

Agenda



Newport City Council

Date: Tuesday, 24 April 2018
Time: 5.00 pm
Venue: Council Chamber, Civic Centre, Newport
To: **All Members of the City Council**

WEBCASTING NOTICE

This meeting may be filmed for live or subsequent broadcast via the Council's internet site.

At the start of the meeting the Mayor or Person Presiding will confirm if all or part of the meeting is being filmed. The images and sound recording may be also used for training purposes within the Council.

Generally the public seating areas are not filmed. However by entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting and/or training purposes.

If you have any queries regarding this, please contact the Chief Democratic Services Officer.

Item	Wards Affected
1. <u>Agenda yn Gymraeg</u> (Pages 5 - 8)	
2. <u>Preliminaries</u> <ul style="list-style-type: none">i. To receive any apologies for absence.ii. To receive any declarations of interest.iii. To receive any announcements by the Mayor.	
3. <u>Minutes</u> (Pages 9 - 24) To confirm and sign the minutes of the meetings held on 27 February and 27 March 2018.	
4. <u>Appointments</u> (Pages 25 - 28) To consider any proposed appointments.	
5. <u>Police Issues</u> 30 minutes is allocated for questions to the Gwent Police representative.	
6. <u>Notice of Motion: Period Poverty</u> To receive the following motion for which the necessary notice has been provided:	All Wards

Contact: Eleanor Mulligan, Democracy and Communication Manager
Tel: 01633 656656
E-mail: democratic.services@newport.gov.uk
Date of Issue: Wednesday 18 April 2018

That this Council will

1. **research the availability of free sanitary products in all Secondary Schools in the city as an acknowledgement that they are as essential as toilet paper for the personal hygiene of female pupils.**
2. **Request that a report be presented to the Performance Scrutiny Committee - People which will consider the availability of hygiene products in Newport schools and, if appropriate, bring forward recommendations for consideration by the Cabinet in respect of this matter relating to dignity, equality, health and wellbeing and its effect on education in a city that has a considerable number of pupils living in poverty.**

The motion is to be proposed by Councillor Debbie Wilcox and seconded by Councillor Mark Whitcutt.

7. Notice of Motion: Newport to Ebbw Vale Rail Track All Wards
To receive the following motion for which the necessary notice has been provided:

This Council is frustrated by the many delays in the opening of the Newport to Ebbw Vale rail track. It urges Welsh Government to act as a matter of urgency on this matter.

The motion is to be proposed by Councillor Matthew Evans and seconded by Councillor Debbie Wilcox.

8. Local Wellbeing Plan (Pages 29 - 64) All Wards
9. Pay and Reward Statement (Pages 65 - 90) All Wards
10. Independent Remuneration Panel Annual Report (Pages 91 - 106) All Wards
11. Questions to the Leader of the Council
To provide an opportunity for Councillors to ask questions to the Leader of the Council in accordance with the Council's Standing Orders.

Process:

No more than 15 minutes will be allocated at the Council meeting for questions to the Leader of the Council.

The question must be addressed through the Mayor or the person presiding at the meeting and not directly to the person being questioned.

12. Questions to the Cabinet Members
To provide an opportunity to pose questions to Cabinet Members in line with Standing Orders.

Process:

No more than 10 minutes will be allocated at the Council meeting for questions to each Cabinet Member.

Members must submit their proposed questions in writing in advance in accordance with Standing Orders. If members are unable to ask their question orally within the allocated time, remaining questions will be answered in writing. The question and response will be appended to the minutes.

The question must be addressed through the Mayor or the person presiding at the meeting and not directly to the person being questioned.

Questions will be posed to Cabinet Members in the following order:

- i. Deputy Leader and Cabinet Member for Assets and Member Development
- ii. Cabinet Member for Education and Skills
- iii. Cabinet Member for Social Services
- iv. Cabinet Member for Regeneration and Housing
- v. Cabinet Member for Community and Resources
- vi. Cabinet Member for Streetscene
- vii. Cabinet Member for Licensing and Regulation
- viii. Cabinet Member for Culture and Leisure

For information: A digest of recent decision schedules issued by Cabinet, Cabinet Members and Minutes of recent meetings of Committees has been circulated electronically to all Members of the Council.

13. Questions to the Chairs of Committees
To provide an opportunity to pose questions to the Chairs of the Committees in line with Standing Orders.

Process:

No more than 10 minutes will be allocated at the Council meeting for questions to each Chair.

Members must submit their proposed questions in writing in advance in accordance with Standing Orders. If members are unable to ask their question orally within the allocated time, remaining questions will be answered in writing. The question and response will be appended to the minutes.

The question must be addressed through the Mayor or the person presiding at the meeting and not directly to the person being questioned.

Questions will be posed to Committee Chairs in the following order:

- i. Scrutiny Committees
 - a. Overview and Scrutiny Management Committee
 - b. Performance Scrutiny Committee – People

- c. Performance Scrutiny Committee – Place and Corporate
 - d. Performance Scrutiny Committee – Partnerships
 - ii. Planning Committee
 - iii. Licensing Committee
 - iv. Democratic Services Committee

For information: A digest of recent decision schedules issued by Cabinet, Cabinet Members and Minutes of recent meetings of Committees has been circulated electronically to all Members of the Council.

Agenda



Cyngor Dinas Casnewydd

Dyddiad: 24 Ebrill 2018

Amser: 5 y.p.

Lleoliad: Siambrau'r Cyngor - Canolfan Ddinesig

At sylw: **Pob Aelod o'r Cyngor Dinas**

HYSBYSIAD GWE-DDARLLEDU

Gall y cyfarfod hwn gael ei ffilmio ar gyfer darllediad byw neu ddarllediad wedi hynny trwy wefan y Cyngor.

