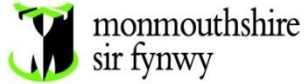


Public Document Pack



Neuadd y Sir
Y Rhadyr
Brynbuga
NP15 1GA

County Hall
Rhadyr
Usk
NP15 1GA

Tuesday, 5 December 2023

Dear Councillor

CABINET

You are requested to attend a **Cabinet** meeting to be held at **Steve Greenslade Room, County Hall, Usk** on **Wednesday, 13th December, 2023**, at **5.00 pm**.

AGENDA

1. Apologies for Absence
2. Declarations of Interest
3. DELIVERING EXCELLENCE IN CHILDREN'S SERVICES: FOSTER CARER RECRUITMENT AND RETENTION - FOSTER FRIENDLY POLICY 1 - 20

Division/Wards Affected: All

Purpose: A paper on exploring how to improve MCC's offer to foster carers has already been presented to DMT and is being further worked on to identify a more detailed funding profile. The purpose of this report is to outline a proposal within the paper referred to above for Monmouthshire County Council to create a policy that supports its employees who are existing foster carers or wish to become a foster carer through offering an appropriate leave entitlement.

The policy would apply to all employees who foster directly with Monmouthshire County Council or other Local Authority, with the exception of those working in maintained schools under the direct control of a School Governing Body. Monmouthshire County Council would support the adoption of this policy to individual Governing Bodies. The report also advocates for provision to be made within the Council's Special Leave policy for Special Guardians who are employees of Monmouthshire County Council.

Author: Charlotte Drury

Contact Details: charlottedrury@monmouthshire.gov.uk

4. 2023/24 REVENUE AND CAPITAL MONITORING - MONTH 6 21 - 68
Division/Wards Affected: All
Purpose: To provide Cabinet with an update of the progress of the Councils revenue budget for the 2023/24 financial year, based on actual expenditure incurred at the end of Month 6 (September), and overlaid with the most up to date budget information up until the time of publishing.
Author: Jonathan S. Davies, Head of Finance (Deputy Section 151 Officer)
Contact Details: jonathandavies2@monmouthshire.gov.uk
5. WHOLE AUTHORITY STRATEGIC RISK ASSESSMENT 69 - 102
Division/Wards Affected: All
Purpose: To provide cabinet with an overview of the current strategic risks facing the authority.
Author: Richard Jones, Performance and Data Insight Manager
Hannah Carter, Performance Analyst
Contact Details: richardjones@monmouthshire.gov.uk
hannahcarter@monmouthshire.gov.uk
6. SCHOOL ADMISSIONS POLICY 2025/26 INCLUDING REVIEW OF SCHOOL CATCHMENT AREAS 103 - 154
Division/Wards Affected: All
Purpose: The School Admissions Code Wales (July 2013) places a requirement on Local Authorities to consult on its school admissions policy on an annual basis. The purpose of this report is to advise Members of a desire to enter into a more extensive consultation in order to seek the views of the wider community on some changes proposed to primary school catchment areas.
Author: Matt Jones, Access Unit Manager
Contact Details: matthewdjones@monmouthshire.gov.uk
7. KING HENRY VIII 3 - 19 SCHOOL FUNDING FORMULA 155 - 180
Division/Wards Affected: All
Purpose: The purpose of this report is to update Cabinet with the consultation feedback regarding the proposed fair funding formula for King Henry 3 – 19

School in Abergavenny.

Author: Nikki Wellington – Support Services Manager

Contact Details: nicolawellington@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 Promoting localism within regional and national frameworks Relationships with Welsh Government, UK Government and local government associations Regional Relationships with City Regions and Public Service Board Strategic Procurement Local Food production and consumption, including agroforestry and local horticulture</p> | Llanelly |
| Paul Griffiths | <p>Cabinet Member for Planning and Economic Development Deputy Leader Lead Officer – Frances O’Brien</p> <p>Economic Strategy Local development plan and strategic development plan including strategic housing sites Homelessness, affordable housing delivery and private sector housing (empty homes, leasing scheme, home improvement loans, disabled facilities grants and adaptive tech) Supporting Town Centres including car parking and enforcement Development Management and Building Control Skills and Employment Broadband connectivity Car parks and civil enforcement trading standards, environmental health, public protection, and licencing</p> | Chepstow Castle & Larkfield |
| Rachel Garrick Ben Callard | <p>Cabinet Member for Resources (Job Share) Lead Officers – Peter Davies, Frances O’Brien, Jane Rodgers</p> <p>Finance including MTFP and annual budget cycle Benefits Digital and information technology Human resources, payroll, health and safety Land and buildings Property maintenance and management Emergency planning</p> | Caldicot Castle Llanfoist & Govilon |

| | | |
|------------------------|--|-----------------------------|
| <p>Martyn Groucutt</p> | <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 and improvement Community learning Sustainable communities for learning Programme Youth service School transport</p> | <p>Lansdown</p> |
| <p>Ian Chandler</p> | <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</p> | <p>Llantilio Crossenny</p> |
| <p>Catrin Maby</p> | <p>Cabinet Member for Climate Change and the Environment Lead Officer – Frances O’Brien, Ian Saunders</p> <p>Decarbonisation Transport planning, public transport, highways and MCC fleet Active travel and Rights of way Waste management, street care, litter, public spaces, and parks Pavements and back lanes Flood alleviation, management and recovery Countryside, biodiversity, and river health</p> | <p>Drybridge</p> |
| <p>Angela Sandles</p> | <p>Cabinet Member for Equalities and Engagement Lead Officers – Frances O’Brien,, Matthew Gatehouse, Jane Rodgers</p> <p>Community inequality and poverty (health, income, nutrition, disadvantage, discrimination, isolation and cost of living crisis) Citizen engagement and democracy promotion including working with voluntary organisations Citizen experience - community hubs, contact centre, and customer service and registrars Leisure centres, play and sport Tourism Development and Cultural strategy Public conveniences</p> | <p>Magor East with Undy</p> |

| | | |
|--|--|--|
| | Electoral Services and constitution review Communications, public relations and marketing Ethics and standards Welsh Language | |
|--|--|--|

Aims and Values of Monmouthshire County Council

Our purpose

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

Objectives we are working towards

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

Our Values

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

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

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

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

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

**SUBJECT: DELIVERING EXCELLENCE IN CHILDREN'S SERVICES:
FOSTER CARER RECRUITMENT AND RETENTION – FOSTER
FRIENDLY POLICY**

MEETING: CABINET

DATE: 13/12/2023

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE

- 1.1 A paper on exploring how to improve MCC's offer to foster carers has already been presented to DMT and is being further worked on to identify a more detailed funding profile. The purpose of this report is to outline a proposal within the paper referred to above for Monmouthshire County Council to create a policy that supports its employees who are existing foster carers or wish to become a foster carer through offering an appropriate leave entitlement.
- 1.2 The policy would apply to all employees who foster directly with Monmouthshire County Council or other Local Authority, with the exception of those working in maintained schools under the direct control of a School Governing Body. Monmouthshire County Council would support the adoption of this policy to individual Governing Bodies. The report also advocates for provision to be made within the Council's Special Leave policy for Special Guardians who are employees of Monmouthshire County Council.

2. RECOMMENDATIONS

- 2.1 To consider proposals for implementing a Foster Friendly policy and agree next steps.

3. KEY ISSUES

- 3.1 In common with local authorities across the UK, Monmouthshire County Council faces difficulties in the recruitment and retention of foster carers. This is a problem that is exacerbated by MCC's already high dependence on Independent Fostering Agencies (IFAs) which not only goes against Welsh Government's (WG) move to eliminate profit from children's care but is also costly since IFA placements cost anywhere between £520 to £1,300 more per week than in-house placements.
- 3.2 Retention of existing foster carers and recruitment of new carers are both essential if MCC is to achieve placement sufficiency. Each year foster carers will be lost due to due retirement, sickness, change of circumstances/career, transfer to IFAs and other life events. Analysis undertaken by Foster Wales indicates that by 2025 MCC needs to recruit an additional 30 fostering households to meet demand as well as compensate for those leaving fostering. If we are to come anywhere close to achieving this we need to be able to make fostering for MCC an attractive option. MCC is in direct competition with IFAs able to pay significantly higher placement fees. Adopting a Foster Friendly policy within MCC would be a valuable offer to MCC employees that IFAs could not match. It could also provide a valuable starting point to encourage other employers to adopt similar policies to promote support for foster carers who foster for the local authority.
- 3.3 MCC has been working in collaboration with Foster Wales as a pan Wales initiative in relation to the 'National Commitment'. This aims to achieve a more standardised approach to the support and rewards offered to local authority foster carers in order to promote fostering for local authorities. One of the good practice requirements of the National Commitment is for every local authority in Wales to work towards developing a foster carer friendly employer policy for all Foster Wales foster carers in their employment.
- 3.4 All local authorities in Gwent are currently progressing the Foster Friendly Employer status. It has not, so far, been fully implemented in any Gwent authority however the principles of the policy have been agreed by Senior Leadership Teams in Blaenau Gwent, Caerphilly, Newport and Torfaen and have had political sign off in Caerphilly. All areas are working with their Human Resources teams to

create a locally compliant policy which will need Council endorsement. As such MCC is currently slightly behind other areas in Gwent in progressing this policy.

4. PROPOSALS

4.1 To retain existing foster carers who work for the local authority and to encourage new foster carer applications from MCC Colleagues, it is proposed that MCC becomes a Foster Carer Friendly employer. This would mean offering employees an appropriate leave entitlement during the assessment to become a foster carer and following approval as a foster carer. This proposal would only apply to staff fostering for local authorities, not those who foster with IFAs. It would therefore form part of the USP for fostering for local authorities; supporting and enhancing efforts to recruit and retain local authority foster carers and working towards Welsh Government's eliminate agenda.

4.2 The policy will include the following:

- Up to 5 days per year paid leave (pro rata for part time) for employees of MCC applying to become a foster carer (generic or connected person's) or Special Guardian with any local authority. Days can be taken as half days if needed. In the first year this will be split into 2 days for assessment and 3 days for support needs following approval as a foster carer. Support needs could include:
 - attending meetings
 - home visits
 - mandatory training
 - to meet the needs of a child

- Up to 5 days per year paid leave (pro rata for part time) for employees of MCC who are foster carer (generic or connected person's) with any local authority or 2.5 days per year (pro rata for part time) for employees of MCC who are approved Special Guardians for any local authority. Days can be taken as half days if needed. This leave is for:
 - attending meetings
 - home visits

- mandatory training
- to meet the needs of a child

4.3 Where more than the maximum entitlement of fostering paid leave is requested, the line manager and the employee should discuss other options which might include use of annual leave, flexi-leave, special leave, unpaid leave or carers leave (if applicable).

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

5.1 Promoting fostering in MCC contributes to placement sufficiency and a reduction in the need for high cost placements which are often out of county. This keeps children close to their communities and to family and people who are about them and therefore promotes positive outcomes for care experienced young people supporting their development into adults who make a positive contribution to their community.

5.2 This is part of a package of proposals being developed to make fostering for MCC more attractive, some of which will need investment but which, overall will contribute to placement sufficiency, reduction in the reliance on high cost IFA placements and improved outcomes for children

5.3 In keeping with the principles of the UNCRC this model promotes the rights of children and young people. It also contributes to MCC meeting its responsibilities with respect to safeguarding and delivering to its corporate parenting responsibilities.

6. OPTIONS APPRAISAL

| Options | Description | Costs | Benefits | Disbenefits/risks | Recommended |
|---------|----------------------------------|--|---|---|-------------|
| 1 | Do nothing | Cost neutral | No disruption | Failure to recruit sufficient foster carers, continued reliance on IFA foster carers at significant cost to MCC and ultimately the risk of a high number of unregulated placements once local authorities are no longer able to place with profit making IFAs in 2027 | |
| 2 | Implement Foster Friendly Policy | Cost of additional leave for those teams/directorates affected | This will contribute to the creation of an environment in MCC which encourages fostering with local authorities, with the intention of increasing the number of local authority foster carers and achieving placement sufficiency. This will also enable us to reach out to businesses in Monmouthshire to encourage the adoption of this policy. | Some disruption for teams accommodating foster carers taking additional annual leave | |

Page 5

7. EVALUATION CRITERIA

Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

| | |
|----------------------------|--|
| Title of Report: | Delivering Excellence in Children’s Services: Foster Carer recruitment and retention – Foster Friendly Policy |
| Date decision made: | |
| Report Author: | Charlotte Drury |

| |
|---|
| What will happen as a result of this decision being approved by Cabinet or Council? |
| <ul style="list-style-type: none"> The policy will be implemented enabling local authority foster carers who are employed by MCC to access additional special leave to attend training, meetings or other events relevant to their roles as foster carers. |
| |

| |
|---|
| What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented? |
| <ul style="list-style-type: none"> Improved wellbeing of foster carers employed by MCC Improved support to foster carers and promotion of fostering leading to increased numbers of foster carers |
| 12 month appraisal |

| |
|---|
| What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve? |
| <p>Individual teams will need to manage any potential disruption caused by individual team members accessing additional leave through this policy, however it is envisaged that this disruption will be minimal and outweighed by the benefits of working supportively with the employee around their needs regarding the child in their care.</p> <p>Creating an environment which encourages people to foster will reduce the reliance on high cost IFA placements which represents a cost saving of approximately £500 per week per placement.</p> |
| 12 month appraisal |
| <i>Give an overview of whether the decision was implemented within the budget set out in the report or whether the desired amount of savings was realised. If not, give a brief overview of the reasons why and what the actual costs/savings were.</i> |
| |
| Any other comments |

6. REASONS

- 6.1 In common with local authorities across the UK, MCC faces difficulties in the recruitment and retention of foster carers which exacerbates MCC's already high dependence on IFAs. IFA placements cost anywhere between £520 to £1,300 more per week than in-house placements so represent a significant financial burden. In addition, WG's move to eliminate profit from children's care will lead to a situation where from 2027, local authorities will be no longer allowed to place children with for profit IFAs. Increasing the number of in-house foster carers is therefore critical and implementing the Foster Friendly policy in MCC is part of a package designed to improve the offer for local authority foster carers.

7. RESOURCE IMPLICATIONS

- 7.1 The numbers this applies to are currently very low. There is only one generic foster carer who is a local authority employee who is part time, so any additional leave entitlement would be on a pro rata basis. There is one further foster carer who is about to be approved who works for the council. There will potentially be foster carers who work for MCC but who are not MCC foster carers that this policy would apply to but we anticipate these numbers also being very low. There is one fostering household where the foster carers work for schools. Whilst we would encourage schools to adopt this policy, this would be at the discretion of the individual school as they would bear the impact, rather than the local authority.
- 7.2 Each service area will be responsible for managing the impact of their own staff taking foster carer leave. Leave would be granted for the specific purposes listed above. Leave would be on a 'rolling' year and would not be carried over.
- 7.3 The Foster Carer Friendly Employer Policy is provided to foster carers who currently work for the Local Authority. It does not represent an additional cash-cost to the Council but would result in reduced staff availability however the numbers involved are very small. In addition providing an environment that is supportive to foster carers in caring for the children in their care is likely to

increase loyalty and productivity overall. Where foster carers are fostering for MCC (which would be the majority) offering this flexibility will also assist the Council in delivering its Corporate Parenting responsibilities. As mentioned above, this is also a benefit that cannot be matched by IFAs so is part of the USP of fostering for MCC.

8. CONSULTEES

8.1 Consultation has been undertaken with the following groups who have all endorsed the proposal with no suggested amendments:

- DMT
- CSLT
- Corporate Parenting Panel
- Cabinet Member for Social Care, Cllr Ian Chandler
- Chief Officer Social Care and Safeguarding, Jane Rodgers

9. SUMMARY

9.1 MCC needs to recruit more foster carers and retain the ones it has. In a fiercely competitive market, where IFAs are aggressively recruiting, and MCC cannot match placement fees and allowances paid to foster carers by IFAs, we have to find ways of making the MCC offer as attractive as possible. Adopting a Foster Carer Friendly Policy would be part of MCC's USP for fostering and would form a platform for encouraging other businesses to sign up to become Fostering Friendly and therefore advocates and promoters of fostering for Monmouthshire County Council and Foster Wales.

AUTHOR: Charlotte Drury

CONTACT DETAILS

E-mail: charlottedrury@monmouthshire.gov.uk



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

| | |
|--|---|
| <p>Name of the Officer Charlotte Drury</p> <p>Phone no: 07811 234244</p> <p>E-mail: chalottedrury@monmouthsire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>Implement a Foster Friendly policy giving additional days special leave to local authority foster carers to enable them to attend training, meetings and other activity directly related to the care of children who are looked after in their care.</p> |
| <p>Name of Service area</p> <p>All directorates</p> | <p>Date</p> <p>01/12/2023</p> |

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 | Creating an environment which encourages people to foster will contribute to placement sufficiency, keeping children local to their communities, schools and people who are important to them. In this way it will promote the wellbeing of children. | None | The policy will be advertised to promote Monmouthshire County Council as a foster friendly authority. |
| Disability | N/A | | |
| 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 |

2.5 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 | N/A | N/A |

3. Policy making and the Welsh language.

| How does your proposal impact on the following aspects of the Council's Welsh Language Standards: | Describe the positive impacts of this proposal | Describe the negative impacts of this proposal | What has been/will be done to mitigate any negative impacts or better contribute to positive impacts |
|---|---|---|---|
| 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? |
|--|--|---|
| <p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p> <p>Page 12</p> | <p>Promoting fostering in MCC contributes to placement sufficiency and a reduction in the need for high cost placements which are often out of county. This keeps children close to their communities and to family and people who are about them and therefore promotes positive outcomes for care experienced young people supporting their development into adults who make a positive contribution to their community.</p> | <p>This is part of a package of proposals being developed to make fostering for MCC more attractive, some of which will need investment but which, overall will contribute to placement sufficiency, reduction in the reliance on high cost IFA placements and improved outcomes for children.</p> <p>Individual teams will need to manage any potential disruption caused by individual team members accessing additional leave through this policy, however it is envisaged that this disruption will be minimal and outweighed by the benefits of working supportively with the employee around their needs regarding the child in their care.</p> |
| <p>A resilient Wales Maintain and enhance biodiversity and land, river and coastal 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>Promoting fostering in MCC contributes to placement sufficiency and a reduction in the need for high cost placements which are often out of county. This keeps children close to their communities and to family and people who are about them and therefore promotes positive</p> | <p>As above</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? |
|---|---|---|
| | outcomes for care experienced young people supporting their development into adults who make a positive contribution to their community. | |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | Promoting fostering in MCC contributes to placement sufficiency and a reduction in the need for high cost placements which are often out of county. This keeps children close to their communities and to family and people who are about them and therefore promotes positive outcomes for care experienced young people supporting their development into adults who make a positive contribution to their community. | As 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 | Promoting fostering in MCC keeps children close to their communities and to family and people who are about them and avoids having to use IFA placements, many of which are outside Wales. This therefore contributes to the culture of Wales. | As above |

| 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>Promoting fostering in MCC contributes to placement sufficiency and a reduction in the need for high cost placements which are often out of county. This keeps children close to their communities and to family and people who are about them and therefore promotes positive outcomes for care experienced young people supporting them in fulfilling their potential. As above</p> | <p>As above</p> |

57 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>Promoting MCC as a Foster Friendly authority meets both the short and long term needs of the children for whom it has corporate parenting responsibility for.</p> | <p>This is part of a package of proposals being developed to make fostering for MCC more attractive, some of which will need investment but which, overall will contribute to placement sufficiency, reduction in the reliance on high cost IFA placements and improved outcomes for children.</p> <p>Individual teams will need to manage any potential disruption caused by individual team members accessing additional leave through this policy, however it is envisaged that this disruption will be minimal and outweighed by the benefits of working supportively with the employee around their needs regarding the child in their care.</p> |
|  <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p> | <p>The implementation of this policy promotes a collaborative and partnership approach with foster carers in the care of children for whom we have a corporate responsibility for.</p> | <p>As above</p> |
|  <p>Involving those with an interest and seeking their views</p> <p>Involvement</p> | <p>This proposal is being developed as part of a national approach which has involved consultation and engagement with foster carers and local authorities across Wales</p> | <p>As above</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>Promoting fostering in MCC contributes to placement sufficiency and a reduction in the need for high cost placements which are often out of county.</p> | <p>As above</p> |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>Promoting fostering in MCC contributes to placement sufficiency and a reduction in the need for high cost placements which are often out of county. This keeps children close to their communities and to family and people who are about them and therefore promotes positive outcomes for care experienced young people supporting them in fulfilling their potential.</p> | <p>As above</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 | Enabling foster carers to have additional special leave in order to attend training, meetings and other activities promotes safeguarding of children who are looked after for whom we have a corporate parenting responsibility. | N/A | Promoting the policy |
| Corporate Parenting | Enabling foster carers to have additional special leave in order to attend training, meetings and other activities is in line with MCCs responsibilities as Corporate Parent for children who are looked after. | N/A | Promoting the policy |

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

| |
|---|
| 1. Placement sufficiency and needs analysis contained with the Fostering Strategy 2023/2026 |
|---|

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

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

- Promoting fostering in MCC contributes to placement sufficiency and a reduction in the need for high cost placements which are often out of county. This keeps children close to their communities and to family and people who are about them and therefore promotes positive outcomes for care experienced young people supporting their development into adults who make a positive contribution to their community
- This is part of a package of proposals being developed to make fostering for MCC more attractive, some of which will need investment but which, overall will contribute to placement sufficiency, reduction in the reliance on high cost IFA placements and improved outcomes for children

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 |
|---|------------------------------|--------------------|
| Monitor the implementation of the policy. | Within 6 months | C Drury |
| | | |
| | | |

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 |
|-------------|-----------------------|-----------------|--|
| | | | |

| | | | |
|--|--|--|--|
| | <i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i> | | |
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|---------------------------------|--|
| SUBJECT: | 2023/24 REVENUE & CAPITAL BUDGET – MONTH 6 UPDATE |
| MEETING: | CABINET |
| DATE: | 13th December 2023 |
| DIVISION/WARDS AFFECTED: | ALL |

1. PURPOSE:

1.1 To provide Cabinet with an update of the progress of the Councils revenue budget for the 2023/24 financial year, based on actual expenditure incurred at the end of Month 6 (September), and overlaid with the most up to date budget information up until the time of publishing.

2. RECOMMENDATIONS:

3.1 That Cabinet note the overall revenue budget deficit forecast at month 6 of £284k, a deterioration of £160k since the previous forecast.

3.2 That Cabinet note the forecast 87% delivery of the £12.3m budgeted service savings for the year, resulting in a £1.6m deficit that is needing to be managed as part of the overall revenue budget. The overall level of budgeted savings includes the additional in-year budget recovery action of £2.1m as recommended by Cabinet as part of the Month 5 report.

3.3 That Cabinet note the ongoing budgetary risks that remain inbuilt into the month 6 forecast, namely;

- The volatility of demand for high-cost services, particularly in Adults & Childrens Social Care and Homelessness;
- The risk of further non-delivery of the £12.3m of budgeted savings targets;
- The severely limited reserve cover available to the Council;
- The continued pressure on both UK and Welsh Government budgets, and wider challenging economic environment;
- The potential shortfall in funding of the increased responsibilities transferred to Councils, particularly within Universal Free School Meals and Homelessness that have the potential to further impact forecasts if a suitable funding resolution is not achieved.

- 3.4 That Cabinet note that the negotiation of national pay agreements for Local Government employees has concluded, and that the outcome is in line with previous budget forecasts.
- 3.5 That Cabinet note the forecast draw on schools delegated balances as outlined in **Appendix 1** of this report of £3.76m, with school balances forecast to reduce to £494k by the end of the financial year and with fifteen schools now forecast to be in a deficit balance.
- 3.6 That Cabinet note a forecast Capital budget underspend of £2.19m, alongside an indication of slippage in capital schemes of £9.2m. The £2.19m underspend is in relation to the Asset Investment Fund budget that is funded by borrowing and does not therefore represent a usable surplus budget.
- 3.7 That Cabinet approve the capital budget revisions as outlined in **Appendix 3** as a result of additional unbudgeted grant allocations notified since the beginning of the year, and a required draw on Section 106 major maintenance sums to fund required works.

KEY ISSUES:

| Summary messages |
|--|
| <i>An overall improvement in the core service forecasts of £103k, comprising additional grant income for housing support of £263k, favourable movements in treasury forecasts of £456k, offset by a net deterioration in other service area costs of £615k.</i> |
| <i>The additional grant funding of £263k reduces the assumption for further unbudgeted grant for the remainder of the year from £1m to £737k.</i> |
| <i>Overall this results in a forecast £284k deficit, a deterioration of £160k from the previous forecast.</i> |
| <i>National pay agreements for Local Government employees have concluded and the outcome is in line with previous budget forecasts.</i> |
| <i>Remaining key risks through to the end of the year are the continuing high levels of demand for Adult social care; the level of Homelessness presentations; the potential shortfall in funding around transferred responsibilities, and; the level of any additional unbudgeted grant awards and the subsequent ability for further core Council expenditure to be met from this.</i> |

Context

- 3.1 Councils across the UK are facing financial challenges on an unprecedented scale. It is widely acknowledged that local government funding over recent years has not kept pace with increased service demand, the additional responsibilities being transferred, and inflationary pressures.
- 3.2 Our 2022/23 revenue budget culminated in an over spend of £3.5m which required funding from earmarked reserves to cover the additional expenditure incurred following acute pressures experienced within Adult's and Children's services, Homelessness, and Additional learning needs.
- 3.3 The 2023/24 budget set in March 2023 accommodated additional costs of delivering services of £26m or 14%. Whilst income and funding increased by 9% (£16m) to meet some of these costs, the Council needed to find savings of 5% (£10m) from services.
- 3.4 The budget when set highlighted a number of known budgetary risks that sat outside of the core budget, some of which have now materialised and have resulted in further pressures being reported.
- 3.5 The first half of 2023/24 has seen continuing financial headwinds which are having a severe impact upon the service operating environment:
- Inflation has not fallen as quickly as economic projections predicted and is placing a significant additional financial burden upon service delivery;
 - Interest rates have risen sharply to combat inflation, significantly above recent economic forecasts;
 - The cost of living crisis continues to have a significant impact on our communities, and will be further exacerbated by the UK economy likely to enter recession during the year, and the recent sharp interest rate rises that will impact housing costs as we move through the year;
 - The Council continues to deal with a shortage of staff resources due to the ongoing tight labour market that requires more costly temporary solutions to be used;
 - Supply chain issues continue which requires more costly alternative or expedited arrangements;
 - The wider and longer lasting impact of the pandemic continues to impact the Council, particularly in the areas of Homelessness, Children's services, Adult social care and Children's additional learning needs.

- 3.6 All the above results in a growing need for supportive Council services, a reduced demand for income generating services, increased risks around debt recovery, and a continued high-cost operating environment.
- 3.7 Cabinet received an early financial update for the year at their 26th July 2023 meeting which highlighted significant early pressure on the Council's budget of around £6m. As part of a package of measures to tackle this, Cabinet approved the use of £2.5m of useable revenue reserves to increase the Council's overall level of inflation contingency. This equated to the amount of reserves that were originally anticipated to be required to support the 2022/23 budget outturn position, but were not ultimately called upon. When set alongside a further unbudgeted grant assumption of £1m, this left a remaining forecast budget pressure of £2.6m.
- 3.8 Cabinet therefore requested that the Strategic Leadership Team engage in immediate mitigating action and develop a structured approach to tackling the remaining forecast deficit through budget recovery action. Subsequently, the Month 5 forecast that Cabinet considered at their 8th November meeting detailed the £2.1m of budget recovery proposals brought forward by services.
- 3.9 These proposals included a targeted vacancy freeze, maximising grants and income, bearing down on all non-essential spend, and identifying eligible capital related costs that could be met from capital funding.
- 3.10 When overlaid with the most up to date budget forecasts, this culminated in a Month 5 forecast over spend of £124k being reported.

Month 6 Revenue budget forecast

Table 1: Budget forecast at Month 6

| Directorate | Shortfall in saving target £000's | In-year budget Pressures / Savings £000's | Total budget pressure at Month 6 £000's | Forecast (Under) / Over Spend @ Month 5 | Variance Month 5 to Month 6 |
|-------------------------|--------------------------------------|--|--|---|-----------------------------|
| | '000's | '000's | '000's | '000's | '000's |
| Social Care & Health | 794 | 2,396 | 3,190 | 2,830 | 360 |
| Children & Young People | 105 | 235 | 340 | 331 | 9 |
| Communities & Place | 509 | 387 | 896 | 959 | (63) |
| Monlife | 37 | (29) | 8 | (18) | 26 |
| Chief Executives Units | 0 | (49) | (49) | (52) | 2 |

| | | | | | |
|--|--------------|--------------|----------------|--------------|--------------|
| Law & Governance | 30 | 90 | 120 | 120 | 0 |
| Resources | 125 | (303) | (178) | (196) | 18 |
| Reserves, Treasury & Financing | 0 | (3,306) | (3,306) | (2,850) | (456) |
| Core service forecast | 1,600 | (579) | 1,021 | 1,124 | (103) |
| | | | | | |
| Unbudgeted grant assumption for remainder of year | | | (737) | (1,000) | 263 |
| Remaining budget deficit at Month 6 | | | 284 | 124 | 160 |

Core service forecast

- 3.11 A service budget deficit of £1.021m is forecast at Month 6, representing a marginal improvement from the previous forecast of £103k.
- 3.12 The deficit is due to a combination of shortfall in services being able to meet their budgeted savings targets of £1.6m; budgetary pressures across three of our frontline service directorates; offset significantly by in-year use of reserves of £2.5m and savings on treasury and financing budgets.
- 3.13 The overall improvement in core service forecast since the last update of £103k comprises of additional grant income notified for Housing support of £263k; favourable movements in treasury forecasts of £456k; offset by a net deterioration in other service area costs of £615k, notably around Adult's social care (£390k) and Waste (£190k).
- 3.14 It is important to note that overall, the revenue budget for the year is being supported by one-off use of revenue reserves totalling £5.5m, £3m of which were approved as part of the original budget, and an additional contribution of £2.5m that was approved by Cabinet at their meeting on the 26th July 2023. Further mitigation is provided by utilising £3m of capital receipts to meet revenue expenditure under regulation.
- 3.15 **In-year service pressures and savings:** *Appendix 1* to this report details the service pressures and savings that have been highlighted at Month 6. At a summary level these primarily relate to the following areas:

Table 2: Service budget pressures and savings

| Pressure / Saving | Pressure / (Saving) £000's | Summary |
|---------------------------------|----------------------------|---|
| Waste Services | 767 | <p>The recycling market remains volatile with increased reprocessing costs and reduction in recycling income. Delays in rolling out polyprop reusable bags due to depot infrastructure and vehicle issues is adding to pressure.</p> <p>This represents a deterioration of £189k from the previous forecast as the recycling market volatility continues to add to overall costs.</p> |
| Fleet | 270 | <p>Fuel and parts inflation remain high, supply chain issues for replacement parts is leading to the outsourcing of repairs to external contractors. Downtime of vehicles is also driving up hire costs.</p> <p>This represents a deterioration of £137k since the previous forecast as a result of the sharp increases in fuel prices since August.</p> |
| Housing/Homelessness | 382 | <p>The Housing team are continuing to review accommodation and the number of B&Bs that we use have reduced to 47 in October, which has reduced our forecast B&B spend. Since the previous forecast the overspend has been part offset by unbudgeted grant funding from WG of £237k.</p> |
| Adults care services | 3,009 | <p>Negotiated Care provider fees are £1.5m more than budgeted following significant hikes in rates in the current market.</p> <p>A further pressure of £1.25m from an increase in care home placements together with an increase in the average cost of placements.</p> <p>A shortfall of £0.8m against budgeted savings targets.</p> <p>This is offset by under spends of £900k in the My Day My Life, and Care at Home vacancies.</p> |
| ALN Transport & Recoupment | 566 | <p>Transport contracts pressure of £650k.</p> <p>Change in ALN formula for schools - all out of county recoupment for mainstream schools will be delegated to schools £445k.</p> <p>Reduction in number of pupils in out of county/independent schools, and further grant funding has resulted in a saving of £529k.</p> |
| MonLife Income / Contact centre | 304 | <p>Borough Theatre £170k and Attractions £80k, both due to lower than budgeted visitor levels. Contact centre £54k due to delays in implementing a restructure and cover for long term sickness.</p> |

| | £000 | £000 | £000 | £000 | £000 | | |
|--------------------------|-----------------|----------------|-----------------|-----------------|--------------|--------------|---|
| Social Care & Health | (3,349) | (146) | (3,495) | (2,701) | 794 | 77.3% | Adult's services - £840k shortfall against £2.0m target due to the complexity and level of demand for care needs restricting progress, some savings being dependent upon third party negotiation, and challenges resourcing some of the service change required. |
| Children & Young People | (1,809) | (432) | (2,241) | (2,136) | 105 | 95.3% | Not possible to meet target of increased ALN recoupment income following changes agreed in the ALN formula for schools |
| Communities & Place | (2,513) | (883) | (3,396) | (2,887) | 509 | 85.0% | <p>£177k shortfall in meeting energy reduction targets following a delay in resourcing the team</p> <p>£160k shortfall in Fleet reduction and mileage reductions following delays in the roll out of the pool car scheme and other initiatives intended to reduce business mileage</p> <p>£70k as changes to Passenger transport routes have not been able to be achieved due to insufficient budget to make the changes necessary to improve the amber route.</p> <p>£17k shortfall as we are unable to change the licencing arrangements for schools and community transport due to the number of vehicles we are operating</p> |
| Monlife | (930) | (362) | (1,292) | (1,255) | 37 | 97.1% | A delay in progressing some staffing reductions |
| Chief Executives Units | (39) | (65) | (104) | (104) | 0 | 100.0% | |
| Law & Governance | (86) | (71) | (157) | (127) | 30 | 80.9% | Additional Land charges income target has been impacted by the downturn in wider economy and will not be met |
| Resources | (991) | (187) | (1,178) | (1,053) | 125 | 89.4% | Property estate rationalisation has not progressed as quickly as anticipated |
| Corporate Costs & Levies | (433) | 0 | (433) | (433) | 0 | 100.0% | |
| Totals | (10,150) | (2,146) | (12,296) | (10,695) | 1,600 | 87.0% | |

Unbudgeted grant assumption

- 3.17 The previous Month 5 forecast included an assumption that a further £1m of unbudgeted grant would be awarded during the remainder of the year, and that this award would allow for core Council expenditure to be met from the additional grant.
- 3.18 Since that forecast, the Council has been notified of additional WG grant funding of £263k to assist in Housing support costs that will offset the Council's core expenditure. The additional grant assumption has consequently been reduced to £737k for the remainder of the year.
- 3.19 Whilst this assumption is in line with trends over recent years, as the year progresses this assumption continues to come with a higher degree of risk following the well documented in-year pressures on the Welsh Government budget.
- 3.20 It was anticipated that the Chancellor's Autumn Statement on the 22nd of November may provide further clarity on the level of further support, if any, that would be provided by way of consequential funding to Welsh Government for the remainder of the year. However, the initial independent analysis of the Statement indicates that there was very little by way of additional funding of a revenue nature that will be of direct or indirect benefit to Local Government in Wales.

Remaining budgetary risks

- 3.21 There remain key specific budgetary risks presenting for the remainder of this financial year and beyond, that have the ability to further impact upon our financial sustainability as a Council:
- **Homelessness presentations** continue to be volatile and a return to higher numbers during the winter period could lead to above forecast use of costly Bed & Breakfast or temporary housing solutions despite the strategies engaged to reduce this;
 - There remains a risk that **further non-delivery of budgeted savings** targets in the current difficult operating environment will impact on both 2023/24 and the medium-term if alternative strategies to deliver savings cannot be found;
 - **Limited reserve cover** – we started the year with £15.4m in useable revenue reserves which has since reduced to £12.9m after allowing for the in-year use of £2.5m. When allowing for the minimum recommend prudent level to be held in the Council fund reserve for emergency use of £7.9m, this leaves only £5m of useable revenue reserves available. All banked capital receipts have currently been committed to this years or future budgets.
 - **National picture** – there is continued pressure on both UK and Welsh Government budgets resulting from the wider economic environment. This has the potential to impact upon levels of further unbudgeted consequential funding.
 - Significant **increased responsibilities** have been transferred to Councils which are not currently being fully funded through the Welsh Government settlement or through specific grants. For 2023/24 this focusses primarily on increased responsibilities around

Homelessness where Monmouthshire has significant specific local factors that impact cost, and the rollout of universal free school meals where inflationary pressures mean costs are significantly above funding levels. Whilst it is hoped that this pressure will be recognised with further funding during the remainder of the year, this remains a key budgetary risk area.

Financial implications and future focus

- 3.22 The continuing financial headwinds, increasing demand for services, funding uncertainty, and the need for service savings now totalling £12m to be delivered within a challenging operating environment present tangible ongoing budget risks for the year.
- 3.23 When this is considered alongside a significant budget gap to be resolved for 2024/25, and a challenging funding outlook in the medium term, there remains a severe risk to the financial sustainability of the Council in the near term.
- 3.24 There is therefore a requirement for all services to bear down on avoidable cost and identify further income opportunities wherever possible for the remainder of the year, in order to limit the call on severely limited useable revenue reserves.
- 3.25 The targeted vacancy freeze that has been enacted will continue through to the end of the year. The more regular financial monitoring arrangements continue, strengthened by the Financial Management Board who continue to focus on high budget risk areas and in regularly assessing the progress being made against budgeted service savings, and the additional budget recovery action.
- 3.26 Whilst the next formal monitoring report will not be until Month 9, Cabinet will continue to receive monthly informal updates on the overall progress being made.
- 3.27 Work will continue to deliver on the structured approach to tackling the underlying budget pressures, which will continue to explore all available options open to the Council. This includes vacancy management, the potential for further or alternative savings, consideration of a pause in capital expenditure, and legitimately maximising all grant funding and income generation opportunities.

4 RESOURCE IMPLICATIONS:

The report itself covers the resource implications of the entirety of the revenue budget activity during the year. There are no further resource implications as a result of the recommendations in this report.

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

5.1 This report provides Members with an update on the early progress being made against the revenue budget of the Authority and carries no decisions. There are therefore no equality and future generations' implications directly arising from this report.

