

SUBJECT: Community and Corporate Plan Performance Update

MEETING: Cabinet

DATE: 4th December 2024

DIVISIONS/WARDS AFFECTED: All

1. PURPOSE:

- 1.1 To provide Cabinet with an update on the progress that has been made to deliver the commitments set out in the Community and Corporate Plan 2022-28.

2. RECOMMENDATIONS:

- 2.1 That Cabinet use this report as part of their continuous monitoring of how effectively the council is delivering its objectives to identify where departments are not on track to meet the targets and identify any remedial actions that may be required.

3. KEY ISSUES:

- 3.1 In April 2023, Council approved the Community & Corporate Plan 2022-2028. The plan establishes a clear purpose to become a zero-carbon county, supporting well-being, health and dignity for everyone at every stage of life. The plan sets six objectives, also the Council's well-being objectives, for Monmouthshire to be a:

- Fair place to live where the effects of inequality and poverty have been reduced;
- Green place to live and work with reduced carbon emissions 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 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.

- 3.2 These objectives are underpinned by a series of commitments and more detailed actions that will ensure that the organisation is able to deliver on its ambition. Appendix 1 provides an update on progress made during the first six months of 2024/25 on the commitments set out under 'what we want to achieve' of the plan.

- 3.3 The ambition outlined in the Community and Corporate Plan looks to the long term, aims to address many complex challenges and is focused on the well-being of current and future generations. The foundations to deliver the objectives have been developed through new strategies. This report provides an update on delivery of the commitments, many of these are in their initial stages. This should be considered when assessing progress as improved outcomes are unlikely to be seen in the short term. In many instances the report is capturing progress against milestones. These will show whether progress is being made towards the longer-term objectives.

- 3.4 When the plan was approved by Council, Cabinet were tasked with keeping the measures and targets under review and to update these where necessary. In September 2024 Cabinet agreed an update of the measurement framework and associated targets used to track and manage the delivery of the objectives within the plan up to 2026/27. This revised framework focuses on improved measurement of outcomes rather than outputs wherever possible.
- 3.5 The update includes the latest available data for the performance measures identified in the updated framework agreed by Cabinet. The 'latest period' column in the data tables includes figures for quarter 2 of 2024/25. The 'previous' column includes data for 2023/24. Not all data is produced quarterly and where figures refer to different periods this is highlighted in the comments section of the table.
- 3.6 Each objective has been scored based on the council's self-evaluation framework using a scale of 1-6, where 1 is unsatisfactory and 6 excellent, as shown in Appendix 1. This provides an in-year assessment based on the progress made so far in 2024/25. It also identifies learning from this interim evaluation that has highlighted where a further focus on certain outcomes is required to affect the final evaluation at the end of the year. A more detailed evaluation of outcomes and impact of this work will be undertaken at the end of the year, the scores will also be re-assessed based on the latest evidence. The annual report will also cover factors such as finance, workforce and procurement which are set out in our developed suite of enabling strategies, whereas the interim report is focused on the six outcome focussed objectives.
- 3.7 The scores for each of the objectives are unchanged from those reported for 2023/24:
- A fair place to live: Level 4 (Good).
 - A green place to live: Level 3 (Adequate).
 - A thriving and ambitious place: Level 4 (Good).
 - A safe place to live: Level 4 (Good).
 - A connected place where people care: Level 4 (Good).
 - A learning place: Level 4 (Good).
- 3.8 This mid-year report highlights progress against the objectives up to October 2024. Key areas to highlight include:
- We have developed a number of critical strategies that set out clearly how we will deliver on our priorities and will enable us to accelerate delivery in the years ahead.
 - Tackling the climate and nature emergency is one of our biggest priorities. Council has approved a new Climate and Nature Emergency Strategy. Partnership working has led to significant progress towards improving the health of our rivers with Dŵr Cymru Welsh Water now installing phosphate stripping plants at two areas in the county. These will be operational from 2025.
 - We need to maintain a range of services that support people in periods of vulnerability, from childhood to old age. We have taken action to significantly reduce the number of unmet care hours and have increased capacity across

home care. 98.2% of hours of long-term domiciliary care are now being fulfilled which is a significant improvement on the position two years ago.

- We want to foster a thriving place where business can grow and thrive and where people have a safe place they can call home. The Deposit Replacement Local Development Plan has been developed and approved by Council ahead of public consultation. This sets out how land could be developed for employment and affordable housing in future including committing to targets for affordable housing and ensuring that future housing development will be net-zero.
- Our economy needs people with the skills required by employers or who have access to the support they need to start their own businesses. We have continued to provide employment support, with a specific focus on addressing skills in shortage areas.
- We are continuing our programme of school modernisation. Construction of the new, net-zero, King Henry VIII all-through school in Abergavenny continues at pace. Phase 1 of the school is scheduled to be completed by April 2025. Council has also approved a capital investment of £1.2m to improve and remodel the accommodation for the south Monmouthshire pupil referral service
- We have obtained Disability Confident Employer – Level 2 status and we strive to reduce the barriers experienced by disabled people and other groups who are under-represented in the workforce.

3.9 Of course there are also challenges:

- Delivering public services comes at a cost. Rising demand and more complex care needs are placing the council's finances under pressure with a significant overspend in adult social care.
- A shortage of affordable accommodation continues to place more households at risk of homelessness. While we have made good progress through our rapid rehousing and preventative work, there is still high demand for temporary accommodation.
- Pupil attendance in secondary schools has not yet returned to pre-pandemic levels and there remains a persistent gap in attainment between those pupils eligible for free school meals and those not.

3.10 Appendix 2 shows the latest data on measures that are being tracked to inform the work in the plan. We want to see positive movement in these measures, however the council's work is only part of a much bigger picture with many partners and other agencies playing a role. As a result, it is not appropriate to set targets against them.

3.11 The report was scrutinised by Performance & Overview Scrutiny Committee at its meeting on 19th November. The committee used the report to scrutinise the council's performance during the first six months of 2024/25 and agree any areas they would like to examine in greater depth as part of their forward work programme. The committee highlighted the need for benchmarking information, whether regional or national, to provide a more objective view of the Council's performance, and raised the idea of exploring peer reviews with neighbouring authorities. The committee appreciated the Leader's engagement on this matter and acknowledged the ongoing efforts to work more closely with other councils and share best practice.

- 3.12 A dashboard providing further detail on the quantitative measures in the Community and Corporate Plan is updated quarterly on the council's intranet site, the hub. Further information on the activity being undertaken is contained in relevant service business plans. These are updated quarterly and are also available for members to view on the hub
- 3.13 An annual self-assessment of performance in 2024/25 will be produced at the end of the year in line with the performance requirements under the Local Government and Elections (Wales) Act 2021 to produce a self-assessment report and requirements under the Well-being of Future Generations Act to produce an annual report showing progress against the Council's well-being objectives.

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

- 4.1 An integrated impact assessment was completed on the Community and Corporate Plan. This is a performance progress report and is not seeking a decision that would have an impact on these areas. The report includes information on progress the council has made on the Future Generations Act, equalities, socio-economic duty, the Welsh Language, safeguarding and corporate parenting and social justice.

5. OPTIONS APPRAISAL:

- 5.1 Each of the programmes of activity in the Community and Corporate Plan have been considered against the other choices that could have been made; further information on the process undertaken is in the plan. Every choice we make carries an opportunity cost. Some of these commitments – such as the building of new schools – have already been approved by Council as part of an agreed policy position while others are in development. Each new proposal brought forward to deliver against these goals will be subject to an individual decision in accordance with the constitution.

6. EVALUATION CRITERIA:

- 6.1 The Community and Corporate Plan sets out clearly the council's purpose. It contains specific objectives which can be measured over time. The report provides an update on performance and targets of the full measurement framework set in the plan, as agreed by Cabinet in September 2024. The decision to adjust targets over the lifetime of the plan, in response to changing circumstances, sits with Cabinet and chief officers.
- 6.2 The actions to deliver the plan are embedded in the service business plans of individual teams and the performance measures are updated on a specific dashboard. This report provides a headline progress update for Cabinet and has been reported to Performance and Overview Scrutiny Committee at its meeting in November 2024. A full evaluation of progress will be produced annually as part of the authority's self-assessment carried out under the Local Government and Elections (Wales) Act 2021.

7. REASONS:

7.1 To provide cabinet with an update on progress being made so far in 2024/25 to deliver the commitments set out in the Community and Corporate Plan 2022-28.

8. RESOURCE IMPLICATIONS:

8.1 This is a progress report and there are no direct resource implications. Each of the activities in the community and corporate plan carries some resource implications and need to be considered as part of the Council's challenging financial position. Cabinet has set an expectation that the budget build for 2024/25 will recognise priorities set within the Community and Corporate Plan with reducing the impact of inequality on citizens and climate change on communities being central to all considerations.