Ar ddechrau'r cyfarfod, bydd y Maer, Cadeirydd neu'r Person sy'n Llywyddu yn cadarnhau os yw cyfan neu ran o'r cyfarfod yn cael ei ffilmio. Efallai y bydd y delweddau a recordiad sain yn cael eu defnyddio hefyd at ddibenion hyfforddiant o fewn y Cyngor.

Yn gyffredinol, nid yw'r ardaloedd eistedd cyhoeddus yn cael eu ffilmio. Fodd bynnag, wrth fynd i mewn i'r ystafell gyfarfod a defnyddio'r ardal seddau cyhoeddus, rydych yn rhoi caniatâd i chi gael eich ffilmio a defnydd posibl o rhai delweddau a recordiadau sain ar gyfer gwe-ddarlledu a/neu ddibenion hyfforddiant.

Os oes gennych unrhyw ymholiadau ynghylch hyn, cysylltwch â Rheolwr Democratiaeth a Cyfathrebu.

Eitem

1. **Agenda Cymraeg**
2. **Rhagarweiniau**
 - i) **Ymddiheuriadau am absenoldeb**
 - ii) **Datganiadau o fuddiant personol**
 - iii) **Cyhoeddiadau Maer**
3. **Cofnodion**
4. **Penodiadau**
5. **Materion yr Heddlu**
6. **Hysbysiad o Gynnig**

Y cynnig hwn yw i gael ei preposed gan Cyngorydd Debbie Wilcox a'i eilio gan Cyngorydd Mark Whitcutt:

Bydd y Cyngor hwn yn

1. ymchwilio i argaeledd cynhyrchion glanweithdra am ddim ym mhob Ysgol Uwchradd yn y ddinas i gydnabod eu bod yr un mor hanfodol â phapur toiled o ran hylendid personol disgyblion benywaidd.
2. Gofyn i adroddiad gael ei gyflwyno i'r Pwyllgor Craffu Perfformiad – Pobl a fydd yn ystyried argaeledd cynhyrchion hylendid yn ysgolion Casnewydd ac, os yn briodol, yn dwyn ymlaen argymhellion i'w hystyried gan y Cabinet mewn perthynas â'r mater hwn yn ymwneud ag urddas, cydraddoldeb, iechyd a lles a'i effaith ar addysg mewn dinas sydd â nifer sylweddol o ddisgyblion yn byw mewn tlodi.

7. Hysbysiad o Gynnig

Y cynnig hwn yw i gael ei preoposed gan Cyngorydd Matthew Evans a'i eilio gan Cyngorydd Debbie Wilcox:

Mae'r Cyngor hwn yn rhwystredig yn sgil yr oedi yn agor y trac rheilffordd rhwng Casnewydd a Glynebwy. Mae'n annog Llywodraeth Cymru i weithredu ar frys ar y mater hwn.

8. Cynllun Llesiant Lleol

9. Cyfriflen Tâl

10. Y Panel Annibynnol ar Gydnabyddiaeth Ariannol: Adroddiad Blynyddol

11. Cwestiynau i Arweinydd

I roi'r cyfle i gynghorwyr ofyn cwestiynau i Gadeirydd y Cabinet yn unol â Rheolau Sefydlog y Cyngor.

Proses: Ni chaiff mwy na 15 munud eu cadw yng nghyfarfod y Cyngor ar gyfer cwestiynau llafar i'r Arweinydd

Rhaid i'r cwestiwn cael sylw drwy'r Maer neu'r sawl sy'n llywyddu yn y cyfarfod ac nid yn uniongyrchol at y person a holir

12. Cwestiynau i Aelodau Cabinet

I roi'r cyfle i ofyn cwestiynau i Aelodau'r Cabinet yn unol â Rheolau Sefydlog

Proses: Ni chaiff mwy na 10 munud eu cadw yng nghyfarfod y Cyngor ar gyfer cwestiynau i bob Aelod Cabinet unigol.

Bydd angen i'r Aelodau cyflwyno eu cwestiynau arfaethedig yn ysgrifenedig yn unol â'r Rheolau Sefydlog. Os nad yw'r aelodau yn gallu gofyn eu cwestiwn ar lafar o fewn yr amser a glustnodwyd, bydd y cwestiynau sy'n weddill yn cael eu hateb yn ysgrifenedig. Bydd y cwestiwn ac ymateb yn cael eu hatodi i'r cofnodion.

Rhaid i'r cwestiwn cael sylw drwy'r Maer neu'r sawl sy'n llywyddu yn y cyfarfod ac nid yn uniongyrchol at y person a holir

Bydd y cwestiynau yn cael eu gofyn i aelodau'r cabinet yn y drefn ganlynol:

- Dirprwy Arweinydd / Aelod Cabinet dros Ddatblygu Asedau ac Aelodau
- Aelod Cabinet dros Addysg a Sgiliau
- Aelod Cabinet dros y Gwasanaethau Cymdeithasol
- Aelod Cabinet dros Adfywio a Thai
- Aelod Cabinet dros y Gymuned ac Adnoddau
- Aelod Cabinet dros Gwasanaethau Stryd
- Aelod Cabinet dros Trwyddedu a Rheoleiddio
- Aelod Cabinet dros Ddiwylliant a Hamdden

Er Gwybodaeth: Mae crynodeb o amserlenni penderfyniad diweddar a gyhoeddwyd gan y Cabinet, Aelodau Cabinet a Chofnodion cyfarfodydd diweddar y Pwyllgorau wedi cael ei gylchredeg yn electronig at bob Aelod o'r Cyngor.