CONSULTEES:

Senior Leadership Team
Cabinet

BACKGROUND PAPERS:

Appendix 1 – Detailed service commentaries, Schools budget forecast, Capital budget forecast
Appendix 2 – Progress against service saving plans
Appendix 3 – Capital budget revisions

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Overall Revenue Position

Table 1: Council Fund 2023/24 Forecast Outturn Summary Statement at Month 6

| Service Area | Original Budget 2023/24 | Budget Adjustments | Revised Annual Budget | Forecast Outturn | Forecast (Under) / Over Spend @ Month 6 | Forecast (Under) / Over Spend @ Month 5 | Variance Month 5 to Month 6 |
|--|-------------------------|--------------------|-----------------------|------------------|---|---|-----------------------------|
| | '000's | '000's | '000's | '000's | '000's | '000's | '000's |
| Social Care, Health & Safeguarding | 63,735 | (90) | 63,644 | 66,834 | 3,190 | 2,830 | 360 |
| Children & Young People | 62,420 | 30 | 62,449 | 62,790 | 340 | 331 | 9 |
| Communities & Place | 26,427 | (1,375) | 25,052 | 25,948 | 896 | 959 | (63) |
| MonLife | 8,188 | (12) | 8,176 | 8,183 | 8 | (18) | 26 |
| Chief Executives Unit | 3,009 | (4) | 3,006 | 2,957 | (49) | (52) | 2 |
| Law & Governance | 2,715 | (2) | 2,713 | 2,833 | 120 | 120 | 0 |
| Resources | 7,017 | 1,247 | 8,264 | 8,087 | (178) | (196) | 18 |
| Corporate Costs & Levies | 29,344 | 2,500 | 31,845 | 29,699 | (2,146) | (2,139) | (7) |
| Net Cost of Services | 202,854 | 2,294 | 205,149 | 207,330 | 2,181 | 1,835 | 346 |
| Appropriations | 5,661 | (2,294) | 3,367 | 2,637 | (730) | (252) | (478) |
| Expenditure to be Financed | 208,515 | 0 | 208,515 | 209,967 | 1,451 | 1,584 | (132) |
| Financing | (208,515) | 0 | (208,515) | (208,946) | (430) | (460) | 30 |
| Net General Fund (Surplus) / Deficit | 0 | 0 | 0 | 1,021 | 1,021 | 1,124 | (103) |
| Unbudgeted grant assumption for remainder of year | | | | | (737) | (1,000) | 263 |
| Net budget pressure at Month 6 | | | | | 284 | 124 | 160 |

Table 2: Council Fund 2023/24 Outturn Detailed Statement

| Service Area | Original Budget 2023/24 | Budget Adjustments | Revised Annual Budget | Forecast Outturn | Forecast (Under) / Over Spend @ Month 6 | Forecast (Under) / Over Spend @ Month 5 | Variance Month 5 to Month 6 |
|---|-------------------------|--------------------|-----------------------|------------------|---|---|-----------------------------|
| | '000's | '000's | '000's | '000's | '000's | '000's | '000's |
| Adult Services | 38,246 | 34 | 38,280 | 41,289 | 3,009 | 2,618 | 391 |
| Children Services | 22,209 | (26) | 22,183 | 22,390 | 207 | 211 | (4) |
| Public Protection | 1,790 | (4) | 1,786 | 1,849 | 63 | 63 | 0 |
| SCH Support | 1,489 | (94) | 1,396 | 1,306 | (89) | (62) | (28) |
| Social Care, Health & Safeguarding | 63,735 | (90) | 63,644 | 66,834 | 3,190 | 2,830 | 360 |
| Emergency Planning | 170 | 0 | 170 | 168 | (1) | (1) | 0 |
| Individual Schools Budget | 50,423 | 30 | 50,453 | 50,629 | 176 | 134 | 41 |
| Resources | 1,140 | (1) | 1,139 | 738 | (400) | (388) | (13) |
| Standards | 10,686 | 1 | 10,687 | 11,254 | 566 | 585 | (19) |
| Children & Young People | 62,420 | 30 | 62,449 | 62,790 | 340 | 331 | 9 |
| Enterprise, Housing & Community Animation | 4,564 | (940) | 3,624 | 3,888 | 264 | 525 | (261) |
| Facilities & Fleet Management | 10,805 | (194) | 10,610 | 10,800 | 190 | 220 | (31) |
| Neighbourhood Services | 9,306 | (24) | 9,282 | 9,949 | 667 | 500 | 166 |
| Placemaking, Highways & Flood | 1,752 | (216) | 1,536 | 1,311 | (224) | (286) | 62 |
| Communities & Place | 26,427 | (1,375) | 25,052 | 25,948 | 896 | 959 | (63) |
| Communications | 203 | 0 | 203 | 177 | (25) | (24) | (2) |
| Countryside & Culture | 1,157 | 0 | 1,157 | 1,073 | (84) | (83) | (0) |
| Finance & Business Development | 4,170 | (10) | 4,160 | 4,411 | 250 | 174 | 77 |
| Leisure, Youth & Outdoor Adventure | 2,658 | (2) | 2,656 | 2,522 | (134) | (85) | (49) |
| MonLife | 8,188 | (12) | 8,176 | 8,183 | 8 | (18) | 26 |
| Policy, Scrutiny & Customer Service | 1,236 | (3) | 1,234 | 1,222 | (11) | 6 | (17) |
| People | 1,773 | (1) | 1,772 | 1,734 | (38) | (57) | 19 |
| Chief Executives | 3,009 | (4) | 3,006 | 2,957 | (49) | (52) | 2 |
| Democratic Services | 1,634 | (1) | 1,633 | 1,770 | 137 | 137 | 0 |
| Legal and Land Charges | 1,022 | (1) | 1,021 | 1,000 | (21) | (22) | 1 |
| People | 59 | 0 | 59 | 63 | 4 | 4 | 0 |
| Law & Governance | 2,715 | (2) | 2,713 | 2,833 | 120 | 120 | 0 |
| Commercial, Corporate & landlord Services | 1,597 | (4) | 1,593 | 1,661 | 67 | 51 | 17 |
| Corporate Health & Safety | 77 | 0 | 77 | 77 | 0 | 0 | 0 |
| Finance | 2,505 | 1,132 | 3,637 | 3,396 | (242) | (243) | 1 |
| Information Communication Technology | 2,837 | 119 | 2,957 | 2,953 | (4) | (4) | 0 |
| Resources | 7,017 | 1,247 | 8,264 | 8,087 | (178) | (196) | 18 |

| Service Area | Original Budget 2023/24 | Budget Adjustments | Revised Annual Budget | Forecast Outturn | Forecast (Under) / Over Spend @ Month 6 | Forecast (Under) / Over Spend @ Month 5 | Variance Month 5 to Month 6 |
|---|-------------------------|--------------------|-----------------------|------------------|---|---|-----------------------------|
| Precepts & Levies | 24,578 | 0 | 24,578 | 24,578 | 0 | 0 | 0 |
| Coroner's costs | 171 | 0 | 171 | 189 | 18 | 18 | 0 |
| Archives costs | 213 | 0 | 213 | 213 | 0 | 0 | 0 |
| Corporate Management | 355 | 0 | 355 | 239 | (116) | (116) | 0 |
| Pension related costs | 757 | 0 | 757 | 757 | 0 | 0 | 0 |
| Strategic Initiatives | 1,642 | 2,500 | 4,142 | 2,102 | (2,040) | (2,040) | 0 |
| Insurance | 1,628 | 0 | 1,628 | 1,621 | (7) | (0) | (7) |
| Corporate Costs & Levies | 29,344 | 2,500 | 31,845 | 29,699 | (2,146) | (2,139) | (7) |
| Net Cost of Services | 202,854 | 2,294 | 205,149 | 207,330 | 2,181 | 1,835 | 346 |
| Interest & Investment Income | (925) | 0 | (925) | (1,475) | (550) | (111) | (439) |
| Interest Payable & Similar Charges | 6,953 | 0 | 6,953 | 6,945 | (8) | 11 | (19) |
| Charges Required under Regulation | 6,800 | 0 | 6,800 | 7,023 | 223 | 124 | 99 |
| Other Investment Income | 0 | 0 | 0 | (42) | (42) | (24) | (18) |
| Borrowing Cost Recoupment | (3,658) | 0 | (3,658) | (4,011) | (353) | (252) | (101) |
| Contributions to Reserves | 63 | 0 | 63 | 63 | 0 | 0 | 0 |
| Contributions from reserves | (3,572) | (1,109) | (4,681) | (4,681) | 0 | 0 | 0 |
| Contribution from Council Fund | 0 | (1,185) | (1,185) | (1,185) | 0 | 0 | 0 |
| Appropriations | 5,661 | (2,294) | 3,367 | 2,637 | (730) | (252) | (478) |
| Expenditure to be Financed | 208,515 | 0 | 208,515 | 209,967 | 1,451 | 1,584 | (132) |
| General Government Grants | (91,451) | 0 | (91,451) | (91,451) | 0 | 0 | 0 |
| Non-Domestic Rates | (31,224) | 0 | (31,224) | (31,224) | 0 | 0 | 0 |
| Council tax | (93,642) | 0 | (93,642) | (93,792) | (150) | (200) | 50 |
| Council Tax Benefit Support | 7,802 | 0 | 7,802 | 7,522 | (280) | (260) | (20) |
| Financing | (208,515) | 0 | (208,515) | (208,946) | (430) | (460) | 30 |
| Net General Fund (Surplus) / Deficit | 0 | 0 | 0 | 1,021 | 1,021 | 1,124 | (103) |

| | | | |
|--|--------------|----------------|------------|
| Unbudgeted grant assumption for remainder of year | (737) | (1,000) | 263 |
| Net budget pressure at Month 6 | 284 | 124 | 160 |

DIRECTORATE – DIVISION VARIANCE COMMENTS

| SOCIAL CARE, HEALTH & SAFEGUARDING | Month 5 | Month 6 | Month 9 | Outturn |
|---|----------------|----------------|----------------|----------------|
| Deficit / (Surplus) £'000s | 2,830 | 3,190 | 0 | 0 |

The Social Care directorate continues to make in-roads into its identified savings targets; however, a number of key areas, particularly within adults services, remain challenging. The service continues to deal with high demand and complexity of people's needs making the balance between reducing costs and ensuring that people have their basic needs met is a challenging one. Increased oversight of spend is in place across the system.

Similarly, within adults services effective negotiations with care providers have allowed costs associated with fees and charges to be controlled. We are still experiencing demand led pressures particularly following hospital discharge, care home placements and care in the community.

It is pleasing to note that the work within children's services placement planning is showing good outcomes, and that the overall numbers of children coming into care continues to remain stable with a slight downward trend over the last 3 years. There are a number of key risks within the service which have an impact on cost including the insufficiency of children's placements. [The numbers of Unaccompanied Asylum Seeking Children entering the county has increased significantly which whilst cost neutral in itself puts renewed pressure on placements and on wider resources.]

Additionally the service is benefitting from a number of Welsh Government grants some of which are known to be short-term and others of which remain uncertain with regards to how long they might be available. Services supported by grants are deeply integrated into the core deliver of the service and contribute heavily to managing demand and supporting the delivery of savings.

ADULT SERVICES

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|-----------------------------------|----------------|----------------|----------------|----------------|
| Deficit / (Surplus) £'000s | 2,618 | 3,009 | 0 | 0 |

Chief Officer summary: There is a £3.009m overspend forecast in Adult Services.

Progress against savings mandates remains challenging particularly with regard to the reduction of care at home hours and care home placements. Following an initial review pilot process in the central area, initial savings associated with the reduction of care packages was identified as £80K. The work to reduce and change the care packages with individuals is underway and the review process that was established is now extending out across the service based on the work. To monitor this we are tracking the total number of people in receipt of care at home against the total number of care hours delivered. It is also positive to note that the numbers of unmet need care at home hours has continued to show overall reductions.

We continue to show a deficit against saving mandates associated with Continuing Health Care. Some recent cases have been successfully pursued with health which has allowed us to generate £171K of savings against a target of £550K.

The main pressures are down to the £1.5M provider fees. At the beginning of the year this was calculated at £2M; however, after extensive fair fee negotiations with provider agencies we were able to reduce this by £0.5M.

A further pressure of £1.25M has arisen through continued increase in care home placements together with an increase in the average cost of care home placements. A gatekeeping panel has been

established to provide oversight to all requests for high-cost care packages including residential placements. Residential placements are now used in situations where the cost of care at home would exceed the cost of a residential placement, contributing to the continued rise in residential placements.

The overspend has been assisted by £900K underspends within MDML and Care at Home vacancies, and the £1.1M Social Care Workforce and Sustainability Grant, leading to the true underlying overspend more in the region of £5M, coupled with debt for care charges still running high at £1.802M.

Budget recovery measures are being enacted including increasing the oversight of all new packages of care against tightened eligibility criteria.

CHILDREN SERVICES

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 211 | 207 | 0 | 0 |

Children's services have been able to capitalise on their progression planning activity with individual children, bringing children into placements that are closer to home and more in keeping with their care and support needs and longer-term personal outcomes. This has included supporting some children to return home, or, for older children, into more independent settings. Additional family support services have been put in place to support this endeavour – with the service benefitting from Welsh Government grants to achieve this.

The overall £207K overspend within children's service is largely due to the increased cost of new placements and demand.

The service continues to have an over-reliance on agency staff working in critical areas of the service, particularly child-protection. The service is reviewing all agency assignments and accelerating agency exit plans wherever possible to contribute to budget recovery measures. The service is working in accordance with the All Wales pledge in order to control the costs associated with agency-worker fees.

PUBLIC PROTECTION

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|-------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'s | 63 | 63 | 0 | 0 |

The deficit results from the staff restructuring saving mandate not being delivered, as a consequence of the Head of Public Protection post being retained. A vacant EHO post has been deleted which partly offsets this budget pressure.

SCH SUPPORT

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (62) | (89) | 0 | 0 |

Due to vacancy savings within the directorate finance team.

CHILDREN & YOUNG PEOPLE DIRECTORATE

| | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 331 | 340 | 0 | 0 |

Chief Officer summary: The Directorate's Month 6 position is a forecast overspend of £340,334. This overspend is largely due to ALN Transport (£650k) and a reduction in ALN Recoupment (£445k).

We have been able to partly offset our overspend by successfully developing our in County ALN provision, which has resulted in a reduction of the number of ALN pupils attending Out of County or Independent placements.

All opportunities to make savings are being reviewed. This includes the cost of ALN Transport and any vacancies that may occur in the Directorate.

Emergency Planning

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|-------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'s | (1) | (1) | 0 | 0 |

Individual Schools Budget

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 134 | 176 | 0 | 0 |

The overspend is largely due to an increase in transport costs and we are working with the PTU to try and minimise these costs going forward:

- £56k Post-16 Transport
- £20k Bus to Caldicot School
- £12k Llandenny to Usk Transport

A further overspend of £46k has been due to the 2022/23 Pay Award, which has caused the SRS costs to increase for all schools. This pressure was not known at the time of agreeing the Service Level Agreements (SLA's) and so it could not be passed onto the schools, and we have also included the £38.6k Prudential Borrowing Charge in our forecast.

Resources

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (388) | (400) | 0 | 0 |

The under spend of £400,305 is due to the following:

- £270k – releasing reserve and in year income from the Photovoltaic Recharges cost centre (solar panel income)
- £45k – staff cost savings through vacancies
- £45k – grant offsetting staff costs
- £25k - savings on ICT, as budgeted costs for SIMS Centralisation costs not incurred and Address Cleaning will now take place in 24/25
- £14k – grant offsetting ALN licencing costs

Standards

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 585 | 566 | 0 | 0 |

The overspend of £566k is due to the following:

- £650k ALN Transport – forecast revised based on actual costs incurred this year, and following re-tender where costs have significantly increased.
- £445k reduction in ALN Recoupment – with the recent changes in ALN formula for schools, all out of county recoupment for mainstream schools will be delegated to support pupils.
- £59k Breakfast clubs – increase in catering costs and reduction in income
- £18k - ALN Administration Service – unable to currently make the employee related savings

Offset by:

- -£378k saving on ALN Out of County – reduction in number of pupils in out of county schools has resulted in a saving
- -£112k saving in independent schools – reduction in the number of pupils requiring places
- -£10k saving in Education Psychology – due to staff savings
- -£98k grants used to offset staff costs
- -£11k Early Years staff cost savings

| COMMUNITIES & PLACE DIRECTORATE | Month 5 | Month 6 | Month 9 | Outturn |
|--|----------------|----------------|----------------|----------------|
| Deficit / (Surplus) £'000s | 959 | 896 | 0 | 0 |

Chief Officer summary: The Directorate is forecasting an overspend of £896k at Month 6, an improvement on the previous position. The inflationary rises, supply chain issues, market instability and a post-covid environment continue to impact upon the cost of the provision of key services. This can be seen in waste services as an example where the recycling market remains volatile with increased cost and reduced income. In addition, national policy changes are continuing to impact upon the services particularly within school catering (Universal Free School Meals) and housing (Homelessness) which are not attracting full funding.

Each service area sets out the detail behind these projections in the next sections of this report. Across all services, we will continue to ensure that all eligible costs are claimed from any funding available. All opportunities to make savings are continuing to being reviewed and budge recovery proposals implemented.

| Enterprise, Housing & Community Animation | | | | |
|--|----------------|----------------|----------------|----------------|
| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
| Deficit / (Surplus) £'000s | 524 | 264 | 0 | 0 |

Enterprise & Community Animation is forecasting a £264k over spend at month 6, an improvement of £260k since M5, this is mainly due to: -

- **Enterprise Mgt** - £52k over spend – No change from M5, our partner contribution towards City Deal has increased over and above available budget by £13k, on top of this senior management costs have exceeded budget due to the inability to make vacancy factor savings and an over spend in subscription and software costs.

- **Housing** - £382k over spend, this can be broken down into these main areas: -

- **Homelessness** – £198k over spend:

The Housing team are continuing to review accommodation and the number of B&Bs that we use have reduced to 47 in October, this has helped reduce our forecast B&B spend projection to £2.177m for the year. Ancillary spend including security, storage and damage repairs is now forecasting to be £657k. The majority of this cost will be offset by Housing Prevention grant of £467k and Housing Benefit of £1.458m but overall we are still left with a £135k shortfall against budget.

There is a further over spend relating to B&B placements in our benefits service due to the funding subsidy gap between what we pay in Housing benefit and what we can claim back from the DWP, currently this is forecast to be £300k over available budget.

The overspend has been part offset by windfall grant funding from WG of £237k that was not known in August and is the main reason for the improvement in position since M5.

This is a volatile area where accommodation demands can fluctuate month by month and officers are continually reviewing placement options to try and limit costs.

- **Shared Housing & Private Leasing** - £185k over spend – damage repair costs across our hostels and leased accommodation remains high and exceeds available budget. As mentioned at M5 we had similar issues last year but these were funded by additional HPG grant, we have recently received news of additional grant funding for this year that has allowed us to fund some of these costs and is the reason for the £30k improvement from M5.
- **Strategic Services** – £1k under spend – Staff under spend due to savings from a vacancy offset by unbudgeted Pension strain costs that were not known at M5.

- **Business Growth & Enterprise** – £169k under spend – this is as a result of managed staff savings due to the funding of core staff costs in Economic development (£133k) by grant as per M5 budget recovery plan and vacancy savings in the Strategic Operations Team due to the delay in the restructure that has only just been agreed (£37k).

- **Procurement** – On Budget.

Facilities & Fleet Management

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 220 | 190 | 0 | 0 |

Facilities, Fleet & De-carbonisation are forecasting a £190k over spend, due to-

- **Schools Catering** – Break-even – Current projection is that the cost of the roll-out of UFSM will **exceed our available budget by £137k** due to the increase in additional staff, materials and equipment required to cope with the uplift in meal numbers. WG are currently paying us £2.90 per meal but this isn't sufficient to cover costs, they are reviewing the meal rate and we will know in the autumn of the updated figure so we are assuming at M6 that this shortfall will be fully funded, although it must be noted that given the overall Welsh Government budget challenges this year there is a degree of risk that further funding will not materialise and we will have to cover the shortfall ourselves.
- **Passenger Transport** – Break-even – The budget pressure from external operator costs reported at Month 5 still remains with additional contracts and hand-back re-issues resulting in

a £396k overspend. This has been part offset by a £63k underspend in internal commissioning mainly due to private hire income and additional bus operator grant funding of £170k – on top of this the service recently received notice that we were owed additional BES grant, this one-off windfall was not known in August and is the reason for the improvement in position since M5.

- **Regional Transport Team** - £37k under spend – staff under spend as we have been able to use capitalisation directive to fund core service cost.
- **Car Salary Sacrifice Scheme** – £12k over spend – no change from M5, the number of members in the scheme has reduced in recent years to a point where the actual savings being made have fallen below budgeted levels.
- **Fleet maintenance** - £270k over spend – As reported at M5 pressures from fuel and parts inflation coupled with supply chain issues driving up external repair and replacement hire costs remain the main reasons for the overspend. The unit is on target to meet the £185k budget recovery measures built in as part of the authority recovery plan but there is an adverse swing of £137k since M5. This is mainly due to the sharp increases in fuel prices since August, these would not have been built in at M5 and when factored into our annual projections increases our fuel forecast by an additional £100k. We are also now projecting that vehicle hire costs will exceed our original projections. Officers will continue to review our fleet requirements to mitigate spend where possible.
- **Building Cleaning & Public Conveniences** - £69k under spend – mainly down to part year staff vacancy savings and the managed reduction in non-essential spend.
- **Solar Farm & Sustainability** - £77k under spend – due to improved income mainly from our PV installations caused by the increased market rates for energy.
- **De-Carbonisation Team** - £90k over spend – due to savings in staff costs of £161k as a result of 4 vacancies within the team, 2 of which will now not be filled as per the M5 recruitment freeze. We have also received grant funding of £26k which will help offset core costs. These underspends have been offset by the inability to achieve the full corporate energy target by £177k and the total mileage saving of £100k so even though the position has improved by £39k since M5 we still have a budget pressure to manage.

Neighbourhood Services

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 500 | 667 | 0 | 0 |

Neighbourhood Services are forecasting to over spend by £667k, this is due to-

- **Streetlighting** – £50k under spend – this is due to a managed underspend in maintenance as per the budget recovery plan where we have passported qualifying maintenance costs to available capital funding.
- **Highways Operations & SWTRA** – £50k under spend – Highways Operations is reporting a £50k underspend as a result of the rationalisation of our sweeping function to reduce costs as agreed in the authority’s budget recovery plan. The work undertaken for SWTRA (South Wales Trunk Road Agency) is currently on target to come in within budget.
- **Waste & Street Scene** - £767k over spend – this can be broken down into 2 main areas:-
 - **Waste Services** - £767k over spend - The recycling markets remain volatile and the downturn continues to increase reprocessing costs and reduction in recycling income, our month 5 forecasts did not anticipate the level of these increases and is the reason for the uplift in projected overspend of £189k from last month’s report.

The targets for trade waste income were very challenging and the new legislation on workplace recycling will see a further increase in base costs from April. The projected drop in garden waste customers did not occur, income is above prediction but extra customers are taking additional resource to service demand.

- **Grounds Maintenance** – Break-even – a £23k improvement since M5, a review of income projections coupled with staff savings from a vacant post and a reduction in all non-essential spend has brought the budget back in line

Placemaking, Highways & Flood

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (286) | (224) | 0 | 0 |

Placemaking, Highways & Flood is forecasting to under spend by £224k, this is as a result of -

- **Planning & Building Control** – £81k overspend – Building control is projecting a further deterioration in income due to the downturn in the economy, the service is now reporting a £77k overspend, an increase of £55k since M5. Planning is reporting a small overspend in supplies and services of £4k.
- **Planning Policy & LDP** – Reporting a balanced budget.
- **Car Parks & Civil Parking Enforcement** - £33k overspend – income forecasts are projecting a shortfall against budget across the service of £52k. PCN fines are down due to staff absence, pay & display income is down due to the new car parks at Severn Tunnel and Wyebridge street not bringing in expected levels and we are also seeing a reduction in the issue of parking permits. We are also forecasting an increase in professional services fees, card payment fees, machine maintenance fees and software costs (total £39k), these have been offset by under spends on rates (£27k) and staff savings from vacancies (£31k).

Highways management & flooding - £339k under spend – Projections are still indicating that fee income across the department will exceed budgets mainly in road closure, inspection and SABs fees. In addition, there has been an increase in staffing underspend as the part year staff vacancy savings reported at M5 have now grown as most of the posts will not be filled as part of the recruitment freeze to aid with M5 budget recovery.

| MONLIFE DIRECTORATE | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (18) | 8 | 0 | 0 |

Chief Officer summary: The Directorate is forecasting an overspend of £8k at Month 6, which is broadly in line with expectations at Month 5. Inflationary rises, market instability and a post-covid environment continue to impact upon the cost of delivering key services. The primary areas of pressure being the Borough Theatre, Attractions, Markets, and the Contact Centre. The Borough Theatre has only reopened this year and is still recovering from the covid pandemic. This year's adverse weather has been detrimental to income delivery at our attractions, our Markets have not returned to pre covid levels and the contact centre remains under pressure due to increased demand and software updates.

| (MonLife) Countryside & Culture | | | | |
|---------------------------------|---------|---------|---------|---------|
| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
| Deficit / (Surplus) £'000s | (83) | (83) | | |

Countryside and Culture are predicted to under spend by £83k due to higher than anticipated grant income.

(MonLife) Communications

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (24) | (25) | 0 | 0 |

Central communications are predicted to under spend by £25k due to the secondment of Central Communications Manager.

(Monlife) Finance & Business Development

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 174 | 250 | 0 | 0 |

Finance and Business Development are predicted to overspend by £250k, the primary areas of significant pressure are:

Borough Theatre which is predicted to overspend by £170k due to lower than anticipated income levels, the section is still recovering, and full growth is not expected for another 12months. Service improvement relates to utilisation of grants to fund core staff as agreed in the budget recovery plan.

Attractions which are predicted to overspend by £80k due to lower-than-expected income. Visitor numbers to all our attractions have been significantly impacted by the adverse weather conditions, the section will look to reduce further costs and look at any opportunities for further income generation, this is limited as the service approaches season closure.

Contact Centre which is predicted to overspend by £54k due to higher than anticipated staffing levels to cover long term sick, delays in implementing restructure which impacted forecast savings, failure to meet employee related savings along with inflation on existing essential contracts.

These pressures are off-set by £58k underspend on museums which includes one off call on reserves of £30k as per the budget recovery plan.

(Monlife) Leisure, Youth & Outdoor Adventure

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (85) | (133) | 0 | 0 |

Leisure, Youth & Outdoor Adventure are predicted to underspend by £133k, with the overspend in outdoor adventure and youth being mitigated by higher than anticipated income at Monmouth Leisure Centre and higher than budgeted grant in sports development.

This remains an area of concern and requires close monitoring due to the significant income targets and the effect of the cost-of-living crisis on disposable income and future memberships.

| CHIEF EXECUTIVE'S UNIT DIRECTORATE | Month 5 | Month 6 | Month 9 | Outturn |
|------------------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (52) | (49) | 0 | 0 |

Chief Officer summary: Chief Executives is forecasting to underspend by £49k as a result of in-year recovery action mitigating some budget pressures.

This is largely due to salaries increased above available budgets and an inability to achieve the 3% vacancy factor which is built into budgets due to low staff turnover. We have also seen an increase in the

subscriptions charged by external bodies. The major area of service overspend is Welsh language translations which are required to comply with the Welsh Language Standards. A key post has been held vacant with work being done by other officers to try and redress the overspend.

Policy, Scrutiny & Customer Experience

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|-----------------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (11) | (11) | 0 | 0 |

Policy, Scrutiny & Customer Experience is forecasting to under spend by £11k, the outturn position is made up of a number of under and over spends across the division with the main variances being :-

- **Corporate** - £45k over spend – Mainly staffing over spend due the full cost of CEO's PA which only had budget for a part time post, increase in a senior officer's banding after a realignment of responsibilities at Strategic Leadership Team which has no budget and the inability to meet vacancy factor savings.
- **Equalities & Welsh Language** - £19k under spend – Currently projecting a £69k under spend in staffing due to the delay in filling the Equalities officer post, this has been mostly offset by a £49k over spend in Welsh language costs due to the volume of external translation expected this year.
- **Levies, Subscriptions & Donations** - £20k over spend – membership subscriptions to external bodies such as the WLGA and LGA have increased over and above available budget.
- **Scrutiny** - £8k over spend – staffing costs are exceeding budget mainly own to inability to make vacancy factor savings.
- **Policy & Partnerships** – £65k under spend – mainly because of staff savings across the section where we have vacant posts within the community safety & CCTV teams and underspends in the GIS team as we have been able to passport core staff costs to capital.

People (CEO)

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|-----------------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (41) | (38) | 0 | 0 |

People Services is forecasting to under spend by £38k, the main variances are as follows:

- **Payroll & System support** - £96k over spend – The main reason is the service is currently in the process of changing the recruitment system and have exceeded budget due to the overlap costs of changing from one system to the other, in addition staff costs are above budget due to the employment of 2 temporary staff to provide additional resource whilst the system is embedded (these were reported in People Mgt at M5) and the inability to meet vacancy factor savings.
- **People Management** - £12k under spend – Staff overspends due to honoraria payments and the inability to meet the vacancy factor saving have been offset by an increase in income as SLA recharges have exceeded budget.
- **Occupational Health** - £11k under spend – No change from month 5 - service demand is down resulting is an under spend against budget.
- **Corporate Training** - £111k under spend – Mainly as a result of staff vacancies (3) within the unit, one of which is the Head of Workforce planning & Development - the delay in filling this post has generated a sizeable in-year saving.

LAW & GOVERNANCE DIRECTORATE

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|-----------------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 119 | 119 | 0 | 0 |

Chief Officer summary: Law & Governance is forecasting to over spend by £119k, primarily due to an increase in members costs, alongside income shortfalls in Legal and land charges.

Every effort is being made to identify mitigating savings to recover the overall position, with £65k currently identified as part of the wider budget recovery plan. This includes looking at all uncommitted expenditure, the potential to capitalise system costs, and holding vacant posts open.

Democratic Services

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 137 | 137 | 0 | 0 |

Democratic Services is forecasting to overspend by £137k, this is due to:

- **Members** - £124k overspend – No change from Month 5 - the cost of elected members has increased over budget this year and is down to a number of factors. The members pay award was agreed at 4.75% for 23-24, this is over the 4.25% built into the budget so has caused a small pressure. The number of co-opted members has increased and the projected cost for these is anticipated to be £28k over previous years. We have seen a higher uptake in members joining the Superannuation scheme than in previous years and this has increased staff oncosts over available budget. There is a vacancy factor saving built into the budget, this will only be partially achieved this year causing a further pressure.

Democratic Services - £13k overspend – No change from Month 5 - this is mainly due to an increase in the cost of our ModGov support within the committee section offset by improved grant in Electoral Management

Legal and Land Charges

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|-------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'s | (22) | (22) | 0 | 0 |

Legal and Land charges is forecasting a £22k under spend:

- **Legal** - £27k underspend – staff savings generated by the gap in filling the Head of Governance post have been increased by a further £38k by the decision not to fill a post in line with the freeze on recruitment as part of the authority's budget recovery plan. This has been offset by a projected under recovery of income due to the inability this year to charge core staff costs to capital projects.
- **Land Charges** - £6k over spend – Search fees have been impacted by the downturn in the housing market resulting in a budget pressure in income, this has been part offset by a saving in staffing due to a vacant post and a £3k underspend in supplies & services as we have been able to fund an essential server upgrade via capital funding.

People

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 4 | 4 | 0 | 0 |

- **Organisational Development** - £4k overspend – No change from Month 5 - Staff over spend due to the inability to meet vacancy factor saving.

RESOURCES DIRECTORATE

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (196) | (178) | 0 | 0 |

Chief Officer summary: At month 6 the Resources directorate is forecasting to under spend by £178k, resulting from the in-year budget recovery savings being incorporated into the forecast.

Whilst there has been a small deterioration in the forecast since month 5 of £18k efforts continue and to ensure that the opportunity to further reduce cost or increase income and savings opportunities are taken to support the overall Council objective of ensuring a balanced budget position is achieved by year-end. To that end the need to cease non-essential spend and in holding vacancies within the protocol established will continue to be maintained throughout the year.

Notwithstanding the in-year budget recovery savings the pressures continue to be within the corporate & commercial landlord budget, which is offset by savings within finance.

Efforts continue to improve the shortfall in savings and income across Landlord Services, in relation to property rationalisation savings, continued improvement in commercial investment performance and wider income generation across the portfolio and in particular county farms, industrial units and cemeteries.

Finance

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (243) | (242) | 0 | 0 |

Finance is forecasting to under spend by £242k, this is mainly due to -

- **Revenues** - £30k under spend – due to :-
 - **Benefits & Council Tax** - £8k over spend – due to a £16k residual budget pressure from the Finance restructure and potentially reduced summons income in Council Tax and a £2k increases in software costs in Benefits. This has been partially offset by one off administration grant income for Welsh Government Retail Relief scheme.
 - **Debtors & Charity relief** – £37k under spend – due to one off burden funding for administering the Energy schemes on behalf of UK Govt, savings from a part year vacancy and a managed underspend in supplies and services.
- **Finance** - £180k under spend – Staff savings due to vacancies as the section is awaiting a restructure.
- **Audit** – £9k under spend – Staff savings as recruitment has been frozen in line with the budget recovery plan.
- **Systems & Exchequer** – £22k under spend – there is a net under spend within the section due to a staff vacancy in Cashiers that has not been filled in line with the current recruitment freeze and a reduction in software costs as system development has been paused to help in-year budget recovery. In addition we have seen an uplift in income from school recharges, Ukraine funding and capitalisation.

Future Monmouthshire

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 0 | 0 | 0 | 0 |

Future Monmouthshire is forecasting to return a balanced budget.

| Information, Communication & Technology | | | | |
|---|----------------|----------------|----------------|----------------|
| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
| Deficit / (Surplus) £'000s | (4) | (4) | 0 | 0 |
| <ul style="list-style-type: none"> • ICT - £4k under spend - this is due to an underspend in the Cyber Security Team due to a managed reduction in non-essential spend as per the authority budget recovery plan. | | | | |
| Commercial & Corporate Landlord | | | | |
| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
| Deficit / (Surplus) £'000s | 51 | 67 | 0 | 0 |
| Commercial & Corporate Landlord services is forecasting overspend by £67k, due to :- | | | | |
| <ul style="list-style-type: none"> • Investment Properties - £143k overspend, due to – <ul style="list-style-type: none"> ○ Newport Leisure Park - £47k overspend – NLP is expected to generate a £290k surplus after loan repayments, however this falls short of the £337k budget target for 23-24. The £47K shortfall relates to unbudgeted rates on vacant units and rent-free periods for new tenants reducing turnover in 23-24. In 24-25 we will see these unexpected expenses reduce and income increase as the rent-free period ends. ○ Castlegate Business Park - £96k overspend – Castlegate is forecasting to overspend by £96k, this relates to the unbudgeted utility costs associated with our vacant units, the section continues to work on improving the vacancy rate which will help reduce this over spend by year end. • Landlord Services - £68k overspend – The budget includes a £215k saving from the rationalisation of our property portfolio – currently we are only estimating to find £50k this financial year. This overspend has been part offset by improved rental income, a salary saving due to the freezing of a vacant post and a one-off grant to cover the Ukrainian welcome centre. • Shared Accommodation - £21k under spend – Staff savings due to a vacant cleaner post and improved income. • County Farms - £33k under spend – Lettings have improved resulting in increased rental income. • Industrial Units - £22k under spend – Rental income has increased above budget due to a number of new lettings. • Cemeteries - £57k under spend. Burial income is projected to come in higher than budget. • Property Services - £10k under spend – the service is now reporting an underspend as a result of a vacant post in office services that will now not be filled in line with the M5 recruitment freeze. | | | | |
| CORPORATE COSTS & LEVIES DIRECTORATE | | | | |
| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
| Deficit / (Surplus) £'000s | (2,139) | (2,146) | 0 | 0 |
| Precepts & Levies | | | | |
| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
| Deficit / (Surplus) £'000s | 0 | 0 | 0 | 0 |

No variance forecast at month 6.

Coroners Services

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 18 | 18 | 0 | 0 |

Coroner's Service are forecasting an over spend due to the urgent restructuring of the service as required by the Chief Coroner of England and Wales.

Corporate Management

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (116) | (116) | 0 | 0 |

Increased income due to favourable rateable value adjustments on Council owned properties.

Non-Distributed Costs

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 0 | 0 | 0 | 0 |

No Forecast variance at Month 6

Strategic Initiatives

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (2,040) | (2,040) | 0 | 0 |

Unallocated reserve funded budgets of £3m that are mitigating the overall over spend within the Authority, offset by provision for the final level of LGE pay award which is £960k above budgeted levels.

Insurance

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 0 | (7) | 0 | 0 |

The Council has been out to tender for its insurance cover which resulted in premiums payable for 2023/24 being slightly less than anticipated and reflective of a very competitive insurance market. Additional premiums can arise during the year if further assets are acquired by the authority and require insurance cover.

APPROPRIATIONS DIRECTORATE

| | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (251) | (730) | 0 | 0 |

Interest & Investment Income

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (111) | (550) | 0 | 0 |

Higher than anticipated cash balances throughout the year to date have contributed to higher investment balances and a reduced need for borrowing. If this trend continues for the remainder of the year, there may be further scope for increased underspends in this area.

The performance of investments in money market funds and DMO deposits continue to improve with rising interest rates. Since M5 further improvement in rates and larger invested balances have significantly improved the position.

Interest Payable & Similar Charges

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 12 | (8) | 0 | 0 |

Interest payable remains near target despite raising interest rates. The budget has been helped by a lower-than-expected temporary loan requirements combined with forward starting loans locking into beneficial rates. A Lender Option Borrower Option (LOBO) loan has also been repaid early reducing in year interest. The temporary loan requirement has reduced further since M5 reducing borrowing costs.

It should be noted that the authority has been able to achieve lower short-term borrowing rates by arranging forward starting loans in a rising interest rate environment. As we have likely reached a peak interest rate there is no longer a benefit in forward starting loans.

Charges Required Under Regulation

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | 124 | 223 | 0 | 0 |

This budget covers the statutory amount the Council is obliged to set aside to fund future loan principal repayments (Minimum revenue provision – MRP) and the forecast is slightly higher than the £6.7m budget due to higher spend than anticipated in the 2022/23 capital programme that was funded from borrowing (MRP costs start the year after the corresponding expenditure). Additional charges have been made since M5 for vehicles disposed/written off. This movement is matched by and underspend in Borrowing Cost Recoupment.

Other Investment Income

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (24) | (42) | 0 | 0 |

Unexpected one-off income related to discharge of SRS business capital advance and interest relating to the late payment on the balance of Hilston Park disposal (latter received since M5).