9. CONSULTEES:

Cabinet
Strategic Leadership Team
Performance and Overview Scrutiny Committee – feedback from the committee is included in paragraph 3.11

10. BACKGROUND PAPERS:

[Community and Corporate Plan 2022-28](#)
[Community & Corporate Plan Measurement Framework](#)
[Self-Assessment Report 2023/24](#)

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Appendix 1 – Six-month 2024/25 Community & Corporate Plan performance report


The Community & Corporate Plan 2022-28 contains six objectives which focus on the longer-term future of the county and aim to address complex challenges, in line with the Future Generations Act.



The long-term nature of some objectives means that the effects of some activity may not be clearly demonstrable over short timescales, and some activity will have an impact over the longer term. The targets included in this progress report are reflective of where the council aspires to be in 2024/25. Informed by the evidence gathered, each objective has been assessed on a scale of 1-6 based on performance so far in 2024/25 by applying the following principles:

Level	Definition	Description
6	Excellent	Excellent or outstanding – all performance measures have achieved the target set and all actions have been delivered
5	Very Good	Major strengths – a significant majority of actions and measures are on track. No more than one or two falling short
4	Good	Important strengths with some areas for improvement – the weight of evidence shows that the successes are greater than the areas that have not been achieved
3	Adequate	Strengths just outweigh weaknesses – the evidence of success marginally outweighs areas that are not on track. Some actions are behind schedule and some measures are falling short of planned targets
2	Weak	Important weaknesses – the majority of measures and actions have not been achieved
1	Unsatisfactory	Major weakness – in most areas, performance is assessed as moving in the wrong direction and the vast majority of actions have not been delivered

Objective: A Fair Place to Live

<p>Fair place</p> 	<p>Interim Evaluation Score: 4</p>	<p>Level 4 – Good. Important strengths with some areas for improvement. The weight of evidence shows that the successes are greater than the areas that have not yet been achieved.</p>
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Why This Matters: Nobody should be left behind in Monmouthshire or feel their voice does not count. Many of our residents are prosperous and very capable of looking after themselves and their loved ones. However, this is not the case for all and in a rural county inequality is often more hidden than in urban places. We will increase the intensity of our work to help those who need support to live the lives they want.

Key factors influencing the interim evaluation:

- We are implementing universal free school meals for all primary pupils. This ensures that all pupils have access to a freshly cooked meal at lunchtime, irrespective of their background; however, uptake remains varied and is lower in more deprived areas.
- We are ensuring all children have access to play by providing free or subsidised activities during school holidays.
- We are working to ensure everyone has equal opportunity in Monmouthshire through the implementation of our Strategic Equality Plan and Disability Confident action plan.

The learning from the interim evaluation has highlighted that focus on the following outcomes is required to affect the final evaluation:

- The development of a whole authority approach to tackling poverty and inequality to ensure a joined-up, targeted approach across services.

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
<p>Improved life chances for people regardless of income or background</p>	<p>The inequalities that exist within and between communities have a major bearing on well-being. Healthy, free meals at school help enable all children to have the same opportunities to learn and thrive irrespective of their background or income. We have gone above our statutory duty to provide breakfast and a freshly cooked meal at lunchtime to all primary school pupils. Uptake of meals between areas remains varied, with the lowest rates being seen in the most deprived areas. We are working with schools, parents and learners to understand and remove any barriers that may face those in less deprived areas from accessing universal free school meals.</p>

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
	<p>A Tackling Poverty and Inequality Lead was appointed in April 2024. It has been agreed that a new strategy or formal tackling poverty and inequality action plan is not the preferred option at this time. The Community Development Team, who coordinate delivery of our work in this area, will continue to work to their targeted work plan.</p> <p>From October 24 we are partnering with Citizen’s Advice, Warm Wales, local foodbanks and many others to hold a series of events across the county to give support, ideas and advice to residents to help with the cost of living. Representatives from our Benthg library of things, employment economy and skills and the food partnership team will also attend to ensure a joined-up approach.</p> <p>We have continued to support circular economy projects, including Benthg library of things and Repair Cafes, which are diverting waste from landfill and saving residents money. Two circular economy project officers have been appointment to support and grow these projects, including developing an additional library of things in Caldicot. Due to circumstances beyond the council's control, Benthg Chepstow has closed, and discussions are underway to find an alternative location.</p>
<p>Residents have better access to council services and support needed to live a healthy life</p>	<p>The conditions in which people are born, grow, live, work and age play a major factor in their health. As a Marmot Region we are working with our partners in other public services to take action to reduce unfair and unjust inequalities in health.</p> <p>We are ensuring all children have access to play by providing free or subsidised activities during the school holidays. 1,410 hours of play provision were provided during the summer holidays with 2,039 children benefiting. Since April, we have served 8,950 meals, providing access to food through the summer holidays to some children who need it. We continued to deliver Food and Fun schemes across the county, which provides two healthy meals and activities for children during the summer holidays. During this year, this scheme has saw 4,445 attendances, with 617 children supported.</p> <p>We have continued to host networking events across the county, helping us to map out the needs of the creative community. We have submitted a grant application to Arts Council Wales to support the development of our Cultural Strategy, providing training and support to our creative community and hosting eight events and festivals across the county. This strategy is due to be completed by March 2025.</p> <p>We developed and opened the new £2.9 million Magor and Undy Community Hub in partnership with MUCH group. The development was based on extensive involvement of the community and is designed based on residents’ feedback. The site provides spaces for community use and commercial events, as well as potential for small business growth. The MUCH group now occupies and manages the community hub for the direct promotion of social, cultural, leisure, sporting and other community activities.</p>
<p>What we want to achieve: Citizens are able to participate in council and community decision-making and</p>	<p>Ensuring volunteers are supported and valued is vital to maintaining the social capital which brings huge benefits to communities.</p>

How well are we achieving our desired outcomes?


What we want to achieve	Progress Update
<p>take actions which enable them to shape their own futures</p>	<p>We have the second highest percentage of people who volunteer in Monmouthshire. We have developed a Volunteering Good Practice Guide to ensure a high-quality volunteering experience and have run recruitment campaigns which included promoting the experience of current volunteers. Our annual survey found that 95% of volunteers felt their expectations for volunteering were being met.</p> <p>We want to ensure that everyone in Monmouthshire has equal opportunity. We have made the disability confident pledge and have been accredited with Disability Confident Employer (Level 2) status; we’re implementing an action plan alongside this. We committed in our Strategic Equality Plan 2024-28 to encourage local firms to become accredited disability confident employers. The number of local employers who have made the pledge has decreased from 39 (April 24) to 35 (November 24). We will continue to encourage employers to take up, and importantly, to renew their disability confident status to ensure we are reducing the inequalities faced by disabled people in accessing employment in the county.</p> <p>Council passed a motion in September 2023 committing us to formally becoming a county of sanctuary. A multi-agency working group has been developed to drive forward progress on achieving official status. It’s likely that this will be achieved in early 2025, falling slightly short of our milestone target.</p> <p>Supporting and promoting the use of the Welsh language is vital to ensuring it’s growth. We’re providing opportunities for our staff to improve their Welsh language skills. We currently have 327 members of staff that have some level of Welsh language skills and can use these to provide a service in Welsh to residents. There has been an increase in the percentage of the Monmouthshire population who can speak Welsh from 19.7% to 20.5%. We are continuing to work with partners to promote the use of the Welsh language in our county.</p>

Milestones	Target for Completion	Progress
<p>A new poverty and inequality action plan is approved by Cabinet</p>	<p>December 2024</p>	<p>It has been agreed that a new strategy or formal tackling poverty and inequality action plan is not the preferred option at this time; further discussion in relation to a whole authority approach to tackling poverty and inequality will be led by the Strategic Leadership Team.</p>
<p>All four library of things are fully operational</p>	<p>March 2025</p>	<p>Due to the closure of Benthyc Chepstow, two of the four are fully operational. Two circular economy officers have been appointed who will support the establishment of Benthyc Caldicot.</p>

Establish two additional cylch meithrin	First established September 2025, second established January 2027	Information is awaited on suitable venues. We will then look to set up voluntary management committees and identify staff to run them.
Establish childcare settings on the sites of Archbishop Rowan Williams Primary school and Trellech Primary schools	To establish the site at Trellech by March 2025 and Archbishop Rowan Williams by January 2027	These remain on track.
Opening of the Magor and Undy Community Hub	August 2023	This has now been completed.
Disability Confident Employer (Level 2) Status attained	June 2024	This has now been completed.
County of Sanctuary Status attained	December 2024	An initial submission was made in April. Discussions with the accrediting body have identified the need for further work. It is unlikely this will be achieved until 2025.

