers will make a significant difference to controlling our energy consumption of swimming pools, especially over night.</p>
<p>A healthier Wales</p> <p>People's physical and mental wellbeing is maximized and health impacts are understood</p>	Our participation data tells us that members and customers make alternative choice for exercise through the spring and summer months.	<p>We use a series of platforms to engage with our members and customers to stay active, including our dedicated website and app – MonLife.</p> <p>Additionally, we benefit from the Visit Monmouthshire social media platforms and website to share our messages and promote our local opportunities.</p>
<p>A Wales of cohesive communities</p> <p>Communities are attractive, viable, safe and well connected</p>	Through campaign to encourage members and customers to continue exercise and physical activity, the emphasis, as well as accessing the leisure centre, will be to participate in the natural surroundings of the countryside and stay local.	Through the pandemic, working with all services within MonLife we successfully raised the profile of, 'stay local' and use the countryside as way of increasing your wellbeing and staying active.
<p>A globally responsible Wales</p> <p>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	The reduction in opening hours will result in less energy costs, more opportunities to, 'switch-off' demand including pool hall circulation systems, fitness equipment and lighting.	<p>The data from affiliated club bookings, results in no impact.</p> <p>Through seasonal campaigns and clear communication, members and customers will be encouraged to access facilities and programmes throughout the day and early evenings.</p>
<p>A Wales of vibrant culture and thriving Welsh language</p> <p>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>All of our literature, adverts, recruitment is available in Welsh. We strive to promote the Welsh language positively where we have the opportunities.</p> <p>Our upgrade fitness equipment, Technogym Wellness system, allows the user to select, 'Welsh' as their preferred language. This gives the user real time feedback on exercise and instructions in Welsh.</p>	<p>MonLife promotes the opportunities to communicate through the Welsh language and positively displays literature in Welsh. All of our communication channels has equal priority and the opportunity to communicate in Welsh. Whilst face to face instant communication isn't always possible, the willingness and support is there to try and improve these areas. A number of MonLife channels has moved to digital, where it is much more straight forward to communicate in Welsh.</p> <p>When delivering seasonal schemes such as MonGames target recruitment at Welsh speaking staff</p>

		to enable Welsh speakers to access through service through the language.
<p>A more equal Wales</p> <p>People can fulfil their potential no matter what their background or circumstances</p>	<p>The leisure centres opening hours will remain open for more than 15 hours each day, Monday to Friday. At this point the weekend opening hours will be unchanged, unless there is a significant decline in attendance at the weekends, throughout the year.</p> <p>Staff rota and commitments will reflect the change of opening hours.</p>	<p>Whilst the leisure sector is mainly unsociable hours, including evening and weekend working, the introduction of the reduced hour at the end of the day will mean the afternoon staff gain an earlier finish, which is advantageous as some staff will have to travel home following the shift end.</p>

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>Yes. As the reduction in opening hours will reduce costs, energy consumption and go some way to make the service less vulnerable.</p>	<p>It is imperative that we clearly communicate, in advance, without affiliated sports clubs, members and customers.</p> <p>Affiliated sport clubs have annual AGM, therefore, any changes that impacts those clubs will be shared in advance of these meetings to ensure we are capturing any negative impact.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Working towards the council climate emergency action plan, enables all mcc departments to work collectively, at pace and more importantly prioritise those 'big ticket items', that will make the most difference.</p>	<p>We know through data, operational management and priorities of mcc, that there are some 'quick wins' that we will action, including training of staff and informing customers to act more responsibly, i.e recycling points.</p>

		Working closely with affiliated sports clubs that use the leisure centre, with the conversations we will have is to ensure that they are not adversely affected.
 <p>Involvement</p>	<p>Involving those with an interest and seeking their views</p> <p>The leisure centres operate a series of feedback and retention tools, including TRP and Technogym Wellness system. Both systems interact with the members and gathers feedback.</p> <p>Where there is positive and negative feedback, it is the responsibility of the leisure centre manager to follow up with the individual member.</p>	<p>Clear communication with members, customers and social media campaigns. Including updating any terms and conditions of direct debits and commitments that span the time frame of reduction of hours.</p>
 <p>Prevention</p>	<p>Putting resources into preventing problems occurring or getting worse</p> <p>There are a series of workshops, training and support in place through mcc, including 'carbon reduction training', we intend to roll out to our front facing operational teams.</p>	<p>Our sector has been put into a vulnerable position, due to the current pressures within the world. We are fortunate to be connected to colleagues across Wales and the UK to share issues and more importantly learn from each other.</p> <p>The service strives to improve the health of residents and prevent long term health problems, through its interventions and this proposal ensures that we can continue to achieve this.</p> <p>Our ageing buildings are a significant barrier to be able to make large scale changes in short periods of time without significant investment.</p>
 <p>Integration</p>	<p>Considering impact on all wellbeing goals together and on other bodies</p> <p>This approach is positive in that we are looking at incremental changes that will present greater impact.</p>	<p>By introducing incremental changes to the opening hours, developing the offer, through engagement with our customers we hope to maintain such a valuable service.</p>

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	Whilst the leisure sector is mainly unsociable hours, including evening and weekend working, the introduction of the reduced hour at the end of the day will mean the afternoon staff gain an earlier finish, which is advantageous as some staff will have to travel home following the shift end.	None identified at this time.	None identified at this time.
Corporate Parenting	The leisure centres opening hours will remain open for more than 15 hours each day, Monday to Friday. At this point the weekend opening hours will be unchanged, unless there is a significant decline in attendance at the weekends, throughout the year.	None identified at this time.	None identified at this time.

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

Evidence generated through our leisure centre data systems has been used to inform our decisions and develop the proposals. Additionally, we have analysed the financial data over set periods of the year to identify where we can implement this proposal and have less or no impact on members and customers and to our income streams.

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 exercise has demonstrated the need to implement this proposal. Moreover, we have been able to detail our actions, helping to shape the outcomes, and stretch our outputs, specifically to identify any barriers and work collaboratively to overcome them, with partners support.

Where we envisage any negative impact, we are clear with our audience, our communication channels and the data to demonstrate why we are taking these decisions.

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
Develop a further action, where we can set milestones and demonstrate progress	December	Leisure Services Manager, Leisure Centre Managers, MonLife

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
Page 1355	MonLife DMT	30/11/2022	Further consideration given to when the sport clubs will require information to present to their Annual General Meetings, for the year/season ahead.



<p>Name of the Officer completing the evaluation Nicholas John</p> <p>Phone no: 07768055408</p> <p>E-mail: Nicholasjohn@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal.</p> <p>ML22 - Service Redesign Outdoor Adventure.</p> <p>The redesign of the Outdoor Education and Adventure Service.</p>
<p>Name of Service area</p> <p>MonLife</p>	<p>Date 10/11/2022</p>

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06
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	<p>The service will continue to target Monmouthshire schools, groups and partners as a priority.</p> <p>The Curriculum for Wales (CfW) and the drive to develop more opportunities for learning outside the classroom identifies growth in the sector.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	None identified at this time.	<p>The outdoor sector has suffered disproportionately due to the pandemic and what is going on in the world.</p> <p>However, if we can demonstrate growth, we can contribute to the outdoor sector job market, and secure what is a valuable service for Monmouthshire.</p> <p>The service has successfully developed a product to support children and young people to learn in a different environment, through the outdoors,</p>

			where main stream school may not be an option at this time, for the young person.
Disability	Gilwern Outdoor Adventure centre continues to be home to several disability groups, participating in outdoor learning, independently, with their peers and programmes where family groups have had the opportunity to participate in day visits and residential activity visits.	None identified at this stage.	Through programmes and interventions such as the successful Summer of Fun scheme, we have been able to increase our offer and directly target individuals, third sector groups and families who wouldn't normally have the opportunity to participate in outdoor activities. More importantly providing door step opportunities for Monmouthshire residents. The staff are continuing their professional development to be able to provide opportunities for all.
Gender reassignment	Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.	None identified at this stage.	Gilwern Outdoor Adventure Centre has provision for separate accommodations and changing spaces to support individuals' choice and privacy when changing for activities.
Marriage or civil partnership	Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.	None identified at this stage.	None identified at this stage.
Pregnancy or maternity	Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.	None identified at this stage.	None identified at this stage.
Race	The service will continue to target Monmouthshire schools, groups and partners as a priority. Core programme delivery and accessibility will be maintained and	None identified at this time.	Through programmes and interventions such as the successful Summer of Fun scheme, and supporting wider MonLife departments, including the youth service, we have been able to increase our offer and directly target individuals,

	<p>future opportunities will be continually explored.</p>		<p>groups and families to participate in outdoor activities.</p> <p>More importantly providing door step opportunities for Monmouthshire residents.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>
<p>Religion or Belief</p>	<p>The service will continue to target Monmouthshire schools, groups and partners as a priority.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	<p>None identified at this time.</p>	<p>Through programmes and interventions such as the successful Summer of Fun scheme, and supporting wider MonLife departments, including the youth service, we have been able to increase our offer and directly target individuals, groups and families to participate in outdoor activities.</p> <p>More importantly providing door step opportunities for Monmouthshire residents.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>
<p>Sex</p>	<p>The service will continue to target Monmouthshire schools, groups and partners as a priority.</p> <p>The Curriculum for Wales (CfW) and the drive to develop more opportunities for learning outside the classroom identifies growth in the sector.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	<p>The outdoor sector is traditionally male dominated.</p>	<p>Gilwern Outdoor Adventure Centre has provision for separate accommodations and changing spaces to support individuals' choice and privacy when changing for activities</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p> <p>The sector, specifically the outdoor instructors has a higher proportion of males.</p> <p>Working with our DofE programme, where we see a high level of females</p>

			engaging in the programme and our volunteer offer, we will strive to promote a pathway into the outdoor sector.
Sexual Orientation	<p>The service will continue to target Monmouthshire schools, groups and partners as a priority.</p> <p>The Curriculum for Wales (CfW) and the drive to develop more opportunities for learning outside the classroom identifies growth in the sector.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	None identified at this time.	<p>Gilwern Outdoor Adventure Centre has provision for separate accommodations and changing spaces to support individuals' choice and privacy when changing for activities</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>

7. 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.

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	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	<p>The service will continue to target Monmouthshire schools, groups and partners as a priority.</p> <p>The Curriculum for Wales (CfW) and the drive to develop more opportunities for learning outside the classroom identifies growth in the sector.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	<p>Our main clientele are schools, Monmouthshire schools. Due to the current financial crisis and wider factors, any increase in costs, will be passed onto schools and groups directly.</p>	<p>Through programmes and interventions such as the successful Summer of Fun scheme, and supporting wider MonLife departments, including the youth service, we have been able to increase our offer and directly target individuals, groups and families to participate in outdoor activities.</p> <p>The service offers subsidise for Monmouthshire schools and children and young people individually identified in those schools.</p>

			<p>Moreover, the DofE award scheme has concessions in place to ensure income is not a barrier to participation.</p> <p>The service works within internal partners and external providers, third sector groups and organisations to identify external grant funding to be able to subsidise opportunities for children, young people and families in Monmouthshire who access specific programmes.</p> <p>More importantly providing door step opportunities for Monmouthshire residents.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>
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Policy making and the Welsh language.

<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<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>We will continue to seek to employ Welsh speaking staff so that communities can have the opportunity to access the service in the language of their choice. And we will continue to support our staff to learn and be confident in the Welsh language.</p>	<p>None have been identified at this stage.</p>	<p>All of our literature, adverts, recruitment is available in Welsh. We strive to promote the Welsh language positively where we have the opportunities.</p> <p>We have worked with a neighbouring LA to develop a bilingual 'outdoor learning resources', which we hope to embed throughout the summer term.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>MonLife would expect to recruit additional part time and seasonal staff, as programmes and initiatives grow. All posts within MonLife Outdoor Adventure specifies the Welsh language as</p>	<p>None identified at this stage.</p>	<p>Will seek when recruiting to increase the level of Welsh speaking staff. We will encourage and support existing staff to learn Welsh in the workplace.</p>

	desirable, and there are schemes in place to support and promote the use of the Welsh language and Welsh language skills.		
Service Delivery Use of Welsh language in service delivery Promoting use of the language	Bilingual staff will allow members and customers to undertake activities in the language of their choice. All publicity is produced bilingually, and we will continue to do this. Our website has bilingual pages and all forms of communication are equally available in the medium of Welsh.	None identified at this stage.	MonLife promotes the opportunities to communicate through the Welsh language and positively displays literature in Welsh. All of our communication channels has equal priority and the opportunity to communicate in Welsh. And whilst face to face instant communication isn't always possible, the willingness and support is there to try and improve these areas. A number of MonLife channels has moved to digital, where it is much more straight forward to communicate in Welsh.

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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 proposal to increase our offer and looking at different ways of working will demonstrate the services ability to becoming more sustainable, by lowering operating costs and condensing programme delivery, offering bespoke programmes and where possible reducing costs and utilities.	The monitoring of participation data and future bookings and programmes, specifically in the winter months of the year, will enable us to track and report the success of this proposal. Another critical factor will be the evolving partnerships and service delivery of our wider Monmouthshire departments, including education and social services.
A resilient Wales	The close monitoring of our in-house BMS (building monitoring software), will enable the manager to reduce energy consumptions where we can. The	Gilwern Outdoor Adventure centre has none or very limited carbon reduction measures. However, through a more recent community renewal fund project, the service have been able to undertake




<p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>council's refit programme supports the longer term actions required to meet further measures and targets.</p>	<p>an extensive exercise to survey the whole site, buildings and infrastructure. This information has been shared with mcc colleagues and will form further discussions on the future.</p>
<p>A healthier Wales</p> <p>People's physical and mental wellbeing is maximized and health impacts are understood</p> <p>Page 1362</p>	<p>One of the services aims is to give people the confidence and skills to embrace the outdoors and participate in activity.</p> <p>The Curriculum for Wales (CfW) and the drive to develop more opportunities for learning outside the classroom identifies growth in the sector.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	<p>The service have continued to deliver great outcomes and this has been captured through user feedback, through evaluation forms from users groups. Further analysis of the feedback process is continually being undertaken.</p> <p>A more recent survey of 277 children and young people;</p> <p><i>For three-quarters (72%), this was their first time staying away from home.</i></p> <p>For us, this is a huge success and an outcome we would like to explore further.</p> <p>New markets and opportunities will be explored, especially where we have seen more and more local people make better use of their local area and outdoors.</p>
<p>A Wales of cohesive communities</p> <p>Communities are attractive, viable, safe and well connected</p>	<p>The service continues to deliver excellent, safe residential sessions and activities to those participants.</p>	<p>The service continues to keep open clear lines of communication with visiting staff and head teachers to organise their bespoke visits. More campaigns, including a winter campaign are being undertaken to align the delivery of the outdoor learning experience to the CfW and children and young people's wellbeing.</p> <p>Monlife learning group of colleagues are realigning some of the aspirations to meet the current needs of schools blended learning opportunities. Our Dofe scheme has successfully delivered virtual sessions to support students on roll and to attract new students to the scheme. As we know in these challenge circumstance every opportunity to engage and check in with a young person is valuable.</p> <p>The wider Monlife Team has undertaken a broad look at the Green Infrastructure opportunities on site, and have concluded that a more detailed Green Infrastructure Plan needs to be undertaken to prioritise</p>


		<p>and maximise the benefits of the site for future use and any development opportunities.</p> <p>There outcomes will be aligned to the MCC action plans and commitments.</p>
<p>A globally responsible Wales</p> <p>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Our visitors, children and young people will continue to learn about the global impacts of the way we live and will learn about how to make a difference to issues like climate change in the way that we live. Through expeditions, the use of the natural environment, as part of our activity delivery, within Monmouthshire, we are very fortunate to add this aspect to the delivery of our programmes.</p>	<p>The development of a future whole school outdoor learning and activities programme, ‘targeting more children and young people throughout their school years’, has been proposed, to lock in those commitments and plan for future delivery. Encompassing the new curriculum for Wales, and the current opportunities delivered through the DofE awards scheme, based at the Gilwern site. Leaders of education are in implementation stages on their curriculums and progression steps for young people, by offering continuing support and opportunities, we are confident that we can contribute to several of the what matter statements of each Area of Learning Experiences (AoLE’s).</p>
<p>A Wales of vibrant culture and thriving Welsh language</p> <p>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>All of our literature, adverts, recruitment is available in Welsh. We strive to promote the Welsh language positively where we have the opportunities.</p>	<p>MonLife promotes the opportunities to communicate through the Welsh language and positively displays literature in Welsh. All of our communication channels has equal priority and the opportunity to communicate in Welsh. And whilst face to face instant communication isn’t always possible, the willingness and support is there to try and improve these areas. A number of MonLife channels has moved to digital, where it is much more straight forward to communicate in Welsh.</p>
<p>A more equal Wales</p> <p>People can fulfil their potential no matter what their background or circumstances</p>	<p>There is a clear commitment from the council to invest in outdoor learning and education and continue to provide a sustainable residential offer for Monmouthshire children and young people.</p>	<p>Actively marketing the service and making the products available attracted to all. More recent examples has included specific targeted groups including social services interventions and bespoke disability sessions.</p> <p>Research in the outdoor sector shows how pupils who have participated in outdoor activities found that it helped to give them focus and control of</p>

		<p>their emotions, as well as a sense of achievement as they developed the skills and techniques needed to participate in the outdoor disciplines.</p> <p>The discipline needed to maintain good form and safety when on an archery range, as an example gives a good reference point when in discussions with pupils following the activity, allowing them to transfer the learned behavior or skill to other daily activities.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>
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10. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<p>Sustainable Development Principle</p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The service must be more financially sustainable, the investment in time to shape the current offer in line with our new curriculum for Wales 2022 is vital to ensure outdoor learning and residential experiences compliment school curriculum aspirations and can support and evidence the progression steps of a young person.</p> <p>With increasing cost within education and social services budget, it is critical to find opportunities where we can deliver wider services at a reduced cost, whilst maintaining the outcomes and impact.</p>	<p>The service is working to ensure sustainability and opportunities for all. Early engagement with school leaders is ongoing. Monlife are starting to identify suitable signposting opportunities in the outdoors. This will extend to their current signposting opportunities, through referral schemes and 1:1 interventions, working with multi agency partners locally and Gwent-wide.</p> <p>Additionally, discussions and joint programme are being explored. These discussions are taking place in a positive manner, based on the successful delivery of</p>

		<p>several programmes being delivered by the service over a number of years.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Working towards the council climate emergency action plan, enables all mcc departments to work collectively, at pace and more importantly prioritise those 'big ticket items', that will make the most difference.</p> <p>Building on your current partnerships, it is crucial that the service will be able to evolve and more importantly upskill staff to enable them to deliver wider programmes and outcomes.</p>	<p>We know through data, operational management and priorities of mcc, that there are some 'quick wins' that we will action, including training of staff.</p> <p>Being a key stakeholder in multi agency groups, such as MCC Play Strategy group, enables us to network and promote our opportunities.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>Service users, including, head teachers, family groups and participant feedback is critical. We have created a platform using the latest technology and tools to engage with our customers and will continue to use these methods when we are able to provide activities.</p>	<p>We have a commissioned report through, FMG Consulting recommended areas for improvement and potential growth. The service managers have undertaken the recommendations and have started to see initial progress in a number of areas, including catering, housekeeping and discussing programme options with service users.</p> <p>Further surveys have given use data gathered from teachers, children, young people and service users, to enable us to formulate a 'control group' to be able us to continue feedback.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>There are a series of workshops, training and support in place through mcc, including 'carbon reduction training', we intend to roll out to our front facing operational teams.</p> <p>Our financial monitoring, among other data sets we hold, enables us to report on our outcomes, measures and outputs accurately.</p>	<p>Our sector has been put into a vulnerable position, due to the current pressures within the world. We are fortunate to be connected to colleagues across Wales and the Uk to share issues and more importantly learn from each other.</p> <p>Our ageing buildings are a significant barrier to be able to make large scale changes in short periods of time without significant investment.</p>

 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This approach is positive in that we are looking at incremental changes that will present greater impact.</p>	<p>By developing these aspirations the offer, through engagement with our customers we hope to maintain such a valuable service.</p>
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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>Whilst a large proportion of our activities are delivered off-site and in the public arena, we have very specific safeguarding and control measures in place, to ensure all service users has a safe and enjoyable experience.</p>	<p>None identified at this time.</p>	<p>The service undertakes a SAFE audit, this will be the opportunity to review any improvements and make any additional control measures.</p>
Corporate Parenting	<p>The service works within internal partners and external providers, third sector groups and organisations to identify external grant funding to be able to subsidise opportunities for children, young people and families in Monmouthshire who access specific programmes.</p>	<p>None identified at this time.</p>	<p>Through collaboration with MonLife departments and MCC colleagues, we have been able to create further opportunities at Gilwern.</p> <p>Colleagues who represent MonLife on the corporate parenting panel has been able to demonstrate the impact of these interventions.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>

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

Evidence generated through our outdoor data systems has been used to inform our decisions and develop the proposals. Additionally, we have analysed the financial data over set periods of the year to identify where we can implement this proposal and develop new or improved income streams.