Borrowing Cost Recoupment

| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
|----------------------------|---------|---------|---------|---------|
| Deficit / (Surplus) £'000s | (252) | (353) | 0 | 0 |

This budget represents a technical accounting adjustment where borrowing costs relating to the purchase of capital assets is repatriated from service budgets to ensure that the full life cost of assets is borne by the end user. The variance to budget relates to vehicles purchased at the end of 2022/23 which were originally anticipated to be financed through a sale and leaseback arrangement, however following an options appraisal were found to be more cost effective to be purchased outright and financed from borrowing. Since Month 5 additional vehicles have been disposed of and written off resulting in additional recoupment. This movement is matched by an opposite variance in MRP charged.

| FINANCING DIRECTORATE | Month 5 | Month 6 | Month 9 | Outturn |
|-----------------------|---------|---------|---------|---------|
|-----------------------|---------|---------|---------|---------|

| | | | | |
|---|----------------|----------------|----------------|----------------|
| Deficit / (Surplus) £'000s | (460) | (430) | 0 | 0 |
| Council Tax Benefit Support | | | | |
| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
| Deficit / (Surplus) £'000s | (260) | (280) | 0 | 0 |
| The number of awards is currently relatively stable and have returned to pre pandemic levels. | | | | |
| Council Tax | | | | |
| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
| Deficit / (Surplus) £'000s | (200) | (150) | 0 | 0 |
| Generally the tax base remains strong. We continue to see the base grow as new properties come into the council tax list. However at the same time we are also seeing an increase in the number of discounts and exemptions awarded which has a negative impact on the tax base. Currently the number of exemptions and discounts is outstripping the number of properties being added, which has had a negative effect on the forecast outturn position. | | | | |
| General Government Grants | | | | |
| Outturn Forecast | Month 5 | Month 6 | Month 9 | Outturn |
| Deficit / (Surplus) £'000s | 0 | 0 | 0 | 0 |
| Income received to budget. | | | | |

2. SCHOOL BALANCES

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

2.2. The LA and Governing Body have not formally agreed a 2023/24 budget for Chepstow Comprehensive.

| Council Fund Outturn 2023/24 – School Balances Summary outturn position | (A) Opening Reserves (Surplus) / Deficit Position 2023/24 | (B) Draw / (Contribution) from / (to) School Balances @ Month 5 | (C) Draw / (Contribution) from / (to) School Balances @ Month 6 | (D) Draw / (Contribution) from / (to) School Balances @ Month 9 | (E) Draw/ (Contribution) to Reserves at Outturn | (A+C) Forecast 2023/24 Reserves £'000 |
|--|--|--|--|--|--|---|
| | £000's | £'000 | £'000 | £'000 | £'000 | |
| Cluster | | | | | | |
| Abergavenny | (1,598) | 1,059 | 1,119 | 0 | 0 | (480) |

| | | | | | | |
|--------------|----------------|--------------|--------------|----------|----------|--------------|
| Caldicot | (1,151) | 915 | 991 | 0 | 0 | (160) |
| Chepstow | (112) | 180 | 159 | 0 | 0 | 48 |
| Monmouth | (1,425) | 1,032 | 1,016 | 0 | 0 | (409) |
| Special | 29 | 478 | 478 | 0 | 0 | 506 |
| Total | (4,257) | 3,663 | 3,763 | 0 | 0 | (494) |

2.3. Collective School Balances at the beginning of the Financial Year amounted to £4,257,124 surplus. At Month 5, the forecast anticipated draw on reserves was £3,663,351, against a budgeted draw on reserves of £3,344,722, resulting in a forecast surplus balance of £593,885 at year-end. At month 6, the forecast draw on reserves has increased by a further £123,714, resulting in a forecast surplus balance of £494,159 at year end.

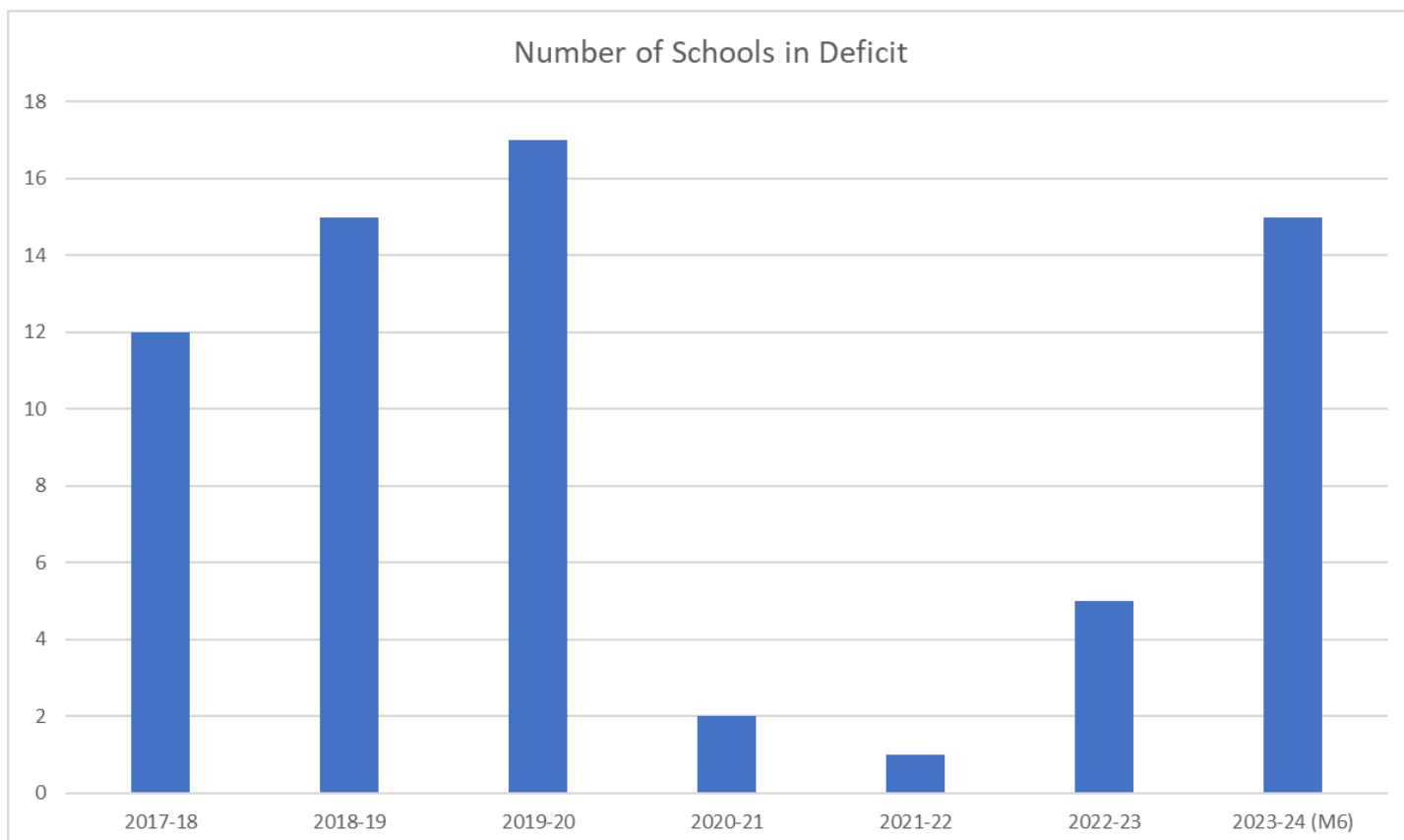
Grants awarded to schools at 2020/21 and 2021/22 year-ends resulted in a large increase in overall school balances and schools developed grant investment plans in line with the terms and conditions of these grants, hence the large draw on reserves during 2022/23 and 2023/24.

2.4. The movement of individual schools forecast to be in deficit at the end of the year is shown below:

| Start of year | Month 5 | Month 6 | Month 9 | End of year |
|--|---------------------------|--|-----------------|-----------------|
| Total: 5 | Total: 11 | Total: 15 | Total: 0 | Total: 0 |
| Chepstow Comprehensive | Chepstow Comprehensive | Chepstow Comprehensive | | |
| Llandogo | Llandogo | Llandogo | | |
| Pupil Referral Service | Pupil Referral Service | Pupil Referral Service | | |
| The Dell | The Dell | The Dell | | |
| Our Lady & St Michael's RC Primary School (VA) | | Our Lady & St Michael's RC Primary School (VA) | | |
| | Deri View | Deri View | | |
| | Ysgol y Fenni | Ysgol y Fenni | | |
| | Caldicot School | Caldicot School | | |
| | Archbishop Rowan Williams | Archbishop Rowan Williams | | |
| | Ysgol Y Ffin | Ysgol Y Ffin | | |
| | Osbaston | Osbaston | | |
| | Overmonnow | Overmonnow | | |
| | | Gilwern | | |

| | | | | |
|--|--|-----------|--|--|
| | | Rogiet | | |
| | | Thornwell | | |

- 2.5. There is not a consistent picture of schools' balances. There has been a fluctuating trend for some time with some schools showing a continuing reduction in schools balances, which is of concern, and others a more stable trend. As previously advised, grants awarded to schools at 2020/21 and 2021/22 year-ends resulted in a large increase in overall school balances, which has somewhat masked structural budget deficits across some schools.
- 2.6. The projected return of fifteen schools into deficit balance by the end of the year is disappointing and points to inherent structural budget deficits remaining in some cases.



- 2.7. All schools that do register a deficit balance at the end of a financial year are required to bring forward budget recovery plans. These recovery plans will be confirmed with both the Local Education Authority and each School's Governing Body. Once finalised the schools with significant deficits will be monitored by the Cabinet member for both Children and Young People and Resources on a termly basis.

| Financial Year-end | Net level of School Balances (Surplus) / Deficit in £000's |
|--------------------|---|
| 2014-15 | (1,140) |
| 2015-16 | (1,156) |
| 2016-17 | (269) |
| 2017-18 | (175) |

| | |
|--------------------|---------|
| 2018-19 | 232 |
| 2019-20 | 435 |
| 2020-21 | (3,418) |
| 2021-22 | (6,956) |
| 2022-23 | (4,257) |
| 2023-24 (forecast) | (494) |

3 CAPITAL OUTTURN

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

| Select Portfolio | Slippage B/F | Original Budget | Budget Adjustments | Provisional Slippage | Revised Budget 2023/24 | Forecast Outturn | Variance to Budget |
|-------------------------------------|-----------------|-----------------|--------------------|----------------------|------------------------|------------------|--------------------|
| | £000's | £000's | £000's | £000's | £000's | £000's | £000's |
| Expenditure | | | | | | | |
| Capitalisation Directive | 0 | 3,008 | 0 | 0 | 3,008 | 3,008 | 0 |
| Development Schemes Over £250k | 12,042 | 603 | 884 | (1,059) | 12,470 | 10,280 | (2,190) |
| Development Schemes Under £250k | 2,527 | 360 | (10) | 0 | 2,877 | 2,877 | 0 |
| Schools & Education | 6,265 | 29,375 | (63) | (4,421) | 31,155 | 31,155 | 0 |
| Infrastructure | 2,455 | 6,823 | 0 | (2,829) | 6,449 | 6,449 | 0 |
| ICT Schemes | 866 | 413 | 0 | (13) | 1,266 | 1,266 | 0 |
| Property Maintenance | 2,027 | 2,190 | 244 | 0 | 4,461 | 4,461 | 0 |
| Renovation Grants | 0 | 900 | 158 | 0 | 1,058 | 1,058 | 0 |
| Section 106 | 828 | 0 | 0 | (633) | 195 | 195 | 0 |
| Specific Grant Funded | 6,089 | 500 | 9,435 | (245) | 15,779 | 15,779 | 0 |
| Total Expenditure | 33,098 | 44,171 | 10,648 | (9,200) | 78,718 | 76,528 | (2,190) |
| Financing | | | | | | | |
| Supported Borrowing | 0 | (2,430) | 0 | 0 | (2,430) | (2,430) | 0 |
| General Capital Grant | 0 | (2,495) | 0 | 0 | (2,495) | (2,495) | 0 |
| Grants and Contributions | (8,446) | (19,061) | (10,388) | 1,304 | (36,591) | (36,591) | 0 |
| S106 Contributions | (917) | 0 | 0 | 633 | (284) | (284) | 0 |
| Unsupported Borrowing | (20,864) | (15,787) | (70) | 7,250 | (29,471) | (27,281) | 2,190 |
| Earmarked Reserve & Revenue Funding | (305) | (103) | 0 | 13 | (395) | (395) | 0 |
| Capital Receipts | (2,565) | (4,295) | (191) | 0 | (7,051) | (7,051) | 0 |
| Total Financing | (33,098) | (44,171) | (10,648) | 9,200 | (78,718) | (76,528) | 2,190 |

3.2 The capital expenditure at outturn demonstrating a net underspend £2.19m, due to the following variances identified:

| Scheme | Budget £000's | Over / (Under) spend £000's | Comment |
|---|------------------|--------------------------------------|--|
| Abergavenny borough theatre refurbishment | 796 (Prior year) | 10 | Increase over and above original construction cost projection due to unforeseen lighting costs and over-run charges from contractor. As per Cabinet report, the overspend will be financed from borrowing and the service will meet repayment costs. |
| Asset Investment Fund | (2,200) | (2,200) | Underspend due to Investment window expiring at end 2022/23 so no further investments proposed. This does not realise a usable budget for the Council as the budget was financed from borrowing that was to be met from service income. |

3.3 Capital Slippage

3.4 Capital slippage forecast at Month 6 is £9.2m. Whilst slippage on large, often complicated capital schemes is to be expected, budget holders are encouraged to be realistic in their profiling of capital expenditure. Whilst slippage does not result in immediate financial implications for the Council, it can lead to inflationary pressure on scheme costs, and increase the volatility on the profiling of the associated revenue costs of borrowing backed schemes.

3.5 The principal schemes reporting slippage are:

| Scheme Category | Scheme Name | Slippage £000's | Comment |
|---------------------|---|--------------------|---|
| Schools & Education | Abergavenny 3-19 School | 4,421 | The construction is progressing well, the slippage is due to a revised cost schedule from the contractors. |
| Schools & Education | Archbishop Rowan Williams Nursery | 640 | In addition to this funding there is further S106 funding to improve / expand classrooms. The project is delayed so both projects can be completed at the same time to minimise the disruption to the school. |
| Schools & Education | Trellech Primary Nursery Childcare Scheme | 419 | Completion of Nursery scheme to be completed in 2024, additional funding has been requested from WG as the construction costs have increased and until confirmation has been received the project is unable to start. |
| Infrastructure | Wye Bridge Monmouth | 2,170 | Scheme delayed to 2024/25 because there are environmental constraints due to Licences / permits and working with NRW. Costs currently estimated to remain as budgeted. |
| Infrastructure | Wye Bridge Chepstow | 375 | Scheme delayed to 2024/25 – Investigatory works are being completed (traffic data etc), which have been commissioned to support the remedial decisions before the employment of a contractor. |
| Infrastructure | Reconstruction of Bridges and walls | 264 | Re-surfacing works delayed on Wye Bridge project. No compliant bids were received in the first tender process so have to go back out to tender and this will take us into the 2024/25 financial year. |
| Infrastructure | Other Schemes | 20 | Necessity for surveys has delayed some Public Rights of way schemes |
| IT Schemes | Revenue Systems update | 13 | Delay in updating system as exact requirements have not yet been identified that enables an integrated solution |

| | | | |
|--------|---------------|-----|---|
| S106 | S106 Schemes | 633 | Delays in planning / public consultations and contractor engagement, have led to delays on schemes at Abergavenny Velo Park; Off Road Cycling Feasibility Study; Goytre Recreational Play Facilities; Abergavenny Skate Park; Monmouth Allotments, Little Mill active travel and a small play scheme in Chepstow. |
| Grants | Match Funding | 245 | Electric vehicles purchase delayed due to supply chain difficulties |

3.6 Usable Capital Receipts Available

3.7 The table below outlines the latest forecast of capital receipts balances available to meet future capital commitments. Whilst overall balances remain healthy, it should be noted that all banked capital receipts have been committed to funding the indicative forward capital programme. Therefore any further use will be dependent upon forecast capital receipts being realised.

| Month 6 Capital receipts forecast | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|---|----------------|----------------|----------------|----------------|----------------|
| | £000's | £000's | £000's | £000's | £000's |
| Balance as at 1st April | 12,446 | 8,080 | 8,992 | 8,029 | 6,567 |
| Capital receipts used for financing | (4,043) | (1,158) | (1,058) | (1,058) | (1,058) |
| Capital receipts used to support capitalisation direction | (3,008) | (508) | (508) | (508) | (508) |
| Capital receipts for Redundancies | (1,000) | | | | |
| Capital receipts Received | 1,043 | | | | |
| Capital receipts Forecast | 2,642 | 2,578 | 603 | 103 | 103 |
| Forecast Balance as at 31st March | 8,080 | 8,992 | 8,029 | 6,567 | 5,104 |

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Budget Savings & Recovery Progress At Month 6

| | Savings proposals by Directorate | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|--|----------------------------------|-----------------|-------------------------|-------------------------|------------------|--------------|--------------|--|
| | | £000 | £000 | £000 | £000 | £000 | | |
| | Social Care & Health | (3,349) | (146) | (3,495) | (2,701) | 794 | 77.3% | Adult's services - £840k shortfall against £2.0m target due to the complexity and level of demand for care needs restricting progress, some savings being dependent upon third party negotiation, and challenges resourcing some of the service change required. |
| | Children & Young People | (1,809) | (432) | (2,241) | (2,136) | 105 | 95.3% | Not possible to meet target of increased ALN recoupment income following changes agreed in the ALN formula for schools |
| | Communities & Place | (2,513) | (883) | (3,396) | (2,887) | 509 | 85.0% | £177k shortfall in meeting energy reduction targets following a delay in resourcing the team £160k shortfall in Fleet reduction and mileage reductions following delays in the roll out of the pool car scheme and other initiatives intended to reduce business mileage £70k as changes to Passenger transport routes have not been able to be achieved due to insufficient budget to make the changes necessary to improve the amber route. £17k shortfall as we are unable to change the licencing arrangements for schools and community transport due to the number of vehicles we are operating |
| | Monlife | (930) | (362) | (1,292) | (1,255) | 37 | 97.1% | A delay in progressing some staffing reductions |
| | Chief Executives Units | (39) | (65) | (104) | (104) | 0 | 100.0% | |
| | Law & Governance | (86) | (71) | (157) | (127) | 30 | 80.9% | |
| | Resources | (991) | (187) | (1,178) | (1,053) | 125 | 89.4% | Property estate rationalisation has not progressed as quickly as anticipated |
| | Corporate Costs & Levies | (433) | 0 | (433) | (433) | 0 | 100.0% | |
| | Totals | (10,150) | (2,146) | (12,296) | (10,695) | 1,600 | 87.0% | |

| Ref | Social Care & Health | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | | Comment |
|------|---|-----------------|-------------------------|-------------------------|------------------|----------|--|--|
| | | £000 | £000 | £000 | £000 | £000 | | |
| 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) | 0 | (748) | (1,261) | (513) | | Care planning for High Cost and Solo Placements is in place with HOS oversight and sign off. This is allowing children to progress to alternative placements where this is in keeping with their care and support needs and their longer term personal outcomes. |
| SCH5 | Staffing reductions to Adult Services - The proposal is to create savings by reducing the core workforce across the statutory teams in adults' services. | (308) | 0 | (308) | (266) | 42 | | A monitoring framework has been established and a "totaliser" set up to track, record and account for all the identified staff savings throughout the year. |
| SCH4 | Children's Service Redesign/Staffing - (i) Family Time Service Development, (ii) Review of Structures and Service Operating costs | (421) | 0 | (421) | (72) | 349 | | Additional Family Contact Sessional workers are in place providing cost avoidance activity where intensive family supervision is required (previously the service was reliant on commissioned services). Weekly Workforce Meeting of Children Service Leadership Team is overseeing the reduction of the use of agency social workers, which is progressing positively. |

| | Savings proposals by Directorate | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|---------|--|-----------------|-------------------------|-------------------------|------------------|------------|-------|--|
| | | £000 | £000 | £000 | £000 | £000 | | |
| SCH10 | Adults - Care hours, block commissioning, Mileage - Reduce amount of direct care in the region of 10% whilst rebalancing in house/external provision | (400) | 0 | (400) | (80) | 320 | | Various workstreams underway to right size care packages but challenges associated with identifying the resource required to undertake the work. A Review pilot in Monmouth to right size packages and Nevill Hall to discharge people with minimal care requirements, and establishment of a weekly QALG (Quality Assurance Group) to right size care package and ensure cost efficiency. However current data tells us that overall, once care reductions and new demand has been accounted for, the impact is one of increasing spend in this area. |
| F&Cs | Fees and charges increases - in line with inflation for SCH directorate | (415) | 0 | (415) | (415) | 0 | | All agreed Fees and Charges for 2023/24 have been implemented |
| SCH9 | Practice and Process Change Adults - For people with high support needs | (250) | 0 | (250) | 0 | 250 | | SCH7 and 9 are merged together as they are both looking into the same operational areas and are mainly focussing around practice change and the effective application of CHC around the Adult care spectrum. At present we have one LD cases which has entered into the final level 3 dispute stage and we continue to challenge ABuHB with estimate costs of £250K. |
| SCH7 | Learning disabilities - Remodelling of learning disability and mental health teams that will involve a decrease in team management hours. | (300) | 0 | (300) | (171) | 129 | | |
| SCH8 | Adult services - Direct payment saving | (200) | 0 | (200) | (200) | 0 | | |
| SCH2a | Staff restructuring within the Public protection service. | (103) | 0 | (103) | (28) | 75 | | There was an inherent risk of moving forward on the proposal for removal of the Head for PP and we will look throughout the year at any mitigation where possible. At present an EHO post has been identified for deletion. |
| SCH11 | Transformation Team structure - reduction in core workforce | (61) | 0 | (61) | (58) | 3 | | Saving met practically in full |
| SCH10 | Reduction in Adult partnership arrangements for Gwent service delivery models - Shared lives, Emergency duty, Frailty, Regional partnership team | (60) | 0 | (60) | (7) | 53 | | Savings to date represent a £7K reduction in the RPT contribution. |
| SCH13 | Monmouthshire & Torfaen YOS – Accommodation Change, Reduction in Staffing, Reallocation of Duties | (44) | 0 | (44) | (44) | 0 | | YOS partnership budget has been realigned accordingly so SCH achieved the saving in its partner in year contribution |
| SCH12a | Transformation Team structure - vacant and temporary posts | (39) | 0 | (39) | (39) | 0 | | Savings met 100% : Removal of counselling development fund (£8,000) Reduce commissioned training. (£6,729) Reduce professional accredited professional and leadership training commissioned (£10,000) Review business support functions - vacant post (£14,000) £2914.00 from S040 vacant post Mandate SCH12a/b £100,000.00 |
| SCHREC1 | Hold identified vacancies Adult Services | 0 | (45) | (45) | 0 | 45 | | Alternative savings have been identified |
| SCHREC2 | 10% reduction in workforce costs | 0 | (11) | (11) | 0 | 11 | | Alternative savings have been identified |
| SCHREC3 | Winter resilience funding | 0 | (60) | (60) | (60) | 0 | | |
| SCHREC4 | Hold identified vacancies Children's Services | 0 | (30) | (30) | 0 | 30 | | Alternative savings have been identified |
| | SCH Totals | (3,349) | (146) | (3,495) | (2,701) | 794 | | |

| Ref | Children & Young People | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|-------|--|-----------------|-------------------------|-------------------------|------------------|----------|-------|--|
| | | £000 | £000 | £000 | £000 | £000 | | |
| CYP13 | Schools - A reduction in the budget delegated to schools of 2.8% after making full provision for pay and energy increases. | (1,450) | 0 | (1,450) | (1,450) | 0 | | This saving has been made in full. The ISB has been reduced to reflect this. |

| | Savings proposals by Directorate | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|---------|--|-----------------|-------------------------|-------------------------|------------------|------------|-------|--|
| | | £000 | £000 | £000 | £000 | £000 | | |
| CYP8 | Increase ALN recoupment income - additional places and increased charges to cover pay awards. | (100) | 0 | (100) | 0 | 100 | | With the recent changes in the ALN formula for schools, all out of county recoupment for mainstream schools will be delegated to schools to support pupils. Therefore, any additional income generated through additional places will be delegated to the schools. |
| CYP12 | Gwent Music - partial withdrawal of subsidy from the service. | (61) | 0 | (61) | (61) | 0 | | This saving has been agreed with Gwent Music and will be made in full |
| CYP11 | Grant funding to support Education Psychology staff budget | (81) | 0 | (81) | (81) | 0 | | Grant funding in place to fund post so saving will be made without loss of post |
| CYP10 | Reduce contribution to Education Achievement service - To reduce MCC's core contribution by 10% | (40) | 0 | (40) | (40) | 0 | | This has been agreed with the EAS and the saving will be made in full |
| CYP6 | Grant funding to support the Additional Learning Needs Admin Team | (30) | 0 | (30) | (30) | 0 | | Grant funding in place to fund post so saving will be made without loss of post |
| CYP15 | Support Services staff savings through restructure | (25) | 0 | (25) | (25) | 0 | | Savings will be made through restructure |
| CYP7 | Additional Learning Needs Equipment - To cease funding for ALN specialist equipment that is funded centrally for pupils placed in our schools. | (22) | 0 | (22) | (17) | 5 | | Funding has been made available for a pupil in one of our mainstream schools |
| CYPREC1 | To use grants to displace current salary costs, to be used in line with the current grant terms | 0 | (85) | (85) | (85) | 0 | | |
| CYPREC2 | Hold vacancy open | 0 | (5) | (5) | (5) | 0 | | |
| CYPREC3 | The reserve relates to income from the PV solar panels on some schools. | 0 | (150) | (150) | (150) | 0 | | |
| CYPREC4 | The reserve relates to income from the PV solar panels on some schools. | 0 | (120) | (120) | (120) | 0 | | |
| CYPREC5 | To use grants to displace current salary costs, to be used in line with the current grant terms | 0 | (53) | (53) | (53) | 0 | | |
| CYPREC6 | Vacancy in Support Services not being filled. | 0 | (19) | (19) | (19) | 0 | | |
| | CYP Totals | (1,809) | (432) | (2,241) | (2,136) | 105 | | |

| Ref | Communities & Place | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|----------------|--|-----------------|-------------------------|-------------------------|------------------|----------|-------|---|
| | | £000 | £000 | £000 | £000 | £000 | | |
| DeCarb1 | Decarbonisation - Reducing energy consumption across the Council's estate | (532) | 0 | (532) | (355) | 177 | | Potential Risk - only estimating 2 thirds achievable at present - Decarbonisation team is not yet in place resulting in a delay in implementing the energy reduction strategies highlighted in the saving mandate. In addition April and May was colder than expected so we are expecting heating bills to be up. |
| DeCarb1 | Commercial & Landlord Services - Solar farm export tariff income | (150) | 0 | (150) | (150) | 0 | | Achievable - budget uplifted to reflect 22-23 activity, no indication that this will not be the case in 23-24 so saving should be achieved in full. |
| C&P28 | Highways Development & Car Parks - Increasing car park & permit charges. | (280) | 0 | (280) | (280) | 0 | | Achievable - car park prices have been increased across authority, if activity remains the same as 22-23 then saving will be achieved in full. |
| 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) | 0 | (250) | (250) | 0 | | Achievable - Prices were uplifted as part of cabinet report in Jan - no notable reduction in uptake so assume saving will be made in full. |

| | Savings proposals by Directorate | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|----------------|--|-----------------|-------------------------|-------------------------|------------------|----------|-------|--|
| | | £000 | £000 | £000 | £000 | £000 | | |
| TRAN1+2 | Fleet Maintenance - Reduction in operating fleet and corporate mileage reduction. | (160) | 0 | (160) | 0 | 160 | | Fleet reduction of £60k - current M6 projection indicates that this will now not be achieved, the service is continually looking to reduce the number of vehicles but current service demand means the rationalisation is going slower than expected. Mileage - not achievable - roll-out of pool car scheme and other initiatives has been slower than anticipated so cannot forecast that any of this saving will be found in 23-24. |
| F&Cs | Uplift in fees & charges not covered by a standalone mandate | (155) | 0 | (155) | (155) | 0 | | Achievable - Services have uplifted fees as per 23-24 MTFP - if activity remains the same then saving will be achieved across directorate. |
| C&P27 | Highways Development & Car Parks - To increase the income target for road closures | (149) | 0 | (149) | (149) | 0 | | Achievable - budget uplifted to reflect 22-23 activity - no indication that this will not be achieved in 23-24. |
| 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) | 0 | (142) | (142) | 0 | | Achievable - Energy and maintenance saving reflects actual reduction in 22-23, no indication that these savings will not re-occur in 23-24. |
| C&P8 | Neighbourhood Services - Reduction of grounds maintenance services | (90) | 0 | (90) | (90) | 0 | | Achievable - Mowing schedules have been reduced and sweeping structure changed so saving should be achieved in full. |
| C&P6 | Neighbourhood Services - Grounds Maintenance and Cleansing - Uplift of charges for external contracts | (120) | 0 | (120) | (120) | 0 | | Achievable - Pricing schedule has been updated to reflect new rates. |
| C&P3 | Neighbourhood Services - Service savings and staff reduction. | (80) | 0 | (80) | (80) | 0 | | Achievable - Re-use shop has increased opening hours so saving should be achieved, black bag sorting has been employed at sites so we should see a reduction in overall tipping costs. |
| C&P17,18,21+24 | Highways & Flood Mgt - Reduction in staffing costs in the Highways and Flood Management service area | (74) | 0 | (74) | (74) | 0 | | Achievable - Posts have been removed from structure so saving should be made in full. |
| PTU1 | Passenger Transport Commissioning - New acceptable routes are implemented to reduce transport requirements based on current transport policy | (70) | 0 | (70) | 0 | 70 | | Unachievable - Our Road Safety Officers have advised that we do not have sufficient budget to make the changes necessary to improve the amber routes, this means we still have to provide transport and as a result the expected reduction in operator costs will not materialise. This will not impact on current M6 outturn as this over spend has been offset by other mitigating factors within the service. |
| 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) | 0 | (59) | (59) | 0 | | |
| 22/23 Decision | Housing - A proposed restructure of the Housing Sustainable Living Team | (50) | 0 | (50) | (50) | 0 | | Achieved - Post has been removed from structure |
| 22/23 Decision | Flexible Funding - Restructure Management Team to reduce core costs | (50) | 0 | (50) | (50) | 0 | | Achieved - Post has been removed from structure |
| C&P7 | Neighbourhood Services - Savings from Silbuster recycling plant. | (30) | 0 | (30) | (30) | 0 | | Achievable - recycling plant is operational and contracted rebate payments have been received, saving will be achieved in full. |

| | Savings proposals by Directorate | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|----------|---|-----------------|-------------------------|-------------------------|------------------|------------|-------|--|
| | | £000 | £000 | £000 | £000 | £000 | | |
| PTU7 | Passenger Transport - Terminate the Mission Software and revert back to CTX which is a lower cost | (30) | 0 | (30) | (30) | 0 | | Achievable - Change has been made, savings should be achieved in full. |
| 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) | 0 | (25) | (25) | 0 | | Month 6 projections are indicating that this will be fully achieved. |
| PTU4-6a | Schools & Community Transport - Changing the licensing arrangements | (17) | 0 | (17) | 0 | 17 | | Unachievable - This will not materialise as we have not been able to proceed with the operators licence as we are only allowed to run 10 public bus / grass route vehicles on it and we have more than that. |
| C&PREC1 | Use spare capital budget to fund qualifying spend sat within revenue budget | 0 | (188) | (188) | (188) | 0 | | Achievable - Work is ongoing to identify costs and passport to capital funding. |
| C&PREC2 | Passport qualifying maintenance spend to capital | 0 | (50) | (50) | (50) | 0 | | Achievable - Work is ongoing to identify costs and passport to capital funding. |
| C&PREC3 | Reduce the number of sweepers/vactors currently on hire | 0 | (50) | (50) | (50) | 0 | | Achievable - contracts will be reviewed and rationalised. |
| C&PREC4 | Pay for fuel tanks from Capital | 0 | (23) | (23) | (23) | 0 | | Achieved - costs will be passported to available funding. |
| C&PREC5 | Passport qualifying parts & maintenance spend to capital | 0 | (120) | (120) | (120) | 0 | | Achieved - costs will be passported to available funding. |
| C&PREC6 | Curtaiment of non-essential spend | 0 | (29) | (29) | (29) | 0 | | Achievable - all non essential spend will be stopped. |
| C&PREC7 | Remove Council Car | 0 | (3) | (3) | (3) | 0 | | Lease has ben cancelled so saving will be found. |
| C&PREC8 | Continue review of vehicle fleet (owned & hired) to drive out efficiencies. | 0 | (10) | (10) | 0 | 10 | | Work ongoing to rationalise hire fleet but as per Month 6 outturn figure we are not expecting to now make this saving. |
| C&PREC9 | Curtaiment of non-essential spend (outside of above) | 0 | (4) | (4) | (4) | 0 | | Achievable - all non essential spend will be stopped. |
| C&PREC10 | Curtaiment of non-essential spend | 0 | (5) | (5) | (5) | 0 | | Achievable - all non essential spend will be stopped. |
| C&PREC11 | Use of capitalisation direction | 0 | (8) | (8) | (8) | 0 | | Achieved - costs will be passported to available funding. |
| C&PREC12 | Freezing system development spend relating to the digitising of the Microfiche system. | 0 | (30) | (30) | (30) | 0 | | Achieved - system development has been stopped |
| C&PREC13 | Withdraw Free Xmas Parking | 0 | (20) | (20) | (20) | 0 | | Achieved - free parking has been removed. |
| C&PREC14 | Use of capitalisation direction | 0 | (18) | (18) | (18) | 0 | | Achieved - costs will be passported to available funding. |
| C&PREC15 | Explore opportunities to use grant funding to cover core costs | 0 | (66) | (66) | (66) | 0 | | Achievable - core costs will be moved where applicable. |
| C&PREC16 | Freezing of all Non-exempt posts | 0 | (259) | (259) | (184) | 75 | | Part achieved - currently only on target to partially achieve this saving as since saving was set some posts have been unfrozen so full saving won't be found. This variance will have been reflected in the outturn position of services at M6. |
| | C&P Totals | (2,513) | (883) | (3,396) | (2,887) | 509 | | |

| | Savings proposals by Directorate | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|---------------|--|-----------------|-------------------------|-------------------------|------------------|----------|-------|---|
| | | £000 | £000 | £000 | £000 | £000 | | |
| Ref | Monlife | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | | Comment |
| | | £000 | £000 | £000 | £000 | £000 | | |
| ML 3 & 4 | Finance & Business Support Restructure | (104) | 0 | (104) | (104) | 0 | | Restructure complete - Post deleted from structure savings will be fully achieved |
| 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) | 0 | (100) | (100) | 0 | | Early indications of continued growth along with the services final outturn position indicates that this saving should be fully achievable in 23-24, there is still significant uncertainty around winter bookings and our re-engage program which are both essential in achieving the necessary income targets, we will continue to monitor this close and report any variances. |
| F&Cs | Uplift in fees & charges not covered by a standalone mandate | (83) | 0 | (83) | (83) | 0 | | Fee's updated 01st April 2023 - Early indications this will be achievable. |
| ML 7,8,9 & 21 | Attractions Service Redesign | (65) | 0 | (65) | (65) | 0 | | Redesign is underway savings will be fully achieved in 23-24 |
| ML1 | Green Infrastructure Grants - To fully utilise Shared Prosperity Fund (SPF), Local Places for Nature and related grants / project funding | (45) | 0 | (45) | (45) | 0 | | The service has received notification of successful bids, these will allow this saving to be fully achieved in 23-24. |
| ML5 | Removal of vacant Project Officer post | (45) | 0 | (45) | (45) | 0 | | Post deleted savings will be fully achieved |
| 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) | 0 | (25) | (25) | 0 | | A joined up approach to funding through the delivery of sports development youth and play should provide the necessary opportunities to maximise external income opportunities and deliver this saving in 23-24. |
| 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) | 0 | (25) | (25) | 0 | | |
| ML10 | Collections Management - Remove 0.40 FTE from the Collections Management Post, currently vacant within the structure. | (21) | 0 | (21) | (21) | 0 | | Post removed savings will be fully achieved |
| 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) | 0 | (20) | (20) | 0 | | This income will be fully achieved in 23-24 |
| 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) | 0 | (20) | (20) | 0 | | In progress early indications indicate that the additional income will be fully achieved in 23-24. |
| ML11 | Visitor charging at some heritage exhibitions/activities and events | (20) | 0 | (20) | (20) | 0 | | Program is being developed, income should be fully achievable in 23-24. |
| ML18 | Recharge Project Officers against Grant - Ensuring full cost recovery of officer's time against grants. | (20) | 0 | (20) | (20) | 0 | | Additional grants awarded to MONLIFE will allow this income to be fully achieved in 23-24. |
| ML12 | Sale of Caterpod | (10) | 0 | (10) | (10) | 0 | | In the process of arranging the sale of the caterpod will be complete in 23-24. |

| | Savings proposals by Directorate | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|--------------|---|-----------------|-------------------------|-------------------------|------------------|-----------|-------|---|
| | | £000 | £000 | £000 | £000 | £000 | | |
| ML15 | Caldicot Fitness Equipment Maintenance - Reduce Caldicot LC maintenance contract to reflect the ageing equipment and seek a local accredited supplier to maintain | (10) | 0 | (10) | (10) | 0 | | Contract negotiations underway, this saving should be fully achieved in 23-24. |
| ML17 | Commercial contributions and Sponsorships | (10) | 0 | (10) | (10) | 0 | | This will be achieved in 23-24. |
| ML6 | Reducing the Marketing supplies and services budget | (5) | 0 | (5) | (5) | 0 | | This saving will be fully achieved in 23-24 |
| 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) | 0 | (135) | (135) | 0 | | Achievable - improvement from M2, an updated assessment has been made and it is now predicted that this saving will be fully found within the available budget. |
| CEO08 | Community Hubs & Libraries - Reduce the budget for library books by 50% from £90,000 to £45,000, | (45) | 0 | (45) | (45) | 0 | | Achievable - budget removed, purchases will be limited to new figure. |
| CEO10 | Community Education - Increase income by growing learner base | (10) | 0 | (10) | (10) | 0 | | Achievable - Early indication is that this will be achieved. |
| CEO11&13 | Contact Centre - To reduce staffing levels in the contact centre by 2.5 FTE | (112) | 0 | (112) | (75) | 37 | | Full year saving won't be achieved due to timing of redundancies. |
| MonLifeREC1 | Secondment Theatre Manager to SPF Project | 0 | (30) | (30) | (30) | 0 | | |
| MonLifeREC2 | Creative Cultures Grant | 0 | (8) | (8) | (8) | 0 | | |
| MonLifeREC3 | Event Budget | 0 | (2) | (2) | (2) | 0 | | |
| MonLifeREC4 | Reserve - Funding core staff | 0 | (30) | (30) | (30) | 0 | | |
| MonLifeREC5 | Business Support | 0 | (8) | (8) | (8) | 0 | | |
| MonLifeREC6 | Reduce Enhancements and Overtime | 0 | (5) | (5) | (5) | 0 | | |
| MonLifeREC7 | Freeze Markets Manager Post | 0 | (19) | (19) | (19) | 0 | | |
| MonLifeREC8 | Secondment of Head of Communications | 0 | (29) | (29) | (29) | 0 | | |
| MonLifeREC9 | Pause spending on Museums signage | 0 | (4) | (4) | (4) | 0 | | |
| MonLifeREC10 | Reduce spending on clothing and Uniform | 0 | (4) | (4) | (4) | 0 | | |
| MonLifeREC11 | Reduce Chepstow Café Opening Hours | 0 | (5) | (5) | (5) | 0 | | |
| MonLifeREC12 | Sell surplus equipment | 0 | (10) | (10) | (10) | 0 | | |
| MonLifeREC13 | Freeze implementation of destination management plan | 0 | (15) | (15) | (15) | 0 | | |
| MonLifeREC14 | Reducing all non essential service spend | 0 | (15) | (15) | (15) | 0 | | |
| MonLifeREC15 | Freeze GGGP Business Support Post | 0 | (17) | (17) | (17) | 0 | | |
| MonLifeREC16 | GGGP - Simplified Costs | 0 | (21) | (21) | (21) | 0 | | |
| MonLifeREC17 | Rights of way | 0 | (15) | (15) | (15) | 0 | | |
| MonLifeREC18 | Officer Recharge PS | 0 | (70) | (70) | (70) | 0 | | |
| MonLifeREC19 | Freeze Community Learning Lead Tutor Post | 0 | (45) | (45) | (45) | 0 | | |
| MonLifeREC20 | Reduction in rates across hubs | 0 | (10) | (10) | (10) | 0 | | |
| | MonLife Totals | (930) | (362) | (1,292) | (1,255) | 37 | | |