Measure	Previous Period	Latest Period	Target	Comment
Percentage of pupils choosing to receive universal free school meals	75	75	77	
i) The financial saving to communities (£) ii) Carbon saving (Kg Co2) from items borrowed through Benthylg Library of Things	i) 44,500 ii) 22,783	i) 15,170 ii) 7,867	i) 20,000 ii) 10,000	Previous is total since opening, latest is combined total for Q1 and Q2 24/25
Percentage of people participating in sporting activities three or more times a week	42	43	45	Latest is 2022/23, previous is 2021/22
Number of children benefitting from MonLife-run free or subsidised play provisions	3,464	2,039	3,525	
Number of local employers who make the disability confident employer pledge	39	35	70	Latest is November 2024, previous is April 2024. April 2024 data has been revised.
Percentage of people who volunteer	32	39	40	Latest is 2022/23, previous is 2019/20
Percentage of the population who can speak Welsh	19.7	20.5	18	Latest is year ending June 2024, previous is 2023/24

Objective: A Green Place to Live

<p>Green place</p> 	<p>Interim Evaluation Score: 3</p>	<p>Level 3 – Strengths just outweigh weaknesses. The evidence of success marginally outweighs areas that are not on track. Some actions are behind schedule and some measures are falling short of planned targets.</p>
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Why This Matters: We recognise the outstanding beauty of Monmouthshire. As custodians of this place, we need to encourage residents and visitors to enjoy it, protect it and conserve it. The natural world in all its guises is the backdrop to our tourism and visitor economy. We will work with others to promote access to our special places whilst protecting the environment, support nature recovery, reduce our carbon emissions, reduce the risk of flooding and promote the circular economy. We also recognise that these are complex issues and it will take decades rather than years to see the full impact of the changes we are making.

Key factors influencing the interim evaluation:

- We have published our climate and nature emergency strategy which sets out four clear action plans on how we will tackle each element of climate change.
- Our carbon emissions have increased due to key construction projects. Though this impacts our emissions target in the short-term, they have been designed to ensure minimal environmental impact in the long-term.
- We have published our Food Strategy which will guide how we increase community access to land for growing and increase the amount of local produce used in our schools.

The learning from the interim evaluation has highlighted that focus on the following outcomes is required to affect the final evaluation:

- Progress on delivering our decarbonisation plan will be key if we are to approach net zero at a suitable pace.

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
<p>Council operations are net zero by 2030 and local communities are supported to reduce their own carbon footprint</p>	<p>Changes in our climate are linked to man-made greenhouse gas emissions, and in particular carbon dioxide. The impacts affect the natural environment, infrastructure, health, communities, the built environment and business.</p> <p>We recognise that achieving our collective target of net zero by 2030 will be challenging without significant public sector investment. The range of activity we are undertaking is helping us to better understand the scale of the challenge. We have updated our Climate and Nature Emergency Strategy. This includes an action plan showing on how we will reduce the council's carbon emissions. The Climate and Nature Emergency Steering Group is monitoring progress and using this to target future activity.</p>

	<p>The council’s carbon emissions increased between 2022/23 and 2023/24. The main attributors of this increase are the construction of Severn View Park care home and Abergavenny 3-19 school; whilst the construction of these buildings has increased emissions in the short term, they have been designed to ensure minimal environmental impact in the long-term, with Abergavenny school being net-zero and the new care home being far more energy efficient than its predecessor. We are currently undertaking an assessment of the carbon footprint of the council’s purchased good and services; this will ensure we are targeting future carbon reduction activity in areas of spend with the highest emissions.</p> <p>The emissions from the council’s estate have been steadily decreasing in recent years. Despite good progress, the scope and delivery will need to increase if we are to approach net zero at an appropriate pace. We have commissioned decarbonisation surveys to develop a costed decarbonisation plan for the built estate. The findings of these surveys will inform a low carbon heat strategy and action plan.</p> <p>The emissions from our fleet and travel have increased. We are transitioning to Ultra Low Emission Vehicles at the point of renewal and where services need and funding permits. We are developing a fleet transition plan which will be informed by utilisation data; as we look to develop this strategy, the electric vehicle charging infrastructure (EVCI) network across the county will need to be reviewed. We have identified potential electric vehicle charging infrastructure requirements and assessed on-street charging options, with internal officer consultation underway. The next step is to draft an overarching EVCI strategy.</p> <p>We have increased the percentage of municipal waste in the county that was sent for recycling, reuse or composting to 71.8% (provisional data). This is above the statutory target of 70%. This is due to continued participation of residents with household recycling. The overall amount of waste generated per person has increased from 198kg in 2022/23 to 202kg in 2023/24 and remains above the Wales average.</p> <p>We are improving and expanding our active travel network to help our communities to reduce the carbon produced from travel. We currently have over 100 active routes in place and an additional 23 in development. So far this year we have created or enhanced three routes. We have live journey counter information to monitor the use of our network; these found a 23.2% increase in usage in Q1 compared to the previous year. We will utilise £6.6m of funding to deliver a range of projects throughout the remainder of this year.</p>
<p>Nature recovery, improved environmental and river health</p>	<p>The natural world in all its guises is the backdrop to life in Monmouthshire. We need to ensure we are doing all we can to protect and conserve it.</p> <p>We have reviewed and updated our Climate and Nature Emergency Strategy to include a biodiversity and ecosystems resilience action plan. This sets out how we will maintain and enhance biodiversity and ecosystems resilience through the council’s operations. We have also reviewed our Green Infrastructure Strategy and Delivery Plan, with a public consultation launched in September. This guides how we will improve the health and well-being of our residents through enhancing our green spaces.</p>

	<p>The health of our rivers has suffered in recent years. Phosphate targets for the Usk are being failed at a rate of 88% and the Wye at 68%. We have worked with partners to address this, and Dŵr Cymru Welsh Water is now installing phosphate stripping plants at two areas in the county to improve the health of our rivers. This is enabling appropriate development to be permitted within these areas where it was previously restricted. We have developed an action plan showing how we will work in partnership to improve the health of our rivers and oceans. The Climate and Nature Emergency Steering Group will monitor progress against this.</p> <p>With extreme weather events becoming more frequent it is important to support communities at risk of flooding. We have developed and updated emergency flood response plans for sites across the county, and regularly engage with our communities through one-to-one sessions and community meetings. Our work in these areas is helping to inform our Local Flood Risk Management Strategy and action plan. This assesses flood risk on a catchment-based approach and will identify Strategic Flood Risk Areas (SFRA).</p>
<p>Sustainable local agriculture and farming practices with public services and residents consuming more local and seasonal produce</p>	<p>We have published our Local Food Strategy; the accompanying action plan sets out how we will facilitate access to council land for growing food, including continuing to work with Allotment Associations to bring empty plots back into use and create new plots through the Allotments Support Grant. We are assessing community access to land in the county, and ensuring this is considered within the Replacement Local Development Plan.</p> <p>We have continued our participation in the Welsh Veg in Schools supply chain investment scheme to increase the amount of local produce used in our schools. We have also ensured an increased use of local produce in Food & Fun Summer activities. The sustainable food team has supported in the procurement of milk and dairy to explore local options; a number of local suppliers have expressed interest in bidding for the new contract.</p>

Milestones	Target for Completion	Progress
New climate and nature emergency strategy approved by Cabinet	May 2024	This has now been completed
Food strategy developed and approved	May 2024	This has now been completed
Increased use of seasonal and/or local produce in schools, care homes and domiciliary care	May 2026	Work with partners is ongoing to increase the use of seasonal, local produce in schools and play activities across the county.

Measure	Previous Period	Latest Period	Target	Comment
Carbon emissions (kgCO ₂ e) from the council's assets and operations	44,248	54,859	36,000	Previous is 2022/23, latest is 2023/24. This increase is mainly attributed to progress made in significant construction projects.
Percentage of our local authority fleet which is ultra-low emission	14	16.43	12	
Capacity (MW) of renewable energy equipment installed on the council's estate	6.598	6.722	6.7	Previous figure is for 2022/23, latest is 2023/24.
Amount (kwh) of renewable energy generated from Council installations	4,783,567	5,271,000	4,857,500	Previous figure is for 2022/23, latest is 2023/24.
Percentage of municipal waste sent for recycling, reuse or composting	71.7	71.8	72	This is provisional data which may be subject to change.
Number of active travel routes created or enhanced	20	3	14	These figures are linked to the funding available each year and the size and scale of projects delivered.

Objective: A Thriving and Ambitious Place

Thriving and
ambitious place



**Interim
Evaluation
Score: 4**

Level 4 – Good. Important strengths with some areas for improvement. The weight of evidence shows that the successes are greater than the areas that have not yet been achieved.

Why This Matters: We want to foster a diverse, fairer, greener and circular economy, generating sustainable employment growth and creating conditions for shared prosperity. This will ensure that town centres remain vibrant and welcoming places that meet the needs of the local communities, businesses and visitors. Alongside this, good connectivity and infrastructure will enable people to access the services, attractions, education and training opportunities that are central to a thriving and ambitious place.

Key factors influencing the interim evaluation:

- We have developed important strategies, such as the NEET Strategy and Local Transport Plan, which lay the foundations and provide clarity on what we need to do in the coming years.
- We are working in partnership with town councils and other key stakeholders to develop placemaking plans and have attracted new funding to enable town centre improvements.
- We have a well-qualified population and have focused on addressing skills shortages in key industries and supporting residents into employment.

