

# Minutes



## Cabinet

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Date: 18 April 2018

Time: 4.00 pm

Present: Councillors D Wilcox (Chair), P Cockeram, G Giles, D Harvey, R Jeavons, D Mayer, J Mudd, R Truman and M Whitcutt

In Attendance: W Godfrey (Chief Executive), B Owen (Strategic Director – Place), J Harris (Strategic Director – People), G Price (Head of Law and Regulation), M Rushworth (Head of Finance), C Humphrey (Head of Adult and Community Services), T McKim (Partnership Policy and Involvement Manager), E Mulligan (Democracy and Communication Manager).

P Diamond (Theme Lead – Gwent Health and Social Care Transformation Team).

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### 1 **Declarations of Interest**

There were no declarations of interest.

### 2 **Minutes of the Last Meeting**

The minutes of the meeting held on 14 March 2018 were confirmed as a true record.

### 3 **Local Wellbeing Plan**

The Leader presented the report, asking Cabinet to recommend the draft Local Wellbeing Plan to Council for adoption.

Cabinet had previously received reports on the Well-being of Future Generations Act, which required the Council to take account of the long term, take a partnership approach, and involve people. The Act also established the Public Services Board (PSB) chaired by the Leader of the Council. The PSB was responsible for an assessment of local well-being and a Local Well-being plan.

The Local Well-being Assessment for Newport was published in May 2017. A Local Well-being Plan, setting out objectives and the steps the PSB would take to meet them, had to be published by May 2018.

The draft plan under consideration was developed by the partnership based on the outcomes in the Well-being Assessment and community profiles. The report outlined 13 priorities that came out of a series of workshops and were agreed by the PSB:

- 1) Newport has a clean and safe environment for people to use and enjoy
- 2) Improve Air Quality across the city

- 3) Communities are resilient to climate change
- 4) People feel part of their community (community cohesion & resilience)
- 5) Participation in physical activity is important for people's physical and mental well-being and resilience
- 6) Participation in arts, heritage and history is important for people's well-being
- 7) Improve the perceptions of Newport as a place to live, work, visit and invest
- 8) Drive up skill levels for economic and social well-being
- 9) Support regeneration and economic growth
- 10) Provide children and young people with the best possible start in life
- 11) Long and healthy lives for all (equalise up health life expectancy and life expectancy and health inequalities)
- 12) Ensuring people feel safe in their communities, by reducing crime and antisocial behaviour and fear of crime
- 13) People have access to stable homes in a sustainable supportive community

The next step was to develop a Response Analysis. This was the link between the Local Well-being Assessment and the Local Well-being Plan. The response analysis informed the selection of local objectives and assessed how local services (in a collective sense) were, and could be, addressing them.

Working with 30+ organisations, five cross cutting interventions were identified which spanned the emerging priorities, and maximised the contribution to the well-being goals.

These were:

- The Newport Offer
- Strong Resilient Communities
- Right Skills
- Green and Safe Spaces
- Sustainable Travel

The consultation responses including the advice of the Future Generations Commissioner were outlined in the report. These were considered by the PSB and the Plan had been amended accordingly.

The next stage was for the statutory organisations to adopt the Plan prior to this being finalised at the May PSB. Members were informed that, to date, South Wales Fire and Rescue had formally agreed and the other organization would be considering this shortly.

Cabinet Members commented positively upon the draft plan, particularly noting the huge amount of work that had gone into the preparation and consultation of the document. Members praised the robust evidence base, including the excellent ward profiles underpinning the data, and commended the officers involved for a thorough piece of work produced within a very challenging timetable. Members also noted the positive comments from the scrutiny committee on the draft plan.

#### **Decision:**

To recommend the Local Wellbeing Plan for Newport for approval by Council.

#### **4 Social Services and Wellbeing Act: Regional Area Plan**

The Cabinet Member for Social Services presented the report, asking the Cabinet to approve the regional area plan for adoption in principle by the Council.