| | Savings proposals by Directorate | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|--|----------------------------------|-----------------|-------------------------|-------------------------|------------------|----------|-------|---------|
| | | £000 | £000 | £000 | £000 | £000 | | |

| Ref | Chief Executive's Unit | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | | Comment |
|---------|---|-----------------|-------------------------|-------------------------|------------------|----------|--|---|
| | | £000 | £000 | £000 | £000 | £000 | | |
| CEO14 | Performance & Data - Remove data scientist post | (39) | 0 | (39) | (39) | 0 | | Achievable - Post removed from structure |
| CEOREC1 | Reduce training spend | 0 | (3) | (3) | (3) | 0 | | Currently on target to be achieved. |
| CEOREC2 | Use of capitalisation direction | 0 | (40) | (40) | (40) | 0 | | Achieved - costs will be passported to available funding. |
| CEOREC3 | Learning Management System Implementation | 0 | (5) | (5) | (5) | 0 | | Currently on target to be achieved. |
| CEOREC4 | Removal of discretionary counselling sessions for staff | 0 | (0) | (0) | (0) | 0 | | Currently on target to be achieved. |
| CEOREC5 | Freezing of all Non-exempt posts | 0 | (17) | (17) | (17) | 0 | | Currently on target to be achieved. |
| | CEO Totals | (39) | (65) | (104) | (104) | 0 | | |

| Ref | Law & Governance | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | | Comment |
|--------|--|-----------------|-------------------------|-------------------------|------------------|-----------|--|--|
| | | £000 | £000 | £000 | £000 | £000 | | |
| 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) | 0 | (80) | (50) | 30 | | Part achieved - Land charges income has been hit by the downturn in the economy so the original £20k saving will now not be achieved - although this has been part offset by other mitigating factors within the service. The payroll saving of £10k won't be fully found this year as the implementation of the new system is ongoing and not all savings will be realised. |
| F&Cs | Uplift in fees & charges not covered by a standalone mandate | (6) | 0 | (6) | (6) | 0 | | Achievable - Services have uplifted fees as per 23-24 MTFP - if activity remains the same then saving will be achieved across directorate. |
| PGREC1 | Use of capitalisation direction | 0 | (8) | (8) | (8) | 0 | | Achieved - costs will be passported to available funding. |
| PGREC2 | Reduce training spend | 0 | (3) | (3) | (3) | 0 | | Currently on target to be achieved. |
| PGREC3 | Freezing of all Non-exempt posts | 0 | (60) | (60) | (60) | 0 | | Currently on target to be achieved. |
| | PG Totals | (86) | (71) | (157) | (127) | 30 | | |

| Ref | Resources | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | | Comment |
|-------|--|-----------------|-------------------------|-------------------------|------------------|----------|--|---|
| | | £000 | £000 | £000 | £000 | £000 | | |
| RES8 | Landlord services - Reduce Corporate Building (Reactive and Planned) Maintenance revenue budget | (300) | 0 | (300) | (300) | 0 | | Achievable - budget will be monitored to ensure all qualifying repairs will be charged to the capital programme (where funding has been made available) - assume saving will be made in full. |
| RES24 | Landlord services - To review the property estate and to explore options for further rationalisation | (215) | 0 | (215) | (100) | 115 | | Latest assumption is that due to delays in decisions only £100k will be achievable this financial year. |
| RES12 | ICT - Mobile Phone Contract Saving | (149) | 0 | (149) | (149) | 0 | | Budget has been distributed to services |

| | Savings proposals by Directorate | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|----------|---|-----------------|-------------------------|-------------------------|------------------|------------|-------|--|
| | | £000 | £000 | £000 | £000 | £000 | | |
| RES19 | Revenues, Systems & Exchequer - Remove budget earmarked for a discretionary business rate relief scheme | (126) | 0 | (126) | (126) | 0 | | Achievable - budget has been removed. |
| RES2 | Landlord services - Vacant development surveyor post being held - or funded by capital programme as required | (45) | 0 | (45) | (45) | 0 | | Achievable - Post has been removed from structure. |
| RES14 | SRS Contribution & PSBA Line Savings | (62) | 0 | (62) | (62) | 0 | | Achievable - SRS contribution has been reduced in line with SRS figures, assume achievable. |
| F&Cs | Uplift in fees & charges not covered by a standalone mandate | (19) | 0 | (19) | (19) | 0 | | Achievable - Services have uplifted fees as per 23-24 MTFP - if activity remains the same then saving will be achieved across directorate. |
| RES7 | Landlord services - Explore alternative reception solutions at County Hall to remove front of house staffing needs | (19) | 0 | (19) | (19) | 0 | | Achievable - Staffing reduction to kick in from July, saving should be achieved in full. |
| RES11 | Digital Design & Innovation - Automate Starters & Leavers Process | (13) | 0 | (13) | (13) | 0 | | Achievable - Awaiting SRS but assume it will be made in full. |
| RES23 | ICT - Restructure of the Information Security and Technology Team | (13) | 0 | (13) | (13) | 0 | | Achievable - adjustments to team structure have been made. |
| RES20 | Revenues, Systems & Exchequer - Increase use of purchase cards to increase e-payment rebate | (10) | 0 | (10) | (10) | 0 | | Achievable - The rebate for 2022/23 has been confirmed as £10,164.44. |
| RES21 | Revenues, Systems & Exchequer - Reduce budget allocated for finance system upgrades | (10) | 0 | (10) | (10) | 0 | | Achievable - System development costs will be managed in line with budget. Therefore barring any emergencies or unexpected costs, expect to achieve this saving. |
| RES22 | Revenues, Systems & Exchequer - Shared Revenues & Benefits service potential savings through automation and increased use of self service facilities (Citizens Access). | (10) | 0 | (10) | (10) | 0 | | Achievable - Expect to achieve this saving following changes to operating practices within the Shared Service |
| RESREC1 | Curtail training spend | 0 | (4) | (4) | (4) | 0 | | Achievable - all non essential spend will be stopped. |
| RESREC2 | Curtail system development spend | 0 | (29) | (29) | (29) | 0 | | Achievable - all non essential spend will be stopped. |
| RESREC3 | Use of capitalisation direction | 0 | (9) | (9) | (9) | 0 | | Achieved - costs will be passported to available funding. |
| RESREC4 | Vacancy Freeze | 0 | (9) | (9) | (9) | 0 | | Achievable - vacancy has been frozen. |
| RESREC5 | Curtail Non-pay spend | 0 | (7) | (7) | (7) | 0 | | Achievable - all non essential spend will be stopped. |
| RESREC6 | One off Admin Grant & Ukraine grant | 0 | (40) | (40) | (40) | 0 | | Achieved - grant has been received and used to offset core costs |
| RESREC7 | Freezing of all Non-exempt posts | 0 | (46) | (46) | (46) | 0 | | Achievable - vacancies have been frozen. |
| RESREC8 | Agency support freeze | 0 | (8) | (8) | (8) | 0 | | Achievable - Any further agency cover has been frozen. |
| RESREC9 | Increase in income from commercial and community assets | 0 | (20) | (20) | (10) | 10 | | Current M6 forecast figures only predict half of this will be found - although this could improve through to year end. |
| RESREC10 | Investment Assets - Castlegate Business Park | 0 | (2) | (2) | (2) | 0 | | Achievable |
| RESREC11 | Investment Assets - Castlegate Business Park - Potential for Housing to relocate the storage for homelessness belongings from external supplier to units in Castlegate | 0 | (13) | (13) | (13) | 0 | | Achievable - potential risk - discussions ongoing. |
| | Resources Totals | (991) | (187) | (1,178) | (1,053) | 125 | | |

| Ref | Corporate Costs & Levies | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|-----|--------------------------|-----------------|-------------------------|-------------------------|------------------|----------|-------|---------|
|-----|--------------------------|-----------------|-------------------------|-------------------------|------------------|----------|-------|---------|

| | Savings proposals by Directorate | Budgeted Saving | In year budget recovery | Total Saving / Recovery | Month 6 Forecast | Variance | % Met | Comment |
|--------|---|-----------------|-------------------------|-------------------------|------------------|----------|-------|---|
| | | £000 | £000 | £000 | £000 | £000 | | |
| | | £000 | £000 | £000 | £000 | £000 | | |
| Capex1 | Extend capitalisation direction | (358) | 0 | (358) | (358) | 0 | | Additional qualifying expenditure identified and will be funded via capital receipts as per budget |
| CORP2 | Insurance - reduction in self insured costs and professional fees/ICT costs | (75) | 0 | (75) | (75) | 0 | | Saving in professional fees/ICT costs to be achieved in full (£25k). Self insured costs (£50k saving) - This budget covers insurance excesses payable on claims I4or costs agreed outside of insurance and not met from the service (i.e. where costs in total fall below any excess). This is a highly volatile budget based on claims incidence and operating environment (i.e. adverse weather conditions). However long term trends have seen some modest reduction in costs payable and this trend is expected to continue through 2023/24. |
| | Corporate Costs & Levies Totals | (433) | 0 | (433) | (433) | 0 | | |

Capital Budget virements - External Grant & Section 106 Funded at Month 6, 2023-24

Under the current Council constitution any additions to the capital budget that are financed entirely by External Grant or Section 106 contributions can be approved by Cabinet.

The following budget revisions are proposed for inclusion in the Capital programme for the financial year 2023/24:

| | | | |
|--|-------|--|-------------------|
| INCLSCH | 99206 | Enable – Support for Independent Living WG grant | 158,384 |
| INCLUSION SCHEMES | | | 158,384 |
| INFTRAN | 97393 | LTF - Bus Stop Upgrades | 660,000 |
| INFRASTRUCTURE & TRANSPORT | | | 660,000 |
| OTHERSCH | 99208 | ATF - Caldicot Greenway | 2,043,780 |
| OTHERSCH | 99213 | ATF Core Llanfoist Bridge & Meadow Links | 2,756,010 |
| OTHERSCH | 99219 | ATF - Monmouth Wye AT Crossing | 300,000 |
| OTHERSCH | 99220 | ATF - Monmouth Kingswood Gate AFL | 50,000 |
| OTHERSCH | 99237 | WG – Resilient Roads Fund Grant | 675,000 |
| OTHERSCH | 99251 | ATF WFL Link to Town Centre | 537,000 |
| OTHERSCH | 99252 | ATF Castle Meadow Links | 710,000 |
| OTHERSCH | 99253 | ATF Bridge Connections | 392,000 |
| OTHERSCH | 99266 | ATF – Caldicot Education and Leisure Access | 104,000 |
| OTHERSCH | 99267 | ATF – Multiuser Route | 517,180 |
| OTHERSCH | 99269 | ATF – ATNM Dropped Kerbs and Quick Wins | 100,000 |
| OTHERSCH | 99276 | WG - Community Fridge Project | 35,000 |
| OTHERSCH | 99282 | Grant –Match Funding Support Usk Public Realm | 25,000 |
| OTHERSCH | 99287 | Disability – Toilet Enhancements ENVIRO AGENCY | 17,200 |
| OTHERSCH | 99288 | ATF - Abergavenny LDP Site Links | 50,000 |
| OTHERSCH | 99290 | Mardy Park Minor Works - ABUHB | 100,000 |
| OTHER SCHEMES | | | 8,412,170 |
| REGSCH | 99289 | Local Places for Nature | 363,000 |
| REGENERATION SCHEMES | | | 363,000 |
| SCHDEVSCH | 98922 | Capital Support for Learners with ALN | 483,922 |
| SCHDEVSCH | 98923 | Early Years – Childcare Capital Funding | 380,000 |
| SCHOOL DEVELOPMENT SCHEMES | | | 863,922 |
| S106 | TBC | Ifton Manor, Rogiet | 1,194 |
| S106 | TBC | Queens Development, Magor | 9,614.50 |
| S106 | TBC | Cornwallis Way, Rockfield, Monmouth | 45,895.50 |
| S106 | TBC | Station Road, Rogiet | 4,809 |
| S106 | TBC | Little Mill | 9,211 |
| S106 | TBC | Kensington Park, Magor | 2,444 |
| S106 | TBC | Pen-y-val, Abergavenny | 54,423 |
| S106 | TBC | Denny view, Caldicot | 1,923 |
| S106 | TBC | Thornwell Farm, Chepstow | 469 |
| S106 | TBC | Cadoc Close, Caerwent | 4,912 |
| S106 | TBC | Gypsy Lane, Llanfoist | 12,433 |
| S106 | TBC | Larchfield, Abergavenny | 5,150 |
| S106 | TBC | Church Road, Caldicot | 33,083 |
| S106 | TBC | Cae Meldon, Little Mill | 18,143 |
| Section 106 MAJOR MAINTENANCE SCHEMES | | | 203,704 |
| Budget Revisions at Month 6 | | | 10,661,180 |

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|----------------------------------|--|
| SUBJECT: | Whole Authority Strategic Risk Assessment |
| MEETING: | Cabinet |
| DATE: | 13th December 2023 |
| DIVISIONS/WARDS AFFECTED: | All |

1. PURPOSE:

1.1 To provide cabinet with an overview of the current strategic risks facing the authority.

2. RECOMMENDATIONS:

2.1 That Cabinet members review the strategic risk assessment, provided in appendix 1, and assess whether the assessment provided is a realistic and evidenced appraisal of the strategic risks facing the authority over the next three years.

3. KEY ISSUES:

3.1 The strategic risk assessment ensures that:

- Strategic risks are identified and monitored by the authority
- Risk controls are appropriate and proportionate
- Senior managers and elected members systematically review the strategic risks facing the authority.

3.2 The Strategic Risk Assessment, in appendix 1, is continually updated based on the latest evidence. This is in line with the council's strategic risk management policy; a summary of this is provided in Appendix 2.

3.3 Strategic risks covered by the assessment are those which affect the council as a whole. The assessments focus is typically on key risks which could significantly jeopardise the council's ability to achieve its objectives, statutory plans and/or provide operational services as planned. The risk assessment also only covers high and medium level strategic risks. Lower level or operational risks are not registered unless they are projected to escalate within the three years covered. The strategic risk assessment should continue to focus on medium term risks to service delivery.

3.4 The strategic risk assessment is a detailed document. Any significant changes or updates made to each risk can be found in the 'key changes' column in the summary table at the start of the full Strategic Risk Register. Some of the more significant recent changes are:

- An adjustment to risk 1 identifying that following the approval of the Community and Corporate Plan providing clarity of the Council's priorities, there remains a risk to the council's ability to deliver all the commitments in the plan as a result of the current financial position and wider economic climate and a further risk (1b) to timely and appropriate decision making.
- An update to risk 2 on the Council's financial sustainability reflecting the risk of the initial modelled budget shortfall of £14.4 million in the Council's budget for financial year 2024/25.

- An adjustment to the nature of the risk and mitigation actions to risk 9 related to educational attainment. The change reflects the progress made in mitigating the risk of implementing the new national curriculum on learning and the continued risk of delayed impacts of the pandemic on learning through reduced attendance levels and the increase in episodes of behaviours that challenge in schools;
 - A re-definition of risk 10 related to the Replacement Local Development Plan into four parts (10 a, b, c and d), to ensure the risks of the council not progressing with the Replacement Local Development Plan are clearly captured and mitigating actions identified;
 - A reduction in the risk level for risk 13 related to homelessness following the progress made in delivering the mitigating action on the Rapid Rehousing Transition Plan;
 - The addition of risk 14 to identify the risk of a material reduction in public bus services which may occur as a result of diminished funding for bus operators from Welsh Government.
 - The addition of risk 15 to identify the risk of increased legal challenge to council decisions and service delivery through legislative routes.
- 3.5 The council continues to operate in a dynamic environment and has controls in place to assess, manage and mitigate, as far as possible, a variety of risks to service delivery. The strategic risk register will regularly evolve and adapt in line with this. The up-to-date register is accessible on the council's intranet so that cabinet are able to utilise it at any point in the year.
- 3.6 The strategic risk assessment was presented to Performance & Overview Scrutiny Committee on the 22nd November. The Committee scrutinised the risk assessment and responsibility holders to ensure that strategic risks have been appropriately identified and risk is being appropriately managed. An overview of the strategic risk register was also presented to Governance and Audit Committee on the 4th December to fulfil the committee's role of assessing the effectiveness of the authority's risk management arrangements.
- 3.7 The Risk Management Policy and Guidance is currently under review and will be informed by the findings of an internal audit review into the council's risk management arrangements which is currently being undertaken. Ahead of this, following feedback from committees, 'numerical' scores have been added to the risk matrix, as shown in appendix 2. This aims to demonstrate changes more clearly in risk levels following an assessment of risk likelihood and impact.
- 3.8 The assessment is one part of the Council's risk management arrangements. Risk is managed through a variety of processes, for example, through teams' service plans, through Emergency Management Plans and business continuity arrangements, specific project and programme management arrangements, health and safety procedures and insurance arrangements.
- 3.9 In line with the Well-being of Future Generations Act, identification and mitigation of longer-term risks that will impact on well-being at a community level but will have a lesser impact on the medium-term delivery of council services, is an area for continued

development. Through working with the Public Service Board, we are developing our understanding of future risks and opportunities and how we respond to them in Monmouthshire. The Monmouthshire Well-being Assessment identifies a number of issues that pose a challenge or opportunity for well-being in the county.

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

4.1 The purpose of the whole authority strategic risk assessment is to identify and assess risks robustly and ensure risk controls are put in place that are appropriate and proportionate. Any specific mitigating actions that have policy implications would need to be subject to a separate decision and a full impact assessment completed at that time.

4.2 The risk assessment specifically references risks around safeguarding and corporate parenting and how they are being mitigated. It also includes activity to mitigate risks relevant to the socio-economic duty and Future Generations.

5. OPTIONS APPRAISAL:

5.1 The Strategic Risk Assessment is updated based on the latest evidence available in line with the Council's strategic risk management policy. Risks that are identified as needing to be managed through the strategic risk register are included. The structure of the risk register has been developed based on information specified in the policy as being required. Updates to the strategic risk management policy and guidance consider feedback received and take account of the Council's current governance arrangements.

6. EVALUATION CRITERIA:

6.1 The strategic risk management policy sets the criteria that needs to be considered when identifying and mitigating strategic risks. Actions in the risk register set timescales and responsibility holders for delivery. The risk assessment will be subject to continuous review as part of the authority's performance management framework. An up-to-date risk register will be accessible to members on the Council's intranet – The Hub.

6.2 The risk management policy and guidance sets the reporting requirements of the risk assessment to Governance and Audit Committee, Performance and Overview Scrutiny Committee and Cabinet. The risk assessment will also be available for members and scrutiny committees to use at any point in the year to inform their work plan as appropriate.

7. REASONS:

7.1 To provide timely, relevant information on strategic risks as part of the performance management framework for ensuring the authority is well run and able to contribute to achieving the Council's purpose.

8. RESOURCE IMPLICATIONS:

8.1 Resource implications are associated with some risks and in implementing actions to manage them. There are no additional resource implications as a result of implementing the strategic risk management process.

9. CONSULTEES:

Cabinet
Strategic Leadership Team

10. BACKGROUND PAPERS:

Monmouthshire County Council Risk Policy and Guidance

11. AUTHORS:

Richard Jones, Performance and Data Insight Manager
Hannah Carter, Performance Analyst

12. CONTACT DETAILS:

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Monmouthshire County Council Whole Authority Strategic Risk Assessment

| Ref | Potential Risk | Risk Level (score) – Pre mitigation | Risk Level (score) – Post mitigation | Key changes |
|----------------------------------|---|--|--|---|
| Risks to resources | | | | |
| 1 | It will not be possible to deliver all of the commitments in the Community and Corporate Plan leading to slower than desired progress towards our purpose as a result of a tightening financial position | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | 2023/24 – Medium (8) 2024/25 – Medium (8) 2025/26 – Medium (8) | The Community and Corporate Plan was endorsed by Council in April 2023. The enabling strategies, which facilitate the delivery of the commitments set out in the plan, are currently under development and are due to be completed this Winter. Following agreement on the council’s future objectives, the focus of this risk has been amended to the risk of not being able to deliver all priorities set out in the Community and Corporate Plan as a result of the current financial position. |
| 1b | A small working political majority makes it harder to ensure timely and appropriate decision making which results in delays and uncertainty in some projects | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | 2023/24 – Medium (9) 2024/25 – Medium (9) 2025/26 – Medium (9) | This is a new risk added to the strategic risk register, to ensure that that the risk to the speed at which the council is able to make decisions and implement change as a result of the slim majority is assessed and managed. |
| 2 | Some services will become financially unsustainable in the short to medium term in their current form due to increasing demand and continuing financial pressures | 2023/24 – High (16) 2024/25 – High (16) 2025/26 – High (16) | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | The risk and associated mitigating action has been updated to capture the current in year 2023/24 budget forecast and recovery plan developed and the 2024/25 budget setting process and timetable, with initial budget modelling highlighting a shortfall of £14.4m. Given the current economic climate and financial situation the council faces, this risk score has increased from 12 to 16 pre-mitigation. |
| 3 | The authority is unable to maintain key infrastructure and meet other identified pressures due to insufficient capital funding availability | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | The risk has been updated with the 2022/23 capital expenditure outturn position. This showed a net underspend of £94,000 against budget, primarily due to overspends of £621k in enabling service transformation and £180k in the refurbishment of borough theatre being offset by underspends in various schemes which were instead funded by grants or the release of budgets. |
| 4 | Increases in the number of people exiting the labour market, a UK skills shortage and wage inflation will impact recruitment, retainment and workforce planning and affect the delivery of Council services | 2023/24 – High (16) 2024/25 – High (16) 2025/26 – High (16) | 2023/24 – Medium (8) 2024/25 – Medium (8) 2025/26 – Medium (8) | The development of a revised people strategy aligned to the Community and Corporate Plan is a significant mitigating action for this risk. The progress in developing the strategy has been updated. |
| 5 | Loss or corruption of data due to cyber-attack or data mismanagement, which will compromise the delivery of essential council services | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | 2023/24 – Medium (8) 2034/25 – Medium (8) 2025/26 – Medium (8) | A range of mitigation actions continue to be undertaken to mitigate this risk. |
| Risks to service delivery | | | | |
| 6 | Significant harm to a child or adult may occur due to a specific failure of safeguarding arrangements | 2023/24 – Medium (8) 2024/25 – Medium (8) 2025/26 – Medium (8) | 2023/24 – Medium (8) 2024/25 – Medium (8) 2025/26 – Medium (8) | The nature of the risk has been updated reflecting the increased complexity in safeguarding presentations and increased vulnerability within communities. The 2023/24 annual Safeguarding Evaluation report is currently being completed and will be reported to Council in December 2023. The strategic risk will be updated further in line with the findings of this evaluation. |
| 7 | Risk of harm if we are unable to meet the care and support needs of some vulnerable children due to an increase in demand and complexity of cases | 2023/24 – High (12) 2024/25 – High (12) 2025/25 – High (12) | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | The risk and progress with mitigating actions has been updated reflecting risks related to increased complexity of demand in children’s services, the insufficiency of placements for children who are looked after and associated ongoing financial pressures. |
| 8 | Risk of harm if we are unable to meet the care and support needs of some vulnerable adults due to an increase in demand and complexity of cases | 2023/24 – High (16) 2024/25 – High (16) 2025/26 – High (16) | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | The risk has been updated reflecting the on-going pressure across the social care and health system, together with workforce shortages in some areas. Progress with mitigating actions has been updated |

| Ref | Potential Risk | Risk Level (score) – Pre mitigation | Risk Level (score) – Post mitigation | Key changes |
|-----------------------------------|--|--|--|---|
| | | | | including recruitment campaigns, care at home and the micro- carers project. |
| 9 | High absence rates, particularly among vulnerable pupils, including those eligible for free school meals, and the increase in episodes of behaviours that challenge in schools as a result of the continuation of trends that first emerged during the pandemic will result in a worsening of educational attainment | 2023/24 – High (16) 2024/25 – High (12) 2025/26 – High (12) | 2023/24 – High (16) 2024/25 – High (12) 2025/26 – High (12) | The nature of the risk and mitigation actions have been updated. The change reflects the progress made in mitigating the risk of implementing the new national curriculum on learning and the continued risk of delayed impacts of the pandemic on learning through reduced attendance levels and the increase in episodes of behaviours that challenge in schools |
| Risks to policy priorities | | | | |
| 10 | a) The council is unable to proceed with the Deposit Replacement Local Development Plan (RLDP) due to a failure to identify and agree suitable Gypsy, Roma and Traveller sites b) The council does not support the Deposit RLDP c) Delays to the adoption of a RLDP inhibits our ability to take forward key policy objectives such as job creation and affordable housing development d) High phosphate levels in the rivers Usk and Wye limit development opportunities within a significant proportion of the county | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | The risk has been updated reflecting the latest evidence and progress with the Replacement Local Development Plan preferred strategy. The risk has been amended to include further risks related to being unable to proceed with the Deposit Plan due to a failure to identify and agree suitable Gypsy, Roma and Traveller sites and the council not supporting the deposit plan. |
| 11 | a) The council is unable to deliver its commitment to decarbonise its operations in sufficient time to achieve net zero by 2030 because our resources are not commensurate with the scale and complexity of the challenge b) The Council is unable to deliver services as a result of the increasing frequency of climate-related emergencies such as floods or extreme heatwaves that increase the demand for emergency responses and can cause damage to infrastructure and the closure of facilities | 2023/24 – High (16) 2024/25 – High (16) 2025/26 – High (16) | 2023/24 – High (16) 2024/25 – High (16) 2025/26 – High (16) | The post-mitigation risk level has been increased from 12 to 16 to reflect the increasing likelihood that the Council will struggle to become net-zero by 2030 because its resources are not commensurate with the scale and complexity of the challenge. Updates on the process for development of the council's plan to become net zero have been provided. |
| 12 | The rising cost of living tips more families into crisis requiring public service interventions which diverts resources from other policy priorities | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – Medium (8) | The risk has been updated to assess continuing financial pressures that is resulting in an increasing number of families requiring additional public service support. The risk level has been increased from medium to high post-mitigation for 2024/25 and from medium to high for 2025/26 pre-mitigation and from low to medium post-mitigation. |
| 13 | Residents are unable to secure or retain suitable accommodation, leading to rising homelessness and outward migration as a result of failures in the housing market | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | 2023/24 – Medium (8) 2024/25 – Medium (8) 2025/26 – Medium (8) | The progress with mitigating actions has been updated. The Rapid Rehousing Transition Plan is contributing towards falls in people needing to make a homeless application and has also increased the availability of both temporary and settled homes for homeless households, both contributing to the decreased use of B&B accommodation. |
| 14 | A reduction in public bus services as a result of a reduction in funding makes it harder for people to access key services across the county | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | 2023/24 – High (12) 2024/25 – High (12) 2025/26 – High (12) | A new risk of the possible reduction in public bus services has been identified. The scheme currently in place to support bus operators, the Bus Transition Fund, will likely be spent by December as a result of operators claiming substantially more than envisaged. This would leave a shortfall of £150k to be addressed in Q4 of 23/24, with the authority having to step in to support services. |
| 15 | An increase in the number of legal challenges to decisions resulting in delays and increased costs | 2023/24 – Medium (9) 2024/25 – Medium (9) 2025/26 – Medium (9) | 2023/24 – Medium (6) 2024/25 – Medium (6) 2025/26 – Medium (6) | A new risk has been identified on the risk of delays to council decision making as a result of legal challenges. |

Risks to resources

| | | | | | | | | | |
|---|---|------------------------------|--|------------------|-------------------------------------|--|----------------------------|------------|------------|
| Ref & Status | 1 | Risk | Potential Risk that: It will not be possible to deliver all of the commitments in the Community and Corporate Plan leading to slower than desired progress towards our purpose as a result of a tightening financial position | | | | | | |
| Risk Owner and cabinet Member responsible | Paul Matthews (Chief Executive) & Cllr Mary Ann Brocklesby (Leader) | | Scrutiny Committee | All | | | Strategic objective | All | |
| Reason why Identified | | | | | | | | | |
| <p>The Well-being of Future Generations Act requires us to plan on a decadal and generational basis. We updated our medium-term Community and Corporate Plan following the election of a new Council in May 2022 to align to the aspirations of the new administration. This will inform the development of a medium-term financial plan. The publication of three-year indicative budget settlements will aide this process but higher levels of inflation and pay awards above present assumptions make planning for the longer term difficult. A replacement Local Development Plan is currently being developed and other medium-term strategies such as the Climate Emergency Strategy will be updated. The global outlook has changed the world considerably since 2020, and we must consider the longer-term impact on future generations, and plan for these accordingly. The council’s key enabling strategies that facilitate the delivery of our Community and Corporate Plan are currently being updated to reflect new and emerging priorities.</p> <p>The authority is likely to face significant budget pressures as the UK Government begins to repay the debt accrued to meet the costs of the pandemic. Alongside this, it is expected that the NHS will continue to consume an increasing proportion of public sector expenditure. Both adult and children’s social care are facing acute pressures with escalating demand, increasing complexity and workforce shortages all contributing. While there is pressure to free-up hospital beds, the care system does not have the capacity to accommodate this, meaning that more resources will be drawn into these acute settings.</p> <p>These issues are compounded by workforce shortages and low levels of pay compared to other sectors. In Monmouthshire, high property prices make it difficult for staff to remain in or relocate to the area.</p> <p>Housing shortages are contributing to increasing levels of homelessness with limited affordable accommodation to meet the 2,400 applicants registered as in need on the Housing Register. This is compounded by the National Development Framework, which will limit the development of housing that is affordable for the key workers of the future. Limited housing growth will also have an impact on future council tax receipts, which the county is dependent on as it receives the lowest settlement of any local authority in Wales meaning that more must come from council tax or commercial income streams. The funding formula does not take adequate account of the relative higher costs of providing services in rural areas where public services cannot be easily centralised to generate economies of scale.</p> <p>An additional challenge that poses a threat to the long-term viability is climate change with increasing frequency of adverse weather events. The county of Monmouthshire has one of the highest carbon footprints in Wales with an older housing stock, which will be costly to decarbonise. The geography also means that decarbonising council operations will be more challenging than in urban areas.</p> | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Likely | Major | High | 12 | 2023/24 | Possible | Major | Medium | 8 |
| 2024/25 | Likely | Major | High | 12 | 2024/25 | Possible | Major | Medium | 8 |
| 2025/26 | Likely | Major | High | 12 | 2025/26 | Possible | Major | Medium | 8 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | Responsibility Holder | | Timescale | | Mitigation action progress | | | |
| Ensure affordability and deliverability of the commitments set out in the Community and Corporate Plan in the context of the wider economic climate | | Strategic Leadership Team | | Ongoing | | The Community and Corporate Plan was endorsed by Council in April 2023. It is recognised that our resources are affected by external financial pressures such as rising inflation and borrowing costs. Cabinet will ensure that the commitments in the community and corporate plan are kept under review and, if necessary, reprioritised in response to changing financial circumstances to ensure that the commitments remain affordable. Cabinet have set ‘A balanced budget reflecting objectives, priorities and commitments set out in the Council’s Community and Corporate Plan’ as strategic principle for the 24/25 budget. | | | |
| Engage with communities to understand challenges and opportunities from their perspective including participation of residents and service users | | Strategic Leadership Team | | Ongoing | | <p>The Council has undertaken a range of assessment and research to understand well-being in the county including the well-being assessment, population needs assessment, and research for the Replacement Local Development Plan (RLDP). These were used to inform the new Community and Corporate Plan, alongside information generated by cross-party working groups held in July and August 2022.</p> <p>A month-long consultation period on the 23/24 budget proposals took place at the beginning of 2023, where residents and local businesses were encouraged to engage and share their views. A range of events were held, both face to face and virtually, to ensure all residents had the ability to participate. Feedback from the events was carefully considered and resulted in a number of changes being made to the draft budget proposals and some savings being reversed.</p> | | | |

| | | | |
|--|-------------------------------------|----------------|--|
| | | | The contemporary policy challenges that we need to meet, working with our communities, are complex and evolving. These include transitioning to net zero, tackling the determinants of health inequality, making sure our children do well, and social care reform. We need to ensure that our understanding of these in the county remains up-to-date and current to inform our priorities. There is a need to develop our thinking and ideas as we plan for the longer term. The involvement and participation of and engagement with Monmouthshire's community groups, public service partners, service users and residents will be strengthened to help further understand experiences in the County, and to ensure programmes are bold and ambitious. |
| Strengthen medium to long term strategic financial planning as part of the Medium-Term Financial Plan and adapt to reflect the global uncertainty on public finances. | Deputy CEX/Chief Officer, Resources | December 2023 | The Medium-Term Financial Strategy (MTFS) will be presented to Council in February. The Medium-Term Financial Plan (MTFP) will follow which will outline a more specific delivery plan. It is important that both the MTFS and MTFP have regard to the cause and impact on meeting the well-being objectives and wider ambition of the Council set out in the Community and Corporate Plan. |
| Review and update enabling strategies following the adoption of a new Community and Corporate Plan and learning from the pandemic to ensure alignment of resources with the organisations policy priorities. | Deputy CEX/Chief Officer, Resources | Winter 2023/24 | The enabling strategies will be reviewed to ensure they are fit for purpose and support the new policy aims and objectives set out in the Community and Corporate Plan. |

| | | | | | | | | | |
|--|----------------|---|--|---|-------------------------------------|------------|-------------|------------|------------|
| Ref & Status | 1b | Risk | Potential Risk that: A small working political majority makes it harder to ensure timely and appropriate decision making which results in delays and uncertainty in some projects | | | | | | |
| Risk Owner and cabinet Member responsible | | Paul Matthews (Chief Executive) & Cllr Mary Ann Brocklesby (Leader) | Scrutiny Committee | All | Strategic objective | All | | | |
| Reason why Identified | | | | | | | | | |
| The local elections of May 2022 resulted in no political party having overall control of the Council. The Labour party was the largest party and formed a new cabinet without an overall majority. The lack of a majority Council has resulted in a politically unstable council, which has had a significant effect on the speed of the organisation's decision making and the ability to implement policy change. A coalition agreement has subsequently been reached between the Labour party and the Green party which provides a slim political majority of one councillor. The democratic process has seen some decisions recently be subject to call-in which can cause uncertainty in some projects. | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Almost certain | Substantial | High | 12 | 2023/24 | Likely | Substantial | Medium | 9 |
| 2024/25 | Almost certain | Substantial | High | 12 | 2024/25 | Likely | Substantial | Medium | 9 |
| 2025/26 | Almost certain | Substantial | High | 12 | 2025/26 | Likely | Substantial | Medium | 9 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | Responsibility Holder | Timescale | Mitigation action progress | | | | | |
| Undertake pre-decision scrutiny on relevant decisions | | Chief Officer Law & Governance and Chief Officer People, Performance & Partnerships | Ongoing | Each scrutiny committee has an established forward plan. This is shared regularly with department management teams to seek their input on items that will require scrutiny. A number of special meetings have been held to ensure decisions are scrutinised in advance of decisions. There is a need to improve the timeliness of completion of the forward plan to ensure appropriate time can be allocated by scrutiny committees to forthcoming decisions. | | | | | |
| Utilise members seminars and scrutiny workshops to engage and involve all councillors in the development of policy | | Chief Officer Law & Governance and Chief Officer People, Performance & Partnerships | Ongoing | Members seminars are being used to share developments and involve councillors on significant forthcoming decisions. Recent seminars include on the Replacement Local Development Plan (RLDP) and Culture Strategy. Scrutiny workshops are being held to seek councillors involvement in the development of proposals, these include the review of primary school catchments and Gypsy and Traveller needs assessment. | | | | | |
| Maintain a fully populated forward work planner of Cabinet and Council business | | Chief Officer Law & Governance | Ongoing | An established forward work planner for cabinet and Council business is available to all councillors and is a standing item on the agenda of scrutiny committees to inform their own work programme. There is a need to improve the timeliness of completion of the forward plan to ensure all interested parties are sighted as early as possible on planned decisions being brought forward. | | | | | |

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| Ref & Status | 2 | Risk | Potential Risk that: Some services will become financially unsustainable in the short to medium term in their current form due to increasing demand and continuing financial pressures | | | | | | |
| Risk Owner and cabinet Member responsible | Peter Davies (Deputy Chief Executive), Cllr Rachel Garrick & Cllr Ben Callard (Cabinet Members for Resources) | | Scrutiny Committee | All | | | Strategic objective | All | |
| Reason why Identified | | | | | | | | | |
| <p>After several years of taking significant resource out of the budget, the means of achieving further savings is increasingly more challenging. Pressures on the budget have remained and continue to increase in terms of demographic growth, demand on services and expectations, and pay and pension increases. Specific areas with pressures include children with additional learning needs, children's services and specifically looked after children, adult social care, homelessness and passenger transport.</p> <p>Councils are facing financial challenges on an unprecedented scale. Costs and demand have increased significantly in recent years and local authority budgets have not kept pace. The 2022/23 budget culminated in an overspend of £3.5m following acute pressures experienced within Adult's and Children's services, Homelessness and Education. The 2023/24 budget set in March 2023 accommodated additional costs of delivering services of £26m or 14%. Whilst income and funding increased by 9% (£16m) to meet some of these costs, the Council needed to find savings of 5% (£10m) from services. The first few months of 2023/24 has seen continuing financial pressures which are having a severe impact upon service operation, including a slow decline in inflation, sharp rises in interest rates, the cost-of-living crisis which is having a significant impact on our communities and supply chain issues which requires more costly alternatives. All of these factors puts pressure on the Council to deliver in a high-demand, high-cost environment.</p> <p>The pandemic has significantly affected the council's medium-term financial planning. This needs to be developed, reflecting realistic and accurate funding requirements, to allow a structured and planned approach to service delivery in the medium term, in line with corporate priorities. Current modelling predicts a continuously increasing budget deficit, despite a higher than expected increase in Welsh Government funding, with a shortfall of £35million predicted in 2027/28. The Council has a legal duty to set a balanced budget and therefore any budget shortfalls will need to be met through a combination of pressures being mitigated, additional savings and income or reserve contributions. This will be particularly challenging set against the backdrop of an ambitious Corporate and Community Plan being implemented.</p> <p>There is not a consistent picture of schools' balances. There has been a fluctuating trend with some schools showing a continuing reduction in schools balances, which is of concern, and others a more stable trend. However, grants awarded to schools at 2020/21- and 2021/22-year ends have resulted in a large increase in overall school balances. At 2022/23 year end, five schools were in deficit, compared to nine forecast to be in deficit at Month 9. Several schools continue to carry structural budget deficits which will need close monitoring as we move into a difficult budget year for schools in 2023/24.</p> | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Almost certain | Major | High | 16 | 2023/24 | Likely | Major | High | 12 |
| 2024/25 | Almost certain | Major | High | 16 | 2024/25 | Likely | Major | High | 12 |
| 2025/26 | Almost certain | Major | High | 16 | 2025/26 | Likely | Major | High | 12 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | Responsibility Holder | | Timescale | Mitigation action progress | | | | |
| Ensure that services deliver within budget, deliver savings targets and continue to identify, review and challenge pressures. | | Deputy CEX/Chief Officer, Resources | | Ongoing | <p>Councils are facing financial challenges on an unprecedented scale. It is widely acknowledged that local government funding over recent years has not kept pace with increased service demand, the additional responsibilities being transferred to Councils, and inflationary pressures. The 2022/23 revenue budget culminated in an overspend of £3.5m which required funding from earmarked reserves to cover the additional expenditure incurred following acute pressures experienced within Adult's and Children's services, Homelessness, and Education. The 2023/24 budget set in March 2023 accommodated additional costs of delivering services of £26m or 14%. Whilst income and funding increased by 9% (£16m) to meet some of these costs, the Council needed to find savings of 5% (£10m) from services.</p> <p>A 2023/24 early revenue budget update indicates £4.221m of service pressures, the largest coming from care provider service fees within Adult's and Children's services, ALN transport & recoupment, pay inflation and homelessness. This is coupled with a shortfall of £1.896m against savings targets set as part of the 2023/24 budget. Whilst it isn't unusual to see an over spend being forecast early in the financial year and for an improving position to develop as the year progresses, continuing financial headwinds, increasing demand for services, and the need for service savings of £10m to be delivered within this operating environment present tangible ongoing risks.</p> <p>In light of developing financial pressure, Cabinet recently approved the budgeted use of £2.5m of useable reserves to increase the Council's overall level of inflation contingency budget for 2023/24 to a total of £3m.</p> | | | | |