The learning from the interim evaluation has highlighted that focus on the following outcomes is required to affect the final evaluation:

- The ability to secure additional employment sites as part of the RLDP will have a significant bearing on our success as will wider economic factors that influence business confidence and investment.
- The progress we make implementing the actions that flow from the new Economy, Employment and Skills Strategy will be critical in making progress towards our ambition to create a vibrant and thriving place.

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
<p>Vibrant town centres which bring people together and attract investment</p>	<p>Attracting residents and visitors to our town centres is vital for the local economy. We will continue to work with businesses and local people to improve the look and feel of the town centres.</p> <p>We are working in partnership with town councils and other stakeholders to develop placemaking plans in Monmouth, Abergavenny and Magor with Undy. We have secured additional funding from Welsh Government and regeneration experts have been appointed to support the development of this work.</p> <p>We have brought in new funding to enable improvements to commercial properties in Abergavenny, Caldicot, Chepstow and Monmouth town centres. We are also working with Usk Town Council on the development of proposals for public realm improvements in Bridge Street and Twyn Square.</p> <p>We are making improvements to our heritage sites, including their accessibility. We have launched a small grants programme to support access improvements at visitor attractions and events throughout the county. There has been a total of 101,481 visitors to our heritage and culture sites so far in 2024/25, on track to meet our target.</p> <p>The number of jobs supported by tourism increased from 3,356 to 3,462 in 2023. The economic impact of tourism increased to £329.8m, a 2 percent increase on the previous year based on the indexed total, demonstrating that the sector has continued to recover following the challenges of the pandemic.</p>
<p>People of all ages and backgrounds have the skills to do well in work or start their own business</p>	<p>Monmouthshire values all of its citizens and the people who work for our businesses. In 2023 we developed an Economy, Employment and Skills Strategy. We are committed to helping people of all ages and backgrounds develop the skills needed by new and established businesses helping them to grow and thrive.</p> <p>We have provided support to people who want to start their own business. At quarter 2 we had assisted 42 pre-start and existing businesses. We will need to refocus our efforts if we are to achieve our target of 180.</p> <p>We have continued to provide employment support, with a specific focus on addressing skills in shortage areas. We supported four people to gain a Construction Skills Certification Scheme card and delivered two Pathway to Hospitality courses with 15 attendees who all gained accredited qualifications. In partnership with the Job Centre, we have organised two job fairs that saw 360 attendees.</p> <p>We have addressed barriers to employment and supported those who are economically inactive to re-enter the job market. We are running a number of projects, funded by the UK Shared Prosperity Fund, such as business coaching and advice. In total, we have supported 53 people to gain employment so far this year, which is forecast to achieve our annual target. We are also developing a new</p>

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
	<p>strategy to prevent young people ending up without education, training or employment, ensuring better outcomes and opportunities for our young people.</p> <p>The latest data shows that 58% of Monmouthshire residents are qualified to level 4 of the national framework (the highest level), compared to 43% for Wales and 47% for Great Britain. However, the ratio of jobs to population in Monmouthshire is lower than the figures for Wales and the UK as a whole. One of the reasons behind this is a shortage of the new employment sites needed to grow opportunities. Council has approved the deposit replacement local development plan highlighting new employment sites that will address this.</p> <p>78.9% of people in Monmouthshire are economically active, this is above the rates for Wales and Great Britain. We are seeing positive signs of progress such as an improvement in our economic position as measured by the UK Competitiveness Index.</p>
Sustainable Transport and Infrastructure	<p>Good transport and infrastructure are vital to our communities and economy, enabling access to a wide range of services and opportunities for all residents.</p> <p>Monmouthshire is not alone in facing challenges maintaining its highways. There is a significant backlog in roads maintenance across England and Wales. We simply cannot afford to fund all of the necessary improvements from our capital budget. These have varying levels of risk associated with them. We commission independent assessments of key highways infrastructure, and these have enabled us to prioritise maintenance expenditure.</p> <p>In May we adopted a new Local Transport Strategy setting out a clear ambition for transport infrastructure in Monmouthshire over the next five years. We have been awarded up to £8.4m to implement transport projects across the county. These will enhance access, safety and infrastructure. Projects awarded funding include community road safety training, bus infrastructure projects and road resilience projects to mitigate and adapt to the effects of climate change.</p>

Milestones	Target for Completion	Progress
Development of draft Placemaking Plans for Abergavenny, Magor with Undy and Monmouth	March 2025	Draft plans are in development with partners and residents. These are due to be completed by March 2025. Work is progressing well.
Develop Economy, Employment and Skills Strategy	February 2024	This has been completed
Develop and approve NEET strategy	November 2024	The draft Strategy is being developed. This is on target to meet the milestone
Local Transport Plan supporting modal shift is produced	May 2024	This has now been completed

Measure	Previous Period	Latest Period	Target	Comment
Total number of visitors to our heritage & culture sites	194,700	101,481	198,000	Latest figure is for the period April to September 2024. Target is for full year April 24- March 25. We are forecast to exceed the target.
Number of NEET young people supported into employment	21	Not yet available	25	Data will be added as soon as this becomes available.
Number of working age people supported into employment during the year through action by the local authority	115	53	60	Performance is linked to the funding available each year and the size and scale of projects delivered. We are on the way to the annual target at the 6-month stage.
Percentage of school leavers not in education, employment or training	1.8	1.8	1.5	Latest available date is for 2023/24 data. We are not yet able to assess progress against the 2024/25 target.

Measure	Previous Period	Latest Period	Target	Comment
Percentage of care experienced young people who have completed at least three months in education, training or employment by the age of 19	Newly adjusted measures	52.5	60	Latest available date is for 2023/24 data. We are not yet able to assess progress against the 2024/25 target
Number of pre-starts and existing businesses assisted during the year by the local authority and its partners	165	42	180	Performance is linked to the funding available each year and the size and scale of projects delivered.

Objective: A Safe Place to Live

Fair place



**Interim
Evaluation
Score: 4**

Level 4 – Good. Important strengths with some areas for improvement – the weight of evidence shows that the successes are greater than the areas that have not yet been achieved.

Why This Matters: For most people, Monmouthshire is a really good place to live but this is not the case for everyone. It's important that people have a place to call home, feel safe and have a sense of belonging.

Key factors influencing the interim evaluation:

- Council has approved a deposit version of the Replacement Local Development Plan for public consultation. This sets out how land will be developed for employment and affordable housing.
- We are continuing to implement our Rapid Rehousing model, and this is preventing more people from becoming homeless.
- We have started to acquire accommodation to increase the availability of temporary housing in the county which is reducing the number of homeless households placed into costly and inadequate bed and breakfast accommodation.

The learning from the interim evaluation has highlighted that focus on the following outcomes is required to affect the final evaluation:

- The continued need to focus on delivering preventative approaches to homeless needed to achieve this objective. An increase in and/or greater complexity in demand for homelessness services could present challenges to capacity to deliver this.

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
<p>Increased supply of good quality affordable housing.</p>	<p>Having a safe, secure and warm place to call home is one of the most important contributors to peoples’ well-being. High property prices and a limited supply of affordable housing mean this is currently out of reach for too many local people.</p> <p>We have developed a deposit Replacement Local Development Plan (RLDP). This has been approved by Council and is now out for consultation. It will require each new development to contain 50% affordable housing. It is also introducing enabling policies which will allow more affordable housing developments to come forward at a later date. This includes facilitating more single person accommodation in the county, this is currently extremely limited and is a factor contributing to homelessness.</p> <p>We have engaged with owners of vacant properties, offering advice and support to help and encourage them to bring houses back into use. This has led to 36 applications to the Empty Homes Grant. Four owners have subsequently expressed an interest in leasing their property as temporary homeless accommodation.</p> <p>We have introduced more formal mechanisms to help tackle empty properties within the county. This includes a Council Tax Premium on long-term vacant properties to encourage owners to bring them back into use. Our approach has reduced the number of recorded long-term empty homes from 541 to 447.</p>
<p>Reduce the number of people who become homeless.</p>	<p>We have seen increasing levels of homelessness in recent years, alongside this, limited temporary accommodation has meant we have been dependent on costly and unsuitable bed and breakfast accommodation to fulfil our responsibilities to families.</p> <p>We have applied a Rapid Rehousing approach and increased the resources for homeless prevention. This includes increased staffing and closer partnership working to support more people at risk and providing grants from the Homeless Prevention Fund to help tackle arrears/debt and enable households remain in their current accommodation or access alternatives.</p> <p>We remodelled our Housing Support service to include dedicated substance misuse support, temporary accommodation support and re-settlement support. This also includes dedicated support for young people with higher need through the expansion of the Housing First scheme with Pobl and the introduction of MoYo – dedicated housing floating support for young people. These initiatives have contributed to an increase in the proportion of applicants successfully prevented from becoming homeless to 71%. We may struggle to meet demand for further support within current resources, particularly for younger people and those with mental health and substance misuse needs.</p>

How well are we achieving our desired outcomes?