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 exercise has demonstrated the need to implement this proposal. Moreover, we have been able to detail our actions, helping to shape the outcomes, and stretch our outputs, specifically to identify any barriers and work collaboratively to overcome them, with partners support.

Where we envisage any negative impact, we are clear with our audience, our communication channels and the data to demonstrate why we are taking these decisions.

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
Develop a further action plan, where we can set milestones and demonstrate progress	December	Leisure Services Manager, Outdoor Adventures Manager, MonLife

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	MonLife DMT	30/11/2022	Further consideration given to the work that is required and action plan to be developed with colleagues in education and social services.



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Tracey Thomas Phone no: 07818 016924 E-mail: traceythomas@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>ML 7, 8, 9 & 21 - To realign attractions structure and service offer to ensure efficiencies are met whilst maintaining quality services to visitors.</p>
<p>Name of Service area</p> <p>MonLife</p>	<p>Date 21/12/2022</p>

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49. 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	No impact through this action	No impact through this action	None identified
Disability	As above	None identified	None identified
Gender reassignment	As above	None identified	None identified

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	As above	None identified	None identified
Pregnancy or maternity	As above	None identified	None identified
Race	As above	None identified	None identified
Religion or Belief	As above	None identified	None identified
Sex	As above	None identified	None identified
Sexual Orientation	As above	None identified	None identified

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450. 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	There will be no disproportionate outcomes for the post of site lead at the TIC and the Shire Hall. These posts affected are currently filled on a temporary basis and staff will return to their substantive posts. Creation of a new additional visitor assistant post at CCCP will ensure that staffing can support the additional events and activities provided.	Proposed closing of the TIC on a Sunday could mean staff are not paid their enhancements for Sunday working hours however, we will not be reducing hours and it will enable staff to work contracted hours throughout the week.	Staff will be offered alternative Sunday working at other attractions sites





451. 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>We will ensure that we work to the council's Welsh language standards throughout this proposal.</p>	<p>None identified</p>	<p>n/a</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Where new posts/hours are required, the need to communicate through Welsh and English as part of the recruitment process and any necessary training will be offered as needed. All materials given will be available bilingually.</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>Any communication/advertising about the Projects/posts will promote the fact that people can deal with the Council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	We are realigning our resources to make better use of roles at the sites. There will be additional hours available at CCCP that offers opportunity for employment for both internal and external people.	Additional hours, externally funded posts and assistance from service managers will ensure that the sites and their staffing teams are fully supported and able to operate services.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Neutral	None identified
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Neutral	None identified
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Neutral	None identified
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Neutral	None identified
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	Closure of the TIC for one day a week could reduce offer to visitors.	Alternative offer being provided in museum across the road on the closure day of the TIC to ensure visitors can access a provision
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Neutral	None identified

453. 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>	<p>We are realigning our resources to make better use of roles at the sites. There will be additional hours available at CCCP to support day to day running of the site. Sites will be supported by externally grant funded posts and assistance from the service managers.</p>	<p>As part of our long term strategy we are seeking external grant support as well as increasing our engagement with sponsorship and donations for our heritage sites which will create a more resilient and sustainable future for the service</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The sites have active collaborations with local councils, stakeholders, schools and SME's and are working together to sustain existing offers and create new opportunities for local communities and visitors.</p>	<p>Regular engagement and updates for our partners and local councils will ensure awareness of all stages of developments</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>We have not involved others on this proposal as there are minimal disruptions to service operations</p>	<p>We will ensure that sufficient tourism offer is provided at Chepstow museum on the closure day of the TIC</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>By increasing operational hours at visitor assistant level at CCCP and additional support from externally grant funded posts for both Shire Hall and CCCP, we are putting more resource into operational delivery to ensure that the services are safe, clean and welcoming for our visitors.</p>	<p>We will ensure that sufficient tourism offer is provided at Chepstow museum on the closure day of the TIC</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>If required, all part of any engagement process all aspects of the Well-Being of Future Generations Act will be embedded in the process and our future plans .</p>	<p>None identified</p>

454. 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		

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

As part of the Attractions restructure and appointment of the Heritage Visitor Attractions Manager in November 2021, opportunities were created for staff to apply for vacant posts on a temporary contract until March 2023. During this time, consideration has been given to the sites and their individual staffing requirements to maximise spend and income generated. We are also bringing together the museums staffing structure and combining with attractions to have one Heritage service across MonLife. Having two managers within this staffing structure will allow for the reduction in a site lead post at the TIC and the Shire hall, and additional support being given by the two managers.

To support Caldicot Castle and Country park effectively, we will increase hours for the heritage visitors assistants (two 30 hr post that are seasonal) to enable them to take on a wider remit on a daily basis along with support from externally funded posts.

We have also recently been successful in securing monies through the SPF which will provide a part time member of staff to continue with the implementation of play activities, Interpretation and engagement with stakeholders and visitors – this if for a period of 2 years.

Additionally the Shire Hall will be supported by existing staff and 4 externally funded posts from National lottery and Welsh Government grants (grant funded posts until 2025)

The two site lead posts are currently filled by staff on short term secondments which offered staff the opportunity to upskill and work in different areas/post levels. Both staff will revert back to their substantive post so will not be disadvantaged and will be aligned to their previous salary and post level.

- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

456. 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?

Heritage services realignment will look to remove two site leads from the existing structure - one from TIC and one at Shirehall.

We will increase visitor assistant support at CCCP and externally funded posts will support attractions services. Overall site support to the staffing team and sites will be provided by the Heritage Visitor Attractions Manager.

The removal of site lead at Shirehall is achievable due to the combining of museums and existing Shire hall staff creating a healthy staffing team. The overall support to the site will be provided by the Museums and Arts Manager. There is also an increase in staffing at the site for the next 2-3 years funded through external grants.

457. 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 consult with staff effected by this proposal and carry out any necessary consultation	After 14 th Dec 22	Tracey Thomas

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458. 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	Budget mandate		



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

<p>Name of the Officer completing the evaluation</p> <p>Sharran Lloyd Phone no: 07814 212067 E-mail: Sharranlloyd@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CEOPM1 - To increase the officer capacity within the Strategic Partnerships team to fulfil the duties in relation to Community Safety, VAWDASV & CCTV</p>
<p>Name of Service area</p> <p>Strategic Partnerships Team</p>	<p>Date</p> <p>25th November 2022</p>

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49. 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	These services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics.	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements
Disability	These services provide under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements

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	The services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements
Marriage or civil partnership	The services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements
Pregnancy or maternity	The services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements
Race	The services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements

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	The services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements

460. he 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	The community safety & VAWDASV agendas seek to protect and support victims and survivors of crime, abuse and those deemed most vulnerable in our society. Often people in the most vulnerable and desperate situations can find themselves at risk of health harming behaviors, exploitation and criminality. The work proposed to be undertaken by the additional capacity will seek to prevent vulnerability, support people where this exists and keep our communities safe	<i>None identified</i>	This work will seek to identify vulnerability, prevent escalation into crisis, and keep people away from statutory services and the criminal justice system. It will also seek to support those who may have fallen victim to crime and help find a positive resolution and support for this.

461. 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>Community cohesion is rooted in the community safety and VAWDASV agenda and recognizes the rights of individuals. This will encompass the use of languages, in particular the Welsh language and will seek to prevent any negative impacts upon Welsh or any other languages used by residents across the county</p>	<p>None identified</p>	<p>There is dedicated officer capacity in Monmouthshire County Council and the Strategic Partnerships Team whose role specifically is to challenge and address cohesion issues in relation to protected characteristics and language</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>This will be in-line with MCC policy position</p>	<p>None identified</p>	<p>Ensure that role profiles for any new appointments recognise the desirability of Welsh language skills</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>This will be in-line with MCC policy position</p>	<p>None identified</p>	<p>None Identified</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	This proposal will not seek to create jobs, however it will keep communities safe and make the county more attractive and safer for people to work, live and visit Monmouthshire	The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	As part of this proposal the protection of our environment and countryside in a key factor in relation to community safety. The proposal will, as part of this, seek to drive down environmental crime.	The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	This proposal will seek to protect and support the most vulnerable within our community, and create safe communities for people to travel, work and live	The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Community cohesion is a key thread in the community safety and VAWDASV agenda, and the work as part of this proposal aims to strengthen cohesion within and across Monmouthshire communities	The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	This proposal is cognisant of the current climate we face, and is anticipating the pressures within communities which can drive crime, exploitation and vulnerability. All of which will form part of the work programme for this proposal	The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses
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	The work as part of this proposal aims to ensure that Monmouthshire continues to have a safe and secure reputation as a vibrant county to live and visit. The protection of our assets and activities needs to remain safe and attractive for people to come and explore.	The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses

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 more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Community cohesion is a key thread in the community safety and VAWDASV agenda, and the work as part of this proposal aims to strengthen the cohesion within and across Monmouthshire communities. This proposal seeks to protect all those deemed vulnerable, those with protected characteristics and all people equally within our county regardless of race, sexual orientation, age or gender</p>	<p>The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses</p>

463. 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>1382</p>  <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>This proposal is predicated on the data and trends we are seeing in Monmouthshire and the worrying statistics for our county. The work we are seeking to enact aims to address the short, medium and long-term outcomes in relation to community safety and VAWDASV</p>	<p>None at this time</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal is built on the statutory requirement placed on MCC to work in partnership to tackle community safety, crime & disorder and all forms of VAWDASV</p>	<p>None at this time</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>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>We have done and are continuing to conduct extensive and ongoing consultation with the community and partner organizations to shape and address the challenges we have in relation to community safety & VAWDASV</p>	<p>None at this time</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This proposal is predicated on the need to put additional resources into identified needs within the county, namely community safety, VAWDASV and sexual violence</p>	<p>None at this time</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.This proposal aims to strengthen the collaboration and targeted work with our partner organisations, community and internal colleagues within MCC to ensure we are protecting people in the short to medium term, seeking to prevent in the short, medium to long-term and ensuring that Monmouthshire remains a safe place to live, work & visit for people now and in the future</p>	<p>None at this time.</p>

464. 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	Criminal and sexual exploitation of children has been <i>identified as an area of concern in Monmouthshire. This proposal recognizes the need for more targeted work, and for us to be data and intelligence led to prevent more young people from becoming at risk in the county</i>	.This work will seek to strengthen approaches.	None at this time
Corporate Parenting	Criminal and sexual exploitation of children and young people has been identified as an area of concern in Monmouthshire. This proposal recognizes the need for more targeted work, and for us to be data and intelligence led to prevent more young people from becoming at risk in the county	This work seeks to strengthen the approaches we aim to take to tackle this issue	None at this time.

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

Confidential Police recorded crime data and Safeguarding data for exploitation have informed this proposal - this is sharable on request

466. 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 evaluation has strengthened the need for this proposal as it has highlighted how wide ranging and impactful community safety, crime & disorder and VAWDASV are on communities, services and the general wellbeing of the population.

467. 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
None at this time		

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468. 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	Submission of budget pressures mandate	29 th November 22	



Integrated Impact Assessment document

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

<p>Name of the Officer: Matthew Gatehouse</p> <p>Phone no: E-mail:</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Mandate CEO11+13, CEO1-5,8,10</p>
<p>Name of Service area: Contact Centre, Community Hubs, Community Education and Libraries.</p>	<p>Date: 22/11/22</p>

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469. 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	<p>Maintaining this service has a positive effect on those who are older or on low incomes who will often come in for one service, like bin bags or a library book, and use this as gateway to access advice or preventative services. This means that reductions in the service will have a disproportionate impact on these groups.</p> <p>Maintains the library (needs assessed) home delivery service which is used by a higher proportion of older people</p>	<p>Telephony is a channel likely to be more popular with older people (Source – Age UK). Our Face-to-Face access points are more likely to be used by older This means that reductions in the service will have a disproportionate impact on these groups.</p>	<p>The mitigation is that we are maintaining a service presence in all towns.</p> <p>These service reductions will enable the council to continue to maintain delivery of core services to a wide range of people who are vulnerable or need support at key stages of the life course.</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?
Disability	Maintaining this service has a positive effect on those who are disabled by ensuring a wide range of access channels suitable to all needs and preferences	Telephony is a channel likely to be more popular amongst people with disabilities who may have bigger challenges travelling to town centres. Reductions in service availability will impact disproportionately on this group	<p>Ensure that all digital channels and face-to-face access points remain fully accessible. Increasing the amount of information that is available over the chatbot and growing use of the app will provide an additional choice for people who have a hearing impairment.</p> <p>Ensure that large print and audio book purchasing is not affected disproportionately by the reduction in the book budget</p>
Gender reassignment	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage
Marriage or civil partnership	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage
Pregnancy or maternity	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage
Race	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage
Religion or Belief	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage

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?
Sex	No positive Impacts have been identified at this stage	<p>Staff in the contact centre are predominantly (93%) female so any redundancy will impact disproportionately on the female sex.</p> <p>Staff in the community hubs are predominantly female so any redundancy will impact disproportionately on the female sex.</p>	Ensure that the council's Protection of Employment policy is adhered to all times. Hold one-to-ones with all staff effected and ensure that opportunities for redeployment and explored to minimize the risk of compulsory redundancy.
Sexual Orientation	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage

4.20. 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>Socio-economic Duty and Social Justice</p>	<p>The proposal will reduce costs while maintaining all services – albeit at a reduced level. Maintaining this service has a positive effect on those who are on low incomes who are more likely to require advice and a bespoke response from services such as homelessness, benefits and council tax</p>	<p>Telephone services enable those who do not have a car or who are digitally excluded to access services. These people are more likely to be on low incomes. Reductions in the service availability will have a disproportionate impact on these groups. Charges for community education courses will be unchanged with grant funding used to keep prices low and encourage take-up for those on lower incomes</p>	<p>Maintain all channels and ensure effective communication of opening hours, channel availability and customer service standards/.</p> <p>Promote the advice and support which is available to those on low incomes.</p> <p>Essential skills classes accessed via a one-off registration fee which has a positive effect for those on the lowest incomes.</p>
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471. 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>No positive or negative impacts have been identified at this stage</p>	<p>No positive or negative impacts have been identified at this stage</p>	<p>Ensure that Welsh language standards pertinent to policy making are adhered to all stages</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>No positive or negative impacts have been identified at this stage</p>	<p>There is a risk that we would lose Welsh speaking staff as a result of any reduction in headcount</p>	<p>Ensure the effective promotion of any vacancies in Welsh language media to increase applications from fluent speakers.</p> <p>Proactively target the next available vacancy in the contact centre and community at Welsh speakers by designating a proportion of posts as 'Welsh Essential'</p> <p>Ensure that the availability of Welsh speaking staff on all channels is considered as part of any restructure process</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Continue to run a fully bilingual contact centre. Updating the telephony system will improve the ability of the contact centre to maximise the availability of Welsh speakers to take calls</p>	<p>No negative impacts have been identified at this stage.</p>	<p>Ensure that community hubs continue to promote the opportunity for people to access the service via the Welsh language</p> <p>Ensure that Welsh language standards pertinent to policy making are adhered to all stages</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Secures the ongoing provision of a professional staff delivering front-line services to communities. There is a reduction in the number of jobs in total.	Post reductions have been managed by freezing vacant posts wherever possible in anticipation of the budget reductions.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	There are no specific aspects of the project that impact upon this goal.	There will be some negative impact from a small number of staff who could potentially need to re-locate to a service base that is further from their home resulting in increased car mileage and resultant emissions. The ability to operate the contact centre remotely reduces the need to travel and increases resilience that could result from adverse weather conditions by enabling telephony services to operate from any location with wi-fi.
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood	We continue to deliver front-line services in our main towns which increase peoples' opportunities to attend events and classes which enable social interaction and which can contribute to better mental health and well-being.	No specific actions have been identified at this stage
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	By continuing to maintain a broad range of customer channels we are enabling people in all communities to engage and connect with the council to meet their needs	No specific additional actions have been identified at this stage
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impacts have been identified at this stage	No potential actions identified at this stage
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	Our digital customer service offer is fully bilingual. Telephony arrangements continue to have a Welsh language offer which uses a range of staff across the organisation using a 'hunt' system.	No potential actions identified at this stage

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	The key issues have been identified in the above sections.	The proposals ensure we maintain community hub provision providing the physical location for a broad range of services that help upskill people with the potential to increase incomes.

473. 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 1392 Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	Hubs and contact centre will continue to use technology to deliver services in the way people will need and want to access them in the future. We are planning for the long-term, by making recommendations now that will increase the likelihood of us being able to sustain services into the long-term against a backdrop of economic uncertainty.	No additional actions identified at this stage.
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	Community Hubs will be maintained as a place where public and voluntary agencies can come together under one roof and collaborate to deliver things that will make a difference to residents, businesses and visitors.	No additional actions identified at this stage.
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	One-to-ones will with staff affected by the proposals to understand personal impacts and seek ideas to help shape the restructure	No additional actions identified at this stage.

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Hub and contact centre staff have discussions with people are always looking for signs that peoples true needs may not be the needs that are expressed verbally, and so identify areas where they may benefit from additional services or opportunities which can prevent problems escalating.</p>	<p>No additional actions identified at this stage.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>At this stage there are no competing impacts that need to be re-considered. The proposal is seeking to fully integrate services within a single staffing model.</p>	<p>No additional actions identified at this stage.</p>

474. 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	No positive or negative impacts have been identified at this stage	No positive or negative impacts have been identified at this stage	
Corporate Parenting	No positive or negative impacts have been identified at this stage	No positive or negative impacts have been identified at this stage	

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

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- Proportion of staff who are female: male
- Research on use of different service channels by different groups of people
- Service demand levels as shown in the budget mandate
- Welsh Language Standards including correspondence from the Welsh Language Commissioner

476. 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 work has identified that reductions in the availability of contact centre or hub services have the potential to impact disproportionate on older people and those with physical disabilities who are more likely to access these channels. By maintaining these services, albeit with lower staffing levels, the channels that people value and depend on are being maintained.