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| | | | <p>The use of a further £2.5m equates to the amount of reserves that were originally anticipated to be required to support the 2022/23 budget outturn position, but were not ultimately called upon.</p> <p>Work continues to implement a structured approach to tackle in year 2023/24 budget pressures which look to explore all available options open to the Council. This includes a review of vacancies being held, the potential for further or alternative savings, mitigation of pressures, and a more targeted review of unbudgeted grant funding and income.</p> |
| Develop a set of budget proposals for 2024/25 | Deputy CEX/Chief Officer, Resources | March 2024 | <p>A budget setting process and timetable paper taken to Cabinet highlights a modelled budget shortfall of £14.4 million for the 24/25 financial year, taking into account the current economic climate, service demand pressure and latest intelligence on likely funding levels. This report notes that the budget will reflect the priorities set in the approved Community and Corporate Plan. Central themes of reducing the impact of inequality on citizens and climate change on communities will hold primacy. Some things may need to be reprofiled into later years of the council term to ensure the organisation remains financially sustainable.</p> <p>The budget setting timetable, contained within the report, indicates work that has already been done, including budget workshops with SLT/Cabinet/Groups/Officers and producing high level pressure & savings mandates for Cabinet Scrutiny. Draft revenue & capital budget proposals are due to be complete by January 2024, ahead of scrutiny by various committees and public consultation in January and February. Final proposals will be presented to Council on the 29th February.</p> |
| Strengthen medium to long term strategic financial planning as part of the Medium-term financial plan, that is based on realistic evidence and planned scenarios, to guide our budget setting in line with agreed strategic objectives and responsiveness to challenges, such as the cost-of-living. | Deputy CEX/Chief Officer, Resources | December 2023 | <p>The Medium-Term Financial Strategy (MTFS) will be presented to Council in February. The Medium-Term Financial Plan (MTFP) will follow which will outline a more specific delivery plan. It is important that both the MTFS and MTFP have regard to the cause and impact on meeting the well-being objectives and wider ambition of the Council set out in the Community and Corporate Plan.</p> |
| Develop and implement a commercial strategy aligned to the Community and Corporate Plan | Deputy CEX/Chief Officer, Resources | Timescales as per strategy | <p>The Council has developed and is implementing a Commercial Strategy, which has generated income to support services and developed an approach to commercialising assets and creating a commercial culture and ethos. The strategy needs to be reviewed to align with the new Corporate and Community Plan, to assess progress and set the strategic focus.</p> <p>In 2022/23 investment properties overspent by £290k due to bad debt provision for a tenant in Newport Leisure Park who has gone into administration and higher than anticipated energy costs on vacant units at Castlegate Business Park. These three vacant units were filled during this year, however the rent-free period which forms part of any new rental agreement means that the section has fallen short of its income targets. The rent-free period is now complete and in 23-24 will see a full year of rental income increasing the income generated next year by £134k.</p> |
| Progress the Delegation Agreement with Cardiff Council, for the discharge and provision of council strategic and operational procurement services | Head of Enterprise and Community Animation | Timescales as per strategy | <p>The authority has entered into a collaboration with Cardiff Council, for mutual benefit, in the discharge and provision of the council's procurement services. The arrangements provide increased capacity and expertise to strengthen the council's procurement arrangements, such as in the use of data, to lead to better informed business decisions and business alignment. The effectiveness and impact of the arrangements will need to be assessed on an ongoing basis.</p> <p>The council's Socially Responsible Procurement Strategy 2023-28 and delivery plan were approved by Cabinet in June 2023. This strategy ensures that our procurement processes are aligned with our objectives outlined in the Community and Corporate Plan, and sets out our key procurement objectives, which include contributing to reducing the Council's carbon emissions to Net Zero by 2030 and making procurement spend more accessible to local small businesses and the third sector.</p> |
| Continue to work closely with schools to ensure their financial plans are as robust as possible to minimise any impact, whilst continuing to improve standards for our young people. | Finance Manager – Children & Young People | Ongoing | <p>Collective School Balances at the beginning of the 2022/23 financial year amounted to £6.956m surplus. The majority of the surplus balance brought forward into 2022/23 was due to several grants being awarded to schools at 2021-22 year-end, including Revenue Maintenance, Winter of Wellbeing, ALN New System, Recruit Recover & Raise Standards, Attendance Support & Community Schools, RISG and LA Education Grant.</p> |

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| | | | <p>The Month 9 forecast anticipated a draw on reserves of £4.652m. Between then and year-end, additional income including EAS income and Ukraine funding not included in school forecasts were received by schools, as well as some schools not investing as planned. This resulted in the draw on reserves being reduced to just under £2.7m.</p> <p>Five schools were in a deficit by the end of 2022/23, which points to structural budget deficits remaining in some cases, or a lack of planning for budgetary risks in the current economic environment. Whilst the current climate is severely challenging, school balances are designed to provide a level of financial resilience to mitigate and smooth such risks and are not expected to fund ongoing day-to-day expenditure. Officers will continue to work closely with those schools of concern and look to aid the return to a more sustainable budget plan over the medium term.</p> |
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| Ref & Status | 3 | Risk | Potential Risk that: The authority is unable to maintain key infrastructure and meet other identified pressures due to insufficient capital funding availability | | | | | | |
| Risk Owner and cabinet Member responsible | Peter Davies (Deputy Chief Executive), Cllr Rachel Garrick & Cllr Ben Callard (Cabinet Members for Resources) | | Scrutiny Committee | Performance and Overview Scrutiny Committee | Strategic objective | All | | | |
| Reason why Identified | | | | | | | | | |
| <p>Underlying the Capital Strategy is the recognition that the financial resources available to meet council priorities are constrained by the level of one-off reserves and capital receipts that the Council holds and the level of capital grant funding from Welsh Government and other funding bodies, and the extent to which the Council is able to entertain further prudential borrowing. The core capital programme has been impacted in recent years in order to enable the Band A new schools programme to be funded, which has now successfully concluded. Subsequent to a Council decision having been secured the 3-19 school in Abergavenny has progressed into contract and is in its construction phase, supported under the Welsh Government Band B programme.</p> <p>There remain a considerable number of pressures that sit outside any potential to fund them within the Capital MTFP, and this has significant risk associated with it. These include property and highways infrastructure, DDA work, and public rights of way. In addition to this, there are various schemes/proposals (e.g. Monlife, tranche C Future schools, climate emergency response, any enhanced DFG spending etc.) 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. In the event of emergency pressures, resources will have to be diverted. Projects, such as the Cardiff Capital Region City Deal, also require significant capital investment to realise the outcomes.</p> <p>The timing of capital receipts always remains uncertain due to market conditions. Future investment in capital schemes is in part dependent on future success of achieving capital receipts and there are risks attached to some receipts materialising. There is a risk associated with relying on the use of capital receipts in the same year that they come into the council and the potential for this to have significant revenue pressures should receipts be delayed and temporary borrowing be required. Significant further capital receipts are now not forecast and until such time as the outcome of the Replacement Local Development Plan is known and for which the Council has put forward a number of strategic sites in its ownership.</p> | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Likely | Major | High | 12 | 2023/24 | Likely | Major | High | 12 |
| 2024/25 | Likely | Major | High | 12 | 2024/25 | Likely | Major | High | 12 |
| 2025/26 | Likely | Major | High | 12 | 2025/26 | Likely | Major | High | 12 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | | Responsibility Holder | Timescale | Mitigation action progress | | | | |
| Regularly review assumptions as part of the capital MTFP taking account of any new information that is relevant and the consequential impact on the revenue MTFP. | | | Deputy CEX/Chief Officer, Resources | Ongoing | <p>The MTFP model was reviewed and updated as part of the budget process for 2023/24 to reflect the impact of the current economic situation, the revised demands and assumptions that this brings, together with aligning with the policy objectives of the new Cabinet.</p> <p>The value of Capital receipts forecast after 2022/23 drops off quite considerably which is reflective of the replacement local development plan (RDLP) not proceeding as quickly as envisaged in the original delivery agreement. This will have a substantial impact on the balance of receipts available to fund future capital investment demands. It is therefore important that reliance on capital receipts used to support capitalisation direction (to fund one-off revenue costs eligible to be met from capital resources) is seen as a short-term measure only.</p> | | | | |

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| | | | The Council has strengthened its scrutiny and challenge of the Capital Programme through the established Capital and asset management working group (CAMWG). The process in place looks to ensure that projects are prudent, affordable and will deliver tangible benefits to core policy objectives over the long term. The Capital Programme will be reviewed and reconsidered during the budgetary process to ensure that the revenue implications of capital expenditure are accurately reflected in the revenue MTFP and that the capital expenditure plans of the Council remain affordable, prudent and sustainable. |
| Continue to monitor the Capital budget | Deputy CEX/Chief Officer, Resources | Ongoing | <p>The 2022/23 capital expenditure outturns showed a net underspend of £94,000 against budget, primarily due to overspends of £621k in enabling service transformation and £180k in the refurbishment of borough theatre being offset by underspends in various schemes which were instead funded by grants or the release of budgets.</p> <p>102 capital schemes have required slippage into 2023/24 totalling £33,098,000, representing 42% of the total budget for the year. Whilst delays in progressing capital schemes can be expected due to varying external influencing factors, the large number of schemes requiring slippage, along with the explanations given by budget holders, point to more underlying issues such as unrealistic profiling of budgets and a lack of resourcing to manage the volume of schemes being planned.</p> <p>£3.415m more capital receipts are forecast to be available over the medium term than forecast at Month 9, following under spends within the capital programme; additional grant being secured for existing schemes, or; where capital receipts forecast over the medium have increased. Whilst positive, there remains a need for caution over committing any further receipts to either capital investment or increasing the level of capitalisation direction given the level of unbanked receipts contained within the forward projections.</p> |
| Further refinement of priority assessments in the property and infrastructure budgets to ensure all pressures have been considered and ranked. | Head of Commercial and Integrated Landlord Services & Head of Placemaking, Housing, Highways and Flood | Ongoing | <p>A programme of property condition surveys are currently being undertaken by external consultants; these will be used to inform prioritisation of capital maintenance spend. A programme of Health and safety surveys is currently being commissioned. Independent condition assessments of key highways infrastructure are completed as required depending on condition. These inform prioritisation of available capital budget.</p> <p>A review of the pressures and associated risks is being undertaken to inform the capital budget process. A previous review in 20/21 had concluded that further feasibility studies and technical assessments needed to be undertaken on specific infrastructure assets, funded from existing highways infrastructure capital budgets. The results of these studies and assessments will inform the capital MTFP and pressures that will need to be accommodated and funded therein in future financial years. The Capital and Asset Management Working Group will review this feed into the budget process for next year and across the MTFP. In tandem with this, the Capital and Asset Management working group will investigate the impact of significant construction price inflation on materials such as steel, wood, plaster, etc.</p> |
| Deliver the Asset Management Plan to manage the Council's land and property portfolio | Head of Commercial and Integrated Landlord Services | Timescales as per plan | The Asset Management strategy is being implemented and actions from the plan have been integrated into the relevant business plans for ongoing monitoring and progress reporting. The strategy is currently being updated to align with the commitments set out in the Community and Corporate Plan, and will also consider the findings from the Audit Wales Springing forward review on asset management. |
| Help sustain Council Services and enhance the asset base by investing in commercial property assets in order to increase the net rental income stream for the Council in line with the asset investment policy | Head of Commercial and Integrated Landlord Services | Ongoing – see Asset Management strategy | <p>The Commercial Strategy seeks to enhance income generation, develop an approach to commercialising assets and create a commercial culture and ethos. The strategy has a short-, medium- and long-term view and aims to provide a framework, with defined objectives, for new commercial projects and for the delivery of future commercial activity.</p> <p>The council has continually assessed its commercial risk appetite and exposure, and the updates are issued to the Investment Committee on investment performance and mitigating action being taken. The commercial risk appetite was adjusted in light of the pandemic and uncertainties in the investment and property market at this time. Going forward, there will need to be a focus on a commercial approach being taken to enable the policy aims and ambitions of the council to be delivered.</p> |

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| Ref & Status | 4 | Risk | Potential Risk that: Increases in the number of people exiting the labour market, a UK skills shortage and wage inflation will impact recruitment, retainment and workforce planning and affect the delivery of Council services | | | | | | |
| Risk Owner and cabinet Member responsible | Matthew Gatehouse (Chief Officer People, Performance & Partnerships), Cllr Rachel Garrick & Cllr Ben Callard (Cabinet Members for Resources) | | | Scrutiny Committee | Performance and Overview Scrutiny Committee | Strategic objective | All | | |
| Reason why Identified | | | | | | | | | |
| There is a global skills shortage, and the impact is being felt in several sectors that Monmouthshire County Council is either a part of or competes with for talent. Some services have identified challenges with recruitment; Social Care, Operations and Facilities are all facing difficulties, which is affecting service provision. | | | | | | | | | |
| There is a continuing risk that staff well-being could be impacted by a range of factors from work related pressures such as staff in some areas are facing considerably increased workloads to meet increasing demand, to personal home-based factors such as financial strains due to the rising of cost of living. | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Almost certain | Major | High | 16 | 2023/24 | Possible | Major | Medium | 8 |
| 2024/25 | Almost certain | Major | High | 16 | 2024/25 | Possible | Major | Medium | 8 |
| 2025/26 | Almost certain | Major | High | 16 | 2025/26 | Possible | Major | Medium | 8 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | Responsibility Holder | | Timescale | Mitigation action progress | | | | |
| Recruit and retain staff more effectively | | Chief Officer People, Performance & Partnerships | | Ongoing | <p>Recruitment issues are being reflected nationally within some sectors, and the council is not exempt from this. Positions within Social Care, Operations and Facilities, for example, are seeing a dramatic reduction in applicants, and this is impacting on service provision. Solutions for the national recruitment issues do not sit solely with local authorities. However, HR and managers within the council are working together to try to reduce the recruitment problem and determine ways of lessening its impact on services.</p> <p>The People team have put arrangements in place to strengthen recruitment procedures, such as adapting the recruitment process, whilst still maintaining safeguarding and safety requirements, promotion of opportunities and recruitment of graduates, apprentices and work experience. This has led to successful recruitment campaigns in some service areas. The Communications Team are promoting positions in a variety of ways to reach a broader audience, using drives such as 'Job of the Week'. The Leaders Q&A sessions are encouraging discussion between service areas to promote networking and sharing ideas.</p> <p>Recruitment arrangements need development to meet remaining challenges. An e-recruitment system is being implemented to support the development of recruitment as a genuine talent acquisition process. This will benefit recruiting managers who want speed, simplicity and agility.</p> <p>HR staff sit on various local government groups and are collaborating with partner organisations to identify commonalities and information sharing. This is being fed into Welsh Government to inform their decision-making and to influence their response to the issue.</p> | | | | |
| Develop the support mechanisms to support staff wellbeing | | Head of HR | | Ongoing | <p>The Digital 'Cwtch' continues, although less frequently, along with a People Leaders Q&A session. The people services team has developed a People Leaders Support Site which enables 'live' discussion/news feed, enabling direct support and a shared learning platform for managers and head-teachers.</p> <p>Staff well-being is affected by a range of factors, including additional work pressure and demand, personal factors and societal factors. Learning from, and building on, arrangements from the pandemic, staff well-being needs continual support. The use of networks and communication digitally, surveys and feedback loops to senior managers, has extended the reach of contact with the workforce. This has also created the conditions for a wider system of self-supportive networks sharing practice, ideas and support.</p> | | | | |

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| Embed workforce planning into team management processes to ensure the right skills, expertise and knowledge are available for future changes | Chief Officer People, Performance & Partnerships | Ongoing | <p>The ability of the organisation to plan the workforce it needs to meet current and future demands, and to implement this, requires development, especially given recruitment and national skill challenges. A team with a specific focus on workforce planning and development in the Council has been established, incorporating recruitment, retention, Apprenticeship, Graduate and Internship and training. We have introduced the Apprentice Graduate and Intern Strategy (AGI) to support and increase the number of opportunities across the council. Work continues on this as an integral part of strategic workforce planning. The team is working with service areas to strengthen workforce planning arrangements. A revised people strategy is being developed to align to the community and corporate plan and take account of latest evidence. This will also consider the findings from the Audit Wales Springing forward review on workforce.</p> <p>The development and retention of existing staff is an essential component of workforce planning. A learning management system was procured in the Summer of 2022 and is being implemented in a phased roll-out which commenced in April 2023.</p> |
| Adopt a qualitative approach to ensuring professional development, wellbeing and information flow is taking place for those that want or need it | HR Manager | Ongoing | <p>The staff appraisal process, Check In-Check Out, needs to evolve to meet the varying needs of the organisation based on learning that a one-size-fits-all approach is not effective for the varying services the council delivers.</p> <p>Arrangements are being developed to ensure there is meaningful staff/line manager engagement and communication by right. Colleagues need to be given the 'right' to seek meaningful 1-1s on a regular basis, and there needs to be a focus on improving the skills of line managers to enable a variety of different approaches to the process so that performance development is realistically achieved. There is also a need to ensure feedback loops are in place to evaluate whether this is happening effectively, and to determine if they are informed by other enabling arrangements such as Service Business Plans, and staff training and development needs.</p> |

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| Ref & Status | 5 | Risk | Potential Risk that: Loss or corruption of data due to cyber-attack or data mismanagement, which will compromise the delivery of essential council services | | | | | | |
| Risk Owner and cabinet Member responsible | Sian Hayward (Head of Information, Technology & Security), Cllr Rachel Garrick & Cllr Ben Callard (Cabinet Members for Resources) | | Scrutiny Committee | Performance and Overview Scrutiny Committee | Strategic objective | All | | | |
| Reason why Identified | | | | | | | | | |
| There have been a number of high-profile cases across both public and private organisations where cyber-attacks and data breaches have compromised service delivery and financial loss. These attacks occur due to insecure infrastructure or staff who are not cyber literate and may inadvertently introduce attacks through their personal actions. Cyber security can also be compromised through a lack of structured governance arrangements, risk assessments and planning. | | | | | | | | | |
| Digital working has increased in the last two years bringing an increase in the potential for loss of data through cyber incidents. | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Likely | Major | High | 12 | 2023/24 | Possible | Major | Medium | 8 |
| 2024/25 | Likely | Major | High | 12 | 2024/25 | Possible | Major | Medium | 8 |
| 2025/26 | Likely | Major | High | 12 | 2025/26 | Possible | Major | Medium | 8 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | Responsibility Holder | | Timescale | | Mitigation action progress | | | |
| Ensure robust arrangements are in place to safeguard the organisation's data and systems from cyber-attack | | Cyber security service | | Ongoing | | <p>The Council recognises that total elimination of cyber-attack is not possible, but we will ensure robust arrangements are in place to safeguard data and systems from cyber-attack via: Physical barriers to the network, staff awareness, training and culture and structured governance, risk analysis and business continuity planning.</p> <p>Significant investments in ICT infrastructure and software have been undertaken, which will mitigate against the likelihood of a cyber-attack.</p> <p>An operational risk register, which is exempt from publication under the Data Protection Act, is maintained by the Information Security Team, the SRS Security Team and MCC.</p> | | | |

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| | | | A cyber security report was taken to Governance and Audit Committee in January 2023 to provide assurance to the committee that the arrangements in place are robust. |
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Risks to service delivery

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| Ref & Status | 6 | Risk | Potential Risk that: Significant harm to a child or adult may occur due to a specific failure of safeguarding arrangements | | | | | | |
| Risk Owner and cabinet Member responsible | Will Mclean (Chief Officer Children & Young people), Jane Rodgers (Chief Officer Social Care, Safeguarding & Health) & Cllr Ian Chandler (Cabinet Member for Social Care, Safeguarding and Accessible Health Services) | | | Scrutiny Committee | People Scrutiny Committee | Strategic objective | A Connected Place Where People Care | | |
| Reason why Identified | | | | | | | | | |
| The Council and its partners must maintain a consistent focus on safeguarding vulnerable people in order to both prevent and reduce the likelihood of harm, and to respond effectively to reduce risks if harm occurs. | | | | | | | | | |
| The consequences of the pandemic and the current economic and social pressures on families generates pressure within the social care and health system with more complex presentations and increased vulnerability within communities. This demand pressure, alongside ongoing social care workforce recruitment and retention challenges, impacts on the council's ability to protect children and adults who are at risk. | | | | | | | | | |
| Care Inspectorate Wales (CIW) conducted an assurance check in February 2021 and reported broadly positive findings under the four principles of the Social Services and Well-being (Wales) Act 2014: People – Voice and Control, Prevention, Well-being, Partnerships and Integration. A further CIW Performance Evaluation Inspection of Adults social services was undertaken in July 2022, which includes performance of Adults Safeguarding. This found that <i>“The local authority responds to immediate safeguarding concerns. Through reading social care records, we saw evidence of professionals in the safeguarding team working effectively with colleagues from the local health board and the police, as well as wider local authority teams, to protect adults at risk”</i> . Areas for improvement included further work to embed the threshold for safeguarding concerns and to ensure that statutory timescales for undertaken enquiries are met. | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Possible | Major | Medium | 8 | 2023/24 | Possible | Major | Medium | 8 |
| 2024/25 | Possible | Major | Medium | 8 | 2024/25 | Possible | Major | Medium | 8 |
| 2025/26 | Possible | Major | Medium | 8 | 2025/26 | Possible | Major | Medium | 8 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | Responsibility Holder | | Timescale | Mitigation action progress | | | | |
| Continually monitor and evaluate safeguarding processes and practice and ensure good accountability for safeguarding. Ensure that where actions are identified from self-evaluation processes that these are implemented. | | Safeguarding & quality assurance service manager | | Ongoing | Progress against the council's safeguarding priorities is evaluated annually and the priorities reflect the cornerstones for keeping people safe in Monmouthshire, as set out in the Corporate Safeguarding Policy. The last Annual Safeguarding Evaluation Report was presented to Council in October 2022. The report evaluates the progress of Monmouthshire County Council's key safeguarding priorities during 2021/2022, highlighting progress, identifying risks and setting out actions and priorities for 2022 - 2023. This evaluation report forms an integral part of the improvement of safeguarding practice across the Council and drives the work of the Whole Authority Safeguarding Group. The updated 22/23 report will be presented to Council in December 2023. A safeguarding 'self-assessment' is undertaken on a two-year rolling programme, on a directorate basis via the Safeguarding Assessment Framework for Evaluation (SAFE). The key development has seen directorates sharing the outcomes of their SAFEs through a work-shop approach, using real case studies from their service areas to demonstrate safeguarding in action. | | | | |
| Drive the strategic agenda and the associated programme of activities for safeguarding through the Whole Authority Safeguarding Group (WASG). | | Chief Officer, Social Care, Health & Safeguarding | | Ongoing | The Whole Authority Safeguarding Group (WASG) meets bi-monthly, chaired by the Statutory Director (Chief Officer). Every directorate has a representative on the group, and minutes are retained for each meeting. The WASG continues to provide leadership, direction, oversight, support and challenge to strengthen safeguarding activity in the Council. | | | | |

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| <p>Ensure that robust systems are in place within the authority to respond to any concerns regarding child protection and protection of adults at risk.</p> | <p>Chief Officer, Social Care, Health & Safeguarding</p> | <p>Ongoing</p> | <p>The continued upward trend in demand within both children's and adult's services puts services under immense pressure. Children's services remain committed to promoting good practice around child protection and safeguarding through an on-going programme of service and practice development. There is a joint safeguarding hub in place to manage children and adults safeguarding referrals which assures a high level of multi-agency engagement and timely decision making. Children's services promotes good practice in child protection and safeguarding through strengths based practice and risk assessments, and staff members receive appropriate training and support to carry out their duties. Family support services across all tiers of need and vulnerability are in place.</p> <p>Adult safeguarding referrals remain in an upward trend, although have recently stabilised. CIW carried out an assurance check in February 2021, and the report specifically identified positive working practices within the safeguarding arena. They did, however, identify some areas for improvement, specifically in relation to the number of adult safeguarding enquiries completed within seven days, and improved management oversight in the adult safeguarding records viewed. The CIW Performance Evaluation undertaken in July 2022 found that there has been an increase in the proportion of adults safeguarding enquiries completed in seven days during 2021/22, but that further improvement in timeliness is needed.</p> <p>The outcomes from the inspection report related to Adult safeguarding arrangements will be addressed and monitored via an action plan. CIW will monitor progress through its ongoing performance review activity with the local authority.</p> <p>Safeguarding reports for children and adults are produced on a 6-monthly basis. This has shown room for improvement in meeting our timescales within the statutory framework. The number of children on the child protection register fluctuates, and at year-end 22/23 was 113. The number of Looked After Children has risen substantially in recent years but has recently stabilised, although it remains higher than the average rate of children who are looked after across Wales last year. As a result, significant demand on Children's Services remains.</p> |
| <p>As a statutory partner of the regional safeguarding boards, continue to work with other statutory partners to ensure that there are effective multi-agency safeguarding arrangements and that they are working well.</p> <p>Share learning and development in safeguarding.</p> <p>Implement the recommendations and learning from any Domestic Homicide review, adult practice review or child practice review that is undertaken under the safeguarding board.</p> | <p>Chief Officer, Social Care, Health & Safeguarding</p> | <p>Ongoing</p> | <p>There continues to be full representation at all levels of the work of the regional safeguarding board. There is strong engagement in regional approaches to addressing the risks of sexual and criminal exploitation of children; Modern Day Slavery; Violence Against Women Domestic Abuse; Sexual Violence (VAWDASV); and Contest (PREVENT anti radicalisation).</p> <p>The Monmouthshire Exploitation Group (MEG) has been implemented, with representation from the Safeguarding Unit, Public Protection, Partnerships, Police, Gwent Missing Children's Team, Education and community-based teams. This group has overseen the development of a Monmouthshire Protocol for responding to Modern Day Slavery and Exploitation.</p> <p>The Council's safeguarding unit supports quarterly safeguarding learning networks to share learning and developments in safeguarding across agencies.</p> |

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| Ref & Status | 7 | Risk | Potential: Risk of harm if we are unable to meet the care and support needs of some vulnerable children due to an increase in demand and complexity of cases | | | |
| Risk Owner and cabinet Member responsible | Jane Rodgers (Chief Officer Social Care, Safeguarding & Health) & Cllr Ian Chandler (Cabinet Member for Social Care, Safeguarding and Accessible Health Services) | | Scrutiny Committee | People Scrutiny Committee | Strategic objective | A Connected Place Where People Care |
| Reason why Identified | | | | | | |

The council is supporting 204 children who are looked after (September 2023). The number has stabilised in recent years, although it remains higher than the average of children who are looked after across Wales. The number of unaccompanied asylum-seeking children (UASC) being looked after by the local authority is increasing and is currently 17.

The 2022/23 budget for Children’s services was £17.8m. Despite receiving an additional £1m in grant funding to support the development of services to support the eliminate agenda, there was an overspend at outturn of £4.147m. This was mainly as a result of increased demand very high-cost placements for children who are looked after. The workforce position within children’s services also remains challenging, with increasing reliance on employing agency workers which has a significant impact on the budget.

There is an insufficiency of placements for children who are looked after at a local, regional and national level, particularly those with complex needs or disabilities. Because of this, there is a risk that we may need to place children in unregistered provision in emergency situations. This is likely to be exacerbated by the Welsh Government’s policy commitment to eliminate profit from the care of looked after children which could lead to instability within the market. This creates an on-going risk for the council that is difficult to fully mitigate at present.

| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
|-----------------------------|------------|--------|------------|------------|------------------------------|------------|--------|------------|------------|
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Likely | Major | High | 12 | 2023/24 | Likely | Major | High | 12 |
| 2024/25 | Likely | Major | High | 12 | 2024/25 | Likely | Major | High | 12 |
| 2025/26 | Likely | Major | High | 12 | 2025/26 | Likely | Major | High | 12 |

Mitigating Actions

| Mitigating Action | Responsibility Holder | Timescale | Mitigation action progress |
|---|-----------------------------|------------|--|
| Continue to implement the fostering strategy on the recruitment, retention and skills development of in house fostering. | Head of Children’s Services | Ongoing | <p>Where Monmouthshire children are not able to remain with their families, providing in-house fostering services is always our first choice. However, there is an insufficiency of in-house carers in Monmouthshire, particularly carers who are able to provide more specialist care or look after sibling groups; in 22/23, there was 1 generic foster carer approved at panel, and so far in 23/24, a further 1 generic foster carers has been approved. This creates an over-reliance on private and independent providers where the right placement for a child cannot be assured.</p> <p>The council is working with Foster Wales to run active campaigns to increase the rates of in-house foster carers to provide accommodation and support to children requiring it. The team is focused on ensuring that prospective foster carers are responded to and supported from the point of enquiry, through the rigorous assessment process and onto approval and first placement. To encourage our fosters carers to continue in their valuable roles, we are working at a local and regional level to ensure that our on-going offer to foster carers – both financial and practical – is as good as it can be.</p> |
| The service continues to strengthen its preventative offer to support children living safely at home, with their families and communities, and continues to review and monitor the Children Looked after population in line with Welsh Government expectations around reduction | Head of Children’s services | Ongoing | <p>The council is supporting 204 children who are looked after (September 2023). The number has risen substantially in recent years but has recently stabilised, although it remains higher than the average of children who are looked after across Wales.</p> <p>There is a coherent approach to early help and prevention to support families. This allows families to receive support at the right level of intensity to enable parents to provide their children with the safety, nurture and care then need. Services are in place to support the rehabilitation of children following periods of being looked after e.g. Building Stronger Families; to provide medium-term holistic support to families making sustainable change e.g. Achieving Change Together Team; and to provide a therapeutic response to parents and carers in supporting children with trauma presentations e.g. MyST.</p> <p>Over the next year, family support will be further strengthened to provide intensive community supervision and support to children. The focus remains on practice development and the importance of relationships - how we work with families to support their strengths, manage risks and achieve good outcomes, reducing the need for children to be looked. An additional focus over next period will be to increase resilience within Child Protection services as we continue to work with increased levels of risk and vulnerability within the community.</p> |
| Develop and expand the Children’s Services Commissioning Strategy in response to the intention to eliminate profit from children’s social care | Head of Children’s services | Five years | We have a commissioning strategy in place to help us understand our placement requirements moving forward. This is aligned with Welsh Government’s ambition to eliminate profit from children’s care. Two children’s homes have been commissioned this year through partnership models, one of which was a |

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| | | | <p>specialised provision for children with very complex needs. Further opportunities to develop residential and supported accommodation placements are in place.</p> <p>Work is underway to develop further residential placement opportunities for children who are looked after. The commissioning strategy includes increasing the numbers of in-house carers and the expansion of residential and supported accommodation options within the county. There are huge challenges with this work particularly around workforce, resources and the time it takes to develop provision. Whilst we continue to take steps to prevent children coming into care and reduce the numbers of children in care, the demand for appropriate placements remains high in a low supply environment.</p> |
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| Ref & Status | 8 | Risk | Potential: Risk of harm if we are unable to meet the care and support needs of some vulnerable adults due to an increase in demand and complexity of cases | | | | | | |
| Risk Owner and cabinet Member responsible | Jane Rodgers (Chief Officer Social Care, Safeguarding & Health) & Cllr Ian Chandler (Cabinet Member for Social Care, Safeguarding and Accessible Health Services) | | Scrutiny Committee | People Scrutiny Committee | | Strategic objective | A Connected Place Where People Care | | |
| Reason why Identified | | | | | | | | | |
| Referrals to Adult's Services have increased over recent years, and services are facing unprecedented pressure as a result. There are waiting lists in place for social care assessments and some people are having to wait for services to meet their assessed needs, particularly care at home/domiciliary care. Monmouthshire has specific challenges in providing sufficient home care due to rurality and demographics. Demand following the pandemic and the increase in acute respiratory illnesses, together with the aging demographic has increased the complexity of presenting need, and services are under immense pressure as a result, which is causing delays in service provision. | | | | | | | | | |
| The fragility of the social care sector and the availability of care staff remains a key risk. Difficulties in recruiting and retaining staff in care posts has exacerbated the pressure, and this is being impacted by, and impacting upon, hospital discharge protocols. The current financial context for both health and social care places restrictions on the ways in which services can respond to need. | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Almost certain | Major | High | 16 | 2023/24 | Likely | Major | High | 12 |
| 2024/25 | Almost certain | Major | High | 16 | 2024/25 | Likely | Major | High | 12 |
| 2025/26 | Almost certain | Major | High | 16 | 2025/26 | Likely | Major | High | 12 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | | Responsibility Holder | Timescale | Mitigation action progress | | | | |
| Work with Welsh Government to recruit and retain care staff | | | Chief Officer, Social Care & Health | Ongoing | Recruitment and retention of care staff has been a considerable concern for some time. In terms of ensuring that we have the sufficient workforce, particularly in key posts around direct care, mental health, team leader posts and occupational therapy, this is an on-going endeavour. The perceptions of working in social care tend to be negative; however, we are to trying to counteract these negative perceptions and demonstrate the opportunities, career progression, work life balance and job satisfaction that people experience who work within the sector. Attraction and recruitment of people into the social care sector continues to be a challenge. We were successful in securing a grant from social Care Wales to film a video to challenge these perceptions and support the recruitment of people into the sector. The impact of this video saw a 700% increase of applications within a 1 month period. We have developed a recruitment and retention strategy for our social care workforce, with a particular focus on addressing areas where there is high demand. At March 2023 the number of vacancies across the social care sector was 56; this has decreased to 20 in October 2023. | | | | |
| Work to address the difficulties in the health and social care system through the Regional Partnership Board and its sub-groups. | | | Chief Officer, Social Care & Health Head of Adult Services | Ongoing | There are on- going regional partnership meetings to identify and address difficulties across health and social care. These include Gwent Adult Service Partnership, and at a local level the Integrated Services Partnership Board. At a local and regional level, grant money received via the Regional Partnership Board is used to best effect to meet population needs and respond to demand pressure in areas such as hospital discharge and winter planning. | | | | |
| Monitor requests for Domiciliary Care to ensure demand is being met and delays are minimised | | | Chief Officer, Social Care & Health | Ongoing | On-going pressure across the social care and health system, together with workforce shortages in some areas, has meant that we continue to face a number of challenges in being able to respond to people's care and | | | | |

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| | | | <p>support needs as timely as we would want. All referrals are triaged at point of referral to ensure that those in most need are prioritised for assessment and intervention. Access to care and support is not always timely; the number of hours of unmet care needs reached nearly 1,200 hours per week earlier in the year; this has subsequently been reduced to 804 hours at the end of March 2023.</p> <p>We are undertaking case reviews and applying the principles of the Social Services and Well-being Act to ensure a strengths-based approach looking at individual, family and community based support where appropriate. We are working to ensure that for both in-house and providers services, home care runs are coordinated as efficiently as possible.</p> |
| Implement a 'place-based' approach to create sustainability in care at home services | Chief Officer, Social Care & Health | Ongoing | <p>The Council remains committed to developing a more sustainable care at home sector for the future. A place-based approach is being progressed that encompasses all aspects of the community, including third sector, housing, education, residential settings and the community itself. This also needs to allow those wishing to live independently the opportunity to shape their own support to meet their own goals and desires.</p> <p>A micro-carer pilot was launched in April 2022. A micro carer is a self-employed care worker that provides flexible, personalised support and care to citizens who live in their local area. The micro-carer project supports the self-employed carers to develop their businesses as well as providing the opportunity for greater oversight and governance of self-employed care workers operating within Monmouthshire. In the first year 9 micro carers have been entered on to the micro care directory and are now delivering care and support. There are currently 21 people being supported by micro-carers in their local community, delivering 161 hours of care and support in total each week.</p> |
| Ensure the long-term sustainability of social care providers | Chief Officer, Social Care & Health & Head of Public Protection | Ongoing | <p>It is vital that social care providers are able to provide care and support after the period of the pandemic and as such the council has a role in ensuring their financial sustainability through fair fee negotiations and supporting with recruitment and training. We build positive relationships with our local providers and intervene and provide support where difficulties emerge. We have effective contract monitoring in place, based on partnership approaches.</p> |

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| Ref & Status | 9 | Risk | Potential Risk that: High absence rates, particularly among vulnerable pupils, including those eligible for free school meals, and the increase in episodes of behaviours that challenge in schools as a result of the continuation of trends that first emerged during the pandemic will result in a worsening of educational attainment | | | |
| Risk Owner and cabinet Member responsible | Will Mclean (Chief Officer Children & Young People) & Cllr Martyn Groucutt (Cabinet member for Education) | | Scrutiny Committee | People Scrutiny Committee | Strategic objective | A Learning Place |
| Reason why Identified | | | | | | |
| <p>The pandemic caused widespread disruption to learning, with a significant effect on both teachers and learners. Vulnerable learners have been particularly affected, with the gap in attainment between vulnerable pupils, including those eligible for free school meals, and those without vulnerabilities widening. Longer-term effects of the pandemic on pupil well-being and attendance have emerged. There is a risk that our schooling system struggles to adjust to the new patterns of need amongst our children and young people in the post-pandemic period.</p> <p>Meeting the needs of vulnerable learners remains a priority and the gap in attainment between those not eligible and those eligible for Free School Meals (FSM) remains a concern. There is variation in FSM learner progress and outcomes across schools. Leadership, management, capacity and performance has been identified as in need of improvement in some schools.</p> <p>The new curriculum was rolled out from 2022. The disruption resulting from the covid-19 pandemic may impact on the ability of some schools to fully and effectively implement the curriculum and this will need to be monitored throughout the remainder of the academic year. Given the external pressures of the new curriculum and the wider aspects of the reform agenda, such as the introduction of the ALN Act, some schools may not return to levels of teaching and learning that were seen prior to the pandemic as quickly as necessary. This also recognises that there will be significant pressures on schools to support accelerated learning and wellbeing provision.</p> <p>There is an increasing demand for support for children with additional learning needs. There are also challenges in meeting the demand for Welsh Medium education provision in the future.</p> <p>Estyn's report into Local Government Education Services in Monmouthshire County Council was published in April 2020. The report concluded that the authority's education service does not give cause for significant concern. There are four recommendations for development:</p> <ul style="list-style-type: none"> • Improve outcomes for pupils eligible for free school meals; • Further strengthen the focus on increasing the number of pupils achieving excellent standards; • Articulate a clear strategy for SEN provision; | | | | | | |