What we want to achieve	Progress Update
	<p>We still have a lack of temporary, supported and permanent accommodation. The focus of our RLDP on affordable housing provision will help address some of this need, particularly for single person accommodation. There are presently 160 people in temporary accommodation. We are working to provide more settled accommodation for these households.</p> <p>We regularly hold a Corporate Parenting Panel to coordinate and support care leavers to prevent them from becoming homeless. During the last year, eight care leavers experienced homelessness within 12 months of leaving care, an increase from five the previous year.</p> <p>We have increased the availability of both temporary and settled homes for homeless households through partnerships with private landlords, new builds and acquisitions. We have worked with housing associations to make more social housing available for homeless households; currently 55% of social housing is allocated to homeless households. We need to ensure that allocating further social housing to homeless applicants will not be detrimental to other housing need groups.</p> <p>We have started to acquire accommodation for use as temporary accommodation. The first approval has been given to re-purpose a council owned agricultural property and, we have started work to re-purpose Severn View residential home as temporary accommodation. The increased support for those at risk of homelessness, combined with the increase in availability of both temporary and settled accommodation, has contributed to a reduction in the use of bed and breakfast (B&B) accommodation which now stands at 52, although this is slightly higher than 46 last year, it remains below 92 during 2022/23. The number of 16- and 17-year-olds in B&B accommodation remains at zero. Ensuring increases in both temporary and permanent accommodation will be key to achieving our milestone of eliminating the use of B&B accommodation for households with children and young people.</p>
<p>A more energy efficient housing stock with a lower carbon footprint.</p>	<p>Tackling the climate emergency and reducing emissions is one of our priorities. Domestic properties are one of the biggest contributors to carbon emissions in Monmouthshire.</p> <p>The Replacement Local Development Plan (RLDP) has been approved for consultation by Council. This will require new homes in the county to be net zero carbon. Once implemented, this will lower carbon emissions and help to reduce energy costs for residents.</p> <p>We have continued to support low-income households to access grant funding to improve the energy efficiency of their homes. We are promoting the Eco4 scheme which provides funding for low-income households and those living with medical conditions worsened by damp or cold to access energy efficiency improvements. Our staff are working with the NHS to identify residents with respiratory or immune suppression illnesses. Later this year we will launch a targeted campaign to increase take-up from those who can benefit from the scheme.</p>

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
Communities in which everyone feels safe and respects each other	<p>Everyone should have the right to feel safe and have a sense of belonging in their local community.</p> <p>Our community safety team have worked with young people across the county to address concerns of knife crime and anti-social behaviour in the area. We are also working with the charity Fearless to deliver workshops on critical issues such as county lines and knife crime at our youth centres, helping young people to navigate these challenges. We have secured £10k from the Police and Crime Commissioner’s Office to target young people involved in Anti-social behaviour. We are also working to improve the relationship between young people and local police by regularly inviting police to our youth centres to engage with young people and understand what is important to them.</p> <p>We have worked with partners to develop a Gwent Serious Violence Prevention Strategy 2024/25. This has helped identify the serious violence priorities across Monmouthshire. We are now working with key partners and agencies to ensure deliver a range of targeted interventions to address these.</p> <p>We have contributed to the development of a new Gwent regional violence against women and domestic sexual violence (VAWDASV) strategy. The strategy is now being implemented through partnership arrangements and will ensure that more people feel safe, and free from abuse and violence.</p>

Milestones	Target for Completion	Progress			
Replacement Local Development Plan approved by Council	July 2025	The Deposit RLDP was endorsed by Council in October 2024 ahead of public consultation.			
The use of B&B accommodation is eliminated for households with children and young people	March 2027	There are 9 families in B&B accommodation. Ensuring there is sufficient temporary and permanent accommodation in the county will be key to achieving this milestone.			
Rapid Rehousing Approach introduced	April 2023	This has now been completed. The Rapid Rehousing Approach was implemented in April 2023 and has contributed to increased focus on homeless prevention.			
Measure	Previous Period	Latest Period	Target	Comment	
Number of affordable homes granted planning permission in year	46	15	50		
Number of additional affordable homes delivered	-	-	60	Data not currently available due to vacant post	
Percentage of homeless households who are successfully prevented from becoming homeless	71	71	70		
Number of 16- and 17-year-olds in bed and breakfast accommodation	0	0	0		
Number of families in bed and breakfast accommodation	New measure	9	New measure	The corresponding milestone is the use of B&B accommodation is eliminated for households with children and young people by March 2027	
Number of homeless households in bed and breakfast accommodation	46	52	40		
Number of homeless households in temporary accommodation	161	160	150		

Objective: A Connected Place where People Care

<p>Connected place</p> 	<p>Interim Evaluation Score: 4</p>	<p>Level 4 – Good. Important strengths with some areas for improvement. The weight of evidence shows that the successes are greater than the areas that have not yet been achieved.</p>
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Why This Matters: We want Monmouthshire to be a place where people’s contributions are valued, they feel part of a community and are connected to others. The need and complexity of demand for care and support is high. We need to maintain a range of services that support people in periods of vulnerability, from childhood to old age, allowing them to live their lives on their terms. We know that well-being is about far more than treating people when they get sick. We need to deliver approaches that promote, physical and mental health and well-being and reduce health inequalities.

Key factors influencing the interim evaluation:

- We have developed strategies that will provide the provision to meet social care needs for children requiring support in specific placements and adults who require care at home.
- We have implemented preventative and reablement approaches to providing care that support long term well-being, with plans to grow these further.
- We are driving through significant programmes of change including increasing the use of Assistive tech within care and support planning.

The learning from the interim evaluation has highlighted that focus on the following outcomes is required to affect the final evaluation:

- The continued need to focus on delivering preventative approaches to achieve this objective.
- The continuing challenge of responding to the complexity of demand for social care support which is placing huge cost pressures on the authority’s finances.

How well are we achieving our desired outcomes?	
What we want to achieve	Progress Update
High quality social care which enables people to live their lives on their terms	Early help is vital to prevent children coming into care. We have established a coordinated approach to early intervention and prevention in Children’s Social Services. Demand for these services is high, we have maintained low waiting times by building capacity through group work and supporting student placements. This ensures that families get the help they need in a timely way and supports good

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
	<p>outcomes for children. So far this year, 100% of families reported a positive outcome following a Building Stronger Families team intervention.</p> <p>We have analysed demand and set a strategy to develop children’s residential and 16+ supported accommodation placements within the county. This sets out how we will support the transition to not-for-profit care for children in Wales and respond to the associated risks and challenges. We are developing two projects, with a further project in the pipeline. There remains a shortage of suitable placements, especially those who need additional support or who are not able to be placed with foster carers. Our strategy will improve availability.</p> <p>The recruitment and retention of foster carers remains a significant challenge. We are reviewing the foster care offer to Monmouthshire carers to support recruitment. The total number of foster carers increased from 36 to 38 (including 7 new carers) in 2023/24. The current projections for 2024/25 include a further 6 carers currently going through the assessment process.</p> <p>We are supporting an aging population. This is the prime driver for increased demand in adults social care. The proportion of residents aged 65 and over is expected to increase to 33.6% by 2043, compared to 25.7% across Wales. We are increasing the use of reablement wherever possible to support people to relearn how to do daily activities and to reduce their need for further support. We have provided 136 packages of reablement so far in 2024/25, with 47.1 percent of these resulting in a reduced or mitigated need for further support.</p> <p>We continue to work with partners in both primary and secondary health to prevent unnecessary admissions to hospital and support timely discharges. Ensuring well-coordinated and timely discharges and managing the pressure within the hospital system remains challenging. We convene weekly multi-disciplinary meetings to identify and unblock delays when they arise. The number of patients awaiting discharge for social care reasons varies during the year. In September 2024, 14 patients were awaiting discharge.</p> <p>We are developing new provision and the way we can provide care and support. We opened Severn View Park, a specialist care home for people living with dementia in March 2024. The home provides 32 bedrooms for both long-term support and short-term support in the form of respite based on a relationship-centred care model. The new care home aims to maintain connections with the surrounding community. We are increasing the use of assistive technology within care and support planning. We made 267 installations in 2023/24, providing a range of technology that helps support someone to live independently at home for longer.</p> <p>We want to ensure care is available for adults who require it. We have developed a long-term strategy for commissioned domiciliary care. This supports place-based care and the provider market. At the same time this ensures that wherever possible our in-house provision is supported for reablement, utilising our expertise to support residents to retain independence.</p>