It has also identified that any staffing reductions will impact disproportionately on females and this will need to be managed through the council's Protection of Employment Policy

477. 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
Increasing the amount of information that is available over the chatbot	Jan – June 2023	Service Managers in Hub and Contact Centre
Ensure that Welsh language standards pertinent to policy making and service delivery are adhered to all stages	ongoing	Head of Policy Performance and Scrutiny
Monitor book buying to ensure that Welsh language, large print and audio books are not affected disproportionately by the reduction on the book budget	2023-24	Library Lead

478. 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	Informal		



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

<p>Name of the Officer Matt Phillips</p> <p>Phone no:</p> <p>E-mail: matthewphillips@monmouthshire.gov.uk</p>	<p>PG2 - Budget Mandate 23/24</p>
<p>Name of Service area</p> <p>People and Governance</p>	<p>Date</p> <p>19 dec 22</p>

479. 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	<p>No specific community impact.</p> <p>The relevant change proposed in the PG mandate is that relating to a small increase in the target income for Land Charges.</p> <p>This will result in a small increase in the charge levied against searches required during a house purchase.</p> <p>Only house purchasers who choose (there are other options) to use the MCC service will be affected. There is no specific characteristic of house purchasers that needs noting.</p>	<p>No specific community impact.</p> <p>The relevant change proposed in the PG mandate is that relating to a small increase in the target income for Land Charges.</p> <p>This will result in a small increase in the charge levied against searches required during a house purchase.</p> <p>Only house purchasers who choose (there are other options) to use the MCC service will be affected. There is no specific characteristic of house purchasers that needs noting.</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?
Disability	As above		
Gender reassignment	As above		
Marriage or civil partnership	As above		
Pregnancy or maternity	As above		
Race	As above		
Religion or Belief	As above		
Sex	As above		
Sexual Orientation	As above		

480. 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>Socio-economic Duty and Social Justice</p>	<p>The likely change (TBC) to the fees charged for searches as part of a house purchase will be measured in pence and maybe pounds.</p> <p>They will not feature as a determining factor for people in deciding whether or not to purchase a house.</p>	<p>The likely change (TBC) to the fees charged for searches as part of a house purchase will be measured in pence and maybe pounds.</p> <p>They will not feature as a determining factor for people in deciding whether or not to purchase a house.</p>	
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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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	The e-recruitment and learning management system procurements that underpin some of the proposals both contained criteria that assessed the ability to use the systems through the medium of Welsh which was a relevant factor in the final decision.	None identified	
Operational Recruitment & Training of workforce	The e-recruitment and learning management system procurements that underpin some of the proposals both contained criteria that assessed the ability to use the systems through the medium of Welsh which was a relevant factor in the final decision.	As above	
Service delivery Use of Welsh language in service delivery Promoting use of the language	The LMS will be able to track Welsh speaking as a competency among staff with the benefits that this allows in deploying the skill in the best way.	As above	

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	This is a budget-driven proposal that has sought to mitigate the impacts wherever possible.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood		
A Wales of cohesive communities Communities are attractive, viable, safe and well connected		
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	<i>This includes the protected characteristics listed in Section 1 above, and you can add more detail there. Don't forget to think about the impacts on poverty</i>	

482. 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>	<p>The mitigating measures around systems implementation and the concurrent upskilling that this will require in remaining workforce are designed to seek benefit from a short term, money-led decision for the longer term.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Work has been done in the past to seek to identify if there are benefits to be had for collaborative working with other LAs or partners, especially regarding legal and HR.</p> <p>Greater assimilation of service delivery functions would be a prerequisite for effective legal collaboration whereas HR models typically increase cost.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Colleague and TU engagement has been significant.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>See the long term section</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>		

483. 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	Training in these areas will both be captured in the LMS.		
Corporate Parenting	Training in these areas will both be captured in the LMS.		

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

See the report and linked ONS and other data sources
 - Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)
 See main report

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485. 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?

See the report

486. 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

487. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		

Resources



monmouthshire
sir fynwy

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

<p>Name of the Officer completing the evaluation Nicholas Keyse</p> <p>Phone no: 01633 644773 E-mail: nicholaskeyse@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>RESPM3 - Commercial Investments – in year financial pressure following reversal of reserve funding. Under-recovery applied against budget for next year. RES03</p>
<p>Name of Service area</p> <p>Landlord Services</p>	<p>Date</p> <p>14/12/2022</p>

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488. **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	No impact	No impact	-
Disability	No impact	No impact	-
Gender reassignment	No impact	No 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 impact	-
Pregnancy or maternity	No impact	No impact	-
Race	.No impact	No impact	-
Religion or Belief	.No impact	No impact	-
Sex	No impact	No impact	-
Sexual Orientation	.No impact	No impact	-

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489. 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	<i>The mandate specifically relates to the availability of commercial space and commitment to filling this, creating jobs and economic growth opportunities.</i>	No impact	The commercial investment assets are regularly monitored to assess performance, in accordance with the Asset Investment Policy.

490. 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><i>Marketing materials to be made available in Welsh and English.</i></p>	<p>No impact</p>	<p>-</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>The management of the commercial estate is supported by both internal colleagues in Estates, Finance and Legal, as well as procured external agents. Future procurement contracts will continue to reflect on the ability to agents to support enquiries made in both English and Welsh.</p>	<p>No impact</p>	<p>-</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Market materials to be made available in Welsh and English.</p>	<p>No impact</p>	<p>-</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 mandate relates to the letting and performance of our investment assets, namely office and warehouse space at Castlegate Business Park, and leisure space at Newport Leisure Park. The assets contribute well to the local economy, job creation, and providing investment opportunities in the region.</p>	<p>The Estates department regularly monitor the performance of the assets to ensure they are best contributing to the targets set out in the Asset Investment Policy.</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>The assets are actively considered for opportunities to modernize their offerings, including any retrofit measures that will enable a reduction in energy costs and carbon footprint.</p>	<p>The Estates department will continue to work closely with MCC's Decarbonisation team to identify ways to best ensure they are meeting the council's climate declaration.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>New lettings/development at both sites reflect on health and well being. Changes to our catering offering at Castlegate Business Park will be with a view to offering a modern and healthy alternative to the traditional food provision on site.</p>	<p>We will continue to work closely with our managing agents and tenants to source opportunities to enhance the attractiveness and health/wellbeing benefits of both sites.</p>
<p>Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The commercial portfolio is strategically well placed to contribute to the surrounding community and the Well being goals.</p>	<p>Recent lettings to local community initiatives demonstrates a commitment to support local residents/businesses whilst still operating commercially.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>New lettings/development at both sites are undertaken with due consideration for the global impact of the asset. The contribution a prospective tenant will make to the asset is a key consideration when assessing interested parties.</p>	<p>We will continue to work closely with our managing agents and tenants to ensure the assets reflect on their local and global impact.</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>Newport Leisure Park is by definition a leisure space that provides opportunities for recreation.</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?
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The mandate enables continuation of the efforts to launch a co-working/flexible office environment at Castlegate Business Park. This will provide easily accessible and affordable office space for hire, to encourage growth and development of start up businesses.	We will monitor the performance of the initiative with a view to adjusting the available space (size and configuration) to suit the demand of its users.

492. 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 1410</p> <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The commercial portfolio is assessed on short, medium and long term performance, in accordance with the Asset Investment Policy. Each performance update reflects on the short term pressures, as per the mandates, and forecasts the future performance and returns based on expert input and market trends.</p>	<p>Performance updates have been issued to Investment Committee. It is proposed that these will be issued to Scrutiny Committee to assess transparently and in accordance with the wider asset portfolio.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The commercial assets present a good opportunity to work closely with tenants and expanding businesses, as well as make available investment opportunities to encourage growth in the region. The Estates Department work closely with the managing agents to ensure the assets are best meeting their policy objectives.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Performance updates on the portfolio have been issued to investment Committee. Investment Committee has been made up of representatives from the 3 major political parties.</p>	<p>It is proposed that Investment Committee will be stood down with a view to taking future performance updates to Scrutiny Committee. This will allow a wider audience and political representation to be made when assessing the portfolio, equal to that of the wider property portfolio.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The commercial assets are supported by an external managing agent who monitors and undertakes day to day actions involving the estate, including maintenance, administering the service charge, pursuit of arrears, and letting enquiries.</p>	<p>Ongoing engagement with external agents is affording officers in Estates additional knowledge on the movement within the market. For the leisure sector in particular, it is proposed that management and/or consultancy is procured to support strategic decisions associated with its anchor tenant.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.Whilst the commercial portfolio is managed through a commercial lense as per the Asset Investment Policy, consideration for wider policy objectives such as social impact/benefit, business growth/expansion, etc. are all considered when assessing management decisions involving the portfolio.</p>	

493. 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	.Not applicable	
Corporate Parenting	Not applicable	Not applicable	

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

The mandate includes a summary of the supporting data and evidence. The projected shortfall is as a result of having secured new tenants at Castlegate Business Park and Newport Leisure Park, we have a number of tenants across the portfolio benefitting from a rent-free period, there remains 45,000 sqft of vacant office space – resulting in a reduced rent roll and liability to MCC via service charge/business rates., and two tenants at Newport Leisure Park are in arrears and, subject to the outcome of debt recovery efforts being undertaken by Landlord Services, this will likely result in voids being created.

Despite these challenges, the commercial portfolio's rent roll has increased through recent lettings at both assets, and there remains a reasonable prospect of securing new tenants for our remaining vacant spaces. Unit 6 at Newport Leisure Park is under offer and expressions of interest have already been received relating to space occupied by one of the tenants currently in arrears (and indicating they seek to close the business). Castlegate Business Park continues to receive interest in smaller lettings, including for repurposing of the catering provision which will result in a rental income whilst creating a more attractive and modern food/drink offering on site.

495. 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 investment portfolio derives a net return which enables the council to deliver services and remain vigilant of the wider economic context, responding to a fast-changing economy. The investment portfolio not only contributes to job retention in county but supports people who are looking to establish businesses and encourages investment in county, contributing towards a thriving, well connected and fair local economy. The goal which will have the biggest impact here is 'a thriving and ambitious place' that aims to redevelop town centres and facilitate investment to attract more people to the towns. Castlegate Business Park is a well-connected site within its local community.

496. 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
Continue to monitor the performance of the portfolio	Regularly	Estates Department

497. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		

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Integrated Impact Assessment document

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

<p>Name of the Officer Nicola Howells</p> <p>Phone no:01633 748338 E-mail:nicolahowells@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>RESPM9 - Market Service Income Pressure</p>
<p>Name of Service area</p> <p>Landlord Services</p>	<p>Date 21/12/22</p>

498. **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	<i>Consider the impact on our community in relation to this e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</i>	n/a	n/a
Disability	<i>What issues are there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this, producing information in alternative formats, employment issues.</i>	n/a	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	<i>. Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training</i>	n/a	n/a
Marriage or civil partnership	<i>Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance</i>	n/a	n/a
Pregnancy or maternity	<i>In employment a woman is protected from discrimination during the period of her pregnancy and during any period of compulsory or additional maternity leave. In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth</i>	n/a	n/a
Race	<i>. Think about what the proposal will do to promote race equality with the aim of: eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between persons of different racial groups. Also think about the potential to affect racial groups differently. Issues to look at include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveller, migrant communities and recording of racist incidents etc</i>	n/a	n/a

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	<i>.What the likely impact is e.g. dietary issues, religious holidays or days associated with religious observance, cultural issues and customs. Also consider what issues there are for employment and training</i>	n/a	n/a
Sex	<i>Consider what issues there are for men and women e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues. Will this impact disproportionately on one group more than another</i>	n/a	n/a
Sexual Orientation	<i>.Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training</i>	n/a	n/a

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499. 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	<i>Socio-economic disadvantage can be defined as living in less favourable social and economic circumstances than others in society. Social justice is about reducing inequalities in society by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential. What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to this proposal? Will it impact disproportionately on certain groups? Can the proposals be improved to reduce inequalities of outcome?</i>	n/a	n/a
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500. 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>1. We would like to know your views on the effects that the proposals would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English. What effects do you think there would be? How could positive effects be increased, or negative effects be mitigated?</p> <p>2. Please also explain how you believe the proposals could be improved so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language?</p>	n/a	n/a
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>If you are advertising new posts you must carefully consider whether these roles require the ability to communicate through Welsh and English (either desirable or essential). This is especially pertinent with front line roles as more than 10 % of the population of Monmouthshire speak Welsh. Also we need to consider additional training when appointing staff that have existing Welsh language skills.</p>	n/a	n/a
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>When advertising our services you must promote the fact that people can deal with the council in Welsh by phone, email, twitter, facebook, letters, forms, website transactions etc</p>	n/a	n/a



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	The markets provide opportunities for traders to work and trade locally. Providing income to the local economy and promoting Market Towns in MCC.	Introduction of measures to lower the Market Service Income Pressure to enable continuation of the markets
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	n/a	n/a
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood	n/a	n/a
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Local Markets are seen as part of the community and the heart of towns, with traders having traded for many years.	Continue to support the Market Service . Acknowledging its role in the community
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The markets provide local social and economic wellbeing to local people, traders and promote local tourism	Continue to provide Markets across MCC, actively, planning and promoting events, Addressing the rise in utility costs and waste collection, introduction of recharging for such cost.
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	Markets are considered part of the culture and heritage of Market Towns.	Continue the service

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	Markets are inclusive to all people no matter what their background and circumstances. The traders are from a cross section of businesses offering many different items for sale, some handmade crafts. Markets offer an opportunity to fulfil opportunity for own businesses skills.	Continue to offer and promote the market service for the benefit of the traders, businesses, community, town and local economy.

502. 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 1420</p> <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The Market Service has struggled during the Pandemic. Income has fallen but this is seen as a short term recovery period. Pre Covid layouts of stalls have now been replaced with more space for hire. All exclusive areas have been let on longer term tenancy agreements and hire of stalls is increasing. Promotion and Events across all MCC markets is planned</p>	<p>Rising costs have also impacted income. Waste collection costs and Utility costs. Proposals to increase rentals, and recharge utilities and waste collection are planned.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Working together with other MCC Depts to promote the Markets through Town Planning, Tourism, and Town Council Joint Ventures. In particular this is illustrated at Abergavenny Market with further opportunities to organize events, working with the Theatre, Hub (receiving payments), and Town Council.</p>	<p>Working Groups should be organised to best utilize staff resources when planning events and coordinating ideas. Also, more cost effectiveness with promotion and marketing.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Market Traders have been included in discussion around improvements to day to day matters including the proposed introduction of an upgraded booking system.</p>	<p>Ongoing communication with traders, town councils, increase social media and promotion</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 data-bbox="136 453 275 480">Prevention</p> <p data-bbox="327 217 506 464">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 217 1312 308">The markets have in recent years had a resource review, introducing a Deputy Market Manager and Full time Market Systems. Resource issues have been experienced during the pandemic, and this is being monitored</p>	<p data-bbox="1355 217 2047 276">Working and supporting the Market Team. Training & Courses offered where appropriate</p>
 <p data-bbox="136 738 282 766">Integration</p> <p data-bbox="327 496 506 743">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 496 1319 655"><i>The Market Service is integral to the community, economy and tourism. It draws people into towns through market day and events, in turn this provides a boost to other local businesses, leisure and tourism. Traders are often local, small businesses, entrepreneurs. Without the market the well being of many sectors would be impacted.</i></p>	<p data-bbox="1355 496 2085 555">Continue to promote and develop MCC market provision with collaboration and new ideas.</p>

503. 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	n/a	.n/a	
Corporate Parenting	n/a	n/	

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

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- Data from previous Years Market Income Analysis as set out in the Report
- Increase in Rental Income in line with Inflation and Market Rentals comparables
- Rise in Waste Removal Costs & Utilities & Ability to recharge under new Tenancy Agreements
- Analysis of Income Projections from Increased Stall availability following New Layout & recent demand patterns.

505. 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?

- Markets are recovering along with other retail enterprises from the impact of COVID. Which has resulted in reduced trader numbers, and having to implement a COVID layout resulting in less stalls
- Most Traders are small local businesses who work for themselves and have been unable to 'Make a Living' during the Pandemic. This contributes to the local economy and growth
- Abergavenny Market is at the Heart of the Market Town and helps generate Tourist Interest and Revenue for the Town.
- There are already positive signs of Improvement with stall bookings increasing in the run up to Christmas.
- The Pandemic has restricted the ability to forward plan events, but there is now the appetite from Traders to offer different Markets across the County in 2023

- The Budget Deficit would need to be offset against other Budgets whilst the Market Service is able to regenerate demand and establish itself Post Pandemic

506. 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
Utility Costs. Monitor/Manage/Forecast/ Recharge	Periodically from Jan 2023	Market Manager
Waste Costs. Monitor/ Manage/ Recharge	Periodically from March 2023	Market Manager
Rental Increases	From April 2023	Market Manager

507. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Joanne Howard</p> <p>Phone no: 07496 679867 E-mail: joannehoward@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>RES7</p> <p>Redesign of Office Services to integrate roles within the front of office and mailroom into 2 Business Support Officer roles. This will be facilitated by partially digitizing the mailroom solution and provide resilience with the courier role and other tasks associated with Usk County Hall building.</p>
<p>Name of Service area</p> <p>Office Services Section, Integrated Landlord Services</p>	<p>Date</p> <p>20.12.22</p>

508. **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	There will continue to be a provision for members of the public who wish to access Usk County Hall and be able to speak to an individual.	Increased use of digital technology may have an impact on individuals who may not have the skills to use it.	Comprehensive training will be provided to any person who is required to send out mail via the new digital system plus support from a Business Support Officer if necessary
Disability	Integrated officers in Office Services will be knowledgeable and able to assist in both Reception and Mailroom.	With the reduction in staff there may be occasions where Reception is not manned at all times, therefore access could take some time for those who require additional assistance	Comprehensive training with accessibility at its core will be provided to staff and any digital technology within Reception or Mailroom will be planned with accessibility in mind.

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	.The roles proposed will be open to all without prejudice.	None	None
Marriage or civil partnership	The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.	None	None
Pregnancy or maternity	The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.	None	None
Race	.The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.	None	None
Religion or Belief	<i>.The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.</i>	None	None
Sex	<i>The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.</i>	None	None

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	.The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.	None	None

509. 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.

Page 1426 Socio-economic Duty and 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?
	Applications will be taken for the new roles within the structure from all without prejudice. This may include those from a low socio economic status and this will not have a bearing on whether that applicant is successful or not.	None	.





510. 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>Both roles will include front of office work which requires them to be able to converse in Welsh at Level 1 or above. This will encourage use of Welsh on a day to day basis. In the case of using digital technology for Reception in the future, this will also encourage the use of Welsh and English.</p>	<p>It is possible that the requirement for a Welsh speaker may reduce the pool of applicants for the roles within the restructure.</p>	<p>The roles have been job evaluated based on a need for basic Welsh language skills from applicants. This has been made clear in the job description and specification. Additional training in Welsh has also been highlighted as a benefit for applicants.</p> <p>In the case of digital solutions for Reception, Welsh will be part of the specification for any system implementation.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p><i>As above</i></p>		
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>The new roles will have the skills and training involved to ensure that Welsh is promoted and available for all enquiries into the service.</p>	<p>Some training may be required depending on the successful candidates and their level of speaking/writing Welsh.</p>	<p>Once in post, Welsh training will be offered at the earliest opportunity.</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>Resources will be targeted to the specific roles within office services. A negative impact is the reduction in staffing, though this will make savings over time and ensure that work is carried out efficiently and with the correct resource.</p>	<p>training provided can be specific and relevant savings over time and ensure that work is carried out efficiently and with the correct resource</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>The digital mailroom system is being provided by a company with a comprehensive carbon reduction plan that is consistently being updated.</p>	<p>We will continue to source suppliers who are committed to carbon reduction and will work with us to ensure that we take advantage of any future opportunity or development that encompasses this.</p>
<p>A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood</p>		
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>		
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</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 more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>These roles will provide opportunity for employment without prejudice</p>	

512. 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>	<p>The proposal meets the principle as the first stage in creating an environment in Office Services for future digitization and reorganization. It takes into account the long term goal of providing a resilient, interchangeable service that is flexible and future proofed as the digital market matures for front of house and mailroom services.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal includes collaboration with community hubs to discuss improvements to the courier service, in addition to working with partner authorities and Gwent Police to enable greater savings on procurement of digital systems.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The current staffing within Office Services have been consulted at the earliest opportunity, with training offered for those areas that may not be covered in their current positions. Discussions have also taken place with end users of the courier service to develop future opportunities for resilience and efficiency.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</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>		

513. 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		.	
Corporate Parenting			

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

Numerical data has been used on the amount and types of mail coming into and out of the authority to make a judgement on cost savings involved with digitization. Qualitative data has been used to inform courier service delivery outcomes
 We have consulted with departments to gather information on their needs and wants for a front of house service including gathering data on requests that come through reception and their importance. i.e., How many visitors need directions given to various places and can this be addressed with signage.
 Discussions with Landlord Services staff and their views on how the service can move forward have been undertaken

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- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)

515. 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 positive impacts of restructuring the Office Services function are that we can create an integrated and resilient service, targeting those tasks which are important for service delivery and negating the need for tasks which could be solved with digital or spacial solutions (i.e., better signage, training, individual responsibility). This will create better unity within the section by deleting specific roles such as Mail room assistant and Receptionist and replacing these with generic Business Support Officer roles that have more flexibility. Introduction of a hybrid digital mail system will contribute to carbon reduction through centralized mail sorting and less need for individual collections through the mail provider. The negative impact is the possibility of losing valuable knowledge from current staff if they choose not to apply for the new roles.