- Strengthen the use of information gathered through self-evaluation to better inform improvement planning

| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
|--|----------------|---|------------|------------|---|----------------|--------|------------|------------|
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Almost certain | Major | High | 16 | 2023/24 | Almost certain | Major | High | 16 |
| 2024/25 | Likely | Major | High | 12 | 2024/25 | Likely | Major | High | 12 |
| 2025/26 | Likely | Major | High | 12 | 2025/26 | Likely | Major | High | 12 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | Responsibility Holder | | Timescale | Mitigation action progress | | | | |
| Continue to support schools through the ongoing and evolving demands of the pandemic | | EAS & MCC | | Ongoing | <p>September 2022 saw the return to school without COVID management requirements. This enabled schools to focus on the delivery of the new curriculum and excellent teaching and learning.</p> <p>Estyn has returned to a full inspection cycle and three Monmouthshire schools were inspected in the summer term of the academic year 2021/22. Two of those schools was placed into a statutory category, one requiring Special Measures, and the other Significant Improvement. These schools will now be subject to an extensive monitoring process to ensure that its recovery is robust and sustainable.</p> | | | | |
| Work with Education Welfare Services to ensure that pupils attend school regularly and are able to access excellent teaching and learning. | | Head of Achievement and Attainment | | Ongoing | <p>Attendance is still a legacy of the pandemic and an issue in schools. Education Welfare Officers are working with vulnerable pupils to bring them back into the educational setting, where possible. There are varying reasons for pupil absence, so a different approach is being adopted for different cohorts, and the Education team are working with multiple agencies to ensure these children and young people return to school.</p> <p>The teams are focused on the appropriate interventions for learners but there has also been work undertaken to provide additional depth and breadth to our understanding of the full range of reason for absence such as those reasons that are emotionally based.</p> | | | | |
| Support learners' wellbeing through excellent teaching and learning and through wider school-based activity | | Head of Achievement and Attainment Head of Inclusion | | Ongoing | <p>It is vital that all Monmouthshire settings understand that the principal means of supporting wellbeing in school is through excellent and engaging teaching and learning for all learners. There will be times and areas where this has to be supported and developed by other interventions.</p> <p>The Whole School Approach to Emotional and Mental Wellbeing is a structured approach for schools which helps them to understand how they are best placed to promote wellbeing. This has a hugely significant effect on children's attendance and achievement in school. The phased engagement of our schools has been positive: we currently have 43% of schools working with the team.</p> | | | | |
| Ensure the agreed arrangements with the Education Achievement Service (EAS) continue to challenge and support schools | | EAS & Chief Officer, Children and Young People | | Ongoing | <p>Working with the local authority, EAS continue to provide ongoing challenge, monitoring and evaluation work in schools with a continued particular focus on vulnerable learners. All schools will continue to be provided with a bespoke support package that compliments the priorities identified within their own School Development Plans (SDPs) in line with the levels of support they require. There is a degree of flexibility within the deployment model to allow for in-year changes in circumstances and to allow for changes in light of the pandemic.</p> <p>Schools have prioritised the wellbeing of all pupils as a pre-requisite for effective learning. This includes the development of a flexible approach to curriculum delivery, suitable for use in a range of contexts, and additional support to close the gap, to recover and to raise standards for priority groups.</p> | | | | |
| Develop and implement plans to address the recommendations in Estyn's report into Local Government Education Services | | EAS & MCC | | Ongoing | <p>Monmouthshire County Council underwent an Estyn inspection in February 2020 and ordinarily, would focus on meeting the report's recommendations. The themes from the inspection included pursuing excellence, creating an holistic vision and strategy for learners with additional learning needs, securing better outcomes for our learners eligible for free school meals (FSM) and improving the way we use data in our evaluations. Draft ALN and FSM strategies have been scrutinised by Children and Young People Select Committee and continue to be developed in response to the impact of COVID-19. We also continue to develop leadership across our schools and create better learning environments for all our learners.</p> <p>The action plan to address the recommendations from the Estyn inspection is being implemented. Recent Estyn reports indicate that learners eligible for free school meals are making good progress in their learning. The restructure and creation of a broader Inclusion Team has meant that the articulation of an ALN strategy will now form part of a broader umbrella suite of interconnected strategies and related</p> | | | | |

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| | | | <p>toolkits/resources/policies. The Inclusion Team is developing this currently. Evaluation sits at the heart of understanding how well our service works and the impact that we are having on our learners' progress and the effectiveness of the services we run. The recently adopted Community and Corporate Plan now provides a clear framework for action and evaluation of services to ensure that we are working most effectively in the areas of need.</p> <p>It is harder to form an overall view against our Estyn recommendations due to their areas of focus: progression of FSM learners and excellent standards requiring more extensive access to schools to understand and evidence their progress.</p> |
| Ensure that the Additional Learning Needs review delivers sustainable, adequate and appropriate support to pupils with Additional Learning Needs | Head of Achievement and Attainment | Ongoing | <p>The new ALN Strategy identifies four distinct and ambitious work streams, all of which aim to build sustainable and resilient provision and are now embedded in the business plans of the ALN and Educational Psychology Services. The Emotionally Based School Avoidance (EBSA) cross-directorate initiative has been developed as part a whole school, whole authority approach to promoting attendance and well-being in Monmouthshire schools. The Education Psychology Service's training platform has continued to be developed, which provides information on support for well-being, as well as other key issues.</p> <p>The ALN team have been a key part of the regional preparations and developments for the new ALN and Tribunal Act legislation, which was implemented in September 2021. In preparation for the implementation of the Act, all Monmouthshire ALN Coordinators have been provided with an extensive range of training through the regional ALN transformation initiative, and Headteachers have been kept up to date with developments associated with ALN implementation through head teacher meetings and targeted communications.</p> <p>Our model of specialist provision places specialist resource bases (SRBs) at the heart of identified mainstream schools. There is a need to ensure the quality of ALN provision in SRBs is consistent across the county. We are prioritising the development of a framework for the management of SRB provisions which ensures a consistent, equitable approach across all settings. There remains increased demand for specialist provision places. We are developing our forecasting of complex ALN needs to help inform provision required to meet need.</p> |
| Continue to monitor the implementation of the new school curriculum | EAS & Chief Officer, Children and Young People | Ongoing | <p>The new curriculum was implemented in September 2022, which was a significant challenge. The position of schools in implementing the new curriculum was varied; some were in a strong position as they had undertaken significant work prior to the pandemic; others less so and will require additional support and time to bring them up to speed. For those schools that have been unable to move forward at pace, there is bespoke support available, and a framework around them to continue the move forward at their own pace. Schools will have support from their school improvement partner or their school-to-school link. School development planning guidance has been provided to help with strategic planning over the next year, and there is a national professional learning programme for senior leaders, headteachers and middle leaders. Professional learning support is also available for Teaching Assistants. Estyn inspections of nine primary and two secondary schools indicate that most schools have a clear vision for the curriculum.</p> <p>The Council and EAS continue to work with schools in ensuring that they are successfully implementing the new curriculum and meeting the needs of students. The authority has commissioned from the EAS a county wide review of teaching of learning in all schools. Around 50% has been completed but progress has slowed due to industrial action. EAS and the council continue to monitor the progress schools are making towards the implementation of the curriculum and identify those who may need additional support.</p> |
| Deliver the Welsh Education Strategic Plan (WESP) in collaboration with neighbouring authorities | Head of Achievement and Attainment | Timescales as per WESP | <p>The agreed WESP is a long-term planning tool, which sets our direction for the next 10 years. It is an ambitious plan and interfaces clearly and closely with the local authority five-year Welsh language strategy, which is currently being reviewed. Despite the short timescale, progress has been made in many areas. This includes the expansion of provision of Welsh medium education. The refurbishment of Ysgol Gymraeg Y Ffin to increase the capacity of the school to 210 places from Reception to year 6 is complete.</p> <p>We have secured additional Welsh Government funding for three years to continue the Immersion class in Y Ffin and extend this provision in other areas of the county. We are consulting on a seedling school in</p> |

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| | | | Monmouth town, with the plan for it and Cylch Meithrin opening in Monmouth town in September 2024. Progress in other areas of the plan is limited and, in a few, work is to commence during the next financial year. |
| Continue to improve the quality of self-evaluation in the Children and Young People (CYP) directorate. | Chief Officer Children & Young People | Ongoing | The Chief Officer's report provides an assessment of performance in the Children & Young People directorate. It captures the emergence from the pandemic and the challenges that remain for the local authority. It also assesses performance in line with the emergent Corporate Priorities of the newly elected administration. An evaluation of the progress of CYP in meeting the wellbeing objectives of the Council formed part of the Self-assessment Report which was presented to Council in October 2023. |

Risks to policy priorities

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| Ref & Status | 10 | Risk | Potential Risk that: | | | |
| | | | <p>a) The council is unable to proceed with the Deposit Replacement Local Development Plan (RLDP) due to a failure to identify and agree suitable Gypsy, Roma and Traveller sites</p> <p>b) The council does not support the Deposit RLDP</p> <p>c) Delays to the adoption of a RLDP inhibits our ability to take forward key policy objectives such as job creation and affordable housing development</p> <p>d) High phosphate levels in the rivers Usk and Wye limit development opportunities within a significant proportion of the county</p> | | | |
| Risk Owner and cabinet Member responsible | Mark Hand (Head of Placemaking, Regeneration, Highways and Flooding) & Cllr Paul Griffiths (Cabinet member for Planning and Economic Development) | | Scrutiny Committee | Place Scrutiny Committee | Strategic objective | A Safe Place to Live A Thriving and Ambitious Place |
| Reason why Identified | | | | | | |
| <p>The current Local Development Plan ran until 31st December 2021; it will remain the principal development plan for decision-making purposes until the adoption of the Replacement Local Development Plan (RLDP). This does not change the urgent need for the council to make timely progress on its RLDP and to adopt it as soon as realistically possible to address key issues and challenges, including rebalancing our demography and responding to the climate emergency, and to meet the future needs of the county.</p> <p>Factors contributing to the delays include:</p> <ul style="list-style-type: none"> • The Covid-19 pandemic delayed progress of the Replacement Local Development Plan (RLDP) by interrupting programmed public engagement. • Updated evidence, for example the Welsh Government published the corrected 2018-based population and household projections in August 2020. This new data resulted in the need to revisit the Growth and Spatial Options and Preferred Strategy stages of the RLDP process in 2021. • Welsh Government challenged the level of development in the June 2021 Preferred Strategy on the basis that it is not consistent with Future Wales: the National Plan 2040, which identifies that new housing development, essential services and facilities, advanced manufacturing, transport and digital infrastructure should be in Newport, Cardiff and the Valleys. A revised preferred strategy was therefore required. • High levels of phosphates in the rivers Wye and Usk have resulted in Natural Resources Wales placing restrictions on development that can take place within the catchment area. • Local elections and the need to ensure the RLDP direction of travel aligns with the new Administration's priorities. • Delays to the council identifying and agreeing appropriate Gypsy, Roma and Traveller sites • Multiple organisations and funding mechanisms beyond the Council's remit are involved in delivering infrastructure improvements <p>The Council is now proceeding with a new Preferred Strategy that responds to the Welsh Government objection and unresolved water quality constraint in the upper River Wye catchment. A revised Delivery Agreement has therefore been prepared which sets out an amended timetable for Plan preparation. The revised timetable shows that the adoption of the RLDP is anticipated in Summer 2025. This unavoidable delay will impact on the Council's ability to address the identified issues and objectives until the RLDP is adopted and puts pressure on the deliverability of the housing and employment figures over the Plan period, with more reliance on delivery towards the end of the Plan.</p> <p>There are a range of issues and challenges the RLDP will need to address:</p> <ul style="list-style-type: none"> • The delivery of affordable housing continues to be a concern. There are a significant number of households on the Councils waiting list, and there are limited remaining opportunities within the current LDP to deliver affordable homes because most strategic sites have been delivered and the remaining few cannot currently proceed due to phosphates. • There is a recognised lack of suitable employment land in the northern part of the County (Abergavenny and Monmouth in particular). Delays to the RLDP mean that new allocations to attract investors or retain growing businesses will not be available. There may be some scope for employment sites to come forward adjacent to settlement boundaries outside of the current LDP allocations but in parts of the county these are affected by phosphate restrictions. • The RLDP will identify areas with potential for renewable energy. A delay to the RLDP will have limited impact in this regard because renewable energy schemes such as solar farms can come forward for consideration via the existing LDP and under national planning policy. | | | | | | |

- There is a need to ensure the RLDP's growth ambition is matched by infrastructure delivery, much of which is delivered by other bodies. This alignment is required to ensure sustainable development to support future economic, social, environmental and cultural well-being.

| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
|---|------------|--|-------------|--|------------------------------|------------|--------|------------|------------|
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Likely | Major | High | 12 | 2023/24 | Likely | Major | High | 12 |
| 2024/25 | Likely | Major | High | 12 | 2024/25 | Likely | Major | High | 12 |
| 2025/26 | Likely | Major | High | 12 | 2025/26 | Likely | Major | High | 12 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | Responsibility Holder | Timescale | Mitigation action progress | | | | | |
| Prepare a replacement Local Development Plan to address the county's issues/challenges, including in relation to the provision of housing (market and affordable) and employment opportunities, and to facilitate the identification and allocation of additional housing land and appropriate employment land, with associated infrastructure. | | Head of Placemaking, Regeneration, Highways and Flooding Head of Planning | Summer 2025 | <p>A Preferred Strategy was subject to statutory public consultation and engagement for 8 weeks during July – August 2021. The Second Call for Candidate Sites commenced alongside the Preferred Strategy consultation. Approximately 450 responses were received to the Preferred Strategy consultation. Approximately 150 candidate sites proposed for development were submitted, together with 8 candidate sites for protection.</p> <p>Following the consultation/engagement on the Preferred Strategy, a number of challenges arose which have impacted on the progression of the RLDP and require further consideration, including the Welsh Government objection to the Preferred Strategy level of growth and phosphate water quality issues in the Rivers Wye and Usk.</p> <p>In response, an amended Preferred Strategy was endorsed by Council in December 2022 for consultation in December 2022 and January 2023. The amended Preferred Strategy has regard to the above challenges, whilst also ensuring that the RLDP delivers on the Council's objectives and addresses the core issues of delivering much needed affordable housing at pace and scale, responding to the climate and nature emergency by delivering zero carbon ready new homes for our communities, and ensuring our communities are socially and economically sustainable by attracting and retaining younger people to rebalance our ageing demographic. This strategy also provides the strategic direction for the development and use of land in Monmouthshire (excluding the area within the Brecon Beacons National Park) over the Plan period 2018 to 2033 and identifies how much sustainable growth is needed and where this growth will broadly be located.</p> <p>The consultation resulted in approximately 220 responses and 650 representations on the Candidate Sites register. Of significant note, the Welsh Government Planning Division's response was supportive. As a result of the consultation, a small number of changes were proposed, with this amended strategy being presented for scrutiny in September before being presented for Council approval in October. This amended strategy will form the basis for the Deposit Plan, due to be reported to Council in Spring 2024 for endorsement for public consultation.</p> <p>There is a risk that the council will be unable to proceed with the Deposit RLDP if appropriate Gypsy, Roma and Traveller sites are not identified. Three sites have been identified for consultation by Cabinet following assessments by officers of council owned land. These sites are now subject to six weeks of public consultation. Cabinet's decision on which Gypsy, Roma and Traveller sites will be included in the Deposit Plan will be informed by the findings of this consultation.</p> | | | | | |
| Work with partner organisations to identify and implement solutions to phosphate pollution in the Rivers Usk and Wye | | Head of Placemaking, Regeneration, Highways and Flooding Head of Planning | Ongoing | <p>Natural Resources Wales (NRW) announcement of water quality (phosphate) issues in Riverine Special Areas of Conservation, including the River Wye and River Usk, has significant implications for the progression and implementation of the RLDP. The Preferred Strategy that we consulted on in July-August 2021 directed future growth to key sustainable settlements (including Abergavenny and Monmouth) within these affected catchment areas over the plan period (2018-2033). The council is proactively liaising/working with various organisations, including NRW, Welsh Water and Welsh Government, and local authorities and the development industry, to seek solutions/a way forward with this issue.</p> <p>Without a solution to phosphate levels, the RLDP Preferred Strategy is unable to deliver the Council's objectives, including the delivery of new affordable homes, in those settlements in the phosphate affected</p> | | | | | |

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| | | | <p>upper River Wye catchment. At the time of preparing the Preferred Strategy, there is no identified strategic solutions to the treatment of phosphates in the upper River Wye catchment area during the Plan period, this shortcoming is unavoidable. In contrast, strategic solutions are being developed to enable the treatment of phosphates in the River Usk catchment area. This will enable sustainable growth within the most sustainable settlements within the River Usk catchment area over the Plan period. The southern part of the County where the rivers are tidal remain unaffected by this constraint.</p> <p>If a strategic solution to the phosphate issue is secured in the Monmouth Wastewater Treatment Works during the Plan period, three named existing Monmouth sites are identified in the amended Preferred Strategy which, along with windfall sites within settlement boundaries, could be developed.</p> <p>In March 2022, a Motion for the Rivers and Ocean was declared, followed by a draft action plan in September which outlined the steps the Council will take to protect our rivers and ocean. The plan outlines exactly how the Council will work with partners and organisations to tackle the issues currently preventing development in both the river Wye and Usk catchments and how it will work proactively to seek solutions to river pollution. It has recently been restructured to ensure clarity on where we lead, where we are partners and where we lobby. The updated action plan will be presented to Place Scrutiny in January.</p> <p>One of the challenges in tackling this issue has been learning our role. The principle causes of the phosphate issues are largely out of the council's direct control and arise outside the county – around 66-70% of the problem is as a result of agriculture based upstream from Monmouthshire, where we have no legislative control. Given the council's limited control of the issue, we have focused on working with partner organisations such as Welsh Government, National Resources Wales and Dŵr Cymru to influence and collaborate on finding an effective solution.</p> |
| Ensure RLDP growth ambition is met by essential infrastructure | <p>Head of Placemaking, Regeneration, Highways and Flooding</p> <p>Head of Decarbonisation, Transport and Support Services</p> <p>Head of Enterprise and Community Animation</p> | February 2024/ ongoing | <p>Close working is being undertaken on infrastructure between the Local Planning Authority and colleagues in the Local Education Authority, Aneurin Bevan University Health Board, Highways Authority, Passenger Transport Unit, Active Travel Team, SUDs Approval Body and Green Infrastructure team.</p> <p>A Local Transport Plan will be presented for scrutiny in November 2023 before being presented to Cabinet in February 2024.</p> <p>An Employment, Economy & Skills Strategy will be presented for scrutiny in November 2023 before being presented to Cabinet in February 2024.</p> |

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| Ref & Status | 11 | Risk | <p>Potential Risk that:</p> <p>a) The council is unable to deliver its commitment to decarbonise its operations in sufficient time to achieve net zero by 2030 because our resources are not commensurate with the scale and complexity of the challenge</p> <p>b) The Council is unable to deliver services as a result of the increasing frequency of climate-related emergencies such as floods or extreme heatwaves that increase the demand for emergency responses and can cause damage to infrastructure and the closure of facilities</p> | | | |
| Risk Owner and cabinet Member responsible | Strategic Leadership Team & Cllr Catrin Maby (Cabinet member for Climate Change and the Environment) | | Scrutiny Committee | Place Scrutiny Committee | Strategic objective | All |
| Reason why Identified | | | | | | |
| <p>Tackling climate change and moving to a low carbon economy is one of the biggest challenges facing our society. Rising temperatures and more extreme weather events bring increased risks to our communities and are causing long-term and potentially irreversible damage to our planet's eco-systems, with significant local impacts such as flooding and loss of species. If we are to stand a chance of slowing the rise in the Earth's temperature, we need to act now. In 2019, councillors were unanimous in declaring a climate emergency. The council will strive to reduce its own emissions and work with communities and local businesses to help them reduce their emissions. This will require engagement, community involvement and commitments from third parties. Current modelling predicts a continuously increasing Council budget deficit, with many pressures on the Council's budget. The council's medium-term financial planning needs to be developed, reflecting realistic and accurate funding requirements, to allow a structured and planned approach to service delivery in the medium term, in line with corporate priorities.</p> | | | | | | |

When considering climate change, it is important to consider both how Monmouthshire is contributing to climate change, but also how resilient the county is to the likely impacts of climate change. Extreme weather, such as flooding and the record high temperatures in Summer 2022, can impact significantly on infrastructure, homes and businesses, along with disruption to community life and public services, particularly critical public services people rely on such as care services.

| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
|---|----------------|--------|---|----------------------------|--|----------------|--------|------------|------------|
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Almost certain | Major | High | 16 | 2023/24 | Almost certain | Major | High | 16 |
| 2024/25 | Almost certain | Major | High | 16 | 2024/25 | Almost certain | Major | High | 16 |
| 2025/26 | Almost certain | Major | High | 16 | 2025/26 | Almost certain | Major | High | 16 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | | Responsibility Holder | Timescale | Mitigation action progress | | | | |
| Deliver the Monmouthshire County Council Climate Emergency Strategy | | | Head of Decarbonisation, Transport and Support Services | Timescales as per strategy | <p>The climate emergency action plan was updated in 2021, informed by extensive community engagement and the latest evidence, including the impact of the coronavirus pandemic, ensuring actions remain up to date. We have made good progress on some of the actions in the plan.</p> <p>We have developed baseline carbon emissions data for 2019/20, and reported emissions to Welsh Government in 2020/21, 2021/22 and 2022/23, but there is not yet enough detailed understanding about the extent to which some of the actions in the plan reduce emissions to understand the precise impact some of the work we are undertaking is having. This makes it difficult to ensure activity and resources are focused in the right areas. We are sourcing additional expertise and capacity to help develop trajectories and pathways to the 2030 net zero carbon target. This will enable us to establish where we should best be focusing our resources to generate the maximum carbon savings. A carbon footprint data baseline assessment will be completed. Costed trajectory plans are currently underway which will be completed by the end of the financial year.</p> <p>Work to reduce carbon emissions at a regional level continues through the work of the Gwent Public Service Board (PSB) who have identified climate and environment as one of their two key priorities. This work is strengthened through the development of a Gwent PSB Wellbeing Plan which was approved by Council in June 2023 before being approved by the Gwent PSB. In addition, there is also collaboration across the Cardiff Capital Region to reduce carbon emissions, including the development of Local Area Energy Plans.</p> <p>A new Community and Corporate Plan was approved by Council in April 2023 which has set updated well-being objectives for the Council. The Climate Emergency Strategy is being reworked into an overarching Climate and Nature Emergency Strategy to align with the new Community and Corporate Plan, and is due to be presented to Cabinet in February. This reworked strategy will be underpinned by 4 action plans to better reflect the breadth of work that is taking place: Internal decarbonisation, Biodiversity and Nature Recovery, Rivers and Oceans and Community climate change. A mechanism to evaluate delivery of these outcomes will be established, including performance metrics where relevant.</p> | | | | |
| Prepare and adapt for the impact of climate change. | | | Strategic Leadership Team | Ongoing | <p>In recent years, council services have considered what the potential risks to their services are, in order to start thinking about how to adapt to these risks. In 2021, some services updated these Climate Change Risk Assessments to allow service areas to better understand their necessary adaptation requirements. We are in discussion with Welsh Government to better understand their expectations around climate adaptation. We are also part of broader assessments of climate risk being carried out by the Cardiff Capital Region as part of their Carbon Disclosure Project commitments.</p> <p>The Replacement Local Development Plan has a key role to play in making sure our communities are sustainable and resilient to the impacts of climate change. Changes to national planning policy on flooding are still awaited, but officers intend to take a precautionary approach, avoiding all built development on greenfield sites at known flood risk. Welsh Government has produced The National Strategy for Flood and Coastal Erosion Risk Management in Wales, and in response, Monmouthshire is currently reviewing our Local Flood Risk Management Strategy and Flood Risk Management Plan; a new combined strategy document will be produced in 2024.</p> | | | | |

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| | | | <p>Much of the work to coordinate emergency responses is organised through the Gwent Local Resilience Forum (LRF). We will continue to work with partners on the LRF to make sure that we are prepared for severe weather events.</p> <p>As part the reworking of the Climate Emergency Strategy, climate adaptation, which includes preparing and adapting for the impact of climate change, will be embedded across each of the 4 action plans. Some of the actions within this include developing the management of green infrastructure to improve climate resilience; increasing urban tree canopy, including new street trees and in car parks to provide a cooling effect; and continuing to promote and support council services with business continuity and emergency response strategies.</p> |
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| Ref & Status | 12 | Risk | Potential Risk that: The rising cost of living tips more families into crisis requiring public service interventions which diverts resources from other policy priorities | | | | | | |
| Risk Owner and cabinet Member responsible | Frances O’Brien (Chief Officer Communities and Place) & Cllr Angela Sandles (Cabinet member for Equalities and Engagement) | | Scrutiny Committee | People Scrutiny Committee | | Strategic objective | All | | |
| Reason why Identified | | | | | | | | | |
| <p>Monmouthshire is a beautiful county, blessed with strong communities and a competitive local economy. However, the county’s relative affluence compared to much of Wales, when viewed through the lens of aggregated data, masks the day-to-day reality and lived experience of those citizens who are experiencing poverty, financial hardship and who do so in the context of the considerable financial inequality that exists within the county. 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.</p> <p>For families on lower incomes the rising cost of living, including higher energy prices and cost of fuel, rising food prices and high inflation – risks adding additional financial pressures to households. This also follows financial challenges experienced through the pandemic. This is causing significant pressures and is resulting in an increasing number of families requiring additional public service support from services such as housing support, Mental health, health, debt advice and customer contact and support services. Many of these services have already seen increasing demands and complexity support required through the pandemic. The cost-of living will also impact Council staff, including costs for working, which could impact staff well-being and capacity to deliver services.</p> | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Likely | Major | High | 12 | 2023/24 | Likely | Major | High | 12 |
| 2024/25 | Likely | Major | High | 12 | 2024/25 | Likely | Major | High | 12 |
| 2025/26 | Likely | Major | High | 12 | 2025/26 | Possible | Major | Medium | 8 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | | Responsibility Holder | Timescale | Mitigation action progress | | | | |
| Undertake data modelling to identify communities at greatest risk and use this to target pro-active responses such as commissioning of services | | | Head of Enterprise & Community Animation and Chief Officer People, Performance & Partnerships | Ongoing | We have undertaken extensive data analysis and qualitative research furthering understanding of inequality at a local level and how the affects people’s lives. Close working with partners is being undertaken to help understand the situation and act accordingly (e.g. the number of food bank parcels issued, referrals for housing support, nature or queries to Citizens Advice, use of Register Social Landlords hardship funds). | | | | |
| To implement the discretionary Cost of Living Support Scheme | | | Head of Enterprise & Community Animation | Ongoing | <p>In July 2022, Cabinet agreed a Monmouthshire discretionary Cost of Living Support Scheme 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.</p> <p>The Council is also delivering a range of activities to support residents including the Money Matters campaign which signposts to sources of support and further delivery of the campaign to staff in schools and other</p> | | | | |

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| | | | projects related to the costs of the school day. The Council also 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, including residents and colleagues, 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. They also provide help and advice on getting back into work or more secure employment as well as emotional and wellbeing support. |
| Work in partnership with community fridges to identify individuals and families in need of further support. | Head of Enterprise & Community Animation | Ongoing | <p>Community Fridges are citizen-led projects that seek to prevent food waste and to stop fresh food going to landfill. The food is accessible to the whole community with no means-testing. Whilst their ethos is primarily environmental, their presence in a community does have the ability to reduce the amount of money spent on essential outgoings for poorer families.</p> <p>Community Fridges are currently operating in Monmouth, Abergavenny, Caldicot, Goytre and Chepstow, with around 480 people visit a community fridge each week, with each fridge saving around 2 tonnes of food going to landfill per month. We have secured funding for consultancy support to help the community fridge volunteers and to look at sustainable funding options, common policies, practices and developing new fridges.</p> <p>There is a risk that community fridges support residents who otherwise would have reached the foodbanks, which require a referral process and can trigger more extensive support which may be required. We are working alongside the community fridges to sensitively support frequent users to connect with appropriate support, particularly through the Housing Gateway.</p> |
| Work with the Gwent PSB to use the Marmot Principles as the framework for action to reduce inequalities across Gwent | Chief Executive | Ongoing | Gwent Public Services Board (PSB) has formally agreed to become a 'Marmot Region', and to work in partnership with the Institute of Health Equity (IHE) to use the social determinants of health approach as the basis for the response to well-being and health inequalities in Gwent. The Gwent PSB have adopted the eight Marmot Principles as the framework for action to reduce inequalities across Gwent as part of the Gwent PSB Well-being Plan. |

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| Ref & Status | 13 | Risk | Potential Risk that: Residents are unable to secure or retain suitable accommodation, leading to rising homelessness and outward migration as a result of failures in the housing market | | | |
| Risk Owner and cabinet Member responsible | Frances O'Brien (Chief Officer Communities and Place), Matthew Gatehouse (Chief Officer People, Performance & Partnerships) & Cllr Angela Sandles (Cabinet member for Equalities and Engagement) | Scrutiny Committee | People Scrutiny Committee | Strategic objective | A Safe Place to Live A Fair Place to Live | |
| Reason why Identified | | | | | | |
| <p>The Council is currently experiencing significant challenges and risks in relation to homelessness. Initially due to the pandemic, Welsh Government required Councils to avoid people sleeping rough, then made the subsequent decision to transition homeless services with the aim of homeless becoming rare, brief and unrepeatable, together with an improvement in the quality of homeless accommodation. Welsh Government homeless policy changes through the Phase 2 Planning Guidance for Homelessness and Housing Support, whilst positive, has created challenges. Although homeless presentations have remained broadly consistent, the impact of Welsh Government policy has seen a significant increase in demand for homeless accommodation. This in turn has impacted significantly on the Housing Options Team operationally in respect the need to identify alternative accommodation, which largely has relied on B & B, re-housing households, housing management and placement break downs. This has also created placement and staffing challenges.</p> <p>There are problems regarding the availability of temporary, supported and permanent accommodation, the type and quality of accommodation and the range of housing support available necessary to meet current and emerging homeless need. Further challenges are also being experienced in respect of acquiring existing accommodation and repurposing properties due to the buoyant market in Monmouthshire and constraints relating to funding eligibility and Planning. There are also delays in the construction of new homes due to labour and supply chain problems, and phosphates issues in the north of the county.</p> <p>The Renting Homes Act, which came into force from 1 December 2022, has made significant change the way all landlords in Wales rent their properties. There is a risk this could impact on the private rented sector in the County and reduce the availability of rental properties, further decreasing housing availability and increasing accommodation challenges in the County. The Council is anecdotally seeing evidence of landlords leaving the market.</p> <p>Monmouthshire has welcomed more refugees from Ukraine, in absolute terms, than any area in Wales apart from Cardiff. Hosts have opened their homes and all these refugees will need alternative accommodation when these temporary arrangements come to an end. In addition, many of those who have come through the Welsh Government Super Sponsor Scheme have found jobs and placed children in local schools, but are now struggling to find suitable</p> | | | | | | |

accommodation and are faced with unaffordable rent prices in the private sector. A shortage of move-on accommodation combined with uncertainty over long-term funding will challenge our ability to provide suitable long-term accommodation for fleeing the war in Ukraine.

The widening of asylum dispersal from 2022 will put further pressure on the housing market as the council plays its part in assisting the Home Office to move asylum seekers from hotels and other unsuitable accommodation in line with aspirations for Monmouthshire to become a county of sanctuary.

| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
|-----------------------------|------------|--------|------------|------------|------------------------------|------------|--------|------------|------------|
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Likely | Major | High | 12 | 2023/24 | Possible | Major | Medium | 8 |
| 2024/25 | Likely | Major | High | 12 | 2024/25 | Possible | Major | Medium | 8 |
| 2025/26 | Likely | Major | High | 12 | 2025/26 | Possible | Major | Medium | 8 |

Mitigating Actions

| Mitigating Action | Responsibility Holder | Timescale | Mitigation action progress |
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| Implement systems to meet the requirements of the new Phase 2 Homeless Transition Plan | Head of Enterprise & Community Animation | As per Homeless Transition Plan | <p>Welsh Government has released the Phase 2 Planning Guidance for Homelessness and Housing Related Support, which sets out their future homeless policy intentions. The core of the policy is rapid rehousing and to provide long-term accommodation with support if needed. The necessity to provide temporary accommodation continues to increase, and many applicants need specialist accommodation and housing support, which largely is not available in Monmouthshire.</p> <p>The Council's Phase 2 Homeless Transition Plan, seeks to address the identified issues listed above, and help to transform homeless services in Monmouthshire. We have worked with housing association partners to make additional social housing available for homeless households, and the proportion has increased from 47% in 2021/22 to 62% in 2022/23. Whilst positive, there is concern how much scope there is to allocate further social housing to homeless applicants without being overly detrimental to other housing need groups. We have remodelled housing support to include high-need accommodation for young people, dedicated substance misuse support, temporary accommodation support and re-settlement support. We have also expanded private sector accommodation under the Monmouthshire Lettings Service.</p> <p>There remain challenges that need to be addressed including the lack of temporary, supported and permanent accommodation, and the need to introduce either new support schemes or expand existing schemes for homeless applicants, particularly in respect of young people and those with mental health and substance misuse needs. Support is needed for those households in temporary accommodation, which there are currently 117.</p> <p>A Rapid Re-Housing Transition plan was taken to People Scrutiny in February, before being approved and adopted by Cabinet in April. This sets out the Council's five-year plan to prevent homelessness, increase accommodation and focus support, and includes active buy-in from wider agencies involving homelessness, for example, the role of Health and Social Care is extremely important in homeless prevention and helping people (such as young people and those with mental health issues) maintain their existing accommodation.</p> |
| Deliver the Housing Support Programme Strategy 2022-26 and action Plan | Head of Enterprise & Community Animation | As per Homeless Transition Plan | In July 2022 Cabinet approved the Housing Support Programme Strategy 2022-26. The document provides a single strategic view of the Council's approach to homelessness prevention, housing support service delivery, statutory homelessness functions (delivered by the Housing Options Team) funded through the revenue settlement and non-statutory preventative services funded through the Housing Support Grant (HSG) programme. The Council has and will continue to engage closely with Welsh Government in respect of the Council's HSG annual funding allocation, which at present is insufficient to meet identified support needs in the County. |
| Develop suitable accommodation for homeless people, including long-term housing for all those accommodated in temporary housing and specialist provision for those with additional needs | Head of Enterprise & Community Animation | As per Homeless Transition Plan | A Rapid Rehousing Transition Plan was approved by Cabinet this year, which includes a detailed action plan setting out how the council will address the challenges it faces around homelessness and homeless accommodation. A young person's homeless panel has been established and work has been ongoing for six months. Attendees include the housing and housing support teams, the economy, employment and skills teams as well as colleagues from Compass – the youth homelessness project. The findings of this work will influence work moving forward and will help us to focus resources where we are told they are needed. |

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| | | | <p>Through Rapid Rehousing the council has facilitated increased resources into homeless prevention, for example through additional staffing and the availability of the Homeless Prevention Fund. New arrangements have been established with partner agencies such as the DWP and Shared Benefit Service to support more people at risk of homelessness. Between April and October 2023, 165 awards were given to both households at risk of homelessness to help tackle arrears/debt and households experiencing homelessness to enable them to remain in their current accommodation or access alternatives. The Council has also built on previous initiatives to support homelessness, such as introducing Housing First, Substance Misuse Support and support for young people with higher need through the recent expansion of the Housing First scheme with Pobl and the introduction of MoYo - dedicated housing floating support for young people.</p> <p>The council has also increased the availability of both temporary and settled homes for homeless households through a range of means including partnerships with private landlords through Monmouthshire Lettings; more social homes being allocated to homeless households; more homes through new build developments and acquisitions. This has included dedicated temporary accommodation for young people; the council has been well supported by Monmouthshire Housing, Pobl and Melin in this regard. The increased support for those at risk of homeless combined with the increase in availability of both temporary and settled accommodation have both contributed to the reduced use of costly B&B accommodation.</p> |
| Prepare an RLDP to address the county's issues/challenges, including in relation to the provision of housing (market and affordable) and employment opportunities, and to facilitate the identification and allocation of additional housing land and appropriate employment land, with associated infrastructure. | Head of Placemaking, Regeneration, Highways and Flooding Head of Planning | Ongoing | Detailed update provided as in risk 10. |
| Work with Welsh Government, local sponsors and landlords to identify a range of accommodation to accommodate Ukrainian refugees. | Chief Officer People, Performance & Partnerships | Ongoing | The authority has been successful helping those fleeing the war in Ukraine to find properties in the area. This task has been made easier by the presence of a pool of local residents who have continued to provide accommodation and informal support under the Homes for Ukraine Scheme. Eighteen months after the schemes inception, there are presently 54 active hosts with many of these lasting beyond the initial 6 month commitment. In addition to making public appeals for hosts and accommodation, the Council is using Homes for Ukraine expressions of interest provided by Welsh Government to identify new host sponsors and Monmouthshire Lettings to engage with private landlords and identify self-contained accommodation as well as working with refugees to help them find their own accommodation with the help of financial contributions to rent and paying their bonds where they lack the financial means to do this. |
| Work with national providers and the Home Office to identify suitable accommodation for those fleeing persecution and ensure that appropriate support services, including trauma informed support, are available. | Chief Officer People, Performance & Partnerships | December 2023 | <p>The Home Office has now made all local authorities Asylum Dispersal Areas. This has broadened the responsibility for accommodating asylum seekers in Wales which had previously been shouldered by a small number of authorities. At present the Home Office's chosen accommodation provider has been unable to secure any suitable sites in Monmouthshire. Officers have regular meetings with the Wales Strategic Migration Partnership, Home Office and Clearsprings Ready Homes</p> <p>In September 2023 Council passed a motion committing the authority to formally becoming a county of sanctuary and we are presently working towards awarded criteria. This involves providing evidence that we are: Learning about what it means to be seeking sanctuary, both in general and specifically; Taking positive action to embed concepts of welcome, safety and inclusion. To take steps to ensure this progress remains sustainable; Sharing our vision, achievements, what we have learned, and good practice with other local authorities, the local community and beyond. The responsible cabinet member will continue to be briefed on progress in these areas of work to ensure the Council is doing everything it can to assist those fleeing war and persecution and ensuring that this is done in line with our commitments to community safety and cohesion.</p> |

| | | | | | | |
|--|---|---------------------------|--|----------------------------|-----|--|
| Ref & Status | 14 | Risk | Potential Risk that: A reduction in public bus services as a result of a reduction in funding makes it harder for people to access key services across the county | | | |
| Risk Owner and cabinet Member responsible | Frances O'Brien (Chief Officer Communities and Place) & Cllr Catrin | Scrutiny Committee | Place Scrutiny Committee | Strategic objective | All | |

| | | | | | | | | | |
|---|--|-------------|--|------------------|---|----------------|-------------|------------|------------|
| | Maby (Cabinet member for Climate Change and the Environment) | | | | | | | | |
| Reason why Identified | | | | | | | | | |
| Following a collapse in passenger numbers during the pandemic, the Welsh Government stepped in to provide support to bus operators through the Bus Emergency Scheme (BES). This scheme has now been replaced with the Bus Transition Fund, however operators are claiming substantially more than envisaged. This means that the fund will be spent by December 2023, leaving a funding shortfall of £150,000 for January-March 2024. From April 2024 the affordability of the existing network is unknown at this stage. There is a risk of a material reduction in public bus services as operators would cease to operate due to financial viability, or move to more profitable commercial or out of county routes, or home to school transport costs could escalate. | | | | | | | | | |
| Monmouthshire is a rural county where isolation can be exacerbated when people have limited access to affordable transport. A significant reduction in public bus services could result in the isolation of some members of our community, particularly those who are reliant on public transport to access key services. An effective public transportation system is also key to reducing the county's carbon emissions, which are relatively high per person, and becoming a greener place to live. | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Almost certain | Substantial | High | 12 | 2023/24 | Almost certain | Substantial | High | 12 |
| 2024/25 | Almost certain | Substantial | High | 12 | 2024/25 | Almost certain | Substantial | High | 12 |
| 2025/26 | Almost certain | Substantial | High | 12 | 2025/26 | Almost certain | Substantial | High | 12 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | | Responsibility Holder | Timescale | Mitigation action progress | | | | |
| Lobby Welsh Government for the funding shortfall in 23/24 | | | Cllr Catrin Maby and Head of Decarbonisation & Transport | November 2023 | A letter is being drafted outlining the position and concerns in Monmouthshire. | | | | |
| Reviewing our networks and looking to enhance the demand responsive provision | | | Public Transport Planning Manager | Ongoing | A Review has commenced. The review is currently analysing patronage figures to assess which services will continue to receive public bus subsidy. | | | | |
| Carry out tendering of bus services within the county | | | Public Transport Planning Manager | January 2024 | Services are due to going out for tender on 13 th November at the same time as Newport and Torfaen. | | | | |

| | | | | | | | | | |
|--|---|-------------|--|------------------|---|------------|----------------------------|------------|------------|
| Ref & Status | 15 | Risk | Potential Risk of: An increase in the number of legal challenges to decisions resulting in delays and increased costs | | | | | | |
| Risk Owner and cabinet Member responsible | James Williams (Chief Officer Law and Governance) & Cllr Mary-Ann Brocklesby (Leader) | | Scrutiny Committee | All | | | Strategic objective | All | |
| Reason why Identified | | | | | | | | | |
| The Council has seen an increase in legal challenges in recent years. As plans are developed to address the financial challenges faced by the Council there is a risk that those challenges increase in frequency. These legal challenges expose the Council to legal and reputational risk, as well as taking increased time and cost to address. | | | | | | | | | |
| Risk Level (Pre-mitigation) | | | | | Risk Level (Post-mitigation) | | | | |
| Year | Likelihood | Impact | Risk Level | Risk Score | Year | Likelihood | Impact | Risk Level | Risk Score |
| 2023/24 | Likely | Substantial | Medium | 9 | 2023/24 | Possible | Substantial | Medium | 6 |
| 2024/25 | Likely | Substantial | Medium | 9 | 2024/25 | Possible | Substantial | Medium | 6 |
| 2025/26 | Likely | Substantial | Medium | 9 | 2025/26 | Possible | Substantial | Medium | 6 |
| Mitigating Actions | | | | | | | | | |
| Mitigating Action | | | Responsibility Holder | Timescale | Mitigation action progress | | | | |
| Impact assesses service changes and policy decisions | | | Chief Officer People, Performance & Partnerships | Ongoing | An established Integrated Impact Assessment template and guidance is in place and is completed for all decisions that require an assessment. These assessments are challenged by a panel of policy officers prior to decision. There is a need to ensure impacts are assessed at the start and throughout the development of changes and policy to ensure any appropriate mitigation can be undertaken. | | | | |

Appendix 2: Strategic Risk Management Policy – Summary

This sets out the Council’s policy and approach to strategic risk management. A copy of the full policy and guidance is available to staff and members on the council’s intranet the Hub (Finance & Performance Management section – risk assessment)

Risk Management is the process of identifying risks, evaluating their potential consequences and determining the most effective methods of controlling them or responding to them. Strategic risks are those which affect the Council as a whole. Typically these will be key risks which could significantly jeopardise the Council’s ability to achieve its objectives, statutory plans and/or provide operational services as planned.