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
	<p>We have taken action to significantly reduce the number of unmet care hours from 804 in March 2023 to 148 in September 2024 and have increased capacity across home care. 98.2% of hours of long-term domiciliary care are now being fulfilled. There has been an increase in the number of adults supported in residential care placements from 320 in March 2024 to 337 in September 2024. This is due to the complexity of people’s needs and has resulted in increased costs being met from our Adult Social Care budget.</p>
<p>A healthy and active Monmouthshire where loneliness and isolation are reduced, well-being is promoted, and people are safeguarded</p>	<p>Healthy life expectancy is critical to support wellbeing and increase independence. This averages 68.7 years for males 69.3 years for females, this is lower in the most deprived parts of the county. Life expectancy here is longer than most other parts of Wales.</p> <p>We continue to provide the National Exercise Referral scheme which provides pathways to positive lifestyle and exercise choices. Case studies of those participating has shown a positive impact, with reports of increased mobility, improvements in mood and a reduction in anxiety. We continue to work with healthcare professionals to increase participation and continuation in the scheme. We have 216 participants in the MonLife’s Active 60 programme, which is supporting people aged 60+ to become more physically active. Participants on the 60+ programme have reported wider benefits to the determinants of health including making friends and creating social networks, as well as improving their health.</p> <p>We have delivered three Green Infrastructure Nature-based projects across the county, with the preparation for 19 sites to be delivered in the rest of the year. This is supporting increased access to nature which supports well-being. In total 30 schools, volunteers, local interest groups and partners have been involved in nature-based health and wellbeing projects and initiatives across the county so far this year.</p> <p>We have supported young people’s mental health and wellbeing across the county through the youth service Shift project. We have expanded the offer with a focussed grant funded programme called Emotional Logic. 95% of young people engaged in the project reported an improvement in their mental health / emotional well-being, exceeding the target of 85%.</p> <p>We have commissioned carers services, provided information and advice and offered a range of free events and activities to support carers and young carers’ needs. There are 1,002 adult carers who have signed up to receive information, advice and assistance through our biannual carer newsletter and discounted leisure offer. Similarly, 168 young carers are registered with the Young Carers Service and receive a comparable service with more targeted support. We also undertake carers needs assessments to ensure that carers needs are understood in their own right. There is increasing demand for support, carers awaiting a needs assessment has increased from 8 in 2023/24 to 23 in the same period in 2024/25.</p>

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
A professional and passionate social care workforce	<p>We have focussed our social care workforce development on addressing areas where there is high demand and recruiting to essential posts to meet the care needs of our residents. Recruitment is focussed on demonstrating the opportunities, career progression, work life balance and job satisfaction that people experience who work within the sector. Generally, the workforce in social care remains stable, however attraction and recruitment of people into the social care sector, particularly in some roles, continues to be a challenge. The workforce market remains volatile; the number of vacancies across social care remains broadly stable with 26 vacancies in September 2024, compared to 23 vacancies in March.</p> <p>The micro-care project within Monmouthshire continues to support self-employed carers to develop their businesses as well as providing the opportunity for greater oversight and governance of self-employed care workers operating in the county.</p>

Milestones	Target for Completion	Progress
Development of a young persons Placement Development Strategy	April 2024	This has now been completed
Approval of a commissioning strategy to support a sustainable domiciliary care sector	May 2024	This has now been completed

Measure	Previous Period	Latest Period	Target	Comment
The percentage of packages of reablement completed during the year that reduced or mitigated the need for support / positive outcome from reablement	55.3	47.1	60	
Percentage of adult service users who are happy with the care and support they have had	84.6	84.4	90	

Measure	Previous Period	Latest Period	Target	Comment
Percentage of hours of long-term domiciliary care fulfilled	96.6	98.2	96	
Percentage of families reporting a positive outcome following a building stronger families team intervention	100	100	90	Latest figure is Quarter 1 2024/25
Percentage of adult service users who have had the right information or advice when they needed it	77.6	78.5	80	
Percentage of placements of children who are looked after by the local authority made with in-house foster carers	36.5	39	43	
Percentage of young people engaged in the youth service Shift project who perceive an improvement in their mental health / emotional well-being	84	95	85	
Number of schools, volunteers, local interest groups and partners involved in nature-based health and wellbeing projects and initiatives across the county	New Measure	30	30	

Objective: A Learning Place

Learning place



**Interim
Evaluation
Score: 4**

Level 4 – Good Important strengths with some areas for improvement. The weight of evidence shows that the successes are greater than the areas that have not yet been achieved.

Why This Matters: We want Monmouthshire to be a place where everybody experiences the best possible start in life and has the opportunity to learn, developing the skills and knowledge they will need to reach their potential. The pandemic had a substantial effect on schools and pupils. The two years of uncertainty and significant disruption to learning inevitably left a legacy. Before the pandemic we knew that our disadvantaged learners did not achieve the outcomes we would wish. The pandemic has worsened the learning experiences of many vulnerable students such as those eligible for free school meals. The emotional and mental well-being of pupils was often affected, with many experiencing increased uncertainty, anxiety and loneliness.

Key factors influencing the interim evaluation:

- We are implementing a range of approaches and support to improve attendance, reduce exclusions and support pupils' well-being.
- Attendance in primary schools has improved to near pre-pandemic levels, secondary school attendance remains below pre-pandemic levels. Attendance of eFSM pupils remains lower, particularly in secondary school. The number of exclusions from schools is high and there is significant demand for support to pupils.
- We are developing an Inclusion Strategy that will help us to ensure consistent, high-quality delivery of inclusion services across Monmouthshire.
- We are developing the school estate, including the development of King Henry VIII all-through school in Abergavenny and opening of Ysgol Gymraeg Trefynwy.

The learning from the interim evaluation has highlighted that focus on the following outcomes is required to affect the final evaluation:

- We need to evaluate the attainment of key stage 4 learners in our schools in the academic year 2023/24 to assess the outcomes achieved.
- We need to target our support for children and young people, using the approaches we have now developed, to support attendance in school and reduce behaviours that challenge.

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
<p>Improved school attendance and reduced levels of exclusion which remove barriers to learning for vulnerable pupils</p>	<p>Being in school is crucial for achievement, wellbeing, and wider development. The pandemic caused significant disruption to the education of our pupils, and we are still seeing the consequences of this today. Our education welfare officers are working with vulnerable pupils to bring them back into the educational setting, where possible, and are holding attendance consultations with schools regularly to promote attendance and provide bespoke support to families. We have updated our attendance policies to strengthen systems and processes to improve and sustain high levels of attendance in line with new Welsh Government guidance.</p> <p>Attendance in primary schools during the 2023/24 academic year was 93.7%; this is near to pre-pandemic levels. Attendance in secondary school remains below pre-pandemic levels at 88.9%. Attendance for those eligible for free school meals (eFSM) remains lower in primary schools at 89.3%, and significantly lower in secondary schools at 78.7%b; both remain lower than pre-pandemic figures. We need to increase attendance for those eFSM to ensure no pupil is left behind.</p> <p>There has been an increase in episodes of behaviours that challenge in schools as a result of the continuation of trends that first emerged during the pandemic. This is challenging for schools, staff, and learners. There is a risk that this will also result in a worsening of educational attainment. We need to continue to develop and evolve our support to reduce and prevent behaviour that challenges.</p> <p>We have implemented the whole school approach to emotional and mental well-being. This helps schools to understand how they are best placed to promote well-being. We have introduced this in a phased approach and increased the number of schools engaged in the approach from 74% to 88.2%. All schools and settings are engaged with Emotional Literacy Support Assistants (ELSAs), and we currently have 63 practicing ELSAs who access regular supervision, operating across all but one school in the county, making a positive impact on the emotional literacy of pupils.</p> <p>We have delivered Trauma Informed Schools Training to over 500 staff and seven schools have signed up to receive whole staff trauma skilled training. This approach focuses on understanding children/young people presenting with behaviours of concern and raising the awareness and capacity of adults supporting vulnerable pupils. Currently 23 (of 34) schools are engaged in professional learning related to Emotionally Based School Avoidance (EBSA); Trauma Informed Approaches; and Autism.</p> <p>The number of permanent exclusions from schools is high and increased to 22 in the last academic year. The number of fixed term exclusions has also increased and remain high. The continued work of the Vulnerable Learner Lead and increased capacity within the Inclusion Service will allow more focus on managing exclusions, this includes an increased focus on the role of critical friend to schools where the use of exclusion is of concern. The high levels of exclusions have increased the pressure on the Pupil Referral Service (PRS) to</p>

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
	<p>support pupils who have been excluded, and those at risk or exclusion. The service has limited capacity to support new learners unless they have been permanently excluded; the move into new accommodation will improve this position.</p>
<p>The benefits of the new curriculum in Wales are maximised through excellent teaching and learning</p>	<p>We need to support all learners to secure the necessary skills and knowledge that we would expect them to have at the relevant point in their education.</p> <p>Our focus remains on supporting excellent teaching and learning. We have worked with the Education Achievement Service to provide challenge, monitoring and evaluation of teaching and learning in schools. All schools are provided with a bespoke support package that complements the priorities identified within their own School Development Plans (SDPs), in line with the levels of support they require. Key stage 4 attainment data for the academic year in 2023/24 is being validated and evaluated. A fuller assessment of 2023/24 performance will be provided to scrutiny and in the annual self-assessment report of this objective.</p> <p>We have an agreed Welsh in Education Strategic Plan that sets our strategic direction for the planning, delivery, and growth of Welsh medium education in Monmouthshire over the next ten years. We are working with childcare providers to expand the availability of Welsh medium childcare provision. We have improved the range and quality of information available on the benefits of a Welsh language education, to allow parents to make more informed decisions.</p> <p>We have established an immersion class at Ysgol Y Ffin and have secured funding to grow this provision across the county over the next three years. We are preparing for the opening of a second immersion class which will enable pupils from year 3 and upwards to transfer into Welsh-medium education, and in doing so support and increase demand. The number of Reception learners in Welsh medium schools is 56. Progress has been limited in developing systems to track linguistic progression between years 6 and 7. The number of children transitioning from a Welsh language primary school to a Welsh language secondary school in the summer of 2024 was 27, below our target. We will continue to implement our plan to increase Welsh medium education in the county.</p>
<p>What we want to achieve: A truly inclusive educational system that recognises learners’ starting points, strengths and educational needs</p>	<p>Over the past three years, schools have seen a consistent increase in the number of learners eligible for free school meals (eFSM), ranging between 5% to 48% (with an average of 18%). We need to support learners who are eligible for Free School Meals (eFSM) or who are experiencing the impact of poverty, and those learners with Additional Learning Needs (ALN) throughout our provision.</p> <p>There remains a gap in attainment between those pupils eligible for free school meals and those not. We have worked with the Education Achievement Service (EAS) to provide challenge, monitoring and evaluation of teaching and learning in schools. This has a particular focus on vulnerable learners, which includes those eligible for free school meals. A fuller assessment of 2023/24 performance,</p>