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516. 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
Further discussions with DPO for digital reception tools	Ongoing	J Howard
Further consultation with staff and HR	January 2023	J Howard
Advance implementation of Digital Mailroom Solution	January 2023	J Howard

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517. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



Integrated Impact Assessment document

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

<p>Name of the Officer Nicholas Perry</p> <p>Phone no: 07909537636 E-mail: nicholasperry@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Budget Saving – Reduction in Planned Maintenance across Authority Buildings - £300,000</p> <p>RES8</p>
<p>Name of Service area</p> <p>Property Services</p>	<p>Date 20/12/22</p>

518. 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	No impact	No impact	
Disability	No impact	No impact	
Gender reassignment	No impact	No 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 impact	
Pregnancy or maternity	No impact	No impact	
Race	No impact	No impact	
Religion or Belief	No impact	No impact	
Sex	No impact	No impact	
Sexual Orientation	No impact	No impact	

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519. 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	No impact	No impact	No impact





520. 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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	No impact	No impact	
Operational Recruitment & Training of workforce	No impact	No impact	
Service delivery Use of Welsh language in service delivery Promoting use of the language	No impact	No 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	This will demonstrate a more efficient use of resources by saving £300,000 from the budget, however, a long term reduction in spend on maintenance will have an impact on the fabric of our buildings.	Buildings will be monitored and any urgent or essential works required will still be carried out.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Carbon reduction works are in place, ongoing and unaffected by this proposal.	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	No impact	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	No impact	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impact	
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	No impact	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	No impact	

522. 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>	<p>Postponement of works that can be delayed until future years – improved review and risk management will allow for jobs to be better profiled allowing costs to be spread over a wider timeframe</p>	<p>Buildings will be monitored and any urgent or essential works required will still be carried out.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Consideration is given to all building users and works requirements proposed by those users are considered in the planned maintenance across the whole portfolio.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Consideration is given to all building users and works requirements proposed by those users are considered in the planned maintenance across the whole portfolio.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Buildings will be monitored and any urgent or essential works required will still be carried out.</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>Impact should be minimal as all essential works will remain unaffected.</p>	

523. 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	No impact	No impact	
Corporate Parenting	No impact	No impact	

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

The authority has consistently underspent the revenue budget on corporate building maintenance over the last 4 years, the intention is to release an element of the reactive repair budget and offer up a managed saving for 23-24 :-

Yr	Actual	Budget	Variance
2018-19	656,350	713,413	- 57,063
2019-20	536,837	713,413	- 176,576
2020-21	661,396	713,413	- 52,017
2021-22	578,200	713,413	- 135,213
2022-23	413,413	713,413	- 300,000

Forecast (incl as M6 budget recovery)

**In recent years we have benefitted from grant funding streams that paid for repairs (mainly school refurbishment), there is an assumption that this funding will need to continue for us to realise the full saving.

On average we spend £190,000 a year on cyclical maintenance and testing, this is essential health & safety works and we will not be reducing this spend, the reduction will come from our ad-hoc reactive repair budget.

The budgets for 23-24 will be split as follows :-

	Projected 23-24 Budget
Cyclical Maintenance	190,000
Reactive Maintenance	237,413
	427,413

The average spend for reactive repairs over the 4 years upto end of 21-22 was £431k, with the service budget now reduced to £237k this leaves a potential shortfall of £194k to be managed, the intention is to manage this through:-

- Removal of non-critical or low risk repairs – a more stringent assessment should remove a number of jobs off the programme.
- Postponement of works that can be delayed until future years – improved review and risk management will allow for jobs to be better profiled allowing costs to be spread over a wider timeframe.
- The use of capital or grant funding for qualifying spend – improved management of our capital maintenance programme will allow for spare funding to be used to fund qualifying repairs. In addition we will ensure any repair grants are utilised in full.

NOTE : All safety critical repairs will be completed regardless of budget position.

525. 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 reduction of budget will result in a saving of £300,000, however, a long term reduction in spend on maintenance will have an impact on the fabric of our buildings – timely and regular maintenance ensures that our assets are fit for purpose and reduces the requirement for more high cost repair intervention. Property services follow a pro-active replacement model where essential systems (such as fire alarms) are replaced at end of life before they fail. A reduction in budget means we will have to potentially run systems (that are still operational) for longer and only changed when they actually fail causing building closure and increased expense.

526. 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

527. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Nicholas Keyse</p> <p>Phone no: 01633 644773 E-mail: nicholaskeyse@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Property Rationalisation – to review the property estate and explore options for further rationalization to generate savings, income generation opportunities or capital receipts</p> <p style="color: red;">RES24</p>
<p>Name of Service area</p> <p>Landlord Services</p>	<p>Date</p> <p>14/12/2022</p>

528. **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	No impact	No impact	-
Disability	Unknown – Social Services are currently undergoing a review of their accommodation requirements. Subject to the outcome of the review, reduction in sites may enable consolidation within existing community assets.	The rationalization proposals include reference to the assets that support the vulnerable. Any disposal or reduction in occupied space will be subject to a review of the service provision.	-
Gender reassignment	No impact	No 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 impact	-
Pregnancy or maternity	No impact	No impact	-
Race	.No impact	No impact	-
Religion or Belief	.No impact	No impact	-
Sex	No impact	No impact	-
Sexual Orientation	.No impact	No impact	-

529. 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	<i>The mandate proposals various opportunities for property to be made available for alternative purposes, including small business enterprise, redevelopment of vacant space, stimulating job creation and potential investment opportunities within the County.</i>	No impact	.

530. 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><i>The range of assets listed as potential rationalisation opportunities have varying degrees of consequence to Welsh language. It is proposed that any alternative use will have due consideration for the Welsh language, both through marketing and redevelopment.</i></p>	<p>No impact</p>	<p>-</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>The delivery of these savings/income/receipts will be supported by both internal colleagues in Estates, Finance and Legal, as well as procured external consultants for planning applications, sales packs, etc. Future procurement contracts will continue to reflect on the ability to agents to support enquiries made in both English and Welsh.</p>	<p>No impact</p>	<p>-</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Market materials to be made available in Welsh and English.</p>	<p>No impact</p>	<p>-</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The mandate relates to a reduction in the asset portfolio in order to generate savings, and as a consequence create letting and investment opportunities. Repurposing of these assets will allow us to ensure the portfolio remains robust, fit for purpose and suitable for our service users.	The Estates department regularly monitor the performance of the assets to ensure they are best contributing to the council's Asset Management Strategy. This has been reflected upon in identifying the list of assets.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The assets listed have various degrees of biodiversity consequence, subject to any decision to redevelop. All proposals will have due consideration for their biodiversity impact, and be subject to input from the council ecologist and/or planning authority where required and appropriate.	The Estates department will continue to work closely with MCC's Decarbonisation team to identify ways to best ensure that disposals or repurposing of assets has due consideration for the council's climate declaration.
A healthier Wales People's physical and mental wellbeing maximized and health impacts are understood	Within the rationalization mandate surplus property has been identified that can support wellbeing through alternative uses. Bringing vacant property back into use will enhance the environments and communities they occupy.	We will continue to work closely with our managing agents and tenants to source opportunities to enhance the attractiveness and health/wellbeing benefits of our assets.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Disposal of surplus assets will unlock capital receipts that can assist in ensuring our retained assets are still fit for purpose and best contributing to the surrounding community and the Well being goals.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The mandate has had due consideration of the local and global impact and opportunities of these assets. Many of the properties identified will unlock residential development opportunities which will contribute to the authority's policy aspirations around affordable housing.	
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People	Many of the assets are well located in their local communities to provide attractive leisure use. This has been reflected in the evidence as to alternative use and/or receipt.	Any letting and marketing will reflect on the social value that can be provided when accommodating a new occupier, and weighting will be applied to the

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?
are encouraged to do sport, art and recreation		consideration of Welsh culture and its leisure contribution.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The diverse nature of the portfolio will afford a range of different opportunities across our assets for all businesses and individuals.	

532. 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?
<div data-bbox="94 651 138 863" style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 1448</div>  <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	The mandate is structured on a short, medium and long term phasing of opportunities, based on an assessment of service impact and constraints.	The performance of the asset portfolio, including any rationalization opportunities, will continue to be monitored as per the wider functions of the performance committee and review of the Asset portfolio.
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	The repurposing and/or disposal of assets will present a strong opportunity to work closely with partners across sectors, including our social housing providers for housing development, existing and prospective businesses and investors in and around the county, and community groups who are seeking to strengthen their commitment to their communities they support.	

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>Involvement</p>	<p>Involving those with an interest and seeking their views</p> <p>Rationalisation opportunities that impact service areas will be consulted and undertaken in collaboration with providers and users.</p>	
 <p>Prevention</p>	<p>Putting resources into preventing problems occurring or getting worse</p> <p>Achieving the required savings/income/receipts will require the support of external resource (surveys, planning, etc.) where appropriate. The majority of resource and capacity will be provided by the Estates Development Team and Asset Management Team who will continue their ongoing work in ensuring the portfolio is appropriate and fit for purpose.</p>	<p>Ongoing engagement with external agents is affording officers in Estates additional knowledge on the movement within the market. This knowledge will support the strategic decision to release property and letting/disposal methods in the short, medium, long term.</p>
 <p>Integration</p>	<p>Considering impact on all wellbeing goals together and on other bodies</p> <p><i>For all actions undertaken Landlord Services have due consideration for the Asset Management Strategy and the social impacts well as financial of its decisions and recommendations. This is reflected in its assessment of rationalization opportunities and the timing in which these maybe realized.</i></p>	

533. 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	.Not applicable	
Corporate Parenting	Not applicable	Not applicable	

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

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Assigned to the Council looking to reduce its carbon footprint and identify opportunities for savings, a review of MCC assets has been completed with a specific intention to reduce running and energy costs of the portfolio. This proposal identifies a number of opportunities to reduce holding costs through the relinquishing of leases and/or relocation of existing services to unlock income generating opportunities or potential capital receipts. Alongside ongoing financial pressures, good asset management practices require that the property portfolio is regularly reviewed to ensure it is fit for purpose, meets the needs of service providers/users, and income streams are being maximised whilst expenditure is minimized. Property operational costs (rates and utilities) have been provided by MCC's Finance Department and Energy Manager. Potential income and capital receipt is forecast by the Estates Department:

535. 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?

- . Maximises the use of our assets, generating income/receipts/savings and reducing the Council carbon footprint.
- Ensure good asset management, keeping portfolio fit for purpose and meets needs of service providers.
- Helps achieve policy aspirations of the administration through facilitating new development for alternative uses, including affordable housing.

536. 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
Continue to monitor the asset portfolio and identify opportunities for rationalisation	Regularly	Estates Department

537. 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
Page 1451	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		

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Evaluating the Potential Impact of the 2023/24 Budget Proposals

Introduction

We are continually working to understand the Council's financial circumstances and challenges and plan for this in our Medium-Term Financial Plan (MTFP). This has identified areas of significant and growing concern and risk, especially in light of the wider challenging economic climate which is driving inflation and an overarching cost of living crisis. Some services continue to face significant demand led pressures, some continue to operate at below pre-pandemic levels, whilst other services had a level of significant reliance on Welsh Government Hardship funding which has now ended.

The Council needs to make savings and find additional money to meet demands and pressures on services, for example meeting the needs of children who are looked after. In the current financial year, 2022/23, the Council incorporated service pressures of some £10.1m alongside the creation of specific earmarked reserves of £4m. After several years of delivering significant savings from the budget, the means of achieving further reductions becomes increasingly more challenging.

As well as the direct effects of the covid pandemic, the wider and longer lasting impact on services needs to be continually planned for, such as on homelessness, Children's Services and Adult Social Care, along with wider economic and social factors including increasing inflation, rising energy costs and the rising cost of living.

The provisional budget settlement from Welsh Government for 2023/24 shows Monmouthshire Council is due to receive £122.490m in core funding, an increase of 9.3%. The final settlement is due in February 2023. The authority continues to receive the lowest funding per head of population of any local authority in Wales. In 2023/24 our draft funding settlement is £1,298 per head of population. This means that a higher proportion of the income we need to generate to provide services needs to come from council tax, charges for services and commercial investments. The Council has worked hard to make sure this money goes where it matters.

This settlement goes some way to help respond to the pressure on Council finances and the choices it makes when setting the budget for next year. However, existing circumstances are creating unprecedented challenges for the Council and it was initially modelled that a budget shortfall of £23m still needs to be addressed through the budget process. This shortfall will continue to be reviewed based on the latest modelling and updates on assumptions. The scale of the financial challenge is considerable. Whilst the Council is doing all that it can to protect services, the need to reduce costs on such a significant scale will inevitably affect the delivery of services and the shape of the workforce as a significant percentage of the council's budget is made up of employee costs.

We recognise that when we do have to increase charges, put-up Council Tax or change services it can have a detrimental impact on those who use our services, including people who are vulnerable and rely on these services, as well as those who can least afford it. This does not just mean those who are unemployed; many people experience in-work poverty while others are impacted by disability or other protected characteristics that affect their opportunities.

Whenever we introduce changes to policy or increase charges, we evaluate the impact of these upon different groups. Where a budget proposal could alter a service, or the way it is delivered in 2023/24 an Integrated Impact Assessment has been completed. This assesses its potential impact on the national well-being goals and the ways of working enshrined in the Well-being of Future Generations Act and also the people and groups who possess the

protected characteristics specified as part of our duty under the Equality Act 2010. We also look at the potential impact on those in poverty and assess the impact on those experiencing socio-economic disadvantage, in line with the socio-economic duty in Wales.

This document summarises the headline message from these assessments. The table below summarises some of these main impacts while an overview of the messages from these is included as appendix 1. The summary does not highlight every single issue but reveals some of the key impacts of budget proposals and provides scope for continual learning and improvement as proposals are developed.

The document has also drawn on an analysis of the cumulative financial impact of the budget proposals on households with different income levels and groups with protected characteristics as defined by the Equality Act 2010.

Open and robust scrutiny and challenge is essential as the proposals are shaped in line with the priorities in our community and corporate plan and the issues that matter most to our communities. This evaluation is an early one, applying to budget proposals only at this pre-consultation, pre-decision stage. This analysis will continue to evolve and be updated throughout public consultation in January and February 2023 and will be built upon following public engagement and scrutiny.

The Future Generations Commissioner has recently written to all Authorities reminding of their responsibilities in respect of the Well Being of Future Generations Act in its budget considerations. This communication is appended to this assessment.

Overview of 2023/24 Budget Saving Proposals with more significant identified impacts

	Age	Disability	Gender Re-assignment	Marriage or civil partnership	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Welsh Language	Socio-Economic	Safeguarding	Sustainable Development	National Well-being goals
SCH 3 - Placement and Practice Change														
SCH 4 - Children's Service Redesign/Staffing														
SCH 5 – Staffing reductions to Adults Services														
SCH 6 - Falls and Assistive Technology														
SCH 7 - Learning disabilities - Staffing restructure and team budget saving														
SCH 8 - Adult services - Direct payment saving														
SCH 9 - Practice and Process Change Adults														
SCH 10 –Adults care hours														
SCH 13 - Monmouthshire & Torfaen YOS														
CYP 6, 7 & 8 – Additional Learning Needs														
CYP 9 - Before School Clubs increased charges														
CYP 11 & 15 – Education Service staff savings														
CYP 12 - Gwent Music reduction														
CYP 13 – Individual School Budget Core Reduction														

FIN 2 – Council Tax premium for second homes														
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Key

- Red – negative impact on this category that is difficult to overcome with mitigating actions
- Amber – some potential negative impact which is lower risk or can be managed with mitigation
- Green – impact is largely positive
- White – no significant impact has been identified at this stage

Overview of 2023/24 Budget Pressure Proposals with more significant identified impacts

	Age	Disability	Gender Re-assignment	Marriage or civil partnership	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Welsh Language	Socio-Economic	Safeguarding	Sustainable Development	National Well-being goals
SCHPM 1 - Fee uplift on Social Care providers														
SCHPM 3 - Supported living Project														
SCHPM 5 – Children & Adults social services recurrent 2022/23 pressures														
CYP 1&6 – Additional Learning Needs pressure and transport														
CYP 4 – Investment in Special Needs Resource Base														
C&PPRES 01 – Passenger Transport Pressures														
C&PPRES 02 – Homelessness Service Pressure														
C&PPRES 03 – Investment in decarbonisation team														
CEOPM1 – Investment in community safety														
RES 3 – Commercial Investments – Service Pressure														
DeCarb 1&2 – energy costs														

Key

Red – negative impact on this category that is difficult to overcome with mitigating actions

Amber – some potential negative impact which is lower risk or can be managed with mitigation

Green – impact is largely positive

White – no significant impact has been identified at this stage

Our Community and Corporate Plan and strategic planning

Following the elections in May 2022 the new administration has been developing a new Community and Corporate Plan that sets the direction for the council and county of Monmouthshire, articulating the authority's purpose, principles and priorities alongside some of the steps we will take to deliver these. The purpose and objectives have been endorsed by Cabinet and a more detailed plan will be presented to Council in January 2023.

The document establishes a clear purpose to become a zero-carbon county, supporting well-being, health and dignity for everyone at every stage of life and sets the goals for Monmouthshire to be a:

- Fair place to live where the effects of inequality and poverty have been reduced;
- Green place to live and work with reduced carbon emissions, making a positive contribution to addressing the climate and nature emergency;
- Thriving and ambitious place, full of hope and enterprise;
- Safe place to live where people have a home where they feel secure in;
- Connected place where people feel part of a community, are valued and connected to others;
- Learning place where everybody has the opportunity to reach their potential

The plan has been produced against the backdrop of economic uncertainty with the council facing rising energy prices, inflation and escalating borrowing costs alongside increased demands in areas such as children's services, adult social care, homelessness, additional learning needs and home to school transport. These challenges are on a scale we have not seen before.

We continue to develop our Medium-Term Financial Plan to support us as far as possible to continue to deliver the aims and support our longer-term planning. We recognise this is not without challenges and uncertainty. In the context of the financial challenges set out in the plan, setting a balanced budget for 2023/24 is a significant challenge and involves difficult decisions to allow the Council to focus our finite resources to align and deliver the aims and aspirations set out in the Corporate and Community Plan, and within the confines of available funding. The work required needs to involve members and communities as early in the process as possible.

The budget proposals are a broad mix of service adjustments and changes to policy. The proposals contain a number of savings and increases in fees and charges as well as pressures which services need to accommodate so they can sustain themselves into the future. Our strategy gives us the framework to focus on the big challenges but with the unprecedented financial challenge we face it is inevitable, given the range of services the council provides, that there will be an impact on our residents, communities and our own workforce. We also can't lose sight of the cumulative impact of many individual changes, which can also add up to a significant impact on some people within our communities and the need to ensure that there is some degree of mitigation against this for the most vulnerable.

The Legal Context

The Equality Act 2010 protects people from discrimination in the workplace and wider society. It provides a legal framework to protect the rights of individuals and advance equality of opportunity for all.

The Council has a requirement under the Act to meet both general and specific duties. The general duties are that in exercising its functions the Council must have due regard to:

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

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

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

The protected characteristics are: Age; Sex; Gender re-assignment; Pregnancy and maternity; Sexual orientation; Race; Religion or belief; Marriage and civil partnership.

The Well-being of Future Generations Act creates a legal framework for better decision-making by public bodies in Wales by ensuring that we take account of the long-term, help to prevent problems occurring or getting worse, take an integrated and collaborative approach, and considers and involves people of all ages. This supports existing commitments such as the Welsh language, equalities and the UN Convention on the Rights of the Child.

Together, the seven well-being goals and five ways of working provided by the Act are designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own needs.

The socio-economic duty came into effect in Wales on 31st March 2021 placing a duty on councils to consider the need to reduce the inequalities that result from socio-economic disadvantage

Approach / Methodology

This paper has been prepared alongside the individual budget proposals for 2023-24 (sometimes referred to as 'mandates'), which each have individual impact assessments, to help assess the overall potential impact of the budget on different people within our communities.