Cabinet had previously received reports on the Social Services and Well-being Act, which established Regional Partnership Boards across Wales that were responsible for population needs assessments (PNAs) and regional Area Plans.

The regional population needs assessment was published on 1 April 2017, and the Regional Partnership Board also had to set out an Area Plan, to be published by April 2018, translating the findings of the PNA into actions.

There were a number of challenges facing health and social care such as

- An ageing population and challenges for service provision and increases in the number of people living with long term conditions.
- Recruitment and retention of workforce across health and social care
- Increasing support is required for Looked After Children across the region
- Adverse childhood experiences have a negative impact on people's long term health and economic prospects and can be perpetuated through the generations.

The Area Plan set out how the Health Board, Local Authorities and partners would work together to mitigate the challenges facing health and social care and also deliver statutory responsibilities under the Social Services and Well-being Act such as

- integration of health and social care and the actions partners will take in relation to the priority areas
- details of pooled funds and budgets e.g. Care Homes;
- alternative delivery models such as social enterprises;
- preventative services that will be provided or arranged;
- actions being taken in relation to the provision of information, advice and assistance services;

The Area Plan would share similar principles of working as the Local Well-being plan required under the Well-being of Future Generations Act, and local officers were working together to jointly plan the processes and avoid duplication.

The Area Plan had been widely consulted including the Newport Citizens panel and recent 'Families Love Newport' event. Their comments had been included in the Area Plan.

In discussing the report, Cabinet Members commented upon the excellent partnership working already happening in the Newport area, including innovative projects on workforce development and training.

**Decision:**

To adopt the Area Plan in principle.

**5 Draft Violence at Work Domestic Abuse and Sexual Violence (VAWDASV) Strategy**

The Cabinet Member for Social Services presented the report, asking the Cabinet to approve the Gwent Regional Violence against Women, Domestic Abuse and Sexual Violence Strategy 2017-2022.

The enactment of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) 2015 (VAWDASV) required the public sector in Wales to work together in a consistent and cohesive way to improve the outcomes for individuals and their families subjected to VAWDASV. The Act sat alongside the Well-Being of Future Generations (Wales) Act 2015 which required public bodies to think about what actions and activities were required to improve the well-being of current and future generations. The report noted that

collaboration, preventative activity, the involvement of individuals, and long-term incremental improvements in the services delivered were threaded throughout the legislative landscape.

Newport City Council, through safeguarding, managed the Gwent regional pilot development on behalf of Welsh Government (until 1st April 2019). The development of the strategy had required a Partnership Board to be established and it was on behalf of the Partnership Board that the first regional joint strategy was being published. The strategy focus was to tackle VAWDASV by supporting victims and survivors, tackling perpetrators, ensuring professionals had the tools and knowledge to act, increasing awareness of VAWDASV and the support available, and helping children and young people to understand inequality in relationships and that abusive behaviour was always wrong.

This strategy contributed to the national strategy (National Strategy on Violence against Women, Domestic Abuse and Sexual Violence – 2016-2021) and would reflect the six objectives of the national strategy. The Partnership Board had determined that they would adopt the objectives of the national strategy as their overarching Strategic Priorities.

It was clarified that, although the focus of the legislation was on violence towards women, the local delivery of this would address all forms of domestic abuse and sexual violence.

Commenting on the report, the Leader noted the importance of this legislation, which was part of the legacy of the late Carl Sargent AM. The Leader also raised concerns over the ongoing funding for this work, with the Welsh Government grant due to run out this year.

Members suggested that there could be training provided for councillors on this issue, and that it could be considered by the Council's Strategic Equalities Group.

**Decision:**

To approve the Gwent Regional Violence against Women, Domestic Abuse and Sexual Violence Strategy 2017-2022.

**6 Integrated Commissioning and Section 33 Agreement for Care Homes for Older People in Gwent Region**

The Cabinet Member for Social Services presented the report, asking the Cabinet to support arrangements for integrated commissioning for care homes for older people in the Gwent region.