13. Cwestiynau i Gadeiryddion Pwyllgorau

Bydd y cwestiynau yn cael eu gofyn i Gadeiryddion Pwyllgorau yn y drefn ganlynol:

I. Pwyllgorau Craffu

- Pwyllgor Rheoli Trosolwg a Chraffu
- Pwyllgor Craffu ar Berfformiad – Pobl
- Pwyllgor Craffu ar Berfformiad – Lleoedd a Materion Corfforaethol
- Pwyllgor Craffu ar Berfformiad – Partneriaethau

II. Pwyllgor Cynllunio

III. Pwyllgor Trwyddedu

IV. Pwyllgor Gwasanaethau Democrataidd

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Minutes



Council

Date: 27 February 2018

Time: 5.00 pm

Present: Councillors M Al-Nuaimi, J Cleverly, P Cockeram, M Cornelious, D Davies, C Evans, M Evans, C Ferris, D Fouweather, G Giles, J Guy, D Harvey, I Hayat, R Jeavons, C Jenkins, M Kellaway, M Linton, D Mayer, R Mogford, A Morris, J Mudd, M Rahman, J Richards, M Spencer, T Suller, H Thomas, K Thomas, C Townsend, R Truman, T Watkins, M Whitcutt, R White, K Whitehead, D Wilcox, D Williams, G Berry, J Clarke, Y Forsey, R Hayat, T Holyoake, P Hourahine, J Hughes, J Jordan, L Lacey, S Marshall, W Routley and J Watkins

In Attendance:

Apologies: Councillors K Critchley, V Dudley and H Townsend

1. Preliminaries

- i. To receive any apologies for absence

The Monitoring Officer reported apologies for absence.

- ii. To receive any declarations of interest

No declarations were made.

- iii. To receive any announcements by the Mayor

Newport Male Voice Choir

The Mayor congratulated Newport Male Voice Choir on their 75th anniversary. Councillor Allan Morris paid tribute to the Choir and the incredible amount they have raised for charity over the years. He thanked the Council on behalf of the Choir for the city's ongoing support and urged Members to continue this support.

Spirit of Newport Awards

The Mayor welcomed Liz Johnson and Michael Flynn to the meeting, to receive their Spirit of Newport awards. Ron Jones was also receiving the award, but sadly was unable to attend the meeting.

The Leader introduced the awards, explaining the purpose of the new accolade in celebrating the fantastic and varied achievements of people connected to the city. The Leader paid tribute to the first three recipients of this award, outlining why each of them had been awarded with the new honour.

The Mayor presented the awards, echoing the sentiments of the Leader and congratulating the three recipients on behalf of the city of Newport.

Ms Johnson thanked the Council for the award, stating what it meant for her to be from Newport and have the support of the city. Mr Flynn also thanked the Council for the award, and said that he was proud to be from Newport.

Following the awards, the meeting was briefly adjourned to mark the end of the presentation ceremony.

2. **Appointments**

Resolved

The following appointments were agreed:

Governing Body	No. of Vacancies / Re-appointments	Nominations Received
Tredegar Park Primary	1 vacancy	Karen Westerberg
Marshfield Primary	1 vacancy	Cllr Miqdad Al-Nuaimi
John Frost School	1 vacancy	Cllr Tracey Holyoake
Maes Ebbw School	1 vacancy	Cllr Majid Rahman

3. **Minutes**

The minutes of the meeting held on 30 January 2018 were confirmed as a true record, subject to the addition of Councillor Suller's question under Police Issues.

4. **Police Issues**

Superintendent Ian Roberts attended, providing a brief update on points raised at the last meeting, and the latest policing priorities in the city, before inviting questions from Members.

- Councillor Allan Morris asked a question about attacks on emergency services personnel. Superintendent Roberts accepted that this came with the job to a certain extent, but reassured members that any attacks on personnel were taken incredibly seriously and investigated, and services were working together to make sure that these events were both prevented where possible and dealt with fully when they occur.
- Cllr Truman thanked the Superintendent for recent activity tackling parking in his ward, and looked forward to seeing more proactivity on this issue whenever possible.
- Cllr Jeavons thanked the Superintendent for dealing with anti-social behaviour on the retail park. In response to Cllr Jeavon's question, the Superintendent reassured members that enforcement of parking would continue while civil parking enforcement powers were being sought.

- Cllr Whitehead paid tribute to local PCSO Steve Metcalf for his hard work in the ward. He also praised the mini police initiative. The Superintendent confirmed that this initiative was in place at Millbrook Primary, and was planned to be rolled out more widely.
- In response to Cllr Harvey's question about issues on Alway Crescent, the Superintendent agreed to follow this up outside the meeting.
- Cllr Linton thanked officers for their response to a recent major fire in the ward. He also highlighted recent incidents of arson and ASB in the ward, which the Superintendent agreed to follow up outside the meeting.
- Cllr Hourahine praised the new initiative against people trafficking. He also thanked the police for their response to the recent incident of harassment in Old Barn.
- Councillor Kellaway asked for support dealing with off road bikes in his ward, which the Superintendent agreed to follow up.
- Councillor Cornelious reported finding evidence of drug use in her ward, and the Superintendent agreed to follow up with the local inspector.
- Cllr Dr Hayat thanked the Sergeant who had recently moved from Pill, for the difference the Sergeant had made during her time working in the ward.
- Cllr Hughes thanked the Superintendent for recent activities in Caerleon. The Superintendent agreed to follow up the specific issues raised by Cllr Hughes.
- In response to Cllr Guy's question, the Superintendent described the approach used by the police in using technology to investigate and prepare evidence to prosecute crimes, outlining the specialist expertise available in the local force.

The Mayor thanked the Superintendent for his attendance.