The approach taken in this assessment has been developed in line with the socio-economic duty, to evaluate the potential impact of the 2023-24 budget proposals on those experiencing socio-economic disadvantage and consider how this might help reduce inequalities. We recognise this approach will need to continue to be developed as we further embed the duty in our processes and practice.

As part of the impact assessment, we have established the cumulative financial impact of the budget. It also brings together the most significant issues identified by the Integrated Impact Assessments completed for each of the proposals to understand whether any groups will experience a detrimental position as a result of the cumulative impact of separate proposals.

When any change is looked at in isolation it may not seem significant but the cumulative impact of multiple changes can sometimes mount up, placing pressures on some groups in society.

Monmouthshire has adopted the Joseph Rowntree Foundation definition to define poverty 'When a person's resources (mainly their material resources) are not sufficient to meet their minimum needs (including social participation).' This is supplemented by one of the statistical ways of assessing poverty in the UK; the proportion of households where the income is below 60% of the median income.

This assessment identifies areas where there is a risk that changes resulting from individual budget proposals may have a significantly greater impact on particular groups when looked at together with other proposals.

This enables the authority to identify where we may need to mitigate against negative impacts on certain groups of people. Mitigating actions could include re-shaping services to target them more efficiently and to reduce the potential of disproportionate impacts on groups with protected characteristics as defined by the Equality Act 2010.

As individual budget proposals are developed any further mitigating actions will need to be considered. The assessment in appendix one provides a simple overview where proposals have been identified as having a positive or negative impact on those with protected characteristics, the socio-economic duty, safeguarding and the ways of working and national well-being goals.

Almost any change to a council service has some socio-economic impact. This is because of the nature of our responsibilities and the extent to which some groups, communities and vulnerable people rely on public services. Our aim is to properly understand this impact so that we can identify appropriate mitigations wherever possible and minimise the impact on people in greatest need.

The Impact and Mitigation

Disability

The definition of disability is when a person has a physical or mental impairment which has a long-term adverse effect on that person's ability to carry out day to day activities. Further analysis using the latest census data on health, disability, and unpaid care will be included once it's released.

The savings and staffing restructure in the Learning Disabilities (SCH7) Service aims to ensure that appropriate level of staff support is available and that the principle of relevant legislation is applied to each and every care package for people with learning disabilities. While also scoping potential eligibility of Continuous Health Care (CHC) packages.

There will be a 10% reduction in all direct payments (SCH8). While not all direct payment recipients currently use all their money to fund their care, some recipients may use all their money and the reduction could result in them not having enough money to pay for their care package. These costs for these individuals will be re-assessed on a case by case basis and increase as necessary.

Process and Practice Change for people with high support needs in adults social care (SCH 9) is focused on tightening or amending practice. This may result in some changes to the provision of care, reduced choice and possible increase in charges for some individual's care. There is a potential for restricted choice of equipment for residents with specialist care and support needs

Supporting pressures in Adult Social Care (SCHPM5b) and the supported housing project (SCHPM3) will allow those experiencing physical and learning disabilities as well as ill-health, both mental and physical, to continue living independently, access vital services, increase their quality of life and maintain close relationships with family and friends. The proposal to expand the audience of Gilwern outdoor activity centre also presents opportunities to create a unique offer for families with children with disabilities or complex needs and also to special schools who participate in outdoor activities.

There are planned increases in fees for social care services, both residential and non-residential. There is currently a cap on the weekly fees that can be charged for non-residential i.e. domiciliary care. The fees are means tested and there are caps on charges that limit the impact on those on the lowest incomes.

There are also increases in charges for community meals which will impact on people with disabilities receiving them.

Decreases in Individual School Budgets (CYP13) alongside staff reductions (CYP6) will have a combined negative effect on learners with additional learning needs or learning disabilities. The support provided to these learners will decrease as a result of any reduced staffing and the gap between learners with learning difficulties and those without may increase. The proposal to increase the budget for ALN provision (CYP1) would allow children currently identified as requiring support to continue their current placement.

Age

Data from Census 2021 shows Monmouthshire has a relatively older population, with those 65 years and older accounting for just over 25% of the total population of the county. This is slightly higher than the Wales average of 21.3%. These age groups also saw the biggest increase in the 2021 census, with the number of people 65 years and older increasing by

26% from 19,043 to 24,000, the highest percentage increase in Wales. Those aged 70-74 saw the largest increase of 44%, followed by the 90+ group which increased by 34%.

Alongside these large increases in older age groups were decreases in the percentage of young people in the county, with the number of children aged 0-14 decreasing by 9.3% to 13,800, significantly more than the Wales average which saw a 1% decrease. There was also a small decrease in the working age population by 3.6% to 55,200. These figures clearly display the shift in Monmouthshire's age demographic to an older, ageing population.

Older people

People in later life may be more likely to use some council services as they are more likely to acquire a disability and so may be more vulnerable than the general population to changes in those services. This impact will be worsened for those on low incomes. Below is a summary of the main proposals that may impact on some older people.

Older people particularly those with care and support needs such as frail, elderly people, people with physical and mental disabilities and people with chronic health needs and their carers are more likely to be negatively impacted by proposed savings in adult social care. This includes staffing reductions in Adults social care (SCH5) for which likely impacts include a decrease in the number of statutory assessments of needs carried out and reduced thresholds for access to care and support. Also, Process and Practice Change for people with high support needs in adults social care (SCH 9) is focused on tightening or amending practice. This may result in some changes to the provision of care, reduced choice and possible increase in charges for some individuals care. There is a potential for restricted choice of equipment for residents with specialist care and support needs.

The introduction of a falls prevention and early intervention service (SCH6) will particularly support elderly people in the county. This focus on early intervention and prevention aims to reduce the number of people being placed in nursing/residential care from home or hospital.

Charges for domiciliary care are proposed to increase from £15.10 to £16.62 per hour. These are capped at £100 per week in Wales. However, as these services are means tested only those who are assessed as being able to afford this will pay. There will also be increases in fees for residential care. This will impact on proportionately more older people, these are also means tested and so the impact on those on the lowest incomes will be mitigated.

There is an increase in charges for community meals from £4.50 to £4.64 per meal which will impact on older people who receive these meals.

Increasing the cost of the careline service by 50 pence per week to £5.00 (C&P12) may negatively affect older users who use the service. Monmouthshire's charges for the Careline service are already some of the highest in Wales; increasing the prices further may result in some users no longer being able to afford the service and may prevent some from accessing the service altogether.

These savings and increased charges for social care and other support may also have a negative impact on people with disabilities.

Introducing an annual membership fee for grass routes of £30 (PTU 4-6) may exclude users who are unable to meet this payment. The vast majority of journeys are undertaken using concessionary travel passes, which suggests that the majority of the patronage is from passengers who are 60 or over and in receipt of a free bus pass and these users will be impacted by this fee.

Reducing staffing levels at community hubs and the contact centre (CEO1-,8,10, 11,15) will reduce service provision that is more likely to be used by older residents who are more likely to use face-to-face and telephone services than digital channels. While the service is reduced it will be maintained ensuring a level of service provision is provided.

Children and Young People

Continued economic and social pressures on families are likely to put increased pressure on some families.

Reducing the Individual School Budget by 2.5% (CYP13) is likely to result in staff being made redundant. This will likely include mostly non-teaching staff but could also include some teachers where statutory ratios can be met. A reduction in staff could have a negative effect on standards for children and young peoples' learning in our schools and the ability of schools to deliver the new curriculum and subject choice.

Increasing the cost of before school clubs for learners not eligible for free school meals (CYP9) may mean that some families are no longer able to afford the service and some learners may no longer attend as a result.

Reverting to statutory free school transport distance (PTU 2) will result in more learners losing access to free school transport and having to make their own travel arrangements. There will be an increasing the cost of concessionary travel by 25% (PTU3) for families paying for concessionary travel for learners accessing home to school transport.

Efficiencies in Monmouthshire and Torfaen Youth Offending Service will help ensure appropriate local youth justice services (SCH13). With the related savings it is not known what impact the current cost of living challenge will have upon the communities we support and in turn the pressure this will have upon service provision and as a result of the proposed restructuring the service may potentially be unable to meet demand and responsibilities for young people.

Children's services support circa 1,000 children at any one time. The majority of these children will have experienced a range of adversity including poverty, housing insecurity, parental substance misuse, parental mental ill-health or domestic abuse. Supporting budget pressures in Children Services (SCHMPM5a) will enable Children's Services provide children and families with vital services helping families achieve positive outcomes and supporting children to remain living safely with family and community wherever possible.

Further to this Placement and Practice changes in Children's Social Services (SCH3) aims to place financial planning at the core of Children's Care Planning as a driver which supports social work values and best interests by ensuring that children's longer-term outcomes are properly considered and planned for. This will aim to make savings by becoming more efficient and developing provision to meet children and young peoples' needs in Monmouthshire.

Children's Social Care Service re-design/staffing changes (SCH4) will develop and expand the Family time service, a service area which offers single issue supervision to children and a wrap round family supervision in order to keep families together whilst in crisis, investigation or assessment processes. It also seeks to review current structures within Children Services and meet the responsibility for cost avoidance and cost savings. Service areas that have seen demand increasing include: on Child Protection, Safeguarding, court and the needs of the Children Looked After, these are significant and are part of the Council's statutory

responsibility. Where a reduction in capacity is proposed the loss of any staffing resource will put pressure on other areas and is likely to increase challenges within the remain workforce and the delivery of services to children and young people.

Sex

A number of proposals include reducing staffing, through vacant posts or possible redundancies. Around 75% of the workforce in local government are female so any redundancy will impact disproportionately on females. It will be important to ensure that the council's Protection of Employment policy is adhered to all times.

Females tend to live longer than males so are proportionately more likely to be affected by changes in services that have a disproportionate impact on older people. Women are more likely to be in low paid jobs than men and so a higher proportion are likely to experience the effects of price increases on services.

Women are more likely to be victims of domestic violence so will benefit from the proposed investment in community safety and increased capacity to support victims ad survivors of domestic sexual violence.

Other protected characteristics

We continue to look at national information and relevant studies to improve our knowledge and understanding of how changes can adversely impact on these groups.

Data from the census 2021 shows 96.9% of Monmouthshire residents identified their ethnic group within the White category. Within the White"ethnic group, 94.2% identified their ethnic group as "English, Welsh, Scottish, Northern Irish or British". The next ethnic group was Asian, Asian British or Asian Welsh accounting for 1.3% (1,185) of Monmouthshire's population, while people identifying as mixed or multiple ethnic groups make up 1.2% (1,115) of Monmouthshire's population.

A decreasing number of Monmouthshire residents described themselves as Christian, from 62.5% (57,101) in 2011 to 48.7% (45,250) in 2021, although Christian remains the most common response. 43.4% (40,311) of residents reported no religion, an increase from 28.5% (26,018) in 2011. 0.6% (519) of people in Monmouthshire reported 'any other religion'; 0.5% (435) Muslim; 0.4% (339) Buddhist; 0.2% (204) Hindu; 0.1% (102) Sikh and 0.1% (79) Jewish.

The census 2021 also shows 43.2% (40,155) of people in Monmouthshire are married or in a civil partnership, of which 0.3% (322) were in same-sex couples. 24.3% (22,635) of people had never married or never registered a civil partnership. 8.6% (7,952) of people were divorced or their civil partnership had been dissolved; 1.7% (1540) were separated; and 6.4% (5,958) were widowed or the surviving partner of a civil partnership. (The question did not apply to the remaining 15.8% of people)

There has been limited impact identified on some of the other protected characteristics: Marriage and civil partnership, pregnancy and maternity, Sex , race, gender reassignment, sexual orientation, religion and belief. Some of the impacts identified include:

Investment proposed in tackling anti-social behaviour and issues, such as substance misuse, sexual violence, and exploitation (CEOPM1); will support the wellbeing of our communities & citizens. The community safety & Violence Against Women, Domestic Abuse & Sexual

Violence (VAWDASV) agendas seek to protect and support victims and survivors of crime, abuse and those deemed most vulnerable in our society.

Supporting pressures in Adult and Childrens social services (SCHMPM5a&b) will help support the well-being of residents who require these services. Although savings proposed will impact the provision of some social care services on which people rely.

The reason these protected characteristics may have limited reference include: because these groups are not affected by the proposals or our services provide inclusive services to all residents or because we do not have information on the protected characteristics of all service users.

We welcome any views on the impacts of our proposals on these protected groups as part of our consultation on the budget.

Socio-economic Impact

Any increase in fees and charges for services will have a higher impact on households on the lowest incomes. Data from the 2021 census shows households were considered to be deprived if they met one or more of the following four dimensions of deprivation: employment; education; health and disability; and housing. While Monmouthshire compares favourably against other Welsh local authorities with the highest percentage of households not deprived in any dimensions (51.7%). However, when looking at smaller areas, there are marked variations in deprivation between communities within Monmouthshire, for example, the percentage of households not deprived in any dimensions varies from 65.4% in The Elms to 35.4% in parts of Overmonnow. In many ways, living in an area of relative affluence and wealth whilst struggling to make ends meet can make that experience even harder and more isolating. This is Monmouthshire's particular challenge and one that we are determined to understand and address

For families on lower incomes the rising cost of living, including - rising energy prices, the increased cost of fuel, rising food prices and increasing inflation - risks adding additional financial pressures to households. All residents will be impacted upon by inflation which will result in higher prices. The rate of inflation was 10.7% in November 2022; recent monthly rates are the highest for over 40 years.¹

The extent to which higher prices are offset by wage rises will vary by household and is not included within this assessment. For context the rate of annual pay growth for both total pay and regular pay was 6.1% in August to October 2022.² In real terms (adjusted for inflation), in August to October 2022, total pay fell by 2.7% on the year³. State Pensions and benefits increased by 3.1% for 2022/23, in line with the Consumer Price Index (CPI) for the year to September 2021⁴. For 2023/24 rates will increase by 10.1% in line with the CPI for the year to September 2022.⁵ Rising prices will still have a significant effect on claimants.

This also follows financial challenges experienced through the pandemic. Council services are receiving increasing demands and/or complexity of support requirements from residents in the county, such as on homelessness, Children's Services and Adult Social Care. With wider economic and social factors including increasing inflation and the rising cost of living this could mean people, particularly those on lower incomes, needing additional support, including from services already experiencing increases in demand.

Households on variable rate mortgages will have been impacted by the increases in the Bank of England base rate which will have pushed up borrowing costs. Household with unsecured loans and credit card debt will also be adversely affected by this change. There will be benefits to savers which will include those of pensionable age who tend to make up a higher proportion of savers.

We have undertaken extensive data analysis and qualitative research furthering understanding of inequality at a local level and how it affects people's lives. Close working with partners is being undertaken to track data in real time to help understand the emerging situation and act accordingly.

Mitigation

Some of the mitigation the Council has in place include:

Charges for social services are linked to peoples' ability to pay and service users will be required to undergo a means tested assessment of their financial ability to meet a reasonable charge calculated for these services.

The Council Tax reduction scheme offers some mitigation, council tax is means tested and those in receipt of universal credit, pension credits, job-seekers allowance and other benefits are able to apply for a reduction. Single person households are eligible for a 25% reduction on Council Tax.

A Monmouthshire discretionary cost of living support scheme has been developed to distribute £498,551 of funding to support those most impacted by the Cost-of-Living crisis. The scheme has been designed following engagement with national and local partners, and stakeholders and comprises of direct payments and targeted resilience support in the county. This is in addition to the mandatory Welsh Government scheme, which provided funding to local authorities to provide a one-off £150 cost of-living payment to all households in properties in Council Tax bands A to D, and to households in all Council Tax bands who receive support through our Council Tax Reduction Scheme.

The Council is also delivering a range of activities to support residents including the Money Matters campaign. The Council has teamed up with Mind Monmouthshire and Citizens Advice Monmouthshire to set up cost of living support drop-in sessions at schools and leisure centres across the county. These sessions are available to all, and offer advice on ensuring people are getting all the money and benefits they are entitled to, making money go further and guidance on managing energy bills. There will also be help and advice on getting back into work or more secure employment as well as emotional and wellbeing support

There will be a range of additional mitigations that are not fully modelled here, further detail will be contained in individual Integrated Impact Assessments completed on proposals.

We provide and help fund a wide range of services in communities to ensure support for communities. These include: community well-being networks to help people to maintain their independence and prevent people becoming dependent on statutory health and social care;. Community Hubs that provide advice and host community learning opportunities and the skills at work programme which aims to upskill those in lower paid jobs to increase their career prospects.

The Cumulative Financial Impact

The impact below has been modelled on some of the planned increases in fees and charges. The proposed Council Tax increase of 5.95% will result in an additional monthly cost of £7.32 on a Band D property.⁶ This will impact on all groups, while this modelling has been based on a Band D property those with higher incomes typically live in larger properties and therefore will pay higher Council Tax. However, it is acknowledged that some people may have a large house and low income. This can often be true of older people. Mitigations such as the Council Tax reduction scheme are in place.

To model the cumulative financial impact, we have used five different household types and identified varying annual household incomes for each. The increases in fees and charges modelled to develop this assessment along with further information on the methodology used is shown in Appendix 2.

Household	Income	Total increase	% of income
Household 1- 2 Adults, 2 Dependent Children, 1 Older Person	£10,000	£1,399.51	14%
	£15,000		9.3%
	£21,500		6.5%
	£40,000		3.5%
	£64,000		2.2%
Household 2 – 2 Adults, 2 Dependent Children	£10,000	£784.47	7.8%
	£15,000		5.2%
	£21,500		3.6%
	£40,000		2%
	£64,000		1.2%
Household 3 – 1 Adult, 2 Dependent Children	£10,000	£780.47	7.8%
	£15,000		5.2%
	£21,500		3.6%
	£40,000		2%
	£64,000		1.2%
Household 4 – 2 Adults	£10,000	£142.47	1.4%
	£15,000		0.9%
	£21,500		0.7%
	£40,000		0.4%
	£64,000		0.2%
Household 5 – 1 Older Person	£10,000	£752.33	7.5%
	£15,000		5%
	£21,500		3.5%
	£40,000		1.9%
	£64,000		1.2%

If a household is on a low income, they may be eligible for the Council Tax Reduction Scheme which would reduce their Council Tax bill.⁷ It is unlikely that someone on a low income would be paying for social care. As incomes rise it would be expected that many households will be living in more expensive properties and would be paying higher rates of council tax.

Household 1 - 2 Adults, 2 Dependent Children, 1 Older Person

For this household composition fees and charges could increase by £1,399.51 based on modelled assumptions. Based on an income of £21,500, this would equate to 6.5% of the total income. For households with an income of £40,000 and £64,000 this would be 3.5% and 2.2% of the total income respectively. The largest increases would be the cost of concessionary home to school travel seats for two children (+£220 per annum), and before school clubs (+£390 per annum) – although if the children were eligible for free school meals this service would not incur a charge. Social care charges have also been considered for the older person, modelling a £560.44 annual increase based on 5 hours of care a week and the provision of daily community meals.

Household 2 - 2 Adults, 2 Dependent Children

Based on this household composition, fees and charges have been modelled to increase by £784.47. This would constitute 5.2% their income for a household income of £15,000. For a household income of £21,500 it would be 3.6%. The percentage of income would be 2% and 1.2% for households with incomes of £40,000 and £64,000. Alongside the increases noted above for a household with children, charges have been modelled for swimming lessons (+£24 per annum), and a garden waste bag (+£22 per annum).

Household 3 - 1 Adult, 2 Dependent Children

Although the income for this household is likely to be less than that of the 2 Adult, 2 Children household, the increase in fees and charges on the household are very similar, with a modelled £780.47 increase in annual costs. For those with a household income of £10,000, this would be 7.8% of total income and for £15,000 it would be 5.2%, however factors such as single person discount on council tax, and free school meal eligibility would be considered and likely reduce these costs. For households with an income of £21,500 this would be 3.6% of the total, while for higher incomes, £40,000 would be 2% and £64,000 would be 1.2%.