The Council is committed to the effective management of risk. As a large public sector organisation, it is exposed to a wide range of risks and threats in delivering key services to communities. Within the Council the purpose of risk management is to:

- preserve and protect the Council’s assets, reputation and staff
- promote corporate governance and aid good management in controlling and managing risks
- support successful delivery of strategic aims, objectives and outcomes
- improve business performance and better anticipate calculated risks where these are likely in delivering improvements
- avoid unnecessary liabilities, costs and failures

The Council seeks to ensure that risk management is effective from strategic to individual services and employees. Therefore, all employees and councillors are responsible for ensuring there are good levels of internal control and risk management throughout the Council in order that the Council’s specified outcomes are achieved.

The Council uses a ‘traffic light’ system of Red/Amber/Green associated with High/Medium/Low to categorise risk levels. This is determined using the risk matrix below.

| | |
|--------------------|--|
| High risk | The risk is highly likely to occur and the impact will be major. Management action/control evaluation and improvement is required coupled with continued pro-active monitoring |
| Medium risk | The risk is unlikely to result in a major issue, however, if it did the impact would be significant or serious . This risk is relatively less significant than a High risk however it needs to be closely monitored within timely management action/controls to ensure it does not escalate. |
| Low risk | The risk is very unlikely to occur and the impact will be minor or moderate at worst. Risk will be managed by seeking control improvements where practical and / or monitoring and reviewing at regular intervals |

Risks are also given a score. Scores of 1-4 are low risks, scores of 6-9 are medium risks and scores 12-16 are high risk. Providing a score as well as a risk level allows the variations within risk levels to be more clearly stated.

| | | | | | |
|------------------------|-----------------|-------------------|-------------------|-------------------|-----------------------|
| Impact/severity | Major (4) | Low (4) | Medium (8) | High (12) | High (16) |
| | Substantial (3) | Low (3) | Medium (6) | Medium (9) | High (12) |
| | Moderate (2) | Low (2) | Low (4) | Medium (6) | Medium (8) |
| | Minor (1) | Low (1) | Low (2) | Low (3) | Low (4) |
| | | Unlikely (1) | Possible (2) | Likely (3) | Almost certain (4) |
| | | Likelihood | | | |

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|-----------------|--|
| SUBJECT: | SCHOOL ADMISSIONS POLICY 2025/26 INCLUDING REVIEW OF SCHOOL CATCHMENT AREAS |
| MEETING: | CABINET |
| DATE: | 13th DECEMBER 2023 |

1. PURPOSE:

The School Admissions Code Wales (July 2013) places a requirement on Local Authorities to consult on its school admissions policy on an annual basis. The purpose of this report is to advise Members of a desire to enter into a more extensive consultation in order to seek the views of the wider community on some changes proposed to primary school catchment areas.

2. RECOMMENDATIONS:

- 2.1 For Members to acknowledge the attached consultation document (appendix 1) and agree that a review of primary school catchment areas should be undertaken on a rolling programme to ensure their suitability moving forward.
- 2.2 To agree to enter into a consultation that proposes amendments to the primary school catchment area for the areas of Tredunnoch, Llanhennock and Llandegveth (appendix 2), which proposes that the affected areas have a catchment school that is within the county.
- 2.3 To receive the proposals to consult on changes to the catchment area for villages of Mitchel Troy and Cwmcarvan (appendix 3) and consider whether proposals should proceed to consultation in view of the likely increase in home to school transport costs as outlined under section 7 of this report.

3. KEY ISSUES:

- 3.1 The Council is the admission authority for almost all secondary schools and almost all primary schools within the county. It is therefore responsible

for the admission arrangements that underpin the decision made for allocating school places.

3.2 Within the county, there are 4 Voluntary Aided Schools where the governing body form the admission authority for their school. These schools are:

- Archbishop Rowan Williams Church in Wales Primary School
- Magor Church in Wales Primary School
- Our Lady and St Michaels Roman Catholic Primary School
- St Marys Roman Catholic Primary School

All other schools within the county fall under the admission arrangements published by the Council.

3.3 The School Admissions Code Wales (July 2013) requires admission authorities to consult on its admission arrangements on an annual basis. In circumstances where significant changes are proposed, a more wider consultation is required with those affected by proposals. School catchment areas form part of the Council's admission arrangements, and any proposed changes should be undertaken within this framework.

3.4 The majority of primary school catchment areas within Monmouthshire have existed in their current form since the reorganisation of Local Government in 1996, and it is thought that they have been in place for many years prior to this.

3.5 School catchment areas were last reviewed in 2019, where the Council consulted on changes to secondary school catchment areas. The review undertaken focussed on two key factors:

- To ensure that Monmouthshire residents had a designated secondary catchment school within the County.
- To improve the alignment of primary and secondary catchment areas in support of transitional arrangements

3.6 The findings of this consultation were presented to Cabinet in March 2019 where a decision was made to implement the changes as proposed. The catchment area for Goytre Fawr Primary school was aligned to King Henry VIII Comprehensive School, and the catchment area for Llandogo, Trellech and Usk Primary Schools were aligned to Monmouth Comprehensive School. The decision has resulted in all secondary age children now falling within the catchment area for a school that's within the county.

- 3.7 The majority of primary school catchment areas have been in place in their current form since local government reorganisation in 1996, and it is felt that they have been in place for many years prior to this. In some cases, it could be questioned whether there is a rationale behind how some catchment areas are formed e.g. they may not be aligned to the nearest school, or in some cases may divide communities.
- 3.8 As a reminder, primary school catchment areas are significant because:
- They support the assessment process for determining the allocation of school places. Children residing within a catchment area for a school will be afforded priority over those who are not.
 - They support the assessment process for the award of free home to school transport. Primary age children are currently eligible to receive free home to school transport if they reside more than 1.5 miles away from their nearest or catchment school.
- 3.9 The Council is introducing a new revised local development plan that proposes housing developments in each cluster of the county between now and 2033. This coupled with the knowledge that primary school catchment areas haven't been reviewed for some time suggests that now would be an appropriate time to build on the successes outlined under 3.6 above.
- 3.10 This report seeks permission from members to commence a rolling programme that reviews primary catchment areas within the county. In July 2023, a member workshop was held to instigate this process and provided an opportunity to highlight areas of concern. Two of the areas arising from this workshop requiring review were:

Tredunnock, Llanhennock and Llandegveth

These areas currently fall within the catchment area for Charles Williams Church in Wales Primary School and Monmouth Comprehensive School. They do not currently have an allocated primary catchment for a school within the county. The proposal is to consult with the affected community on proposals for the affected area to form part of the catchment area for Usk Church in Wales Primary School.

The proposal to amend the primary school catchment area is likely to result in an increase in transport costs as outlined under section 7 of this report. However, there is a question around the equity of the current arrangements as this is the only remaining area of the county that does not have a primary school catchment within Monmouthshire. As a result,

these families are not eligible for free home to school transport to a Monmouthshire primary school.

Mitchel Troy and Cwmcicarvan

These areas currently fall within the catchment area for Overmonnow Primary School and Monmouth Comprehensive School. The community has offered feedback that the area in question forms part of the Trellech Primary School community and would like the catchment area to reflect this. Trellech Primary School is the nearest school for some within the affected area but not all, which impacts on the eligibility for free home to school transport, and as a result it is felt that current arrangements create a community divide.

The area in question currently has a designated catchment school within Monmouthshire in the form of Overmonnow Primary School where there is an offer of free home to school transport. For the majority of the families residing within the affected area, Overmonnow Primary School is considered to be closer than that of Trellech Primary School.

Both Trellech and Overmonnow Primary Schools have surplus places and have not presented us with a history of oversubscription, meaning that parents have the opportunity to express a preference for these schools and in most cases we can accommodate this preference. For those residing closer to Trellech Primary School, free home to school transport is awarded.

The proposals to consult on changing this catchment area could result in an increase in home to school transport costs as outlined under section 7 of this report. In light of the financial challenges that the Council currently faces, Members are asked to consider whether it is appropriate to move into a consultation at this juncture.

- 3.11 The consultation document found under appendix 1 outlines a proposed consultation to be undertaken with the affected communities to between 8th January 2024 and 19th February 2024. The feedback from this consultation will be returned to Cabinet on 10th April 2024 for a decision on next steps.

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

An integrated impact assessment associated with the proposals has been completed and can be found under appendix 4. This assessment will be

reviewed and updated to incorporate the feedback received during the consultation period.

5. OPTIONS APPRAISAL

At this stage of the process, we are seeking to consult with those affected by the proposals so that their views can be understood. On conclusion of this consultation, a consultation report will be produced to provide Members with the feedback received towards proposals. The consultation report will include a full options appraisal prior to any final decisions being made.

6. REASONS:

- 6.1 The School Admissions Code Wales (July 2013) requires admission authorities to consult on an annual basis on its admission arrangements. Where significant changes are proposed, a detailed consultation with affected parties is required. Changes to school catchment areas forms part of the admission arrangements and therefore any changes requires consultation under this framework.
- 6.2 Primary School catchment areas have not been reviewed for some time and therefore it seems sensible to consider an ongoing review to ensure that there are relevant and sustainable over the coming years.
- 6.3 This proposed consultation considers amendments to the only area of the county that does not offer a primary school catchment for a school within Monmouthshire.

7. RESOURCE IMPLICATIONS:

Mitchel Troy and Cwmcavran

Overmonnow Primary School is the designated catchment school for the affected area. Should the children known to be residing within the affected area chose to attend their catchment school, the home to school transport costs would be in the region of £52,920 per annum.

However, there are no children currently receiving transport from the affected area so the current costs associated with Overmonnow Primary School are zero.

Trellech Primary School is the proposed new catchment school for the affected area. Should the children known to be residing within the affected area chose to attend their proposed new catchment school, the home to school transport costs would be in the region of £56,700 per annum. The

Council is currently providing home to school transport to Trellech Primary School for some families residing within the affected area, where Trellech Primary School is deemed to be nearest. The costs of this provision are currently £23,584 per annum.

In light of the above, the immediate financial impact associated with this proposal is thought to be in the region of an additional £33,116 per annum.

Tredunnoch, Llanhennock and Llandegveth

Charles Williams CIW Primary School is currently the designated catchment school for the affected area. Should the children known to be residing within the affected area chose to attend their catchment school and require home to school transport assistance, the home to school transport costs would be in the region of £41,580 per annum. However, there are no children currently receiving transport from the affected area to Charles Williams CIW Primary School so the costs of current provision is zero.

Usk CIW Primary School is the proposed new catchment school for the affected area. Should the children known to be residing within the affected area chose to attend their proposed new catchment school, they would receive an entitlement to free home to school transport, with the costs estimated to be in the region of £41,580 per annum.

In light of the above, the immediate financial impact associated with this proposal is thought to be in the region of £41,580 per annum.

Important: It is important to note that the above costs are estimates provided on the basis of current home to school transport costs, which are likely to increase by the implementation date of September 2025. Its also important to note that the Council may still have a duty to provide transport to the schools currently designated as catchment in circumstances where its deemed nearest and there is a parental preference. This will increase the costs over those quoted above.

8. CONSULTEES:

CYP DMT
SLT
Cabinet Member for Education

9. BACKGROUND PAPERS:

Welsh Government School Admission Code 2013

10. AUTHOR:

Matt Jones, Access Unit Manager

11. CONTACT DETAILS:

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monmouthshire
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DRAFT

CONSULTATION DOCUMENT

Review of Primary School catchment areas in
Monmouthshire (Phase 1)

Consultation period:

8th January 2024 to 19th February 2024

1. Introduction

This consultation document is an opportunity for consultees and other interested parties to learn about some proposed changes to primary school catchment areas within the County of Monmouthshire. The proposed changes form part of the Councils' School Admission Arrangements that are proposed for implementation in readiness for the 2025/26 academic year.

The consultation provides you with an opportunity to ask questions, make comments, and share your views on the proposals put forward. Your input into this consultation will be considered carefully when the Council considers whether the proposals should be taken forward to implementation.

Please note that the information contained within this document should be considered in conjunction with the draft school admission policy 2025/26, which is available to view / download [here](#).

2. Your views matter

Your views on the proposed changes to primary school catchment areas are important to us. We really do want you to engage in this consultation and tell us what you think of the proposals, particularly if they may affect you or your children.

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. You can tell us what you think by:

- 1) Attending one of the consultation sessions:

| Review Area | Date | Venue |
|--|------|-------------------------|
| Mitchel Troy, Monmouth | TBC | Trellech Primary School |
| Tredunnock, Llanhennock, Llandegveth and immediate surrounding areas | TBC | County Hall, Usk |

- 2) To enable us to carry out detailed analysis of the feedback provided we would urge you to complete the consultation questionnaire, which is available on our website at www.monmouthshire.gov.uk/catchmentconsultation

If you have any questions on the proposals please contact the Access Unit on 01633 644508 or by emailing acesstolearning@monmouthshire.gov.uk.

Please note that the deadline for responses to this consultation is 19th February at 5pm. Any responses received by the local authority after this closing date will not be considered as part of this consultation.

3. Consultation requirements

The School Admissions Code Wales (July 2013), Local Authorities must consult on the admission arrangements for those schools for which it is the admissions authority. Where changes to existing arrangements are proposed, including school catchment areas, consultation must be undertaken with those likely to be affected by the proposals.

The Council is required to undertake the consultation stage of this process by 1st March 2024 and determine the outcome of the proposals by 15th April 2024 should it wish to implement the proposals for September 2025 onwards.

4. 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 will engage with children and young people considered to be affected by these proposals and ensure that their views are captured and considered in any reports that determine our way forward.

5. Consultation arrangements - Key Dates

| Consultation stage | |
|-----------------------------|---------------------------------------|
| Task | Key Dates |
| Consultation commences | Monday 8 th January 2024 |
| Consultation ends (6 weeks) | Monday 19 th February 2024 |

| Consideration stage | |
|--|----------------------------|
| Task | Key Dates |
| Consultation report published by | 1 st April 2024 |
| Cabinet consider results of consultation and agree on how to proceed | 10th April 2024 |

| Implementation stage |
|----------------------|
| September 2025 |

6. How will your views be considered

The Council will develop a consultation report incorporating all of the responses received from consultees by the consultation closing date. The consultation report will be made available for all consultees to view.

It is this consultation report that will be considered by the Council's Cabinet informing a decision on whether any of the proposals should be implemented. So if you have a view, whether you support the proposals or not, please share them with us prior to the closing date.

Alongside your views, the Cabinet will consider the financial implications of the proposals prior to making a decision on whether they should be implemented. However, at this stage of the consultation, it's important for us to know what you think.

7. Background to the review of school catchment areas

The majority of primary school catchment areas within Monmouthshire have been in place in their current form since the reorganisation of local government in 1996, and it is thought that they have been in place for many years prior to this. In some cases, it is thought that the catchment areas do not seem to follow a specific rationale. For example, they are not in all cases either based on nearest school or alternatively through connecting communities. Some primary school catchment areas are also show trends of regular overpopulation based on the birth data from Health.

A review of secondary school catchment areas was undertaken in 2018, with a particular focus on the provision within the North / Central parts of the County. There were two key principles that underpinned this review:

- 1) To ensure that secondary school catchment areas are both supportive and reflective of transitional arrangements between primary and secondary schools.
- 2) To ensure that Monmouthshire residents have access to a secondary school that falls within the County boundaries.

As a result of the above consultation, the catchment boundaries for Monmouth and King Henry VIII Comprehensive Schools were extended to absorb the areas of Usk, Goytre and surrounding areas that previously fell within the catchment of Caerleon Comprehensive School, Newport. The catchment area for Monmouth Comprehensive School was also aligned to that of Trellech and Llandogo Primary Schools to support transitional arrangements.

8. So what is next?

We are now seeking to build on the work undertaken so far by commencing a review of primary school catchment areas. On 26th July 2023, a scrutiny workshop was held with Elected Members, forming an opportunity to highlight any areas of concern for review. Alongside this, the Council is in the process of implementing a new revised local development plan (RLDP), which proposes housing developments in most corners of the County. It's clear that primary school catchment areas will need to be reviewed in each cluster as the RLDP unfolds between 2025 and 2033, as we build our education provision to meet the demands of this plan.

This consultation document kick starts this programme with further consultations to follow in response to our duty to ensure we have a sufficient number of school places in the right areas of the County.

9. Current provision across Monmouthshire

Secondary Schools

The County of Monmouthshire is geographically comprised of four in county Secondary School catchment areas serving in the region of 4825 mainstream children and young people from years 7 to 13. Our Secondary school estate consists of:

- King Henry VIII 3-19 School, Abergavenny
- Monmouth Comprehensive School, Monmouth
- Chepstow School, Chepstow
- Caldicot School, Caldicot

All residents of Monmouthshire now have a secondary catchment that aligns to one of the above schools.

Primary Schools

The Primary School estate is comprised of 30 Primary Schools supporting around 6064 children and young people. The structure of our Primary school estate includes:

- Two Welsh Medium Primary Schools, one located in the North (Abergavenny) and one located in the South (Caldicot). A new Welsh Medium seeding school will be opening in Monmouth in September 2024.
- Two Voluntary Aided Roman Catholic Primary Schools, one located in the North and one located in the South of the County.
- Two Voluntary Aided Church in Wales Primary Schools, both located in the South of the County.
- Twenty-Four Community Schools

A full list of Monmouthshire Primary Schools can be found under appendix 1.

Each of the above Primary Schools offers its own designated catchment area, with the exception of our two Roman Catholic Primary Schools. It is understood that St Marys VA RC Primary serves the South of the County, whilst Our Lady and St Michaels RC Primary School serves the North of the County.

Not all residents of Monmouthshire have a primary catchment for a school within the County. The area of Tredunnoch, Llanhennock, Llandegveth and immediate surrounding areas fall within the catchment for Charles Williams Primary School, Newport.

10. Why do we have School Catchment Areas?

The catchment area of a school is significant for the following reasons:

- School catchment areas are in place to help support the assessment and determination of school places. Children and Young People that reside within the catchment area for a designated school currently receive a priority for school places in the event that the preferred school is oversubscribed.
- Whilst parents are not obliged to apply for their children to attend their designated catchment school, having catchment areas is useful as a guide for parents to understand which school generally serves their immediate community.
- Catchment areas play a key part in ensuring adequate provision of school places within a designated area.
- Catchment areas are linked to the entitlement to free home to school transport in line with the County Council's current Home to School Transport Policy. If a

pupil attends their catchment on nearest available school and lives over 2 miles from that school (Secondary) or 1.5 miles (Primary), they are entitled to free transport.

Under the Learner Travel (Wales) Measure 2008 Local Authorities have a Statutory Duty to provide transport to the nearest suitable school, if over 2 miles for primary and 3 miles for Secondary.

11. Aims of the catchment area review

The majority of primary school catchment areas across the county have been in place for a significant amount of time and a review is required to ensure that they are fit for purpose. The review thus far has identified the following overarching aims:

- To address the current position whereby some areas of the County do not fall within the catchment area for a Monmouthshire school.
- Where possible, to address areas whereby the catchment school is not necessarily the nearest school.
- To seek to address any imbalances within existing school catchment areas to ensure robust arrangements for the planning for school places.
- Where possible and reasonable / feasible to do so, to address arrangements where existing arrangements are dividing communities.
- To review school catchment areas alongside any possible school reorganisation proposals.

Whilst the above form the council's overarching aims for this catchment area review, it's recognised that they cannot be applied in all cases due to the geography and rurality of our County.

12. Primary School Catchments - Identified issues

A review of primary school catchment areas follows on from the catchment area review undertaken back in 2018. In line with our overarching aims that underpin this review, our primary school catchment areas present the following challenges:

- It has been identified that some areas within the County do not fall within the catchment area for one of our Monmouthshire primary schools.

- There has been feedback from some communities that the existing arrangements are causing divides within their communities
- There are some primary school catchment areas that are not aligned to their nearest school and should be reviewed to establish whether change is feasible
- There are some cases of imbalance within existing primary school catchments whereby some catchment areas are showing regular patterns of oversubscription
- The Council has a revised local development plan proposing a significant number of housing developments between 2025 and 2033. Primary school catchment areas may need to be amended in response to any possible school reorganisation proposals that may arise as a result.

At this stage of the review programme, the Council would like to consult on two areas under this consultation, and now seeks your input on the suggestions that have been put forward.

As a reminder, this consultation is the start of the ongoing review of primary school catchment areas. The Council will further engage with identified areas as it seeks to bring forward further proposals.

13. Areas considered under this review

Review area 1 – Tredunnock, Llanhennock, Llandegveth (appendix 2)

Review area 2 – Village of Mitchel Troy and Cwmcavran (appendix 3)

14. Finance

The proposals put forward for consultation under this stage of the review are not financially driven. However, a full cost analysis looking at the financial impacts of each proposal will be undertaken alongside this consultation, paying particular attention to the impact on the Monmouthshire schools affected by these proposals, as well as the impact on home to school transport costs.

We are interested to hear the views of those residing within the affected areas during this consultation stage. The feedback received alongside a full cost analysis will be presented to the Council's Cabinet who will determine whether or not proposals should be implemented.

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Appendix 1 List of Primary Schools

| CLUSTER | SCHOOL |
|-------------|---------------------------------------|
| Caldicot | Archbishop Rowan Williams CIW Primary |
| Caldicot | Castle Park Primary |
| Abergavenny | Cantref Primary |
| Monmouth | Cross Ash Primary |
| Abergavenny | Deri View Primary |
| Caldicot | Dewstow Primary |
| Caldicot | Durand Primary |
| Abergavenny | Gilwern Primary |
| Abergavenny | Goytre Fawr Primary |
| Monmouth | Kymin View Primary |
| Monmouth | Llandogo Primary |
| Abergavenny | Llanfoist Fawr Primary |
| Abergavenny | Llantilio Pertholey CIW Primary |
| Abergavenny | Llanvihangel Crucorney Primary |
| Caldicot | Magor CIW Primary |
| Monmouth | Osbaston CIW School |
| Abergavenny | Our Lady & St Michaels RC Primary |
| Monmouth | Overmonnow Primary |
| Chepstow | Pembroke Primary |
| Monmouth | Raglan CIW VC Primary |
| Caldicot | Rogiet Primary |
| Chepstow | Shirenewton Primary |
| Chepstow | St Mary's RC Primary |
| Chepstow | The Dell Primary |
| Chepstow | Thornwell Primary |
| Monmouth | Trellech Primary |
| Caldicot | Undy Primary |
| Monmouth | Usk CIW Primary |
| Abergavenny | Ysgol Gymraeg Y Fenni |
| Caldicot | Ysgol Gymraeg Y Ffin |

Appendix 2 List of Consultees

The governing body of the relevant schools

- Governing bodies of schools affected by proposals:
 - Trellech Primary School
 - Overmonnow Primary School
 - Usk Church in Wales Primary School
 - Charles Williams Church in Wales Primary School

Neighbouring Local Authorities affected by the proposals

- Newport City Council

Parents of Children Likely to be affected

Parents of children residing within the affected areas

Other key parties

- Members of the School Admission Forum
- County Councillors
- Ward Members for the affected areas
- All Monmouthshire Primary School
- Church in Wales Diocese
- Roman Catholic Diocese

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Review Area 1
The villages of Tredunnock,
Llanhennock and Llandegveth

Consultation period:

8th January 2024 to 19th February 2024

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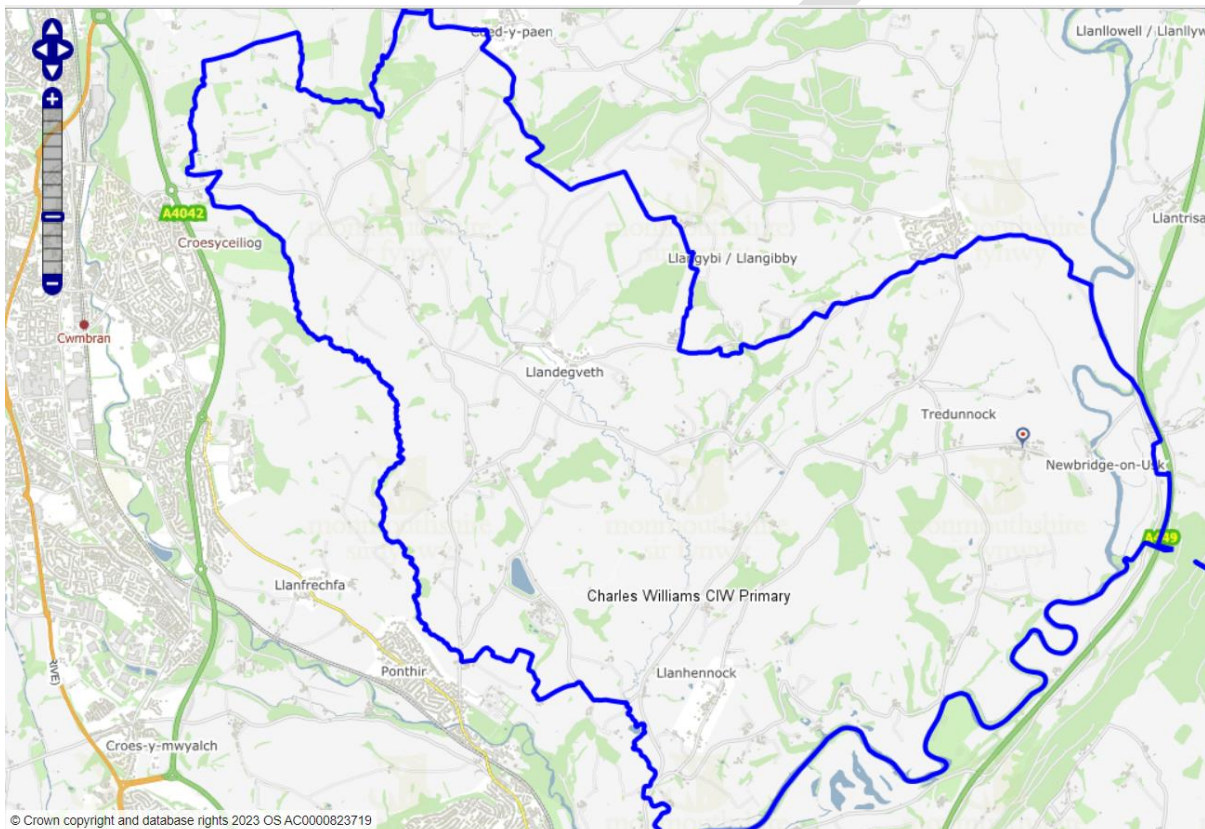
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DRAFT

1. The Proposal

The Council is considering amending their school admission arrangements to accommodate the villages of Tredunnoch, Llanhennock and Llandegveth into the catchment area for Usk Church in Wales Primary School.

The affected area currently forms part of the catchment area for Charles Williams CIW Primary School, Newport, and does not have a designated primary catchment that falls within Monmouthshire. A map detailing the affected area can be shown below:



The Council would like to know your views on whether the catchment area should be amended for the areas of Tredunnoch, Llandegveth and Llanhennock to form part of the catchment area for Usk Church in Wales Primary School, or whether the status quo.

The proposals would see the provision of free home to school transport offered to Usk Church in Wales Primary School as the newly designated catchment school.

2. The current position

The area under review currently forms part of the catchment area for Charles Williams Primary School and Monmouth Comprehensive School. For those residing within the affected area, Charles Williams Primary School is considered to be the nearest school for the majority, with Usk Church in Wales Primary being the nearest Monmouthshire Primary School.

In 2018 a review of secondary school catchment areas was undertaken and a decision taken to place the affected area into the catchment area for Monmouth Comprehensive School. Prior to this, the catchment secondary school was Caerleon Comprehensive, however, it was felt that Monmouthshire residents should be able to access a School within the County should they wish to do so.

This consultation forms the next stage of this review, where we propose to enable the primary age children residing within the affected area with the opportunity to educate their children at a primary school within the county, through establishing that the catchment area is within that of Usk Church in Wales Primary School.

Important: Charles Williams CIW Primary School is a Voluntary Aided School, which means that the governing body for the school is responsible for their school admission arrangements, including its catchment area. Monmouthshire County Council does not have the authority to amend the catchment area for Charles Williams CIW Primary School, but can amend the catchment area for Usk CIW Primary School in incorporate the affected area.

3. Why are we considering the proposed change?

No designated secondary catchment school within Monmouthshire.

One of the identified aims of our catchment review has been to consider the areas of Monmouthshire that do not currently have a designated catchment School that falls within County. The primary catchment school is presently one that falls within the city of Newport. The proposed changes to the affected areas would allow children resident in Monmouthshire to access a primary school that is within the county in which they live.

Transitional arrangements between Primary and Secondary School.

Charles Williams Primary School is the designated primary school for the affected area, with Monmouth Comprehensive School being the designated secondary school catchment. The current arrangements do not align with our transition arrangements between primary and secondary school, as the current primary catchment school is not a feeder school for the designated secondary catchment school. The proposed changes would see an alignment between the primary and secondary school catchments for the affected areas, enabling the cohorts of children to remain

together when entering into that daunting transition between Primary to Secondary School.

Access to School places

The parents of children and young people currently residing within the affected area have the opportunity to express a preference for a school at which they wish for their child to attend. This preference does not need to be for the designated catchment school, however, children residing within the catchment area for a preferred school receive a priority in the event of oversubscription.

Those residing within the affected area are not afforded with the above priority for a Monmouthshire School as they do not have a designated primary catchment school within the county in which they live. The proposals would address this matter.

Provision of Home to School Transport

A further consideration of the proposed change is the current provision for home to school transport that currently serves the affected area. The council's current policy provides free home to school transport to the nearest or catchment school if residing 1.5 miles (primary) or 2 miles (secondary) or more from the home address.

The affected area does not currently qualify for free home to school transport to a Monmouthshire School.

4. Background information

Our data suggests that there are currently 28 primary school age children living within the affected area. The table below provides a summary of the school preferences for those residing within the affected area.

| School | Number attending | % |
|--------------------------|------------------|------|
| Charles Williams Primary | 13 | 46.4 |
| Usk CIW Primary School | 9 | 32.1 |
| Private School | 2 | 7.1 |
| Other | 4 | 14.2 |
| Total | 28 | |

The above data suggests that there is a demand from the affected area for children to be educated within the county.

Usk Church in Wales Primary School has not historically had an oversubscription issue with those applying to start primary school for the first time (Reception places). Therefore, those residing within the affected area have up until this point been able

to obtain places at Usk Church in Wales Primary School despite it not being their catchment school.

We are aware of 9 primary age children where parents have expressed a preference for their children to attend Usk Church in Wales Primary School, although these children will not be eligible for free home to school transport.

Current numbers on roll

The current numbers on roll at Usk Church in Wales Primary School are:

| School | Numbers on roll | Capacity | % surplus places |
|------------------------|-----------------|----------|------------------|
| Usk CIW Primary School | 249 | 280 | 11% |

Projected Numbers on roll

The projected numbers on roll for Usk Primary School are:

| Usk Church in Wales Primary School | |
|------------------------------------|--------------------------|
| Academic Year | Projected Number on roll |
| September 2024 | 238 |
| September 2025 | 234 |
| September 2026 | 220 |
| September 2027 | 211 |
| September 2028 | 202 |

The data received from health suggests that the following number of children from within the catchment area of Usk CIW Primary and the affected area (currently Charles Williams CIW Primary) will be seeking Reception school places over the coming years

| Academic Year | Usk CIW Primary | Affected area (currently Charles Williams catchment) |
|----------------|-----------------|--|
| September 2024 | 35 | 2 |
| September 2025 | 27 | 4 |
| September 2026 | 25 | 2 |
| September 2027 | 30 | 1 |

Usk Church in Wales Primary School currently has capacity for 40 children per year group.

5. Advantages and Disadvantages of the proposal

| Advantages | Disadvantages |
|---|--|
| The proposals are increasing the opportunities for those residing in Monmouthshire to have access to a school that is within the county. | The proposed catchment school is further away for the majority of affected families than the current catchment school. |
| Families residing within the affected area would have a designated catchment school within the county in which they live | There is likely to be an increase in home to school transport costs due to the increase in travelling distances |
| School catchment areas form part of the oversubscription criteria used to award school places. Children and young people from the affected area would gain an advantage in obtaining a school place at a Monmouthshire school | Parents will still have the opportunity to apply for places at Charles Williams Primary school and we will have a duty to provide transport as this is the nearest school. |
| There will be an increase in the number of children that can access Usk CIW Primary School which should impact positively on their numbers on roll going forward | |
| Children and young people residing within the affected area would meet the criteria to receive free home to school transport to a Monmouthshire School. | |
| The proposals are supportive of transitional links between primary and secondary schools | |
| Enabling the above would support the robust transition links between Usk CIW Primary and Monmouth Comprehensive School, enabling peer groups to remain together on transition to secondary school. | |

6. Financial Implications

Charles Williams CIW Primary School is currently the designated catchment school for the affected area. Should the children known to be residing within the affected area chose to attend their catchment school and require home to school transport assistance, the home to school transport costs would be in the region of £41,580 per annum. However, there are no children currently receiving transport from the affected area to Charles Williams CIW Primary School so the costs of current provision is zero.

Usk CIW Primary School is the proposed new catchment school for the affected area. Should the children known to be residing within the affected area chose to attend their proposed new catchment school, they would receive an entitlement to free home to school transport, with the costs estimated to be in the region of £41,580 per annum.

In light of the above, the immediate financial impact associated with this proposal is thought to be £41,580.

Important: It is important to note that the above costs are estimates provided on the basis of current home to school transport costs, which are likely to increase by the implementation date of September 2025. Its also important to note that the Council will still have a duty to provide transport to Charles Williams CIW Primary School in circumstances where its deemed nearest and there is a parental preference. This will increase the costs over those quoted above.

7. What Next?

Your views on the proposed changes to primary school catchment areas are important to us. We really do want you to engage in this consultation and tell us what you think of the proposals, particularly if they may affect you or your children.

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 You can tell us what you think by:

- 1) Attending the below drop in session:

| Review Area | Date | Venue |
|---|------|------------------|
| Tredunnock, Llanhennock and Llandegveth | TBC | County Hall, Usk |

2) To enable us to carry out detailed analysis of the feedback provided we would urge you to complete the consultation questionnaire, which is available on our website at www.monmouthshire.gov.uk/catchmentconsultation

If you have any questions on the proposals please contact the Access Unit on 01633 644508 or by emailing acesstolearning@monmouthshire.gov.uk.

Please note that the deadline for responses to this consultation is 19th February 2024 at 5pm. Any responses received by the local authority after this closing date will not be considered as part of this consultation.