These arrangements formed part of the authority's statutory obligations under the Social Services and Wellbeing Act. Part 9 of the Act detailed the duties and expectations around partnership working. It was noted that this was statutory guidance rather than a Code of Practice, reflecting that it related to expected partnership arrangements between organisations.

An overview of integrated and pooled budget arrangements for the Gwent Region was the subject of a Ministerial report in January 2017 and copies were distributed to the Gwent Regional Partnership Board and Leadership Group in February 2017. Supported by the National Commissioning Board (NCB) and Welsh Local Government Association (WLGA) the Gwent Regional Partnership Board agreed to be the pilot area for Wales for developing a Model Partnership Agreement (MPA) for pooled budget arrangements for older people under Part 9 of the SSWB Act.

The Project Team which had overseen this work were keen to ensure that the scope of the agreement and its design principles were cogent with that of the agreed Regional Joint Statement of Strategic Intent for Older People, adopted by Regional Partnership Board in late 2016, and taken through formal adoption by each statutory partner.

In terms of the size and scope of the care home market in Wales, a national market analysis was conducted in 2016 with a census undertaken at the same point in time across the country. This showed that in 2015/16 there were nearly 18,000 placements by local authorities and health boards, which included 4,877 placements of people funding their own care. There were 21,823 registered beds in care homes for older people at the time of the census and the combined local authority and health board spend was approximately £369 million. This excluded client contributions, third party payments and the fees paid by those individuals who fund their own care.

Part 9 of the Statutory Guidance (Partnership Arrangements) issued in consequence of the Social Services and Wellbeing (Wales) Act 2014, stated that Regional Partnership Boards would be expected to develop written agreements concerning any formal partnership arrangements which involve a delegation of functions.

Regulations allowed for the partners to enter arrangements for the establishment and maintenance of a fund which is made up of contributions from the partners and out of which payments may be made towards expenditure incurred in the exercise of National Health Service functions or health-related (Local Authority) functions.

This was the 'Pooled Fund' and money from this fund could be used for purposes agreed between the partners (in this case to carry out the Care Home Accommodation Functions) of the partners jointly, in arranging care for Older People in Registered Homes. While the legislation suggested that the partnership agreement may cover all care home functions, Welsh Government expected this to include care homes for older people (over 65) initially.

The Act envisaged that this would be a single fund which would remove the traditional Health/Social care division between partners, offering flexibility in the single fund's use according to locally agreed needs. However, in the Gwent region and in other regions in Wales, the approach adopted towards the 'mechanics' of the pooled fund arrangement; at least in its initial stage, would not share financial risk nor introduce any potential cross-subsidy between the partners.

It was clarified that this was an in principle agreement, and further decisions would need to come back to Cabinet as implementation progressed.

Cabinet noted that funding provided by Newport would only be used to fund Newport residents. Cabinet also noted the positive progress on this since the scrutiny committee's review of care provision before the last election, and the leading role played by Newport's officers in the development of these arrangements.

**Decision:**

To approve the pooled budget arrangements for care home accommodation functions to be overseen by the Regional Partnership Board (RPB) and, in particular that the fund will not share financial risk nor introduce any potential cross-subsidy between the partners.

To agree that any changes to this approach will require further approval by all partners and further agreement by Cabinet.

To approve delegated powers to the Cabinet Member as Newport City Council member of the RPB, in the exercise of those functions, and consideration of any specific arrangements that need to be put in place to meet statutory duties at local and regional level.

To confirm the required key elements for these arrangements through development of a formal Partnership Agreement i.e a Section 33 agreement

To confirm resource implications for the local authority in relation to the pooled budget arrangements and oversight of the pooled budget agreements by the RPB.

## **7 Improvement Plan Quarter 3 Update**

The Leader introduced the latest update on the Improvement Plan, showing the position at quarter 3. The overall rating for quarter 3 was Green – Good.