5. **Revenue Budget 2018-19 and Medium Term Financial Plan**

The Leader of the Council presented the report on the 2018/19 Revenue Budget and Medium Term Financial Plan.

The Leader stated that this budget was the culmination of 6 months hard and diligent work, alongside officers, to respond to the impact of on-going austerity whilst ensuring this Council continues to provide the essential services and support that residents require from Local Government. The Leader thanked colleagues for their hard work on the budget.

The Leader explained that it was for Council to agree:

- the Council Tax increase for the City Council, with Cabinet agreeing how and where the Council's budget is spent .
- the overall Council Tax Resolution, so the authority for the Council to then charge Council Tax in 2018/19, which also included the precept requirements coming from the Police and Crime Commissioner and the various Community Councils around the city.
- the annual Treasury Management strategies and borrowing limits coming out of the Capital programme.

The revenue budget was finalised at Cabinet on 14 February following a comprehensive consultation exercise, and the Leader thanked all who had contributed to the consultation activities. The Leader highlighted the good response rate to the consultation, with 2,680 individual proposal responses, 47 people attending the market event and 75 people attending specific sessions on individual proposals. There were also responses from the scrutiny committees, schools forum and the Fairness Commission.

The Leader highlighted that in finalising the budget the Cabinet had

- reduced the Council Tax increase
- provided more funding for schools
- re-considered the respite care budget saving

The Leader highlighted the legal duty to set a balanced budget within the context of significant increases in demand for services, from the most vulnerable in society, and no increase in central funding.

The Leader stated that the budget would build on the success of the previous 5 years, and gave examples of capital and revenue investment projects introduced. The Leader also highlighted that the Council still had the second lowest Council Tax level in Wales and one of the lowest in the UK, while still spending around £8m under Newport's Standard Spending Assessment.

The Leader stated that the revenue budget would see the Council's net budget set at just under £275m and this requires a Council Tax Increase of 4.8% for 2018/19, just over £48 per annum on an average Band 'D' property or 93p per week. This increase was consistent with other unitary councils in Wales and England, and it was being recommended to Council as a fair balance between an increase in Council Tax and making savings to fund the essential investments required.

In relation to the capital programme, the Leader highlighted the continuation of significant investments in the city over the last 5 years, including

- £70m over the next 5 years or so to continue the investments in school buildings and capacity
- A number of key schemes in the city centre such as the Market arcade and the development of grade 'A' offices in Mill Street
- The annual cyclical programmes, including disabled facilities works as well as major building maintenance and IT/vehicle replacements

Finally, in relation to treasury management, the Leader highlighted the proposed updates detailed in the report, which had previously been considered by the Council's Audit Committee.

In concluding, the Leader stated that this had been a challenging budget, following over £40m savings already delivered over the last 5 years. The Leader was pleased to recommend this budget as it continued the journey in delivering essential services to residents, supporting the most vulnerable residents and improving the city itself.

In seconding the proposals, Councillor Whitcutt suggested that, in the absence of an alternative set of proposals being put forward, a vote against the proposals was a vote against the legal requirement to set a balanced budget.

Members speaking against the proposals stated:

- The comments raised by the scrutiny committees in considering the proposals, which members felt had been disregarded. Members cited some of the specific issues raised by the committees on certain proposals, which they felt needed to be addressed.
- That the Oaklands proposal should be delayed pending a meeting planned for this week with consultees.
 - o As a point of clarification, the Leader assured Members that the Cabinet Member would be meeting with residents and if there were changes that needed to be made, they would be.
- Objections to the council tax rise and the impact that would have on local residents.
- That the proposals were at odds with the Council's mission to improve people's lives.
- That the blame on Westminster cuts was misplaced, instead blaming the impact of funding to local governments by the funding allocated to Welsh Government and the costs of Cardiff Bay.
- That more innovative solutions needed to be found to modernise services and provide longer term savings.

Members speaking in favour of the proposals stated:

- That the difficult decisions being faced were as a result of the national government's austerity measures and policy decisions.
- That a complex process had been followed to bring the budget forward today, and the savings being proposed were those that would have the least negative impact to produce a balanced budget.
- That no alternative budget had been put forward.
 - o As a point of clarification, Councillor M Evans stated that he had put forward suggestions for alternative proposals.
- Councillor Dr Hayat used the example of his recent trip to the refugee camps to highlight the excellent services in place in Newport, and support the council tax rise.
- The negative impact of the Barnett formula on local government funding in Wales.

A closure motion was passed and the Leader summed up by commending the budget to the Council for approval.

The vote was carried.

RESOLVED

Revenue budget and Council Tax 18/19 (paragraphs 2-8)

- 1 To note that an extensive consultation exercise has been completed on the medium term change and efficiency programme, including the 2018/19 budget proposals. Cabinet have taken these into account in recommending final details of the programme and the resulting 2018/19 overall revenue budget to Council;

2 To note the Head of Finance's recommendations that minimum general fund balances be maintained at £6.5million, the confirmation of the robustness of the overall budget underlying the proposals, and the adequacy of the general reserves in the context of other earmarked reserves and a general revenue budget contingency of c£1.5million and People services specific budget contingency of £2.2m;

3 To consider and approve a council tax increase for Newport City Council of 4.8%, a Band D tax of £1,057.14; and resulting overall revenue budget shown in appendix 1;

4 To approve the formal council tax resolution, included in appendix 3 which incorporates The Police and Crime Commissioner for Gwent and Community Council precepts, and as set out below:

RESOLUTION TO SET COUNCIL TAX LEVELS

A. That the revenue estimates for 2018/2019, as recommended by the Cabinet on 14 February 2018 be approved.

B. That it be noted that the Council at its meeting on 20 February 2007 delegated the setting of the tax base to the Head of Finance and that on 10 November 2017, the Head of Finance acting in accordance with that delegation calculated the following amounts for the year 2018/2019 in accordance with regulations made under Section 33(5) of the Local Government Finance Act 1992:-