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Review Area 2
Mitchel Troy and Cwmcarvan

Consultation period:

8th January 2024 to 19th February 2024

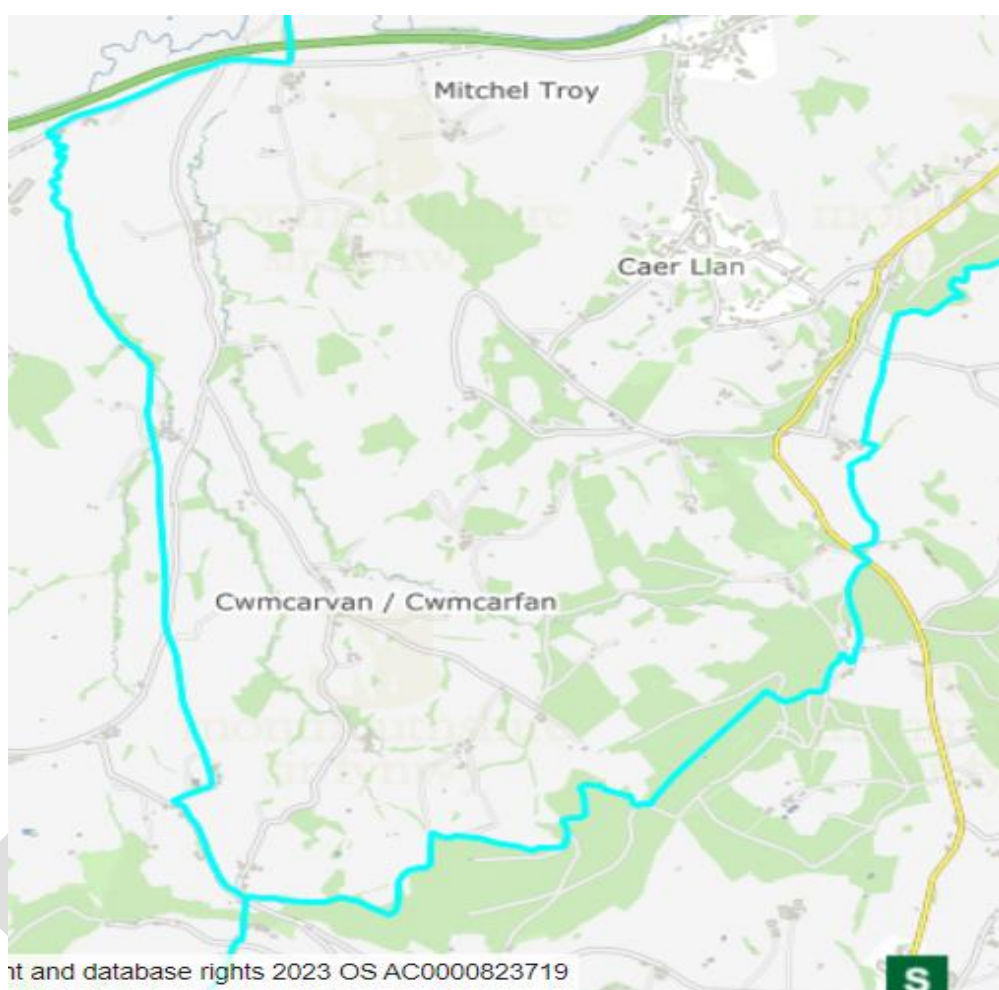
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DRAFT

1. The Proposal

The Council are considering amending the Primary School catchment area for the village of Mitchel Troy and Cwmcarvan. The affected areas currently form part of the catchment area for Overmonnow Primary School, however, feedback received from the local community suggests that the catchment school should be changed to Trellech Primary School. A map detailing the area under review is shown below:



2. The current position

The area under review forms part of the catchment area for Overmonnow Primary School and Monmouth Comprehensive School. For some families living within the affected area, Overmonnow Primary School is considered to be the nearest school as well as the catchment school. For others residing within the affected area, Trellech Primary is the nearest school.

The feedback received from the local community is that the area of Mitchel Troy and Cwmcarvan associates itself more with the Trellech Primary School community, and

that the existing arrangements for catchment areas causes an unwelcome divide within the community when it comes to choosing / attending a primary school.

3. Why are we considering the proposed change?

Community requirements.

Feedback received from within the community suggests that the areas of Mitchel Troy and Cwmcarn have more established links with Trellech Primary School and have asked that the Primary catchment area reflects this in order to provide equity across the community.

Access to School places

The parents of children and young people currently residing within the affected area have the opportunity to express a preference for a school at which they wish for their child to attend. This preference does not need to be for the designated catchment school, however, children residing within the catchment area for a preferred school receive a priority in the event of oversubscription.

Those residing within the affected area are not afforded with the above priority for Trellech Primary as they currently fall within the catchment area for Overmonnow Primary School. The proposals would increase the opportunity of securing school places at Trellech Primary, should proposals be implemented.

Provision of Home to School Transport

The home to school transport policy confirms that free home to school transport will be awarded to the nearest or catchment school if residing more than 1.5 miles (primary) or 2.0 miles (secondary).

Not all children living within the affected area are entitled to free home to school transport to Trellech Primary School as it is not the designated catchment school and in many cases not the nearest school

4. Background information

Our data suggests that there are currently 30 primary school age children living within the affected area. The table below provides a summary of the school preferences for those residing within the affected area.

| School | Number attending | % |
|--------------------------------|------------------|------|
| Overmonnow Primary School | 2 | 6.7 |
| Trellech Primary School | 16 | 53.3 |
| Out of County / Private School | 3 | 10 |
| Raglan Primary | 2 | 6.7 |
| Kymin View Primary | 5 | 16.6 |
| Other | 2 | 6.7 |
| Total | 30 | |

The above data does suggest that the majority (53.3%) opt to attend Trellech Primary School over the catchment school of Overmonnow Primary School (6.7%).

Trellech Primary School has not historically had an oversubscription issue with those applying to start primary school for the first time (Reception places). Therefore, those residing within the affected area have up until this point been able to obtain places at Trellech Primary School despite it not being their catchment school.

The suggested divide within the community appears to be driven by entitlement to home to school transport. In line with the home to school transport policy, it is only those who reside closer to Trellech Primary School that will receive free home to school transport.

Of the 30 primary age children residing within the area, 12 are closer to Overmonnow Primary, 7 are closer to Trellech Primary, and 11 are relatively equidistant (i.e. within 0.2 miles difference).

Current numbers on roll at School affected by the proposals.

The current number on roll for Trellech and Overmonnow Primary Schools are detailed in the table below:

| School | Numbers on roll | Capacity | % surplus places |
|---------------------------|-----------------|----------|------------------|
| Trellech Primary School | 170 | 207 | 17.8% |
| Overmonnow Primary School | 307 | 390 | 21.2% |

Projected Numbers on roll

The projected number on roll for Trellech and Overmonnow Primary Schools are:

| Trellech Primary School | |
|--------------------------------|---------------------------------|
| Academic Year | Projected Number on roll |
| September 2024 | 166 |
| September 2025 | 155 |
| September 2026 | 140 |
| September 2027 | 134 |
| September 2028 | 127 |

| Overmonnow Primary School | |
|----------------------------------|---------------------------------|
| Academic Year | Projected Number on roll |
| September 2024 | 298 |
| September 2025 | 293 |
| September 2026 | 321 |
| September 2027 | 335 |
| September 2028 | 329 |

5. Advantages and Disadvantages of the proposal

| Advantages | Disadvantages |
|--|--|
| The proposals would reflect the trends within the affected area, where the majority of pupils attend Trellech Primary School | Overmonnow Primary School would have a reduction in the number of children residing within their catchment area |
| Families residing within the affected area would all receive free home to school transport to Trellech Primary | There is likely to be an increase in home to school transport costs, as some of the affected area is closer to Overmonnow Primary School than it is to Trellech Primary School |

School catchment areas form part of the oversubscription criteria used to award school places. Children and young people from the affected area would gain an increased advantage for obtaining school places at Trellech Primary School.

The proposals would still result in a dual home to school transport entitlement for some pupils. If the catchment changed to Trellech Primary School, some pupils would be able to obtain transport to Overmonnow Primary School as the nearest school, should this be their preference.

6. Financial Implications

Overmonnow Primary School is the designated catchment school for the affected area. Should the children known to be residing within the affected area chose to attend their catchment school, the home to school transport costs would be in the region of £52,920 per annum. However, there are no children currently receiving transport from the affected area so the current costs associated with Overmonnow Primary School are zero.

Trellech Primary School is the proposed new catchment school for the affected area. Should the children known to be residing within the affected area chose to attend their proposed new catchment school, the home to school transport costs would be in the region of £56,700 per annum. The Council is currently providing home to school transport to Trellech Primary School for some families residing within the affected area, where Trellech Primary School is deemed to be nearest. The costs of this provision are currently £23,584 per annum.

In light of the above, the immediate financial impact associated with this proposal is thought to be £33,116.

Important: It is important to note that the above costs are estimates provided on the basis of current home to school transport costs, which are likely to increase by the implementation date of September 2025. Its also important to note that the Council will still have a duty to provide transport to Overmonnow Primary School in circumstances where its deemed nearest and there is a parental preference. This will increase the costs over those quoted above.

7. What Next?

Your views on the proposed changes to primary school catchment areas are important to us. We really do want you to engage in this consultation and tell us what you think of the proposals, particularly if they may affect you or your children.

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 You can tell us what you think by:

- 1) Attending the below drop in session:

| Review Area | Date | Venue |
|----------------------------|------|-------------------------|
| Mitchel Troy and Cwmcarnan | TBC | Trellech Primary School |

- 2) To enable us to carry out detailed analysis of the feedback provided we would urge you to complete the consultation questionnaire, which is available on our website at www.monmouthshire.gov.uk/catchmentconsultation

If you have any questions on the proposals please contact the Access Unit on 01633 644508 or by emailing acesstolearning@monmouthshire.gov.uk.

Please note that the deadline for responses to this consultation is 19th February 2024 at 5pm. Any responses received by the local authority after this closing date will not be considered as part of this consultation.

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Integrated Impact Assessment document

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

| | |
|---|--|
| <p>Name of the Officer Matt Jones</p> <p>Phone no:01633644508 E-mail: matthewdjones@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>The majority of primary school catchment areas have been in place in their current form since prior to local government reorganisation. A review of primary school catchment areas is necessary to ensure that they are suitable and reflective of current demand. Any proposed changes to catchment areas must follow a consultation process in line with the School Admissions Code Wales (July 2013)</p> |
| <p>Name of Service area Children and Young People</p> | <p>Date November 2023</p> |

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

| Protected Characteristics | Describe any positive impacts your proposal has on the protected characteristic | Describe any negative impacts your proposal has on the protected characteristic | What has been/will be done to mitigate any negative impacts or better contribute to positive impacts? |
|---------------------------|--|---|--|
| Age | The proposals are to consult with families in the affected areas on changes to primary school catchment areas. The current catchment schools and proposed catchment schools offer the same age range | No impact | |
| Disability | The proposals involve allocating a primary school catchment that is within the county to families resident in Monmouthshire. The | The proposed new catchment schools are in some cases further away which | Parents will continue to have the opportunity to express a preference the school that they would like their child to |

| | | | |
|--|--|---|--|
| | proposed new catchment schools are compliant to meet the needs of mainstream pupils with disabilities. | may not be a welcome change for those with disabilities | attend. This means that they will still be able to apply for places at the current catchment school. In most cases, the affected families will be eligible for free home to school transport. |
|--|--|---|--|

| 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 impact | n/a | n/a |
| Marriage or civil partnership | No impact | n/a | n/a |
| Pregnancy or maternity | No impact | n/a | n/a |
| Race | No impact | n/a | n/a |
| Religion or Belief | For the areas of Tredunnoch, Llanhennock and Llandegveth, the current catchment school is a church in wales school. As the proposed new catchment school is Usk Church in Wales Primary School, the affected families will continue to have access to a church in wales school | n/a | n/a |

| | | | |
|----------------------------------|---|--|--|
| Sex | The current catchment schools and proposed catchment schools are suitable for all genders | 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 | No impact | n/a | n/a |

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 socioeconomic 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 proposals are formed around providing Monmouthshire families with access to a Monmouthshire school, allowing the opportunity for greater connections within the county.</p> <p>Families residing within the affected areas will have an equal opportunity to claim free home to school transport to the proposed new catchment schools.</p> | <p>The proposals will mean a change in primary school catchment areas for affected families.</p> <p>We acknowledge that proposals may result in a change to existing connections with the current catchment school community and associate support networks</p> | <p>For those residing in the catchment area for Charles Williams CIW Primary, they will remain within catchment under the governing body's admission arrangements, but within Usk CIW Primary under Monmouthshire's admission arrangements. Parents will therefore continue to be able to express a preference for their current catchment school should they wish to do so</p> <p>The purpose behind this consultation is to seek the views of those affected by the proposals, and such views will be considered prior to any formal decisions being made.</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>The proposals are relevant to amending the catchment area for the english medium primary school within the affected areas. These areas also have a designated catchment area for welsh medium primary schools should parents wish for their children to be educated through the medium of welsh.</p> <p>Any policy change will consider the impact on the Welsh language and will be in line with the council's Welsh language standards.</p> | n/a | n/a |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | No impact | | |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>Children wishing to be educated through the medium of welsh will not be affected by these proposals. The affected areas will continue to have a welsh medium catchment school and will receive free home to school transport to that school</p> <p>All information relating to this consultation will be available 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? |
|--|---|--|
| A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs | The proposals will increase the opportunities for children to have access to a school within the county and ensures ongoing sustainable education provision | |
| A resilient Wales Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change) | The proposal will result in some families having a catchment school that is further away than their current catchment school, meaning increased travelling times and an inability to walk to school, meaning more use of vehicles to get to and from school | The area is a rural community and many of the families would be unable to walk to their current catchment school. However, proposals are not removing the opportunities for parents to express a preference and they will be able to continue to apply for places at their nearest school should they wish to do so. |
| A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood | The affected areas are rural communities with limited opportunities to walk to their current catchment school. The proposed new catchment schools are in many cases further away which will not improve their opportunities to walk to school | The affected areas are rural and in most instances result in families living in excess of 2 miles to their nearest schools, making walking to and from school more challenging. |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | The proposals are formed in support of connecting communities. There are currently families that do not have a primary catchment school within the county so these proposals will contribute to them feeling connected with the monmouthshire community | |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | The proposals are likely to result in families having to travel to their catchment school by vehicle. | This is the status for many with their current designated catchment school, but families will be able to be transport via the local authority services rather than by individual family vehicles. |

| | | |
|--|--|---|
| <p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People</p> | <p>There are no specific proposals in this report to promote and protect the Welsh language. However the provision for fully immersive welsh medium provision will still be available for the families residing in the affected areas through their designated welsh medium catchment school(s).</p> | <p>The affected areas have a designated catchment area for those wishing for their children to be educated through the medium of welsh.</p> |
| <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>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>The proposals will provide equity to the families residing within the affected areas as they will join all other monmouthshire residents in having a primary catchment school that is within the county.</p> | |

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 proposals will enable children residing within the affected areas to join a primary school that is within the county, and therefore ease their arrangements for transition to a secondary school within the county</p> | |

| | | | |
|--|---|--|--|
|  <p>Collaboration</p> | <p>Working together with other partners to deliver objectives</p> | <p>n/a</p> | |
| <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>Involvement</p> | <p>Involving those with an interest and seeking their views</p> | <p>The proposals are to launch a consultation with those affected by proposals so that their views can be incorporated prior to any decisions for change being made</p> | |
|  <p>Prevention</p> | <p>Putting resources into preventing problems occurring or getting worse</p> | <p>The proposals will increase the opportunities for affected families to obtain a place at a Monmouthshire School. Current arrangements would mean that families may not be able to access their nearest monmouthshire school should the school become oversubscribed</p> | |
|  <p>Integration</p> | <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>The proposals will have a positive impact on the wellbeing of the families residing within the affected areas, as they will form part of the community and transitional process between primary and secondary schools.</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 | Children will have access to a school that is within the county and therefore within the Council's control for safeguarding arrangements | | |
| Corporate Parenting | Current arrangements for children who are looked after will remain in place | | |

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

- Surplus places data
- Planning places data
- Information from LDP for known housing developments

The consultation will also enable us to obtain information from the families residing within the affected areas on whether they are supportive of the proposals put forward

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?

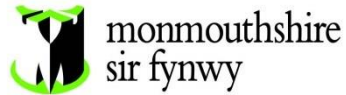
The proposals to consult on amendment the primary school catchment for the areas of Tredunnoch, Llanhennock and Llandegveth will complete our goal of ensuring that all Monmouthshire families have access to a school that is within the county. The affected areas have an allocated secondary school within Monmouthshire, so the proposals will help to align the transitional arrangements between primary and secondary education for the affected area.

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 |
|--------------------------|------------------------------|--------------------|
| N/A | | |
| | | |
| | | |

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 | CYP DMT | 27/11/23 | No adjustments made |
| 2 | Cabinet – permission to consult | 13/12/23 | |
| 3 | Cabinet – consultation feedback and final decision making | 10/11/23 | |



SUBJECT: King Henry VIII 3 – 19 School Funding Formula
MEETING: CABINET
DATE: 13th December 2023.
DIVISION/WARDS AFFECTED: All.

1 PURPOSE

- 1.1 The purpose of this report is to update Cabinet with the consultation feedback regarding the proposed fair funding formula for King Henry 3 – 19 School in Abergavenny.

2 RECOMMENDATIONS

- 2.1 That Cabinet approve the proposed changes for King Henry 3 – 19 school with effect from 1st April 2025.

3 KEY ISSUES

- 3.1 King Henry VIII 3 – 19 School opened 1st September 2023, the school is currently based on two sites, the existing secondary school site and the former Deri View primary school site. The new school is currently under construction and once completed in the autumn term of 2024 the whole school will relocate to the new building.
- 3.2 This is the first all through school for Monmouthshire and therefore no funding formula currently exists. The school budget forum agreed on 23rd March 2023 to consult on agreeing the funding formula.
- 3.3 The consultation opened on 12th September 2023 and closed on 24th October 2023. The Consultation paper is shown in Appendix 1.
- 3.4 In summary there are no proposed changes to the distribution via the age weighted pupil unit, this will remain the same for all schools. The only changes proposed to the premises funding is a reduction in maintenance funding due to the warranties in place for the building and equipment. This formula was agreed in 2017 and has been applied to all our new schools. The funding details are as follows:
- Years 1 – 5 only funding for cyclical maintenance will be delegated,
- years 6 – 10 50% of general maintenance and 100% of cyclical maintenance will be delegated and
- Year 11+ funding will fall in line with all schools.
- 3.5 It is anticipated that the rates on the new school will increase significantly. Under the current regulations rates are funded at actual cost, a request for

additional funding will be requested as part of the 2024-25 budget process to reflect this.

- 3.6 The proposal also reflects a larger management team: Headteacher, 2 non-teaching Deputy Headteachers and 7 teaching Assistant Headteachers. It is clear from some of the responses that this is an area of significant discussion. The current funding levels are detailed as part of the responses in Appendix 2.
- 3.7 The school will host two special resource bases, one in the lower school and one in the middle / secondary phase. There are no proposed changes to the funding formula for these, funding will be delegated in line with the current formula. Also, the formula currently used to delegate funding to mainstream pupils with ALN will remain the same.
- 3.8 A total of 8 responses were received these are shown in appendix 2.

4 RESOURCE IMPLICATIONS

- 4.1 The total funding for other schools will not be affected by this change, there is no proposed reduction to school budgets. Any changes to the formula will not be implemented until April 2025 for the 2025-26 financial year.
- 4.2 The only request to increase the funding for the individual school's budget as a result of this will be for the additional charges for rates as a result of the increase in building value.

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

See attached in appendix 3.

8. CONSULTEES

DMT, School Budget Forum, All Headteachers, All Governing Bodies, All Elected Members and SLT.

9. BACKGROUND PAPERS

Fair Funding Regulations 2018

Schools Funding (Wales) Regulations 2010

Section 52 (current formula distribution).

10. AUTHOR

Nikki Wellington – Support Services Manager

Email: Nicolawellington@monmouthshire.gov.uk



Appendix 1

MONMOUTHSHIRE LOCAL EDUCATION AUTHORITY

CHILDREN AND YOUNG PEOPLE DIRECTORATE

CONSULTATION DOCUMENT – FUNDING FORMULA.

- This document forms part of the consultation process on the proposed changes to the funding formula, which delegates funding to schools within Monmouthshire.
- The relevant Welsh Government legislation that Monmouthshire Local Education Authority is bound by is:

The Schools Budget Share (Wales) Regulations 2010.

CONSULTATION DOCUMENT

**PROPOSED CHANGES TO SCHOOLS FUNDING FORMULA TO FUND KING
HENRY VIII 3 – 19 SCHOOL.**

Date of Issue: **12th September 2023**

Action Required: **Consultation closes noon on the 24th October 2023.**

Title of Document: The Review of Funding for Schools in Monmouthshire to fund King Henry VIII 3 – 19 School Consultation Document.

Audience: All Head teachers of Monmouthshire Schools, Chairs of Governing Bodies of Monmouthshire Schools, The Schools Budget Forum, the Senior Leadership Team, the Departmental Management Team of the Children and Young People Directorate, Diocesan Directors of Education and All Elected Members.

Overview: This document details the reasons for the review of the current consultation on Schools funding and outlines the new proposals for the distribution of this funding.

Action Required: A proforma (Appendix 1) is enclosed for your response. The completed form should be sent to the address below by the consultation closing date of **noon on the 24th October 2023**.

Responses to: Nikki Wellington
Support Services Manager
Children and Young People Directorate
Monmouthshire County Council
e-mail: nicolawellington@monmouthshire.gov.uk

Further Information: Enquiries about this consultation document should be directed to **Nikki Wellington**

Nikki Wellington
Tel: 01633 644549 / 07766 504389
e-mail: nicolawellington@monmouthshire.gov.uk

Additional Copies: These can be obtained from Nikki Wellington (telephone number and e-mail address above)

Related Documents: The Schools Budget Shares (Wales) Regulations 2010

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| 2 Issues with Current Arrangements | 4 |
| 3 Proposal | 4 - 5 |

Appendix 1 – Response Proforma

1. Background

The new King Henry VIII 3 – 19 School opened 1st September 2023, initially this will be on two sites, the former King Henry V111 site and the former Deri View Primary School site, the build is under construction and once the school moves to single site the funding formula will need to be agreed to reflect the first 3 – 19 school in Monmouthshire.

Following a meeting of the School Budget Funding Forum on the 23rd March 2023 members agreed to consult on creating a new funding formula to delegate funding for the new King Henry VIII 3 – 19 School.

The number of pupils determine the group of school and larger schools do receive additional funding for management structures and caretaking.

This proposal is not to increase the funding for the individual schools budget overall, however given the anticipated increase in rates it is proposed that cabinet will be asked to fund the increase in rates via a budget pressure.

2. Issues with current arrangements

- 2.1 Given that this is the first 3 – 19 school in Monmouthshire there is no formula to support the funding arrangements which mean that a new formula will need to be agreed.

3. Proposals.

3.1 Age weighted pupil unit.

All pupils are funded via a lump sum dependent on their age, lump sum is the same for all English medium schools with Welsh Medium receiving a small additional uplift. Each school only receive the funding for the ages that they teach.

This lump sum is calculated using several factors with the main funding relating to teaching staff. Other factors include: midday supervisors, resources, free school meals and funding for teaching assistants.

The regulations state that a minimum of 70% of the funding needs to be distributed in this way.

Proposal: No changes to this funding however the new school will receive the lump sum for all ages.

3.2 Premises and other factors.

The majority of the funding for premises costs are based on the floor or ground area with a condition weighting dependent on the age of the school. Rates are funded at actual cost.

The funding for caretaker is based on the group of school, group 1 schools which are the smallest schools receive funding for a part time caretaker while the larger schools receive additional funding for a full-time caretaker and an assistant caretaker.

Included in other factors are a number of service level agreements where funding is either a contribution to the cost or the full costs to buy back the service.

In addition to this funding is also provided for management structures and deprivation. The current formula for primary schools is a Headteacher and a teaching Deputy Headteacher, for secondary schools the funding reflects a Headteacher, a non-teaching Deputy Headteacher and 3 teaching assistant Headteachers.

Proposal:

There are no changes proposed to the funding for premises and ground, the areas will be adjusted to reflect the new school and the condition weighting will be reduced to one. Under the current formula building maintenance costs are reduced to reflect the warranties that will be in place.

The funding is reduced according to the age of the new build:-

Years 1 – 5 = 100% reduction in funding (although funding is provided for cyclical maintenance)

Years 6 – 10 = 50% reduction in funding (ensuring it covers the cyclical maintenance costs)

Years 11+ = 0% reduction in funding

Rates will continue to be funded at actual costs.

The service level agreement funding will be adjusted to reflect a group 7 school.

Deprivation will remain unchanged.

The funding for the management structure will reflect: Headteacher, 2 non-teaching Deputy Headteachers and 7 teaching Assistant Headteachers.

3.3 Additional Learning Needs.

The school will host two special resource bases, one for the primary phase and one for the secondary phase. The current funding for this is based on the numbers of staff needed to support the bases.

All school receive a delegated lump sum for which 70% is based on pupil numbers and 30% on the number of pupils supported by an individual development plan.

Proposals:

There are no proposals to change this funding.

The total funding for individual schools will not be affected and there is no reduction to the individual school budget.

Any changes to the formula will not be implemented until April 2025 for the financial year 2025-26.

The impact assessment is shown in Appendix 2.

4. Responses – to be received by noon on the 24th October 2023.

Please use appendix 1 below to complete your response.

APPENDIX 1 – RESPONSE PROFORMA

School represented (if applicable)

| Formula area | I agree | I disagree | If you disagree, what is your proposal? |
|--------------------------------------|---------|------------|---|
| Age Weighted Pupil Unit (ref 3.1) | | | |
| Premises and other factors (ref 3.2) | | | |
| Additional Learning Needs (ref 3.3) | | | |

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Consultation Responses

Disappointingly only 8 responses were received from 4 schools and the Performance and Overview Scrutiny Committee. These are detailed below:

1. Response from School Business Manager – King Henry VIII 3 – 19 School:

The funding of the management structure is crucial to operate the 3 – 19 through school approach.

I disagree with the funding for the premises and grounds maintenance as this does not reflect the additional costs associated with maintaining the new high-quality sports pitches. If the school is able to have autonomy (away from Mon-Life) to 'let' the pitches for community use then this will not be an issue for the school. Historically there has been an arrangement with the leisure centre that facilities are shared (both ways) but this would restrict any income generation.

Local Authority Response:

The leisure centre has an income generation target for these lettings which ultimately provides income for Monmouthshire County Council. In addition, the income generated will also be used to offset the loan repayments for the pitches and the new school building. The maintenance budget for the sports pitches for all 4 secondary schools was delegated to the school budget several years ago. Should the income go direct to the school they would need to make the loan payments and have the income target to meet. The central budgets for Monmouthshire County Council would see a shortfall in income which would need to be generated from other services including schools.

2. Response from Headteacher of Kymin View.

I think the funding formula is fair. I assume that the ratio is based on teachers and management as most schools try to fund learning support assistants through the grants which there is never enough in the budget to cover the WG guidelines for ratios of adults to children.

Local Authority Response:

No changes have been made to ratios for teachers or management structures for the primary phase. There are changes proposed for the secondary phase and these are detailed in the responses below.

Response from Monmouth Comprehensive Governor:

On behalf of the Governing Body of Monmouth Comprehensive School in the position as Chair of the Finance and Resources committee I would like to raise an objection to the proposed changes in respect of School Funding for King Henry VIII 3 – 19 school funding formula.

We feel strongly that all schools within Monmouthshire must receive funding against a common matrix and that the only true and fair measure has to be the number of students on roll.

Monmouth Comprehensive School (MCS) currently educates almost three times more learners than Chepstow Comprehensive School and yet receives the same amount of Leadership Block Funding.

On paper the King Henry VIII 3 – 19 School will aim to educate roughly the same total learners as MCS and yet the current proposal seems to more than double up on Leadership funding and grant an

additional £20,000 with no specific designation. It is utterly wrong to launch a combined 3 – 19 school while still treating the primary and secondary levels of the school as completely different entities and then call for additional leadership on top. This sets an unsustainable and unfair precedent and totally defeats the financial object of a 3 -19 school.

We could also argue that MCS manages two schools within one if we proposed that our Special Needs Resource Base needed additional and different management and leadership funding from the mainstream secondary provision.

We believe the current proposal opens Monmouthshire County Council up to severe scrutiny problems. It will be unavoidable that parents and pupils in Monmouthshire will read this blatant and direct underfunding of MCS pupils. On one hand MCC is suggesting there is no link between numbers on roll and the leadership funding and on the other hand MCC is also suggesting that a school with broadly the same numbers of pupils requires more leadership funding. Both cannot be right. Either all schools must be offered exactly the same amount of money to best support the leadership structure or schools must receive a fair proportion of the funding based on the pupils they are educating.

With only four secondary schools in the county Monmouthshire County Council must be capable of working with Headteachers and Governing Bodies to produce a Leadership funding formula which is fairly distributed and treats pupils across the county with the same level of financial respect.

At this stage the Governing Body of Monmouth Comprehensive School completely rejects the current proposal for the School Funding Formula and specifically Leadership Funding.

Response from Monmouth Comprehensive Governor:

I would like to raise an objection to the proposed changes in respect of School Funding for King Henry VIII 3 - 19 School Funding Formula

We feel strongly that all schools within Monmouthshire must receive funding against a common matrix and that the only true and fair measure has to be the number of students on roll.

Monmouth Comprehensive School (MCS) currently educate almost three times more learners than Chepstow Comprehensive and yet we receive the same amount of Leadership Block Funding.

On paper the King Henry VIII 3 - 19 School will aim to educate roughly the same total number of learners as MCS and yet the current proposal seems to more than double up on Leadership funding and grant an additional £20,000 with no specific designation. It is utterly wrong to launch a combined 3 - 19 school whilst still treating the primary and secondary levels of the school as completely different entities and then calling for additional Leadership money on top. This sets an unsustainable and an unfair precedent and totally defeats the financial objective of a 3 to 19 school.

We could also argue that MCS manages two schools within one if we proposed that our Special Needs Resource Base needed additional and different management and Leadership Funding from the mainstream Secondary provision.

We believe the current proposal opens Monmouthshire County Council up to severe scrutiny problems. It will be unavoidable that parents and pupils in Monmouth will read this as a blatant and direct underfunding of MCS pupils. On one hand MCC is suggesting there is no link between numbers on roll and the Leadership Funding and on the other hand MCC is also suggesting that a school with broadly the same total number of pupils requires more Leadership Funding. Both of these can not be

right. Either all schools must be offered exactly the same amount of money to best support their Leadership structure or schools must receive a fair proportion of the funding based on the pupils they are educating.

With only four secondary schools in the county Monmouthshire County Council must be capable of working with Head Teachers and Governing Bodies to produce a Leadership funding formula which is fairly distributed and treats pupils across the county with the same level of financial respect.

At this stage the Governing Body of Monmouth Comprehensive School completely rejects the current proposal for the School Funding Formula and specifically Leadership Funding.

Response from Monmouth Comprehensive Governor:

I am a parent governor at Monmouth Comprehensive School and chair the Student Progression Committee. I am writing in response to the above consultation document. Apologies for not using appendix 1 of the document to provide feedback, I have a pdf document. If you need my input on the appendix please could you send me a word document and I will complete it.

I disagree with section 3.2 of the proposals for a number of reasons:

As a general point the funding formula applied based on number of students appears to have little recognition of the additional costs incurred based on student numbers. If the leadership structure is inadequate I am concerned that there will be a detrimental impact on student learning and progression. If I compare MCS to Chepstow Comprehensive MCS has significantly more students and the same level of funding.

The proposal includes funding for £20,000. I do not understand the rationale behind this and would welcome additional detail.

I do not understand the rationale for the proposed management structure funding for King Henry. The proposal appears to provide more leadership positions than a primary and a secondary school would receive if they were separate entities.

In addition King Henry will be one school and should therefore have the formula for one school applied.

I also recognise the total number of students for King Henry will be similar to MCS and, therefore, believe the proposal to be inequitable.

Response from Monmouth Comprehensive School Headteacher:

I do have concerns about this aspect of the funding proposal.

We have almost 3 times NOR than Chepstow. However, we both get the same leadership block funding. Although I could make a strong case for this disadvantaging us, I can also see that there are reasons for it.

Overall I think that KH8 3-19 and MCS will have broadly similar NOR.

There is however no parity between KH8 3-19 and MCS. The proposed block funding is treating the primary and secondary phase of KH8 3-19 as separate entities by funding them as if they were separate schools, whereas it of course is one entity. This is just not equitable. I am being asked to

accept parity where NOR are vastly different on one hand, but also to accept lack of parity on the other hand, even though NOR are broadly similar.

In a launch phase, and whilst there are separate sites, I can understand that there might be a need for additional capacity. However, once established there will in fact be savings compared to having separate schools.

On top of this, there is an additional £20k in the proposal, for which there seems to be no explanation. At a point where we are being sent messages by Paul Matthews about having to tighten our belts and make cuts, this does not seem equitable at all.

Local Authority Response:

The responses for Monmouth Comprehensive School raise very similar objections and therefore will be answered as one response:

King Henry 3 – 19 Schools has a capacity of 1820 plus 30 for a nursery. The aim of the consultation is to establish one formula for the whole school and not split it between phases.

The school will host two special need resource basis, one for primary aged pupils and one for secondary aged.

Currently all the secondary schools are funded for one headteacher (L31), two deputy headteachers (L21) and 3 assistant headteachers (L14). The current funding for a group 3 primary school is for one headteacher (L17) and a deputy headteacher (L11).

The proposal is to fund the 3 – 19 School one headteacher (L31) two deputy headteachers (L21) and 7 assistant headteachers (L14). The cost of this proposal is an additional £20,432.

The leadership funding for all schools has not been reviewed for several years and the Governing Body of Monmouth Comprehensive School are raising concerns that it is not equitable. In discussion with representatives of Monmouth Comprehensive School they have agreed to accept current proposals and that the leadership funding will be subject to a separate review and any changes will be implemented for the 2025-26 financial year.

Response from Trellech Primary School Governing Body:

We agree with all the proposals.

Response from the Performance and Overview Scrutiny Committee:

Thank you for listening to the concerns raised but Monmouth Comprehensive School, it is pleasing to see a solution has been put in place which is acceptable to both the senior leadership team and the governing body.

The formula for maintenance costs sees a reduction in funding with the assumption that there are warranties in place. Has this just been accepted or has any work been done around the actual costs compared to the funding.

Only 7 responses have been received, what was the audience, and do we know why so few responses were received?

Local Authority Response:

The formula was agreed at the time that both Monmouth and Caldicot were being constructed, it was on the assumption that the costs would be lower, during the consultation changes were made to reflect that some routine maintenance would be needed and therefore funding was reinstated for that. No work has been done to look at actual costs against the funding, but this can be done and presented to the school budget forum.

The consultation paper was sent to all members, all schools and all governing bodies. It is disappointing that so few responses were received but this could either be that they were happy with the proposals or that they did not feel it affected them. More work will need to be done in the future to engage.

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| | |
|---|---|
| <p>Name of the Officer 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>This proposal sets out the recommendations for a funding formula for the 3 – 19 King Henry VIII school in Abergavenny. This is the first 3 – 19 school in Monmouthshire. All schools have to have an agreed formula to distribute funding and this paper sets out the proposals for this school.</p> |
| <p>Name of Service area</p> <p>Children and Young People</p> | <p>Date 1st September 2023</p> |

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

| Protected Characteristics | Describe any positive impacts your proposal has on the protected characteristic | Describe any negative impacts your proposal has on the protected characteristic | What has been/will be done to mitigate any negative impacts or better contribute to positive impacts? |
|---------------------------|---|---|--|
| Age | The positive impact of this is that the school will be funded via a formula that is based on the same funding formula for all other schools. It will be based on pupil numbers, floor area and additional learning needs. | No specific impact identified at this time | The formula is based on the same formula as all other schools with additional funding for the management team. All schools are being consulted to highlight any areas of concern and to agree the proposals. Following consultation responses the management structure funding for all secondary schools in Monmouthshire will be review with effect from 1st April 2025. |

| 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 funding for pupils with additional learning needs is the same as all schools. The same criteria will be used for all schools. | No specific impact identified at this time | The same criteria will be used for all schools. This is applicable for both the mainstream additional learning needs and pupils attending the specialist resource bases. |
| Gender reassignment | No specific impact identified at this time | No specific impact identified at this time | No specific impact identified at this time |
| Marriage or civil partnership | No specific impact identified at this time | No specific impact identified at this time | No specific impact identified at this time |
| Pregnancy or maternity | No specific impact identified at this time | No specific impact identified at this time | No specific impact identified at this time |
| Race | No specific impact identified at this time | No specific impact identified at this time | No specific impact identified at this time |
| Religion or Belief | No specific impact identified at this time | No specific impact identified at this time | No specific impact identified 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? |
|----------------------------------|--|--|--|
| Sex | No specific impact identified at this time | No specific impact identified at this time | No specific impact identified at this time |
| Sexual Orientation | No specific impact identified at this time | No specific impact identified at this time | No specific impact identified at this time |

2. The Socio-economic Duty and Social Justice

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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 positive impact of this is that the school will be funded via a formula that is based on the same funding formula for all other schools. It will be based on pupil numbers, floor area and additional learning needs. | No specific impact identified at this time | No specific impact identified at this time |

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>No specific impact identified at this time</p> | <p>No specific impact identified at this time</p> | <p>No specific impact identified at this time</p> |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>The funding for staffing ratios is the same as all Monmouthshire schools with an uplift for management structures. The funding reflects the ratios required for the school.</p> | <p>No specific impact identified at this time</p> | <p>The funding formula provides the necessary funding to ensure the correct staffing ratios can be met.</p> |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>No specific impact identified at this time</p> | <p>No specific impact identified at this time</p> | <p>No specific impact identified at this time</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 positive impact is that the funding distributed will allow the school to meet the staffing ratios, on top of this grants will be made available to allow interventions to continue. | No specific impact identified at this time |
| A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) | No specific impact identified at this time | No specific impact identified at this time |
| A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood | No specific impact identified at this time | No specific impact identified at this time |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | No specific impact identified at this time | No specific impact identified at this time |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | No specific impact identified at this time | No specific impact identified at this time |
| 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 identified at this time | No specific impact identified at this time |
| A more equal Wales | | |

| 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 | The school will have the funding to support pupils through their education and allow pupils to have the support they need to fulfil their potential. | Funding provided to allow all staffing ratios to be met and additional funding provided to ensure interventions can be provided. |

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> | A sustainable staffing structure is being developed by the Head and Governing Body, to enable it to have the full impact and improve standards the funding will be required to support this. The funding will allow all ratios to be met. | The school will be provided with three year indicative funding to allow them to plan for the long term. |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | The schools already work with a large number of partners to achieve their objectives, this will allow these partnerships to continue. | None |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | None | None |

| 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 Headteacher and the Governing Body are responsible for identifying how the funding is spent. This will include programmes of support for pupils, this may include resources to help support and educate pupils to ensure they reach their potential.</p> | <p>The intervention programmes already in place will continue and assist in pupils achieving their goals.</p> |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>None</p> | <p>None</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 | No specific impact identified at this time | No specific impact identified at this time | N/A |
| Corporate Parenting | No specific impact identified at this time | No specific impact identified at this time | N/A |

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

School balances / grant plans / staffing proposals / school budget / pupil data

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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 are that the school will be funded to ensure that staffing ratios can be met and this will be consistent with other schools in Monmouthshire. Additional grants will be provided to allow intervention programmes. The overall responsibility for the budget remains with the Headteacher and Governing

Body. The new school will have a positive impact on all the protected characteristics, the new school will be fully DDA compliant to allow access to all areas of the school. All protected characteristics and the positive impact were considered prior to the approval of any funding for the school.

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 |
|--|-------------------------------------|--|
| Review of school budget and how the formula is supporting this | May 2025 | Headteacher and Governing Body with School improvement from the Local Authority. |
| | | |
| | | |

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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 |
|--------------------|--|---------------------------------|---|
| 1.1 | Consultation document for circulation to interested parties. | 12 th September 2023 | Initial Draft |
| 1.2 | Scrutiny Committee Consultation | 10th November 2023 | Revised Draft for Performance and Overview Scrutiny Committee |
| 1.3 | Cabinet | 24th November 2023 | Revised draft for Cabinet |