Household 4 - 2 Adults

For this household composition, fees and charges would increase by £142.47 Therefore, this would be 0.9% of the total if this household composition had an income of £15,000. A household earning £21,500 would be 0.7% of their income. Those earning higher incomes such as £40,000 and £64,000 the fees and charges would account for 0.4% and 0.2% of their annual income. This household composition is likely to be less affected than other households as they do not have any dependent children and may not require certain services.

Household 5 - 1 Older Person

This household could potentially see an increase of £752.33. This would be the equivalent of 7.5% on the household's income if the income is £10,000 per year. The impact would be 5% if the household income is £15,000 and 3.5% and 1.9% if the household income is £21,500 and £40,000. However, the impact is likely to be less as the household will qualify for a 25% single person Council Tax Discount.



<p>Name of the Officer: Richard Jones</p> <p>Phone no: 01633 740733</p> <p>E-mail: richardjones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal: To deliver a balanced budget while continuing to make progress against the council's longer term aims.</p>
<p>Name of Service area: Chief Executive's</p>	<p>Date: 9 January 2023</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.

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	Local Authorities provide many universal services such as highways and waste collections which bring multiple benefits to all age groups. However many of our services are delivered to proportionately higher numbers of younger and older people.	Staffing reductions in Adults Social Care (SCH 5) will negatively impact people with care and support needs such as frail, elderly people, people with physical and mental disabilities and people with chronic health needs and their carers.	Ensure the Social Services and Well-being Act charging legislation is adhered too, so service users are means tested to determine their ability to pay. Increased demand, the fragility of the social care sector and the availability of care staff remains a key risk for adults

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>The introduction of a fall's prevention and early intervention service (SCH6) will particularly support elderly people in the county.</p> <p>A fees uplift to social care providers (adults and children) (SCHPM1) will mean that the Council is able to secure more care for adults, children and vulnerable people of all ages. The increase in costs also includes the implementation of the real living wage for all care staff which will benefit people of all ages</p> <p>Supporting budget pressures Children Services (SCHMPM5a) will enable children and families to be provided with with vital services helping families achieve positive outcomes and supporting children to remain living safely with family and community wherever possible.</p> <p>Placement and Practice changes proposed in Children's Social Services (SCH3) delivery plan will impact positively on children and family reviewing, identifying and</p>	<p>Increasing the cost of the careline service (C&P12) may result in some older users, who are reliant on the service, no longer being able to afford it, and also will prevent some from accessing the service completely.</p> <p>Process and Practice Change for people with high support needs in adults social care (SCH 9) may result in some changes to the provision of care and possible increase in charges for some individuals care.</p> <p>Placement and Practice changes proposed in Children's Social Services (SCH3) may results in a short term negative impact in realigning the service and young people moving homes.</p> <p>Where capacity has been identified for reductions in Children services (SCH 4), the loss of any staffing resource will put pressure on other areas and is likely to increase challenges within the remaining workforce and the delivery of services to children and young people.</p>	<p>social care which needs to be considered as part of budget proposals in adult social care, although some of these issues are outside the Council's direct control to address.</p> <p>All cases in the Youth Offending Service (SCH 13) will be assessed on a cases by case basis.</p> <p>The review of cases in children's social care (SCH 3) will on a case by case basis, and will be supported by the multiagency Complex Care meetings.</p> <p>Develop and expand the Family Time Service (SCH 4), a service area which offers single issue supervision to children and a wrap round family supervision in order to keep families together whilst in crisis, investigation or assessment processes.</p> <p>Provide earlier help and prevention services that seek to prevent children coming into care, although demand can impact on the ability to achieve this, and provide services that seek to repatriate children into community or</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>commissioning/ developing services to support the needs of children and families.</p> <p>Children’s social services (SCH4) will develop and expand the Family time service. The delivery plan will impact positively on children and families.</p> <p>Monmouthshire and Torfaen Youth Offending Service is looking at reducing staff travel expenses and accommodation costs, as well as reduction in core budget (SCH13). This will enable the service to make efficiencies. Although it may be unable to meet any future increase in demand.</p> <p>Increasing the budget for ALN provision (CYP1) will ensure that all pupils currently identified as requiring support to continue in their current placement. The proposal will support pupils up to the age of 18.</p> <p>Providing additional funding to meet increased demand for home to school transport (C&PPRESS01) means that</p>	<p>Reducing the Individual School Budget by approximately 2.5% (CYP13) will likely result in some staff being made redundant, which will have an impact on school standards for children and young people, the number of courses available and class sizes.</p> <p>Increasing the cost of before school clubs for learners not eligible for FSM (CYP9) will mean that some families are no longer able to afford the service and learners can no longer attend.</p> <p>The reduction in Monmouthshire’s contribution to Gwent Music could mean that the price of music lessons increase (CYP12). This could mean that they are no longer affordable for some families and will result in some children no longer able to receive music lessons.</p> <p>Reverting to statutory free school transport distance (PTU 2) will result in more learners losing access to free school transport and having to make their own travel arrangement. There will be an increased the cost of concessionary travel(PTU3) for families paying for concessionary travel for</p>	<p>family placements (e.g. MyST, Monmouthshire Families Together).</p> <p>The costs of concessionary travel will still be heavily subsidised (PTU 3) and in line with public bus season tickets.</p> <p>Reduced staffing levels at community hubs and in the contact centre (CEO1- ,8,10, 11,15) will enable the council to continue to maintain delivery of core services to a wide range of people who are vulnerable or need support at key stages of the life course.</p> <p>Where any decisions are required relating to compulsory redundancies the process will make a determination in an unbiased and un predetermined way and with due regard for the impact relating to protected characteristics.</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>learners are able to get to school safely and securely at no cost.</p> <p>The expansion of the offer available at Gilwern outdoor activity centre (ML22) will allow more children to experience and learn in an outdoor setting.</p> <p>Providing good quality, temporary accommodation has the potential to benefit people of all ages (C&PPRESS02).</p> <p>The continuation of the supported housing project (SCHPM3) will allow these young adults with complex disabilities to continue living within the county and near their families.</p>	<p>learners accessing home to school transport</p> <p>Charging for additional events or activities at museums or attractions (ML11) could result in people of all ages being excluded, for example families with children.</p> <p>Charging an annual membership fee for grass routes (PTU 4-6) may exclude users who are unable to meet this payment with the majority of the patronage from passengers who are 60 or over and in receipt of a free bus pass</p> <p>There will be an increase in charges of 10.1% for both residential and non-residential social care. There is also a 10.1% increase in charges for community meals. This will have a disproportionate impact on older people.</p> <p>Reduce staffing levels at community hubs in order to reduce costs and reduced staffing in the contact centre (CEO1-,8,10, 11,15) will reduce service provision that is more likely to be used by older residents. While the service is reduced it will be maintained ensuring a reduced level of service provision is provided.</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?
Disability	<p>Savings and Staffing restructure in the Learning disabilities service (SCH7) aim to ensure that appropriate level of staff support is available and that the principle of relevant legislation is applied to each and every care package for people with learning disabilities.</p> <p>Children who live with a disability requiring Youth Offending Service support (SCH 13) will have support tailored to their needs by a multiagency approach to consider their holistic needs.</p> <p>The expansion of the offer available at Gilwern outdoor activity centre (ML22) will allow the service to create a unique offer for families with children with disabilities or complex needs and also to SEN schools who participate in outdoor activities.</p> <p>Increasing the budget for ALN provision (CYP1) will ensure that all pupils currently identified as requiring support to continue in their current placement.</p>	<p>There will be a 10% reduction in all direct payments (SCH8). Some recipients may use all their money and the reduction would result in them not having enough money in their account to pay for their care package.</p> <p>Process and Practice Change for people with high support needs in adults social care (SCH 9) is focused on tightening or amending practice. There is a potential for restricted choice of equipment for residents with specialist care and support needs.</p> <p>Increasing the cost of the careline service by 50 pence per week (C&P12) may result in some users no longer being able to afford the service and preventing some from accessing it all together.</p> <p>Reduction in funding and staff levels in schools and services across the county (CYP13, CYP6) will mean that the support provided to children with additional learning needs or learning disabilities will decrease which could have a detrimental impact on the learning and progressions of these children.</p> <p>Any changes to social care arrangements are likely to have a particular impact on</p>	<p>Re-assesses direct payment costs (SCH 8) on a case by case basis for relevant individuals and increase as necessary.</p> <p>For social care charging increases, we will ensure that service users are means tested to determine their ability to pay.</p> <p>Where any decisions are required relating to compulsory redundancies the process will make a determination in an unbiased and un predetermined way and with due regard for the impact relating to protected characteristics.</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?
	Supporting pressures in Adult and Childrens Social Care (SCHPM5, SCHPM3) will allow those experiencing physical and learning disabilities as well as ill-health, both mental and physical, to continue living independently, have access to vital services, increase their quality of life and maintain close relationships with family and friends.	people who have disabilities; this includes increased charges as described above. There will be an increase in fees and charges for both residential and non-residential social care, and community meals.	
Gender reassignment	At this stage proposals haven't identified a particular overall impact, either positive or negative, on people who have undergone or are considering gender reassignment.	At this stage proposals haven't identified a particular overall impact, either positive or negative, on people who have undergone or are considering gender reassignment.	None identified at this stage Where any decisions are required relating to compulsory redundancies the process will make a determination in an unbiased and un predetermined way and with due regard for the impact relating to protected characteristics.
Marriage or civil partnership	Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance.	At this stage proposals haven't identified a particular overall impact, either positive or negative.	None identified at this stage Where any decisions are required relating to compulsory redundancies the process will make a determination in an unbiased and un predetermined way and with due regard for the impact relating to protected characteristics.

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?
	At this stage proposals haven't identified a particular overall impact, either positive or negative.		
Pregnancy or maternity	<p>In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth.</p> <p>At this stage proposals haven't identified a particular overall impact, either positive or negative.</p>	At this stage proposals haven't identified a particular overall impact, either positive or negative.	<p>None identified at this stage</p> <p>Where any decisions are required relating to compulsory redundancies the process will make a determination in an unbiased and un predetermined way and with due regard for the impact relating to protected characteristics.</p>
Race	At this stage proposals haven't identified a particular overall impact, either positive or negative, that will differ by race.	At this stage proposals haven't identified a particular overall impact, either positive or negative, that will differ by race.	<p>None identified at this stage.</p> <p>Where any decisions are required relating to compulsory redundancies the process will make a determination in an unbiased and un predetermined way and with due regard for the impact relating to protected characteristics.</p>
Religion or Belief	At this stage proposals haven't identified a particular overall impact, either positive or negative.	At this stage proposals haven't identified a particular overall impact, either positive or negative.	None identified at this stage
Sex	The council has already carried out a full pay evaluation exercise.	A number of proposals include reducing staffing, through vacant posts or possible redundancies. Around 75% of the workforce in local government are female	It will be important to ensure that the council's Protection of Employment policy is adhered to all times.

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?
		so any redundancy will impact disproportionately on the female sex.	<p>Ensure that opportunities for redeployment and explored to minimise the risk of compulsory redundancy.</p> <p>Where any decisions are required relating to compulsory redundancies the process will make a determination in an unbiased and un predetermined way and with due regard for the impact relating to protected characteristics.</p>
Sexual Orientation	At this stage proposals haven't identified a particular overall impact, either positive or negative.	At this stage proposals haven't identified a particular overall impact, either positive or negative.	<p>None identified at this stage</p> <p>Where any decisions are required relating to compulsory redundancies the process will make a determination in an unbiased and un predetermined way and with due regard for the impact relating to protected characteristics.</p>

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	<p>The introduction of a fall's prevention and early intervention service (SCH6) will be accessible to all residents in the county who require it.</p> <p>Placement and Practice changes proposed in Children's Social Services (SCH3) supports the return of young people back to Monmouthshire from Out of County placements and supports resilience building with family networks and parents to allow young people to return home or live in their home communities.</p> <p>Supporting budget pressures in Children Services (SCHMPM5a) will enable Children's services to continue to support children in the county, the majority of these children will have experienced a range of adversity including poverty, housing insecurity,</p>	<p>Staffing reductions in Adults social care (SCH 5) will negatively impact people with care and support needs These people are often the most marginalised, have lower levels of socio-economic wellbeing and poorer health outcomes.</p> <p>Increasing the cost of the careline service by 50 pence per week (C&P12) may result in some users no longer being able to afford the service and preventing some from accessing it all together.</p> <p>Charging an annual membership fee for grass routes (PTU 4-6) may exclude users who are unable to meet this payment.</p> <p>Increasing the cost of concessionary travel by 25% (PTU3) may have a disproportionate impact on families</p>	<p>Kinship Carers are eligible for financial support to increased care responsibilities (SCH 3)</p> <p>The accessibility to charged events will be monitored and those not able to pay will be supported through grant funding/concessionary rates (ML11).</p> <p>Families with children who are eligible for Free School Meals(FSM) will not need to pay the increased cost for before school clubs (CYP9). Families on low-income who are not eligible for FSM will have to pay the increased cost.</p> <p>(C&P 28) Blue Badge holders will continue to be able to park for free.</p> <p>Th Grass Routes service will continue for users with disabilities that make travel on a scheduled service difficult.</p>

	<p>parental substance misuse, parental mental ill-health or domestic abuse.</p> <p>Supporting pressures in Adult social care (SCHMPM5b) will support services to be provided to people with caring responsibilities and people made more vulnerable because of inequality or their social-economic situation (for example families / individuals experiencing housing, poverty, domestic abuse of substance misuse issues).</p> <p>It is hoped a fees uplift to social care providers (adults and children) (SCHPM1) will allow socio-economically disadvantaged older people to have more places available to them and more choice of where they would like to go.</p> <p>The continuation of the supported housing project (SCHPM3) will provide support for young adults with complex physical and learning disabilities. These young adults are unable to gain employment due to their high levels of disability, and so this project allows them to live independently and safely. It also means that the parents of these young adults are able to gain employment if they wish.</p> <p>The provision of temporary accommodation (C&PPRESS02) will benefit those experiencing socio-</p>	<p>on lower incomes and is likely to cause stress and worry to those who rely on this service however may no longer be able to afford it.</p> <p>Reverting to statutory free school transport distance (PTU 2) will result in more learners losing access to free school transport and having to make their own travel arrangement which may have a disproportionate impact on those on lower incomes who are not able to pay for transport for their children or are able to take the children to school themselves .</p> <p>The reduction in Monmouthshire's contribution to Gwent Music could mean that the prices of music lessons increase (CYP12). This will result in some families no longer being able to afford lessons and therefore will exclude some learners and mean that peers in school do not have the same opportunities.</p> <p>Increasing the cost of before school clubs from £1 to £2 (CYP9) could have a disproportionate effect on low-income families. This can be a considerable expense for some families, and if working families cannot afford to pay, they may need to change working hours or find alternative childcare.</p>	<p>(PTU 4 –6). A discounted charge for those users who are in receipt of pension credits or Employment and Support Allowance (ESA) will also be considered.</p> <p>It will be important to ensure that the council's Protection of Employment policy is adhered to all times. Ensure that opportunities for redeployment are explored to minimise the risk of compulsory redundancy.</p> <p>The Council Tax reduction scheme offers some mitigation, council tax is means tested and those who qualify are able to apply for a reduction. Single person households are eligible for a 25% reduction on council tax.</p> <p>It is important to assess and understand the impact of our proposals on those in poverty, especially if there is a cumulative impact from a number of proposals. The evidence in this paper helps assess the overall potential impact of the budget on different people within our communities and looks to establish the cumulative financial impact of the budget.</p>
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	<p>economic disadvantage. The provision of good quality temporary accommodation will also support wider priorities such as health and well-being.</p> <p>The proposal for additional capacity for work related community safety & Violence Against Women, Domestic Abuse & Sexual Violence (VAWDASV) agendas seeks to protect and support victims and survivors of crime, abuse and those deemed most vulnerable in our society. (CEOPM1).</p> <p>Providing additional funding to meet increased demand for home to school transport (C&PPRESS01) means that all learners have equal access to education regardless of their socio-economic status.</p> <p>Introducing a council tax premium for second homes (Fin 2) Potentially helps to reduce the number of second homes in the county, allowing more homes for local people. Although second homes are a relatively small proportion of homes.</p> <p>Commercial investments (RES3) will hopefully create economic growth in the area, resulting in more jobs and opportunities.</p>	<p>Fee increases for car parking of approximately 15% (C&P 28) will affect shoppers and visitors to Abergavenny, Chepstow and Monmouth</p> <p>Telephone services (CEO1-,8,10, 11,15) enable those who do not have a car or who are digitally excluded to access services. These people are more likely to be on low incomes. Reductions in the service availability will have a disproportionate impact on these groups.</p> <p>Second homeowners generate income to the local community which could be reduced with the introduction of a council tax premium for second home owners (FIN 2).</p> <p>Commercial investments (RES3) will hopefully create economic growth in the area, resulting in more jobs and opportunities. Although commercial investments are currently an identified budget pressure</p> <p>A number of proposals include reducing staffing, through vacant posts or possible redundancies. This will have a socio-economic impact on those council employees affected.</p>	
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		<p>An increase in council tax will have a financial impact on all households. Those on lower incomes, as any bills will form a higher proportion of their household expenditure, will feel the impact more acutely.</p> <p>There is a risk that any budget proposals that increase discretionary charges will have a disproportionate impact on people on low incomes and therefore will widen inequality.</p>	
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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 Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably</p>	<p>A continued focus on Welsh translation will ensure we can continue to comply with the Welsh Language Standards.</p> <p>An increase in capacity and expertise in the council's Welsh language function will help ensure that all areas of work are carried out in accordance with Welsh language requirements.</p>	<p>None identified</p>	<p>All signage and material arising from budget proposals will be compliant with the Welsh Language (Wales) Measure 2011 and Welsh Language Standards.</p>
<p>Operational Recruiting & Training of workforce</p>	<p>We will ensure that new vacancies are assessed and where possible advertised as 'Welsh essential' to increase opportunities for people to engage with the council through the medium of Welsh.</p> <p>An increase in capacity and expertise in the council's Welsh language function will help ensure that all areas of work are carried out in accordance with Welsh language requirements.</p>	<p>None identified</p>	<p>Ensure that new roles are assessed to determine Welsh language requirements. Active promotion of vacancies in Welsh language publications and websites as well as targeted promotion via LinkedIn</p>

<p>Service delivery Use of Welsh language in service delivery Promoting use of the language</p>	<p>Increases in our ability to recruit Welsh speakers will ensure increased ability for service users to use the language in their dealings with the council.</p> <p>An increase in capacity and expertise in the council's Welsh language function will help ensure that all areas of work are carried out in accordance with Welsh language requirements.</p>	<p>Budget proposals identify a number of potential redundancies. In some instances these could result in reduction in the number of Welsh speakers employed</p>	<p>As part of the council's Welsh language strategy we will continue to grow the number of Welsh speakers in the workforce through recruitment and training.</p> <p>Ensure that appropriate mitigations are put in place at a service level to mitigate the loss of any individuals on our overall ability to provide services in Welsh.</p>
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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.