(a) Council Tax Base

58,465.51 being the amount calculated by the Council, in accordance with regulation 3 of the Local Authorities (calculation of council tax base) Regulations 1992, as its council tax base for the year;

(b) Council Tax base for parts of the Council's Area

Area	Tax base
Bishton	767
Coedkernew	986
Goldcliff	192
Graig	2,880
Langstone	1,934
Llanvaches	246
Llanwern	665
Marshfield	1,535
Michaelstone	171
Nash	142
Penhow	459
Redwick	114
Rogerstone	5,008
Wentlooge	365

- C. That the following amounts be now calculated by the Council for the year 2018/2019 in accordance with Sections 32 to 36 of the Local Government Finance Act 1992:-
- (a) £412,160,155.74 being the aggregate of the amounts which the Council estimates for the items set out in Section 32(2)(a) to (e) of the Act **(Gross Expenditure)**.
 - (b) £137,287,116.74 being the aggregate of the amounts which the Council estimates for the items set out in Section 32(3)(a) to (c) of the Act **(Gross Income)**.
 - (c) £274,873,039.00 being the amount by which the aggregate at (3)(a) above exceeds the aggregate at 3(b) above, calculated by the Council, in accordance with Section 32(4) of the Act, as its budget requirement for the year **(Budget + Community Council precepts)**.
 - (d) £212,790,074.00 being the aggregate of the sums which the Council estimates will be payable for the year into its council fund in respect of redistributed non-domestic rates, revenue support grant or additional grant **(RSG + NNDR)**.
 - (e) £1,061.87 being the amount at 3(c) above less the amount at 3(d) above, all divided by the amount at 2(a) above, calculated by the Council, in accordance with Section 33(1) of the Act, as the basic amount of its council tax for the year **(Average Band 'D' Tax for NCC including Community Councils)**.
 - (f) £276,935.00 being the aggregate amount of all special items referred to in Section 34(1) of the Act and detailed below **(Community Council precepts)**.

Area	Special Item £
Bishton	9,485.56
Coedkernew	2,957.97
Goldcliff	3,078.40
Graig	57,605.40
Langstone	40,232.61
Llanvaches	4,912.00
Llanwern	7,498.72
Marshfield	27,637.20
Michaelstone	3,699.85
Nash	1,784.56
Penhow	14,718.17
Redwick	2,747.96
Rogerstone	96,112.92
Wentlooge	4,463.68
	276,935.00

- (g) £1,057.14 being the amount at 3(e) above less the result given by dividing the amount at 3(f) above by the amount at 2(a) above, calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its council tax for the year for dwellings in those parts of its area to which no special item relates **(NCC Band 'D' Council Tax)**.

(h) Council Tax level for parts of the Council's Area

Area	Basic Council Tax £
Bishton	1,069.50
Coedkernew	1,060.14
Goldcliff	1,073.14
Graig	1,077.14
Langstone	1,077.94
Llanvaches	1,077.14
Llanwern	1,068.42
Marshfield	1,075.14
Michaelstone	1,078.84
Nash	1,069.71
Penhow	1,089.24
Redwick	1,081.30
Rogerstone	1,076.33
Wentlooge	1,069.38

Being the amounts given by adding to the amount at 3(g) above, the amounts of the special item or items in 3(f) divided by the amount at 2(b) for the specified area of the council. These amounts are calculated by the Council, in accordance with Section 34(3) of the Act, as the basic amounts of its council tax for the year for dwellings in those parts of its area to which one or more special items relate.

NCC + Community Councils	Valuation Bands								
	A	B	C	D	E	F	G	H	I
	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p
Bishton	713.00	831.83	950.67	1,069.50	1,307.17	1,544.83	1,782.50	2,139.00	2,495.50
Coedkernew	706.76	824.55	942.35	1,060.14	1,295.73	1,531.31	1,766.90	2,120.28	2,473.66
Goldcliff	715.43	834.66	953.90	1,073.14	1,311.62	1,550.09	1,788.57	2,146.28	2,503.99
Graig	718.09	837.78	957.46	1,077.14	1,316.50	1,555.87	1,795.23	2,154.28	2,513.33
Langstone	718.63	838.40	958.17	1,077.94	1,317.48	1,557.02	1,796.57	2,155.88	2,515.19
Llanvaches	718.09	837.78	957.46	1,077.14	1,316.50	1,555.87	1,795.23	2,154.28	2,513.33
Llanwern	712.28	830.99	949.71	1,068.42	1,305.85	1,543.27	1,780.70	2,136.84	2,492.98
Marshfield	716.76	836.22	955.68	1,075.14	1,314.06	1,552.98	1,791.90	2,150.28	2,508.66
Michaelstone	719.23	839.10	958.97	1,078.84	1,318.58	1,558.32	1,798.07	2,157.68	2,517.29
Nash	713.14	832.00	950.85	1,069.71	1,307.42	1,545.14	1,782.85	2,139.42	2,495.99
Penhow	726.16	847.19	968.21	1,089.24	1,331.29	1,573.35	1,815.40	2,178.48	2,541.56
Redwick	720.87	841.01	961.16	1,081.30	1,321.59	1,561.88	1,802.17	2,162.60	2,523.03
Rogerstone	717.55	837.15	956.74	1,076.33	1,315.51	1,554.70	1,793.88	2,152.66	2,511.44
Wentlooge	712.92	831.74	950.56	1,069.38	1,307.02	1,544.66	1,782.30	2,138.76	2,495.22
All Other Parts of the City	704.76	822.22	939.68	1,057.14	1,292.06	1,526.98	1,761.90	2,114.28	2,466.66

Being the amounts given by multiplying the amounts at 3(g) and 3(h) above by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in the valuation band D, calculated by the Council, in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.