One objective was rated Amber – acceptable – meaning that some actions and measures had deviated from plan and some are falling short of planned targets. This was objective 8: improving outcomes for youth justice. The Leader highlighted that the reasons for this variance were discussed in full at Cabinet’s January meeting, with a significant spike in entrants to the youth justice system caused by recent police operations in the city. Although this was a positive in terms of policing and community safety, it had caused a unique increase for the region, and although this was being managed, Members recognised the additional pressure this had caused for the service.

Cabinet noted the comments from the scrutiny committees on this report, including the highlighted need for city deal scrutiny, and the request for further information on ‘managed moves’ in relation to educational outcomes.

### **Decision:**

To note the progress made during the third quarter of 2017/18 regarding key actions and measures.

To agree that corrective action be taken to address areas of underperformance.

## **8 Performance Monitoring: Improvement Plan and Wellbeing Objectives**

The Leader presented the report, asking Cabinet to agree a joined-up approach to monitoring performance.

Cabinet had previously agreed both the Council’s Improvement Objectives (part of the Improvement Plan) and a Well-being Statement and Well-being Objectives (part of the Corporate Plan).

In the past, progress against the improvement objectives had been reported on an annual basis. There was now also a requirement to report progress annually against the well-being objectives.

Advice from the Welsh Local Government Association (WLGA) following consultation with the Wales Audit Office (WAO) and Future Generations Commissioner’s office was that councils could meet their duties under the Local Government Measure 2009 and the Well-being of Future Generations act 2015 by integrating the performance requirements for both sets of objectives into one annual report and one monitoring process.

The report proposed that the improvement (plan) objectives be fully absorbed into the well-being objectives. This would mean that monitoring of the well-being objectives and the steps taken to meet these objectives would also address the need to monitor the improvement plan objectives.

This integrated approach allowed for one reporting mechanism to fulfil many requirements – collecting information once and using many times. It would ensure appropriate accountability of progress against performance objectives while reducing duplication in reporting. This would reduce the reporting burden on service areas and allow senior managers to monitor progress more easily through a more streamlined process. Reports to Cabinet and Scrutiny

would include the relevant links between the legislative and reporting requirements and provide a more robust process.

In order for this integration to be successful, service plans would have to contain activities which contributed to the delivery of the well-being objectives and corporate plan priorities. In addition, service areas would have to apply the sustainable development principle's five ways of working (long term, prevention, collaboration, integration and involvement) to planning activities so that the council could demonstrate how this has become embedded in our day to day work.

In commenting upon the report, Cabinet Members agreed that this was a sensible and practical approach.

**Decision:**

To agree a joined up approach to monitoring performance and confirm performance measures to monitor progress for 2018/19, as outlined in the report.

**9 Pay and Reward Statement 2018/19**

The Leader presented the report, outlining the annual statement that is updated every April and must be agreed by Council.

The content remained mostly the same as last year, with one main addition for 2018/19: reporting on the Council's gender pay gap. This was reported in the Pay and Reward Policy, would be reported in the annual Strategic Equality Duty report, and had been published on the gov.uk website. There was no requirement for Welsh local authorities to publish on the gov.uk website but was submitted in the interests of openness and transparency.

From running and verifying the data, it was confirmed that the Council's gender pay gap as at 31st March 2017 was 1.2%, which was some way below the national average of 18.4%

It was noted that the pay and grading exercise in 2015 had contributed to this outcome, as has the increasing number of women in managerial roles across the Council. The Council currently had more female service managers reporting directly to Heads of Service than male, and the flexible working policies in place encouraged greater take up of women progressing to senior roles and balancing commitments outside of work.

The remainder of the policy remained unchanged, however some comparative data was included in the report to show the changes to pay relativity ratios year on year. This showed a consistent narrowing of the gap between our highest and lowest paid employees.

Cabinet Members paid tribute to all those involved in the pay and grading exercise, and were pleased to note the positive direction of travel on the gender pay gap and pay ratios.

**Decision:**

To approve the updated Pay and Reward Policy in order to meet the statutory requirement for a pay policy statement to be approved and published by Council on an annual basis.

**10 Work Programme**

The Leader presented the Cabinet Work Programme.

**Decision:**

To agree the updated work programme.