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>A number of mandates involve redundancies, which will overall reduce the number of jobs in the county.</p> <p>Some proposals e.g. reduction in workforce development work in social services (SCH12) , reducing library book purchases (CEO08) may reduce opportunities for training and education.</p> <p>There will be increased adult education opportunities which make a positive contribution to increasing skills. (CEO10)</p>	<p>Wherever possible, posts that are deleted will be vacant posts, thus reducing the number of redundancies necessary.</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?
	(RES19) involves removing a very small pot of WG funding for business rate relief, but this was considered too small to be of real benefit to Monmouthshire businesses. C&P19 will increase charges for pavement cafes, which will have a negative impact on local businesses.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	ML1 and 2 will increase biodiversity and nature recovery work. C&P8 will also improve biodiversity by managing more land for pollinators.	Although this work is positive, in order to be able to maintain or expand this work some of the proposals increase reliance on grant funding streams, which is not a long term solution. Efforts will therefore be needed to find additional grant funding or core funding for some of this work to be able to continue longer term.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	<p>Many of the proposals have a significant impact on people's physical and mental health and wellbeing, whether this is through the provision of care services, working with children with additional needs, encouraging access to the countryside, active travel or leisure services.</p> <p>On the whole, proposals are all aiming to improve health and wellbeing (e.g. falls prevention, better provision for additional needs etc). However, some of the proposed savings may have a negative impact e.g. SCH5 reductions in Adults social services.</p> <p>And others will be increasingly reliant on grant funding e.g. ML13 Sports development.</p>	<p>As with many of the budget proposals managers are aiming to reduce negative impacts on health, whilst ensuring that core services are able to continue, albeit with a reduced level of service, reduced hours or the seeking of grant funding to ensure services can still be delivered.</p> <p>Increased demand, the fragility of the social care sector and the availability of care staff remains a key risk for adults social care.</p> <p>Where staff are put at risk of redundancy, measures will be put in place to help them, such as guaranteed interviews for internal posts for suitable candidates, employment and skills support etc</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?
	In addition, the mental health impact on staff at risk of redundancy needs to be taken into account.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Several proposals have a positive impact on cohesive communities, since they enable children with additional needs, young people with complex needs to be able to be educated and live in their local communities by reducing the need to travel further afield or out of county (CYP4 PM, SCHPM3) CEOPM1 aims to increase support for community safety. PTU1 aims to improve walking and cycling routes, which improve safety and connectivity within communities.	None identified.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Several proposals make a positive contribution to reducing carbon emissions from our buildings through energy savings and renewables installation (Decarb 1&2, RES3, ML20). Other proposals will reduce transport related emissions such as enabling children and young people with additional needs to get the support they need within their local community, rather than travelling out of county, reducing grey fleet mileage and rationalizing fleet (TRANS1&2). However, some proposals may increase transport related emissions by increasing the distances pupils have to walk/cycle to school or increasing travel costs, if parents resort to driving (PTU2, PTU3),	PTU1 will improve walking/cycling routes to school to help mitigate the impact of PTU2 and PTU3.

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?
	or potentially charging for Grass Routes membership. (PTU4-6b). Increasing charges for green waste collection may reduce participation.	
<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>There are number of proposals impacting on culture and heritage. Introducing a small charge for some events may reduce uptake, but will allow for a wider range of cultural activities to take place (ML11). Some proposals will result in a small reduction in the hours that cultural, heritage and sports opportunities are open (e.g. ML7,8,9&21 Chepstow TIC, ML20 Leisure Centres)</p>	<p>In order to reduce the impact of proposals, cultural, heritage and sports opportunities are still being maintained, with only minimal reductions in opening times. Charges for some events are being kept to £2, in line with feedback from users. Any new vacancies that are part of proposals are assessed and where possible advertised as 'Welsh essential' to increase people opportunities to engage with the council through the medium of Welsh.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Many of the proposals do include impacts on some protected characteristics, in particular age and disability. These impacts (positive and negative) are examined in more detail in the protected characteristics section above. There are also impacts on those on low incomes as a result of charge increases or introductions and these are examined in more detail in the socio-economic duty section above.</p> <p>Consideration will need to be given to whether redundancies will affect any particular groups of people.</p>	<p>Wherever possible charges are kept to a minimum or are means tested (e.g. ML11 charges for events, CYP9 waiving before school charges for those on free school meals) to reduce impact on low income families.</p> <p>Where staff are put at risk of redundancy, measures will be put in place to help them, such as guaranteed interviews for internal posts for suitable candidates, employment and skills support etc</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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The requirement for short term financial savings may have an impact on the ability to deliver quality services in the long term. For a number of posts and workstreams across all directorate, but particularly in MonLife, there is an increasing reliance on grant funded posts and projects, which is inevitably only helpful in the short term.</p>	<p>Wherever possible, proposals are only reducing service levels (e.g. by reducing opening hours or staffing) rather than closing services, in order to ensure that core services can still be continued in the long term.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>For many of the budget proposals, partnership working is key to being able to continue delivering services. However, there are also proposals to scale back some aspects of partnership working, which could reduce the viability of some of these partnerships and service levels received (e.g. SCH11, CYP10, CYP12)</p>	<p>Generally proposals that scale back partnership work still continue with those collaborations, with reduced financial contributions that we are able to make.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Individually, many of the budget proposals have carried out consultations to assess the impact on service users. For other proposals, this engagement has not yet taken place or is planned at the same time as the budget engagement process.</p> <p>Overall, these proposals will form part of the budget consultation and will be subject to a public consultation exercise.</p>	<p>Ensure that proposals and the accompanying Integrated Impact Assessments are updated as a result of any further consultation and engagement.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Wherever possible, proposals aim to prevent problems occurring or getting worse (e.g. PTU1 will increase walking and cycling and reduce future ill health, SCH6 should reduce falls, preventing the need for hospital admissions.)</p> <p>With the scale of savings that are needed, some proposals will be taking investment out of preventative work which may lead to further problems in the future. Examples of this include: SCH5 reducing Adult Services workforce and SCH13 reducing the Youth Offending Service.</p>	<p>Wherever possible, posts that are already vacant are those that are being deleted, meaning that the impact of those are less. However, across the council teams are already under pressure, and not replacing vacant posts will mean that we are likely to be less able to be proactive and preventative and are more likely to be reactive. Increased demand, the fragility of the social care sector and the availability of care staff remains a key risk for adults social care. although some of these issues are outside the Council's direct control to address.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The council works across many areas and many of these proposals can have positive and potentially negative impacts on another. It is important that as individual proposals are developed we seek to balance competing impacts, and fully consider the impacts that proposals will have on other organisations.</p>	<p>The council's developing Community and Corporate Plan contains a table which highlights the impacts of the plan on each of the seven national well-being goals. Any detailed proposals brought forward following the consultation will need to assess the impact of that proposal on the well-being goals and the sustainable development ways of working.</p>

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	Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect. Specific proposals include an assessment on the impact on safeguarding.	Specific proposals include an assessment on the impact on safeguarding, including any potential negative impact on delivering the Council's safeguarding responsibilities.	Specific proposals include an assessment on the impact on safeguarding, including mitigation related to the potential impact on delivering the Council's safeguarding responsibilities. Safeguarding is at the heart of everything the council does. All staff are trained to a level that is appropriate to their role.
Corporate Parenting	The Council has a responsibility to children who are looked after. The council has a corporate duty to consider looked after children especially and promote their welfare (in a way, as though those children were their own). Specific Proposals include an assessment on the impact on corporate parenting.	Specific proposals include an assessment on the impact on corporate parenting, including any potential negative impact on delivering the Council's corporate parenting responsibilities.	Specific proposals include an assessment on the impact on corporate parenting, including mitigation related to the potential impact on delivering the Council's corporate parenting responsibilities.

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

The proposals are based upon a wide range of data and evidence and this will be contained within the evaluations of each of the individual proposals.

Data sources include for example:

- Quantitative data such as user numbers, measuring whether changes have had a positive or negative impact on the number of people using the service, in some cases, such as preventative services less users will be a positive
- Qualitative data that gives people views of the service which includes analysis of complaints
- Data derived from national sources such as ONS, Census and Stats Wales which allow us to measure whole population

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?**

Where an individual budget proposal could alter a service, or the way it is delivered an Integrated Impact Assessment has been completed.

This assessment summarises the headline message from these individual assessments where proposals have been identified as having a positive or negative impact on those with protected characteristics, the socio-economic duty, and the ways of working and national well-being goals This does not highlight every single issue but reveals some of the key impacts of budget proposals and provide scope for continual learning and improvement as proposals are developed.

This assessment will continue to evolve and be updated following public engagement and scrutiny.

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
Existing actions have been identified within the individual assessments. The overall Integrated Impact assessment will be updated following the budget consultation alongside the final budget proposals	February 2023	Performance & Data Insight Manager

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
1.0	Cabinet	18/1/23	

Appendix 2 – Cumulative Financial Impact methodology

To model the cumulative financial impact, we have used five different household types and identified varying annual household incomes for each.

Household composition data from the Census 2021 in Monmouthshire shows for each of our households modelled:

Household 1 - 2 Adults, 2 Dependent Children, 1 Older Person - 2% (689) of all household composition households from Census 2021 were Multiple family –household: with dependant children.

Household 2 - 2 Adults, 2 Dependent Children – 17% (7033) of all household composition households from Census 2021 were for a single family household (married, civil partnership or cohabiting couple) with dependent children.

Household 3 - 1 Adult, 2 Dependent Children – 6% (2281) of all household composition households from Census 2021 were for a single family household (lone parent) with dependent children.

Household 4 - 2 Adults – 13% (5309) of all household composition households from Census 2021 were for a single family household (married or civil partnership) with no children. 5% (2235) households were noted as being co-habiting couple families with no children.

Household 5 - 1 Older Person – 16% (6534) of all household composition households from Census 2021 were for a 1 person household, aged 66 years or older.

Data on income levels will continue to change as wage levels vary, the figures used provide an approximate indication. 60% of the median income of the UK is commonly used as a means to define whether a household is in poverty or not. Using a range of approximate income levels as part of the modelling provides an indication of the potential impacts on households.

The full rate of the new state pension for 2022/23 is worth £185.15 per week, this constitutes an annual figure of £9,628. This is due to rise to £203.85 per week in 2023/24, £10,600 a year. For single adult households without children the annual benefits cap is £13,400 due to rise to £14,753 in 2023/24. The Annual level of Benefit cap for couples (with or without children) or single claimants with a child of qualifying age is £20,000, due to rise to £22,020 in 2023/24.⁸

Fees and charges

Each of the planned increases in fees and charges identified to be used in the cumulative financial impact model are shown in the table below. This does not cover every fee and charge within the budget, these have been selected to provide an indication of potential increases for households. Full details on fees and charges are in the budget papers.

Fee/Charge	Fee Increase	Household 1 – 2A, 2C, 10P	Household 2 – 2A, 2C	Household 3 – 1A, 2C	Household 4 – 2A	Household 5 – 10P
Council Tax	£87.87 (Avg Band D)	£87.87	£87.87	£87.87	£87.87	£87.87
Home to School Travel Seats	£110 per person	£220	£220	£220		
Grassroutes Subscription	£25 per annum	£25				£25
Careline	£0.50 per week	£26				£26
Before School Club	£1 per child a day	£390	£390	£390		
Residential car permit	£9 per annum	£9	£9	£9	£9	£9
Car Parking Charges	£0.30 for 2 hour stay each week	£15.60	£15.60	£15.60	£15.60	£15.60
Museum Activities/Events	£2 per person	£20	£16	£12	£8	£4
Social care – domiciliary care	£1.51 per hour	£392.60				£392.60
Community Meals	£0.46 per meal	£167.44				£167.44
Garden Waste Bag	£22 per bin	£22	£22	£22	£22	£22
Allotment Plot	£2.82 per plot					£2.82
Swimming Lessons	£1 a month per person	£24	£24	£24		

Total		£1,399.51	£784.47	£780.47	£142.47	£752.33
% of Household Income	£10,000	14%	7.8%	7.8%	1.4%	7.5%
	£15,000	9.3%	5.2%	5.2%	0.9%	5.0%
	£21,500	6.5%	3.6%	3.6%	0.7%	3.5%
	£40,000	3.5%	2.0%	2.0%	0.4%	1.9%
	£64,000	2.2%	1.2%	1.2%	0.2%	1.1%

Appendix 3 - Future Generations Commissioner for Wales letter 15/12/2022

Dear Colleague,

Using the Well-being of Future Generations Act in setting budgets and responding to the cost of living crisis

I am writing to you in relation to the ongoing cost of living crisis here in Wales. I recognise how difficult the general financial situation is for us as a country and globally and I recognise that many of you will have to make very difficult decisions to meet increased demands on your services in these extraordinary circumstances.

As you progress with setting your budgets for the next financial year, I wanted to emphasise the need to use the Well-being of Future Generations (Wales) Act 2015 ("the Act") to support your decision making.

The Act applies to your organisation and all Public Services Boards in Wales. Financial planning is one of the corporate areas identified within the statutory guidance of the Act, which states:

"Applying the five ways of working to your financial planning will address the tendency for short-term priorities and administrative process to overtake long-term interests. It is expected that financial planning will take account of the five ways of working within the sustainable development principle, particularly in terms of delivering for the long-term and facilitating preventative actions."

I recognise that public bodies are facing tighter budgets, and want to be clear that the advice I am setting out in this letter applies to your decisions around how best to make cost savings, as well as your allocation of any discretionary spending to address the cost-of-living crisis.

Alleviating some of the impact of the current crisis and any potential further cost pressures on households will undoubtedly be a priority consideration in your next budget. I know that you will want to ensure that any future expenditure is taken forward in line with the progressive long-term policy approach we have established in Wales through the Act.

The Act requires that you carry out sustainable development, seek to contribute to the national wellbeing goals, take every reasonable step to meet your well-being objectives and act in accordance with the sustainable development principle. In so doing, it is important to consider whether your budget addresses current needs, such as those identified in your local Public Services Boards' 2022 Well-being Assessments, while also addressing known longer-term trends including climate change, depleting natural resources and an ageing population. The Act requires that you acknowledge these trends and act now in a way that embodies preventative and long-term thinking.

In setting your budget in line with the Act, I would expect to see your budget decision-making reflecting the well-being objectives that you have set for your organisation. You should consider how the budget helps alleviate the immediate burden on those on the lowest incomes, hardest hit by the cost-of-living crisis. Longer term, consider how it could help to reduce the impact of any future cost of living crisis.

It is also important to consider carefully any reduction in funding to services that are disproportionately relied upon by those in the highest need. The type of issues that have been brought to my attention include cuts to leisure services, reducing access to physical activity for those

in deprived communities, and measures such as reducing the temperature in swimming pools to make cost savings, which will disproportionately exclude the young and the elderly.

While there are no simple solutions to the cost-of-living crisis, there are steps that can be taken to ease the burden on households. There are also links between action to address the climate and nature crises and actions to address the cost-of-living crisis. These include resourcing interventions on things like local food, energy efficiency and transport where acting now can have an impact in both the immediate and longer term. A more joined-up and future focused approach is key to preventing problems and ensuring you take all reasonable steps to meet the well-being objectives you have set.

It is important to consider whether, on balance, your overall budget delivers across the four pillars of well-being (economic, environmental, social and cultural) with equal prominence. The involvement of local citizens is key to making a judgement on this. The Act details the ways in which you must collaborate with people, communities and other public bodies.

Such involvement can and must play its part in reducing systemic inequalities. In this context, extra effort is required to include the voices of those who may be less often heard, but most impacted, by the crisis for example disabled people, racialised people and those who are already the most economically deprived.

As I have said in previous correspondence, we do not want the Act to become a “tick-box exercise”. It needs to be applied in everything you do as a Public Body or Public Services Board. Agreeing your budget is one of the most important decisions that you will make each year.

My feedback on the PSB well-being assessments and emerging feedback on draft PSB well-being objectives, as well as the key findings and recommendations within the Future Generations Report 2020, outline additional opportunities that should be considered and help meet your duties under the Act.

I trust that you find this reminder and the information in this letter helpful.

Yours faithfully,



Sophie Howe

Future Generations Commissioner for Wales



References

¹ CPI, Release date 14 December 2022, available at <https://www.ons.gov.uk/economy/inflationandpriceindices>

² Average weekly earnings in Great Britain: December 2022
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/averageweeklyearningsingreatbritain/december2022>

³ Average weekly earnings in Great Britain: December 2022
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/averageweeklyearningsingreatbritain/december2022>

⁴ <https://www.gov.uk/government/news/state-pension-and-benefit-rates-for-2022-to-2023-confirmed>

⁵ <https://www.gov.uk/government/publications/benefit-and-pension-rates-2023-to-2024>

⁶ Average Band D in 2022-23 = £1476.79 increasing to £1564.66 in 2023-24. This figure does not include the change for the Police and Crime Commissioner and Community and Town Council precepts.

<https://www.monmouthshire.gov.uk/app/uploads/2022/03/Bandings-Template-2022-23-1.pdf>

⁷ <https://www.monmouthshire.gov.uk/home/counciltaxandbenefits/>

⁸ <https://www.gov.uk/government/publications/benefit-and-pension-rates-2023-to-2024/benefit-and-pension-rates-2023-to-2024>

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Appendix 5 - Backlog capital pressures

Capital pressures that present a degree of risk to our asset portfolio and operating environment that currently have no identified funding.

Ref	Capital Pressure	Risks identified if not immediately funded	Forecast Pressure	Priority criteria (see appx 7)	Responsible Officer
P1	Property Maintenance requirements for both schools & non-schools as valued by condition surveys carried out some years ago. The existing £2m annual budget mainly targets urgent maintenance e.g. health & safety, maintaining buildings wind & watertight, etc., and is insufficient to address the maintenance backlog. A lack of funding means maintenance costs will rise; that our ability to sell buildings at maximum market rates will be affected ; Our ability to deliver effective services will be affected and a Loss of revenue and poor public image.	Properties will continue to fall into disrepair or be supported in part by the limited existing annual budget for urgent maintenance. This will impact our ability to ensure properties are still fit for purpose.	22,000,000	H&S, Legal, AMP	Nick Keyse
P2	Disabled adaptation works to public buildings required under disability discrimination legislation.	Corporate buildings will remain less accessible to all. Whilst limited works have been carried out as part of planned maintenance under the access for all budget, further budget is required to ensure suitable adaptations as installed.	5,000,000	Legal	Nick Keyse
P3	School Traffic Management Improvements - based on works carried out on similar buildings.	Investment is required to ensure school traffic movements and controls are suitable established. Increased risk of incident without enhancement of existing traffic and pedestrian controls (e.g formal crossing points, turning areas, lighting, etc.).	450,000	H&S	Nick Keyse

Ref	Capital Pressure	Risks identified if not immediately funded	Forecast Pressure	Priority criteria (see appx 7)	Responsible Officer
P4	School fencing improvements	Without investment, school fencing will continue to fall into disrepair or be subject to investment from school budgets. Existing improvements/repair is undertaken on a rolling schedule but investment is required to ensure fencing is suitable robust. New fencing will ensure boundaries are kept safe and comply with safeguarding requirements.	450,000	H&S	Nick Keyse
Page 1502	Modification works to school kitchens to comply with Environmental Health Standards. Without additional funding school kitchens may have to be closed and additional costs for transporting meals in incurred, possibly causing disruption to the education process.	Without additional funding it is unlikely schools will be able to comply with the requirement and roll out of free school meals. Whilst an extensive programme of works has been undertaken for the improvements and refurbishment of the majority of schools, further budget is required.	150,000	H&S	Nick Keyse

Ref	Capital Pressure	Risks identified if not immediately funded	Forecast Pressure	Priority criteria (see appx 7)	Responsible Officer
P6 Page 1503	<p>Bringing County highways to the level of a safe road network. The reduction and shortfall in revenue budgets over recent years for maintaining our highways and associated infrastructure has resulted in a concerning backlog and the need for a major injection of funding to address the situation.</p> <p>In order to halt the deterioration of MCC roads and footways, a minimum annual investment of £3.5m per annum (an additional £2.2m/yr) is needed to maintain a steady state and avoid longer term deterioration. This is in addition to any specific grant funding from Welsh Government, which if awarded will be for the purpose of reducing the backlog and improving the overall condition of the highway network.</p> <p>The £3.5m/yr figure above factors in the loss of £630k/yr WG highways refurbishment grant which ceased in 2021/22.</p> <p>Further work is being undertaken to provide an up to date accurate figure for bringing the highways and associated infrastructure back into a serviceable condition.</p>	<p>Risk that roads and highway infrastructure continues to deteriorate resulting in more costly future repairs, risk to life and limb arising from accidents and in the most extreme case structural failure of bridges, risk of communities being cut off and impact on residents, businesses and visitors due to road closures where the highway network is unsafe, risk of insurance claims against the Council</p>	<p>2,200,000 per annum</p> <p>(of which £590k is included in the capital pressure mandate for 23/24)</p> <p>Total figure to bring infrastructure to a serviceable condition tbc</p>	<p>H&S, Legal, INF</p>	<p>Mark Hand/ Paul Keeble</p>

Repairs to bridges and structures

The reduction and shortfall in revenue budgets over recent years for maintaining our highways and associated infrastructure has resulted in a concerning backlog and the need for a major injection of funding to address the situation.