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
	<p>including attainment of pupils eligible for free school meals, will be provided to scrutiny committee and in the annual self-assessment report of this objective.</p> <p>We are operating the Inspire programme in each secondary school in Monmouthshire to work with vulnerable learners, with a designated worker per school. So far this year 97 young people have been supported by Inspire to achieve an additional qualification and/or achieve a life skill.</p> <p>Our Community Focused Schools lead works with schools and partners to develop activities and relationships for the benefit of the whole school community. This has included building relationships, signposting to support and benefits entitlements, poverty proofing schools and providing cost of living support.</p> <p>We are developing our Inclusion Strategy. This will outline our collective principles, approaches and service offer, and will help ensure consistent, high-quality delivery of inclusion services. Our Inclusion support is now embedded as part of interconnected strategies and related toolkits, resources and policies. This covers ALN, relationships, children looked after and reducing exclusions. A framework is being developed for the management of specialist resource bases (SRB) to ensure a consistent, equitable approach across all settings.</p> <p>We are delivering the Additional Learning Need (ALN) Strategy, which aims to build sustainable and resilient provision. We have established an ALN Quality Assurance system for mainstream schools to support excellent practice in the identification and management of pupils with ALN. We are using the quality assurance to develop the consistency of ALN provision across the county.</p>
<p>Continue our programme of school modernisation</p>	<p>The environment children and young people learn in is important to their development and well-being.</p> <p>We are progressing with construction of the new King Henry VIII all-through school in Abergavenny. Phase 1 of the school is scheduled to be completed by April 2025. The new building will be net zero in line with our commitment to decarbonise our operations. The school will have the capacity for 1,200 secondary school age pupils, 420 primary age pupils and 200 places for post 16 education. There will also be suitable accommodation for 71 pupils with complex neurodevelopmental and learning needs within the school. It is anticipated that the development will reduce the number of pupils attending an out of county secondary school.</p> <p>Full Council approved a capital investment of £1.2m to improve and remodel the accommodation to facilitate the relocation of the south Monmouthshire pupil referral service. This will provide the service with a permanent and dedicated high quality environment that is conducive to the needs and increasing demands of the vulnerable population of pupils it serves.</p>

How well are we achieving our desired outcomes?

What we want to achieve	Progress Update
	We are expanding our provision of Welsh medium education. We have secured a new site for Ysgol Y Fenni which will increase the capacity of the school from 210 to 420 pupils. Work is scheduled to be completed in September 2025. We opened Ysgol Gymraeg Trefynwy on the site of Overmonnow Primary school in September 2024, with 19 pupils attending

Milestones	Target for Completion	Progress
Attendance and Engagement Strategy updated to strengthen systems and processes to improve and sustain high levels of attendance in line with new Welsh Government Guidance	September 2024	A range of policies have been updated to support increased attendance levels. These include the Council attendance policy, primary and secondary school attendance model policies and fixed penalty notice policy.
Inclusion Strategy approved by Cabinet	November 2024	The Inclusion Strategy and ALN Policy have been drafted and are out for consultation.
Quality Assurance of Additional Learning Provision across the county via school's finance forms and provision pyramids is completed. Additional Learning Provision (ALP) meets the needs of vulnerable learners in the county and is of good quality	Regular Assessment	Almost all schools have submitted their finance forms and provision pyramids for quality assurance.
Additional Learning Need Coordinators and Specialist Resource Base Leads are engaged in quality assurance processes around the consistency and impact of Additional Learning Need provision through Additional Learning Provision forum and cluster / Specialist Provision and Outreach Team	Regular Assessment	Individual Development Plans moderation has taken place at both a cluster and Local Authority level. Secondary supported self-evaluation for ALN / ALP outcomes have been shared with ALN coordinators and Headteachers; where relevant action plans have been developed with schools or existing plans added to.

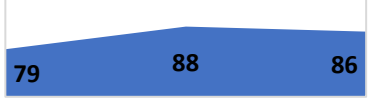
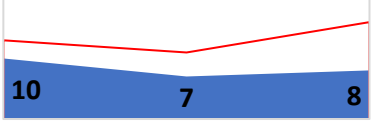


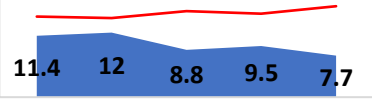
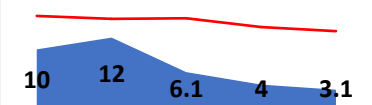
A new carbon neutral, 3- 19 school is opened in Abergavenny	Phase 1 April 2025, Phase 2 April 2026	Phase 1 is on track for completion
A strategic review of school catchments is completed, and recommendations are made to Cabinet	Annual review of policy	The School Admissions Policy 2025/26, including a review of school catchment areas, was approved by Cabinet in April 2024, in which it was agreed to accommodate the villages of Tredunnoch, Llanhennock and Llandegveth into the catchment area for Usk Church in Wales Primary School.
Deliver a new non-maintained nursery in Trellech, invest S106 funding to improve the infrastructure at Castle Park and Archbishop Rowan Williams schools and improve and develop the buildings used to accommodate the Pupil Referral Service	Trellech March 2025, Archbishop Rowan Williams January 2027	We are delivering a new non maintained nursery in Trellech, this is on target to be ready by March 2025. We are investing S106 funding to improve the infrastructure at Castle Park and Archbishop Rowan Williams schools and expect to complete this by January 2027.
A new Welsh-medium seedling provision is opened in Monmouth	September 2025	We opened Ysgol Gymraeg Trefynwy on the site of Overmonnow Primary school in September 2024
A newly refurbished Welsh-medium primary school is opened	Opened and refurbished September 2025	We have secured a new site for Ysgol Y Fenni which will increase the capacity of the school from 210 to 420 pupils. Work is scheduled to be completed in September 2025

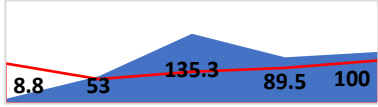
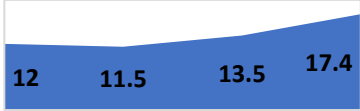
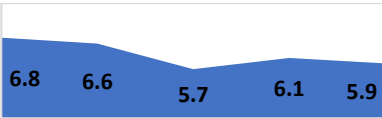
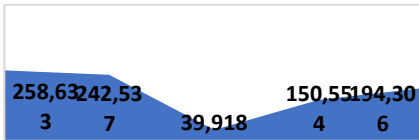
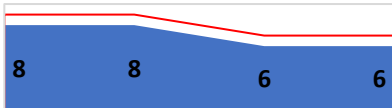
Measure	Previous Period	Latest Period	Target	Comment
Pupil attendance (brackets show efsm figure) i) primary ii) secondary	i) 93.7 (89.3) ii) 88.9 (78.7)	i) 94.6 (89.6) ii) 90.8 (77.7)	i) 94.6 (92.6) ii) 91.2 (82.4)	Previous is 2023/24 academic year data. Latest in 2024/25 academic year data – period from 1st September to 14th October
Percentage of schools engaged in professional learning related to Emotionally Based School Avoidance (EBSA); Trauma Informed Approaches; and Autism	New Measure	67%	100%	New Measure for 2024/25
Number of Reception learners in Welsh medium schools	48	56	85	Longer term target is 105 by 2030.