- D. That it be noted for the year 2018/2019, that The Police and Crime Commissioner for Gwent has stated the following proposed amount in precept issued to the Council, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of dwellings shown below:-

The Police and Crime Commissioner for Gwent	Valuation Bands								
	A	B	C	D	E	F	G	H	I
	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p
All Parts of the City	159.23	185.76	212.30	238.84	291.92	344.99	398.07	477.68	557.29

- E. That having calculated the aggregate in each case of the amounts at 3(i) and 4 above, the Council, in accordance with Section 30(2) of the Local Government Finance Act 1992, hereby sets the following amounts as the amounts of council tax for the year 2018/2019 for each of the categories of dwelling shown below:-

Total Council Tax Demand	Valuation Bands								
	A	B	C	D	E	F	G	H	I
	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p
Bishton	872.23	1,017.59	1,162.97	1,308.34	1,599.09	1,889.82	2,180.57	2,616.68	3,052.79
Coedkernew	865.99	1,010.31	1,154.65	1,298.98	1,587.65	1,876.30	2,164.97	2,597.96	3,030.95
Goldcliff	874.66	1,020.42	1,166.20	1,311.98	1,603.54	1,895.08	2,186.64	2,623.96	3,061.28
Graig	877.32	1,023.54	1,169.76	1,315.98	1,608.42	1,900.86	2,193.30	2,631.96	3,070.62
Langstone	877.86	1,024.16	1,170.47	1,316.78	1,609.40	1,902.01	2,194.64	2,633.56	3,072.48
Llanvaches	877.32	1,023.54	1,169.76	1,315.98	1,608.42	1,900.86	2,193.30	2,631.96	3,070.62
Llanwern	871.51	1,016.75	1,162.01	1,307.26	1,597.77	1,888.26	2,178.77	2,614.52	3,050.27
Marshfield	875.99	1,021.98	1,167.98	1,313.98	1,605.98	1,897.97	2,189.97	2,627.96	3,065.95
Michaelstone	878.46	1,024.86	1,171.27	1,317.68	1,610.50	1,903.31	2,196.14	2,635.36	3,074.58
Nash	872.37	1,017.76	1,163.15	1,308.55	1,599.34	1,890.13	2,180.92	2,617.10	3,053.28
Penhow	885.39	1,032.95	1,180.51	1,328.08	1,623.21	1,918.34	2,213.47	2,656.16	3,098.85
Redwick	880.10	1,026.77	1,173.46	1,320.14	1,613.51	1,906.87	2,200.24	2,640.28	3,080.32
Rogerstone	876.78	1,022.91	1,169.04	1,315.17	1,607.43	1,899.69	2,191.95	2,630.34	3,068.73
Wentlooge	872.15	1,017.50	1,162.86	1,308.22	1,598.94	1,889.65	2,180.37	2,616.44	3,052.51
All Other Parts of the City	863.99	1,007.98	1,151.98	1,295.98	1,583.98	1,871.97	2,159.97	2,591.96	3,023.95

- 5 To approve the new five year capital programme and 2018/19 capital budget. Detail contained in appendix 4.

Treasury Management and Investment strategies, Minimum Revenue Provision Policies and Prudential Indicators (paragraph 10)

- 6 To approve treasury management policies in line with the detail contained in appendix 5;
- 7 To approve the annual investment strategy in line with the detail contained in appendix 5;
- 8 To approve the Council's counterparty list (external bodies for council investments) in line with the detail contained in appendix 5;
- 9 To approve the prudential indicators in line with the detail contained in appendix 5;
- 10 To approve the minimum revenue provision policy in line with the detail contained in appendix 5;

Medium Term Financial Plan and Capital programme (paragraphs 2 – 4 and 9)

- 11 To note the MTFP and the challenging financial climate over the medium term;
- 12 To note Cabinets approval of the implementation of the full four year change and efficiency programme, including all budget investments and saving options, as summarised within the medium term financial plan (appendix 6) and the new capital programme (appendix 4). Noting they are subject to on-going review and updating.

6. Questions to the Leader of the Council

Leader's Announcements

In answer to the first question from the Mayor, the Leader made the following announcements:

- Congratulations to Newport athlete Mica Moore on her recent success in the bobsleigh competition at the PyeongChang Winter Olympics.
- The appointment of Professor Simon Gibson, one of Wales' leading business figures, as Chair of the Newport Economic Network.
- The planning work now starting, following in principle support received for the recently submitted funding bid to the Welsh Government to support £70 million of improvement to school buildings as part of the 21st Century Schools and Education programme.

City Centre Footbridge

Councillor Matthew Evans asked a question on improvements to the subway between Gold Tops and the city centre. He questioned why money was being spent on this project instead of the proposed footbridge.

The Leader responded that discussions were ongoing with Network Rail to progress the footbridge as quickly as possible. It was understood that improvements to the subway were being funded by developers, not the Council.

In response to Councillor Evans' supplementary question, the Leader agreed that the footbridge was needed and that the Council was continuing to lobby Welsh Government for progress on this project.

Newport Market

Councillor Kevin Whitehead raised concerns over the management of Newport Market, and asked that a cross-party working group be set up to bring the property management company back under the Council's control.

The Leader stated that the market was a priority for this administration, and was included in the city centre master plan. Regular meetings were held between market traders, Newport Norse and the Council, which the Leader of the Opposition had attended last time. The Leader recognised that the market needed to move with the times, and the model needed a revision for the 21st century. The Leader highlighted that resources had been put into improving engagement with the market traders, and the administration were listening to what people were saying. The Leader promised to follow up Councillor Whitehead's comments on Newport Norse and provide a response in writing.