The following specific structures are identified as needing significant investment by the end of 2025/26

Scour repairs to Wyebridge, Chepstow £698,000

The 23/24 capital pressure mandate includes £198k for preventative measures and surveys in 23/24, with additional costs indicated of £500k for long term repairs to scour damage in 24/25.

Redbrook Railbridge repairs £550,000

These costs are expected to arise in 2024/25. This figure represents MCC's 50% share because this is a cross-border structure with costs shared 50/50 with Gloucestershire County Council

A4077 Gilwern Viaduct £2,218,000

Substandard structure. £2m to repair, £8m to replace. The 23/24 capital pressure mandate includes £42k for ongoing monitoring in 23/24, with additional costs indicated of £175k for studies in 24/25 and £2m for significant works in 25/26.

Reprovision or repair of Chain Bridge £1,502,000

Cost prediction is indicative at present. The 23/24 capital pressure mandate includes £77k for digital load monitoring in 23/24, with additional costs indicated of £125k for studies in 24/25 and £1.3m for significant refurbishment works in 25/26.

Repairs to Wyebridge, Monmouth £2,433,000

The 23/24 capital pressure mandate includes £68k for river scour repairs in 23/24, with additional costs indicated of £195k for further

Risk that roads and highway infrastructure continues to deteriorate resulting in more costly future repairs, risk to life and limb arising from accidents and in the most extreme case structural failure of bridges, risk of communities being cut off and impact on residents, businesses and visitors due to road closures where the highway network is unsafe, risk of insurance claims against the Council

£7,566,000

(of which £550k is included in the capital pressure mandate for 23/24)

H&S, INF

Mark Hand/
Paul Keeble

Ref	Capital Pressure	Risks identified if not immediately funded	Forecast Pressure	Priority criteria (see appx 7)	Responsible Officer
	<p>scour repairs and repairs to the flood relief arches in 24/25 and £2.170m in 25/26</p> <p>Tintern Wireworks bridge repairs £165,000 This represents a 50% apportionment of the project over-spent costs expected to arise in 2024/25. This is a cross-border structure with costs shared 50/50 with Gloucestershire County Council</p>				
Page 8 of 505	<p>Investing in culvert and retaining wall infrastructure projects to arrest road closures due to whole or partial bank slips (Grant risk) - The following schemes have formed grant bids but in 22/23 were either unsuccessful or underfunded, presenting a pressure on the Authority.</p> <p>Govilon culvert £40,000 Green Cottage retaining wall £150,000 A4136 Staunton Road Stabilisation, £2,230,000 A466 Wyndcliff rock stabilization compensation site creation (grant shortfall) £20,000 A4077 retaining walls £500,000</p>	<p>Risk that roads and highway infrastructure continues to deteriorate resulting in more costly future repairs, risk to life and limb arising from accidents and in the most extreme case structural failure of bridges, risk of communities being cut off and impact on residents, businesses and visitors due to road closures where the highway network is unsafe, risk of insurance claims against the Council</p>	<p>2,940,000</p> <p>(of which £460k is included in the capital pressure mandate for 23/24)</p>	<p>H&S, INF</p>	<p>Mark Hand/ Paul Keeble</p>

Ref	Capital Pressure	Risks identified if not immediately funded	Forecast Pressure	Priority criteria (see appx 7)	Responsible Officer
P9	<p>Investing in flood damage repairs - The following schemes have formed grant bids but in 22/23 were either unsuccessful or underfunded, presenting a pressure on the Authority.</p> <p>A4143 Llanfoist river bridge cutwater refurbishment £20,000 R1 revetment repairs near Llanthony £110,000 The Hafod, Llanelly Hill landslips £85,000 Capel y Ffin debris clearance and landslide repairs £505,000 Wenallt House, Tintern edge of carriageway collapsing £90,000* A466 Catchmay's Court landslip flood recovery £260,000* Mill Farm, Grosmont flood recovery repairs £50,000* Raven's Nest Wood edge of carriageway collapsing £197,000* The Kymin carriageway edge restraint £150,000* St Bride's Brook edge of carriageway collapsing £119,000* A472 Usk flood wall strengthening £260,000*</p> <p>*WG flood recovery grant expected but not yet confirmed</p>	<p>Risk that roads and highway infrastructure continues to deteriorate resulting in more costly future repairs, risk to life and limb arising from accidents and in the most extreme case structural failure of bridges, risk of communities being cut off and impact on residents, businesses and visitors due to road closures where the highway network is unsafe, risk of insurance claims against the Council</p>	<p>1,846,000</p> <p>(of which £560k is included in the capital pressure mandate for 23/24 and a further 1,126,000 which should be covered by WG flood recovery grant but this awaits confirmation from WG)</p>		
P10	<p>Transportation/safety strategy – provision of safe routes to school to avoid the need for free school transport within statutory travel distances where solutions are possible. Improvements to car parks to ensure DDA compliance.</p>	<p>The Council continues to fund free school transport</p>	<p>800,000</p>	<p>Legal</p>	<p>Mark Hand/ Paul Keeble</p>
P11	<p>Church Road resurfacing (Grant risk) - Only required if the secured grant funding cannot be spent in 2022/23 for Church Road phase 2 (currently out to tender for the second time).</p>	<p>Risk that highway continues to deteriorate resulting in more costly future repairs, risk of insurance claims against the Council</p>	<p>150,000</p>	<p>INF</p>	<p>Mark Hand/ Paul Keeble</p>

Ref	Capital Pressure	Risks identified if not immediately funded	Forecast Pressure	Priority criteria (see appx 7)	Responsible Officer
P12	<p>Public Rights of Way to bring the network up to statutorily required, safe and more accessible standard and maintain this. Based on updating the assessment completed to inform the Rights of Way Improvement Plan, reflecting that the backlog of issues is growing. Includes signage, drainage and surfacing, stiles and gates and known bridge replacement need. This is as a provisional figure as surveys and assessments of bridges and structures are on-going. It excludes larger structures requiring bespoke solution and specific rights of way structural issues. 321 bridges have known issues and circa 20 footbridges (5 large bridges) need urgent replacement. [MonLife]</p>	<p>Increasing number of footbridges officially closed but still present a health and safety risk around unauthorised access, as failed structures need to be removed / replaced. Circa 20 additional required closures identified. Increase in insurance claims.</p>	6,000,000	H&S, Legal, Corp, INF	Ian Saunders / Matthew Lewis
Page 1507	<p>Countryside access sites – to maintain countryside visitor and heritage sites to a safe standard includes stonework on scheduled ancient monuments, access works, river protection works, and repairs to car parks.</p> <p>Excludes Clydach Ironworks SAM restoration costs and further pressures as a result of the spread of ash dieback. [MonLife]</p>	<p>Deterioration of visitor offer and heritage assets</p>	380,000	H&S, Legal, Corp, INF, Third	Ian Saunders / Matthew Lewis
P14	<p>Clydach Ironworks– to comprehensively restore the Scheduled Ancient Monument from its “at risk” status and provide visitor access – further external grant approved to address critical defects in 23/24, but beyond this the monument remains at risk</p>	<p>Current grant funding should address critical risks</p>	2,500,000	H&S, Legal, Corp, INF, Third	Ian Saunders / Matthew Lewis

Appendix 6 - MonLife Investment Considerations in the medium term

Ref	Investment Consideration	Forecast Investment	Priority criteria (see appx 3)	Responsible Officer
I1	Gilwern Site – redevelopment of site, major refurbishments (part of CRF bid)	1,500,000	Corp	Ian Saunders
I2	Monmouth Museum / Shire Hall / Museum Storage - Reconfiguration to create new cultural and heritage destination including redisplay of the Nelson collection and addressing museum collections storage; feasibility study completed part of Monmouth LUF bid and other grant funding being sought (heritage lottery / WG etc.)	3,500,000	Corp, Third, INF	Ian Saunders
I3	Caldicot Leisure Centre Redevelopment (Feasibility and cost certainty completed). Part of LUF bid	12,000,000	Corp	Ian Saunders
I4	Abergavenny Leisure Centre Phase 2 Redevelopment	8,000,000	Corp	Ian Saunders

Appendix 7 – Approved Capital scheme priority criteria

Ref	Aspect	Indicative Rank
H&S	Health & safety works (life & limb works)	1
Legal	Legal & regulatory obligations	1
Rev	Allow a balanced revenue budget to be set, or a net deficit in revenue spending to be positively addressed	2
Corp	Deliver corporate plan priorities	2
Third	Attract significant 3 rd party or private match funding to the County	3
S2S	Spend to save transformational works (including flexible use of capital receipts)	3
INC	Spend to earn net income – rents, interest and dividends	3
Sust	Create sustainable income streams – business rates and council tax	3
AMP	Asset management plan outcomes	4
INF	Addresses major infrastructure investment	4

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Indicative Capital budget 2023/24 to 2026/27

CAPITAL SCHEME	Indicative Budget 2023/24	Indicative Budget 2024/25	Indicative Budget 2025/26	Indicative Budget 2026/27
	£	£	£	£
Expenditure				
Property Maintenance	1,653,357	1,653,357	1,653,357	1,653,357
Property Maintenance Fees	236,194	236,194	236,194	236,194
County Farms Maintenance	300,773	300,773	300,773	300,773
Upgrade School Kitchens	39,725	39,725	39,725	39,725
Asset Management Schemes	2,230,049	2,230,049	2,230,049	2,230,049
Abergavenny 3-19 school	29,324,638	19,456,606	4,151,797	0
School Development Schemes	29,324,638	19,456,606	4,151,797	0
Footway Reconstruction	190,453	190,453	190,453	190,453
Street Lighting Defect Column Programme	171,408	171,408	171,408	171,408
Reconstruction of bridges & retaining walls	449,041	449,041	449,041	449,041
Safety fence upgrades	76,181	76,181	76,181	76,181
Signing upgrades & disabled facilities	38,091	38,091	38,091	38,091
Flood Alleviation Schemes	386,427	386,427	386,427	386,427
Structural Repairs - PROW	38,091	38,091	38,091	38,091
Carriageway resurfacing	1,136,540	1,136,540	1,136,540	1,136,540
Road safety & trafficman programme	129,508	129,508	129,508	129,508
Highways OPS: Minor improvements	812,000	812,000	812,000	812,000
Wye Bridge Chepstow works	375,000	0	0	0
Wye Bridge Monmouth works	2,170,000	0	0	0
Ash Dieback/Dangerous Trees works	300,000	200,000	100,000	100,000
Infrastructure & Transport Schemes	6,272,740	3,627,740	3,527,740	3,527,740
Capital Region City Deal	602,900	730,200	730,200	730,200
Regeneration Schemes	602,900	730,200	730,200	730,200
Disabled Facilities Grant	900,000	900,000	900,000	900,000
Access for all - Schools	50,000	50,000	50,000	50,000
Access For All	250,000	250,000	250,000	250,000
Inclusion Schemes	1,200,000	1,200,000	1,200,000	1,200,000
ICT Desktop replacement	260,000	260,000	260,000	260,000
Network Estate replacement	50,000	50,000	50,000	50,000
SRS capital reserve contribution	61,000	61,000	61,000	61,000
Ransomware & security software	42,000	42,000	42,000	42,000
ICT Schemes	413,000	413,000	413,000	413,000
Vehicle Leasing	1,500,000	1,500,000	1,500,000	1,500,000
Vehicles Leasing	1,500,000	1,500,000	1,500,000	1,500,000
Capitalisation Directive	3,007,500	507,500	507,500	507,500
Capitalisation Directive	3,007,500	507,500	507,500	507,500
Fixed Asset Disposal Costs	50,000	50,000	50,000	50,000
Area Management	20,000	20,000	20,000	20,000
Grant – Match Funding Support Allocation	1,000,000	1,000,000	1,000,000	1,000,000
To be allocated	56,000	56,000	56,000	56,000
Other Schemes	1,126,000	1,126,000	1,126,000	1,126,000
Total Expenditure	45,676,828	30,791,096	15,386,287	11,234,490
Funding				
Supported Borrowing	(2,430,000)	(2,430,000)	(2,430,000)	(2,430,000)
Unsupported Borrowing - Capital Region City Deal	(602,900)	(730,200)	(730,200)	(730,200)
Unsupported Borrowing - Abergavenny 3-19 School	(10,263,623)	(5,606,743)	(438,123)	0
Unsupported Borrowing - Flood Alleviation	(375,000)	(375,000)	(375,000)	(375,000)
Unsupported Borrowing - Wye Bridge Chepstow	(375,000)	0	0	0
Unsupported Borrowing - Wye Bridge Monmouth	(2,170,000)	0	0	0
Unsupported Borrowing - Match Funding	(1,000,000)	(1,000,000)	(1,000,000)	(1,000,000)
Unsupported Borrowing - Property Maintenance	(1,000,000)	(1,000,000)	(1,000,000)	(1,000,000)
Unsupported Borrowing	(15,786,523)	(8,711,943)	(3,543,323)	(3,105,200)
General Capital Grant	(2,495,000)	(2,495,000)	(2,495,000)	(2,495,000)
Abergavenny 3-19 School	(19,061,015)	(13,849,863)	(3,713,674)	0
Grants & Contributions	(21,556,015)	(16,344,863)	(6,208,674)	(2,495,000)
ICT Reserve: SRS capital reserve contribution	(61,000)	(61,000)	(61,000)	(61,000)
ICT Reserve: Ransomware & security software	(42,000)	(42,000)	(42,000)	(42,000)
Reserve Funded	(103,000)	(103,000)	(103,000)	(103,000)
Capital Receipts: General	(1,293,790)	(1,193,790)	(1,093,790)	(1,093,790)
Capital Receipts: Capitalisation Directive	(3,007,500)	(507,500)	(507,500)	(507,500)
Capital Receipts	(4,301,290)	(1,701,290)	(1,601,290)	(1,601,290)
Vehicle Lease Financing	(1,500,000)	(1,500,000)	(1,500,000)	(1,500,000)
Total Funding	(45,676,828)	(30,791,096)	(15,386,287)	(11,234,490)
(Surplus) / Deficit	0	0	0	0

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Forecast Useable Capital Receipts

General Receipts	2022/23	2023/24	2024/25	2025/26	2026/27
	£000	£000	£000	£000	£000
Balance as at 1st April	10,414	12,490	10,890	9,793	8,296
Less: capital receipts used for financing	(3,776)	(1,547)	(1,194)	(1,094)	(1,094)
Less: capital receipts used to support capitalisation directive	(2,650)	(3,008)	(508)	(508)	(508)
Capital receipts Received	7,072	0	0	0	0
Capital receipts Forecast	1,430	2,954	604	104	104
Forecast Balance as at 31st March	12,490	10,890	9,793	8,296	6,799

Low cost home ownership and Homefinder receipts	2022/23	2023/24	2024/25	2025/26	2026/27
	£000	£000	£000	£000	£000
Balance as at 1st April	252	252	252	252	252
Receipts received/Forecast	0	0	0	0	0
Less: capital receipts used for financing	0	0	0	0	0
Forecast Balance as at 31st March	252	252	252	252	252

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Capital Receipts Risk Factor

The analysis below provides a summary of the receipts and the respective risk factors associated with realising the receipt:

Capital Receipts Risk Factor	2022/23	2023/24	2024/25	2025/26	2026/27
	£000s	£000s	£000s	£000s	£000s
Education Receipts					
Low / completed	0	0	0	0	0
Medium	0	0	0	0	0
High	0	0	0	0	0
Total Education Receipts	0	0	0	0	0
County Farm Receipts					
Low / completed	303	0	0	0	0
Medium	0	0	0	0	0
High	0	200	0	0	0
Total County Farm Receipts	303	200	0	0	0
General Receipts					
Low / completed	135	104	104	104	104
Medium	0	1,250	0	0	0
High	1,022	0	0	0	0
Total General Receipts	1,158	1,354	104	104	104
Strategic Accommodation Review Receipts					
Low / completed	0	0	0	0	0
Medium	0	900	0	0	0
High	0	0	0	0	0
Total Strategic Accommodation Receipts	0	900	0	0	0
Dependent on Outcome of LDP Receipts					
Low / completed	7,041	0	0	0	0
Medium	0	500	500	0	0
High	0	0	0	0	0
Total LDP Receipts	7,041	500	500	0	0
TOTALS					
Low / completed	7,479	104	104	104	104
Medium	0	2,650	500	0	0
High	1,022	200	0	0	0
Total Capital Receipts Forecasted to be Received in Year	8,501	2,954	604	104	104

Risk Factor key:

High - External factors affecting the potential sale that are out of Authority control

Medium - Possible risk elements attached but within Authority ability to control

Low - No major complications are foreseen for the transaction

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

Meeting and Date of Meeting: Cabinet 18th January 2023

**Report: Draft Revenue and Capital budget proposals 2023/24 – Appendix –
Individual capital receipts forecast**

Author: Jonathan Davies, Head of Finance

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

Exemptions applying to the report:

Appendix – detailed indication of the value of future individual capital receipts.

Non-disclosure reason – information relating to the financial or business affairs of any particular person (including the Authority holding that information).

Factors in favour of disclosure:

Openness & transparency in matters concerned with the public.

Prejudice which would result if the information were disclosed:

In communicating the appendix intact, the Council would be undermining its negotiating position with regard to future capital receipts by communicating the likely value it would accept in the sale of particular assets.

My view on the public interest test is as follows:

Factors in favour of disclosure are outweighed by those against.

Recommended decision on exemption from disclosure:

Maintain exemption from publication in relation to report

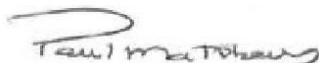
Signed:



Name: Jonathan Davies
Post: Head of Finance
Date: 10th January 2023

I accept the recommendation made above

Signed:



Name: Paul Matthews

Post: Chief Executive Officer
Date: 10th January 2023

By virtue of paragraph(s) 12 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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2023/24 Prudential indicators

Capital Expenditure £m	2022/23 Budget	2023/24 Budget	2024/25 Budget	2025/26 Budget
Total	29.6	41.6	29.2	13.8

Capital Financing £m	2022/23 Budget	2023/24 Budget	2024/25 Budget	2025/26 Budget
External Sources (Grants & S106 Contributions)	3.6	21.6	16.3	6.2
Own Resources (Capital receipt and reserves)	3.6	1.9	1.8	1.7
Supported borrowing	2.4	2.4	2.4	2.4
Unsupported Borrowing & other Debt	20.0	15.7	8.7	3.5
Total	29.6	41.6	29.2	13.8

Gross Debt Forecast compared to CFR £m	2022/23 Budget	2023/24 Estimate	2024/25 Estimate	2025/26 Estimate
Debt (Inc. PFI, leases, right of use assets)	182.5	190.2	190.4	193.6
Capital Financing Requirement (Total)	232.1	223.3	227.3	225.9

Authorised & Operational Borrowing Limits	2022/23 Budget	2023/24 Estimate	2024/25 Estimate	2025/26 Estimate
Authorised limit - borrowing	268.2	263.9	255.5	244.0
Operational boundary - PFI, leases & right of use assets	4.4	4.4	4.4	4.4
Authorised Limit - total external debt	272.6	268.3	259.9	248.4
Operational Boundary - borrowing	238.0	263.9	255.5	244.0
Operational Boundary - PFI, leases & right of use assets	2.9	4.4	4.4	4.4
Operational Boundary - total external debt	240.9	268.3	259.9	248.4

Proportion of Financing Costs to net revenue stream	2022/23 Budget	2023/24 Estimate	2024/25 Estimate	2025/26 Estimate
Net Interest payable £m	3.9	6.4	6.7	6.9
MRP £m	6.7	7.0	7.1	7.5
Total Financing costs £m	10.6	13.4	13.8	14.4
Net Revenue Stream (£m)	174.9	189.4	195.0	201.5
Proportion of net revenue stream %	6.07%	7.07%	7.08%	7.15%

2026/27
Budget
9.7

2026/27
Budget
2.5
1.7
2.4
3.1
9.7

2026/27
Estimate
195.7
223.8

2026/27
Estimate
245.9
4.3
250.2
245.9
4.3
250.2

2026/27
Estimate
7.1
7.6
14.7
208.3
7.06%