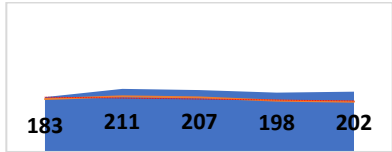
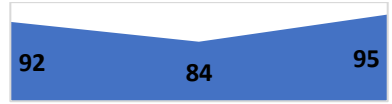

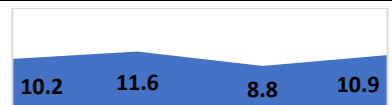
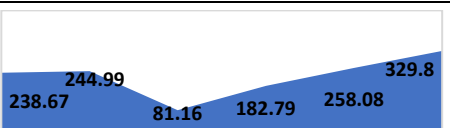
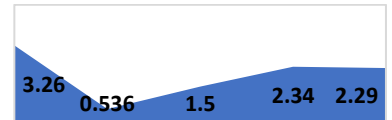
Measure	Previous Period	Latest Period	Target	Comment
Number of children transitioning from a Welsh language primary school to a Welsh language secondary school	27	27	46	Latest is summer 2024, transition numbers varied in primary schools. As a result, transition numbers are lower than the target this year.
Number of young people supported by Inspire (in school support/outreach support/post 16 support) to achieve an additional qualification and / or achieve a life skill	New Measure	97	133	New Measure for 2024/25
Total number of enrolments by adult learners on community education courses including Coleg Gwent franchise courses	937	Not yet available	876	Latest is 2023/24 data, update not yet available for 24/25.

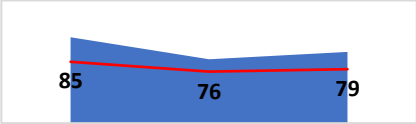
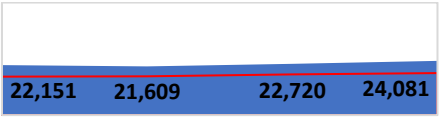
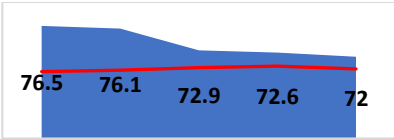
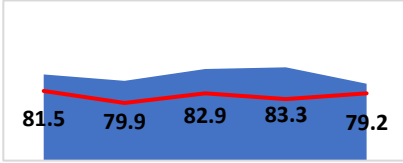
Appendix 2 – Latest update on the longer-term measures in Community & Corporate Plan 2022-2028

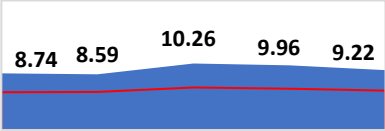
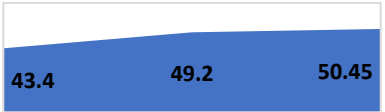
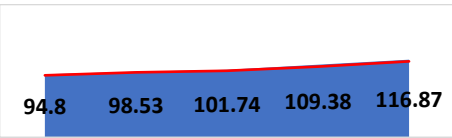
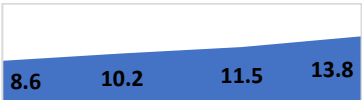
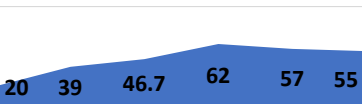

The table below provides the latest data on measures that are being tracked to inform the work in the plan. We want to see positive movement in these measures but they are things where our input is only part of a much bigger picture and so we are not able to set targets against them. Wales data is included in red, where available.

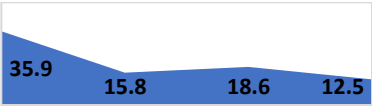
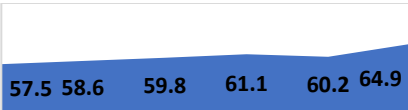





Longer term measures in Community & Corporate Plan 2022-2028	Trend	Latest
A Fair place to live		
Percentage of people satisfied with their ability to get to/ access the facilities and services they need		86
Percentage of people living in households in material deprivation		8
Healthy life expectancy - female (years)		69.3
Healthy life expectancy – male (years)		68.7
Gap in healthy life expectancy between most and least deprived areas - female (years)		7.7
Gap in healthy life expectancy between most and least deprived areas – male (years)		3.1

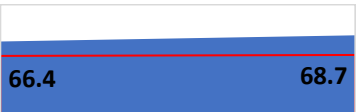
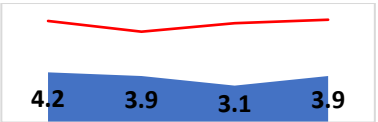
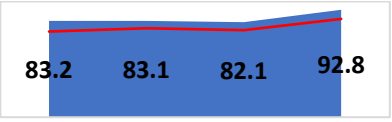
Difference in average pay between men and women working in the county (£)		100
Percentage of children living in relative low-income families		17.4
Percentage of residents who feel 'People in my local area get on well and help each other'	Data not yet available	Data not yet available
Percentage of residents who feel 'People in my local area pull together to improve the local area'	Data not yet available	Data not yet available
A Green place to live		
Average carbon emissions per capita in Monmouthshire (tonnes)		5.9
Number of rail passenger journeys		194,306
Average level of nitrogen dioxide pollution in the air ($\mu\text{g}/\text{m}^3$), measured at Air Quality Management Areas in Monmouthshire		6

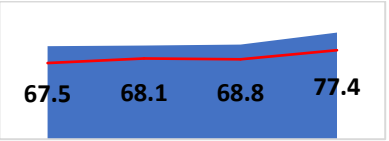
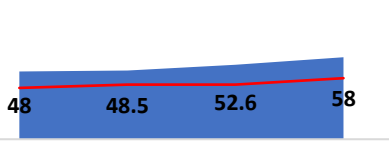
Average annual residual household waste produced per person (kilograms)		202
Percentage of the Special Area of Conservation river catchment waterbodies that fail the phosphorus targets	Trend data not available	88 for Usk 67 for Wye
Percentage of people who agree that their local area has a clean environment	Data not yet available	Data not yet available
A Thriving and Ambitious place		
Percentage of people satisfied with their local area as a place to live		95
Average hourly town centre footfall		288
Percentage of vacant town centre premises		10.9
Annual economic impact of tourism (£)		329.8
Number of tourists visiting the county (million)		2.29

Percentage of people who attend or participate in arts, culture or heritage activities three or more times a year		79
Percentage of adults with qualifications at different levels of the national qualification framework i) no qualifications, ii) qualified to level 2 or above, iii) qualified to level 3 or above iv) qualified to level 4 or above	Update in learning place below	Update in learning place below
Gross disposable household income per head (£)		24,081
Percentage unemployed i) females ii) males	Data not available	Data not available
Percentage employed – female		72
Percentage employed – male		79.2
Percentage of council expenditure spent in local supply chain through public sector contracts	Data not yet available	Data not yet available
Percentage increase in active travel route usage	New measure – trend data not available	8.43
A Safe Place to Live		

Median house prices compared to median workplace-based earnings		9.22
Percentage of all homes in the county with an energy efficiency rating of 'C' or above		50.45
Average weekly rent for social housing in Monmouthshire		116.87
Average time (months) homeless households spend in Band 1 with a homeless duty before moving on to settled/permanent accommodation		13.8
Percentage of social housing allocated to homeless households		55
Number of overall crimes recorded	Trend data not yet available	5807
Number of recorded crimes - sexual offences	Trend data not yet available	205
Number of recorded crimes - public order offences	Trend data not yet available	770
Rate of anti-social behaviour incidents per 1,000 population		13.1

Percentage of residents who feel safe when outside in their local area during the i) day ii) night	Data not yet available	Data not yet available
Percentage of those referred to the youth offending service who subsequently re-offend		12.5
A Connected Place Where People Care		
Percentage of children supported to remain living with their family (not including children looked after)		64.9
Percentage of adult service users who feel part of their community		50.3
Percentage of children looked after supported to remain in Monmouthshire		45.9
Number of carers and young carers supported by the carers team		107
Percentage of people who are lonely		12
Percentage of adults with two or more healthy lifestyle behaviours	Trend data not available	93
Healthy life expectancy at birth (women)		69.3

Healthy life expectancy at birth (men)		68.7
Percentage of people who agree 'People in my local area get on well and help each other'	Data not yet available	Data not yet available
A Learning place		
Number of permanent exclusions across primary and secondary schools	Trend data not yet available	22
Rate of permanent exclusions across primary and secondary schools	Data not yet available	Data not yet available
Rate of fixed term exclusions i) primary ii) secondary (all/eFSM)	Data not yet available	Data not yet available
Capped 9 Point Score i) all ii) females iii) males iv) eFSM	Trend data not yet available	i)374.7 ii)381.3 iii)368.1 iv)304.7
Percentage of adults with qualifications at different levels of the national qualification framework i) no qualifications		3.9
Percentage of adults with qualifications at different levels of the national qualification framework ii) qualified to level 2 or above		92.8

<p>Percentage of adults with qualifications at different levels of the national qualification framework iii) qualified to level 3 or above</p>	 <table border="1"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2010</td> <td>67.5</td> </tr> <tr> <td>2011</td> <td>68.1</td> </tr> <tr> <td>2012</td> <td>68.8</td> </tr> <tr> <td>2014</td> <td>77.4</td> </tr> </tbody> </table>	Year	Percentage	2010	67.5	2011	68.1	2012	68.8	2014	77.4	<p>77.4</p>
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2011	48.5											
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<p>Percentage of learners studying for an assessed qualification in Welsh as a subject</p>	<p>Data not yet available</p>	<p>Data not yet available</p>										