Footbridge

In answer to her question, Councillor Carmel Townsend was assured that delivery of the footbridge continued to be a priority for the administration.

The Value of Social Care

In answer to Councillor James Clarke's question, the Leader highlighted the importance of educating people in Newport on the value of social care, and demonstrating the impact and value of the Council's services. The Leader cited the impact of austerity on individuals and communities, and spoke in favour of investment in preventative services, in line with the philosophy of the latest future generations and social care legislation.

7. Questions to the Cabinet Members

The following questions were submitted and answered:

Cabinet Member for Education and Skills

Councillor Joan Watkins asked:

The Cabinet Member for Education has been in post for some two years during her time of office two thirds of our Secondary Schools have fallen either into the red zone or indeed special measures. Additionally the Alternative Education Facility and Maesglas Primary school are also in the red Zone. I would add there are schools in the amber zone which also gives rise to concern.

Would she please tell this Council what has gone wrong and is she responsible for this sorry state of affairs?

The Cabinet Member responded:

There were nine secondary schools in Newport. One third of those were currently categorised as red (not two thirds as stated in the question). Almost two thirds of Newport secondary schools were in yellow or green category, recognising their excellent standards and strong upward trajectory.

Newport had the highest level of green secondary schools in the region. 55% of Newport secondary schools were categorised as yellow and green, compared to the regional average of 41%.

GCSE outcomes across Newport were contextually stronger than they had ever been. This year Newport ranked at 10th place in Wales for the Level 2+ measure (5 GCSE's A*-C). This was a 5 ranking place rise from the previous year and 6 places above where Newport should sit within its Free School Meals national ranking position.

Newport has 57% green primary schools. This was 12% more than the regional average in 2016-17.

All schools, regardless of their categorisation had areas of strength, as shown in very school's national categorisation or Estyn report. The Cabinet Member highlighted the good work of Newport schools linked to high academic standards, the strong focus on well-being, improving attendance and excellent parental engagement. She stated that there was a lot to be proud of, and schools should be congratulated for their hard work and commitment.

The Cabinet Member clarified that some levels of categorisation were in place for a short amount of time. High levels of support could be required when a school was amalgamated, had a new or temporary leadership structure or had a series of unavoidable staff absences. Estyn and the EAS were experts in assessing areas which require further attention. In most circumstances the school had identified these themselves, through effective self-evaluation. Support plans, with clear milestones were put into place to address these short comings.

A red categorisation ensured that the school had the highest level of support from the EAS and LA. However there was also an expectation that the school (Head, Governing Body and all staff) drove the school forward. The Council was consistently assessing their capacity to do this. The Chief Education Officer, the Principal Challenge Adviser and the Cabinet Member met with red schools on at least a termly basis to monitor progress and hold the school to account. This high level of support allowed schools to resolve issues and move forward.

Supplementary question:

In response to Councillor Watkins' supplementary question, the Cabinet Member confirmed her commitment to ensuring that schools receive the right support and achieve maximum results; the categorisation system was key to highlighting where additional support was needed so it could be targeted quickly and appropriately.

Deputy Leader / Cabinet Member for Assets and Member Development

Councillor William Routley asked:

Do you believe that Newport Norse is managing Newport Market Effectively, and is there a need for member training regarding openness and transparency?

The Cabinet Member responded:

That Newport Norse was managing Newport Market effectively, and there was not a need for member training regarding openness and transparency.

Supplementary question:

Councillor Routley questioned the Cabinet Member's response, citing issues with the management of the building, and the closed nature of the meetings with trader representatives.

In response, the Cabinet Member highlighted that:

- The liaison meetings took place with trader representatives appointed by the traders themselves. Those meetings were not held in public as this could impede a full and frank discussion. These were not formal council meetings, so did not require formal minutes to be taken and published.
- Notes were taken of the trader meetings with action points, and redacted copies would be made available to Members on request.
- There was open dialogue between the Council, Norse and Traders, which had resulted in a number of changes to management practices for the Market, including an events programme, and introducing rental holidays.
- The Council needed to build on the relationships with the elected market trader representatives; the current publicity and political attention risked undermining the work that was being done to make improvements.

8. Questions to the Chairs of Committees

No questions were submitted on this occasion.

9. Standards Committee Minutes

The minutes of the last Standards Committee meeting were noted.

The meeting terminated at Time Not Specified

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Minutes



Council

Date: 27 March 2018

Time: 5.00 pm

Present: Councillors M Al-Nuaimi, J Cleverly, P Cockeram, M Cornelious, K Critchley, D Davies, C Evans, M Evans, C Ferris, G Giles, J Guy, D Harvey, I Hayat, R Jeavons, M Kellaway, M Linton, D Mayer, R Mogford, J Mudd, J Richards, M Spencer, T Suller, H Thomas, K Thomas, C Townsend, R Truman, T Watkins, M Whitcutt, R White (Chair), K Whitehead, D Wilcox, G Berry, J Clarke, Y Forsey, R Hayat, T Holyoake, P Hourahine, J Hughes, J Jordan, L Lacey, S Marshall, W Routley, H Townsend and J Watkins

Apologies: Councillors D Fouweather, C Jenkins, M Rahman and V Dudley

1. Preliminaries

- i. To receive any apologies for absence

The Monitoring Officer reported apologies for absence.

- ii. To receive any declarations of interest

No declarations were made.

2. Cardiff Capital Region City Deal - Joint Working Agreement Business Plan

The Chief Executive presented the report asking Council to approve and adopt the Joint Working Agreement Business Plan for the Cardiff Capital Region City Deal.

The Cardiff Capital Region City Deal (CCRCD) partnership brought together the 10 authorities across South East Wales: Bridgend, Rhondda Cynon Taff, Merthyr Tydfil, Vale of Glamorgan, Cardiff, Caerphilly, Blaenau Gwent, Torfaen, Monmouthshire and Newport, along with Welsh and UK Governments to work together to improve economic outcomes for the SE Wales region. The Heads of Terms document signed in March 2016 outlined the agreement to create an investment fund of £1.229bn over a 20 year period to be spent on a variety of projects ranging from the development of the SE Wales Metro to creating a more focused approach to skills development.

On 1 March 2017 the CCRCD Regional Cabinet was established, bringing together the Leaders of the 10 councils, creating the main decision making forum for the city deal. The main task over the last 12 months had been the development of the Joint Working Agreement (JWA) business plan. The final document was considered and agreed by the Regional Cabinet on 23 February 2018.

The roles and responsibilities of the Regional Cabinet related specifically and exclusively to the City Deal – enabling the joint development and implementation of a programme for investment linked to the City Deal's Wider Investment Fund of £445m. However the Regional

Cabinet's powers were also confined to the first £50m funding from HM Treasury (HMT) until a "reserved matter" – approval of the JWA Business plan – was discharged by individual councils.

This report presented the business plan to Council for agreement. A similar report was being considered by the other 9 authorities across SE Wales and for the city deal to progress to full implementation, unanimous agreement from all 10 authorities was required.

The Leader of the Council moved the report, highlighting the importance of this agreement to the future prosperity of the region, and the positive examples of city deal collaborations already thriving in England.

The Leader of the Opposition seconded the proposals, supporting the principles of the deal, but also highlighting the need for proper monitoring and scrutiny to ensure the partnership and its plans were kept on track. Councillor Evans also raised concerns over the level of investment in the metro project, with a focus on the Cardiff Central hub, when the Ebbw Vale rail link also needed to be progressed.

As a point of clarification, the Chief Executive explained that the metro project was linked to, but separate from, the plans to improve facilities at Cardiff Central; the works at the station were needed and would have been proposed with or without the metro project going ahead. The Chief Executive also explained that the partner authorities were in discussions about setting up joint scrutiny arrangements for the deal, which would need to work alongside our own scrutiny arrangements.

In discussing the proposals, Members raised the following points:

- The positive example this presented of local authorities collaborating together successfully.
- The huge potential impact of the deal in terms of economic growth, and increasing opportunity and prosperity for the future generations of the region.
- The need for proper scrutiny and monitoring of the deal.
- The importance of focussing on skills development, and providing a wide range of training and apprenticeship opportunities for young people.
- The importance of supporting existing businesses as well as new opportunities and markets.

In concluding the debate, the Leader of the Council thanked Members for their cross-party support for the proposals before them.

It was unanimously:

RESOLVED

To approve the Joint Working Agreement Business Plan attached as Appendix A which commits Newport City Council to the obligations of the Cardiff Capital Region City Deal.



Report

Council

Part 1

Date: 24 April 2018

Subject Appointments

Purpose To agree the appointment of Council nominees to committees and outside bodies.

Author Democracy and Communication Manager

Ward General

Summary In accordance with its terms of reference within the Constitution, Council is responsible for appointing the members of Council Committees, and the Council's representatives on outside bodies. The current vacancies and nominations received are set out in the attached report.

Proposal Council is asked to receive and approve the nominations for representatives, as listed in the report.

Action by Democracy and Communication Manager

Timetable Immediate

This report was prepared after consultation with:

- Council Business Managers
- Head of Law and Regulation

Background

In accordance with its terms of reference within the Constitution, Council is responsible for appointing the members of Council Committees, and the Council's representatives on outside bodies. The current vacancies and nominations received are set out below.

Any vacant appointments / nominations received after the publication of this report, will be announced at the Council meeting by the appropriate Business Manager or Group Leader.

Internal Appointments

Committee	No. of Vacancies / Replacements	Nominations Received
Democratic Services Committee	1 replacement	Cllr Laura Lacey to replace Cllr Jane Mudd
HR Appeals	2 replacements	Cllr Laura Lacey to replace Cllr Jane Mudd Cllr Deb Davies to replace Cllr Deb Harvey

Appointments to External Organisations

Organisation	No. of Vacancies / Replacements	Nominations Received
none		

Governing Body Appointments

Governing Body	No. of Vacancies / Re-appointments	Nominations Received
Alway Primary	1 re-appointment	Rodney Webb
Charles Williams Church in Wales Primary	1 re-appointment 1 vacancy	Cllr Gail Giles Cllr Jason Hughes
Lliswerry High	1 re-appointment	Rita Reynolds
St Andrews Primary	3 re-appointments	Cllr Roger Jeavons, Cllr Ken Critchley, Rita Reynolds
St Julians Primary	1 re-appointment	Elaine Bryant
The John Frost School	1 re-appointment	Cllr Debbie Wilcox
Ysgol Gymraeg Casnewydd	1 re-appointment	Daniel Davies
Caerleon Comprehensive	1 vacancy	Ann Price
Pillgwenlly Primary	1 vacancy	Fabi Berrettoni

Llanwern High	1 vacancy	Cllr Paul Cockeram
Milton Primary	1 vacancy	Umber Ahmed

Proposal

Council is asked to receive and approve the nominations, as listed in the report.

Comments of Chief Financial Officer

There are no financial implications directly arising from this report.

Comments of Monitoring Officer

The appointment of individuals to serve on outside bodies is a Local Choice function under the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007. The Council has determined that responsibility for this function shall rest with Full Council unless delegated by the Council.

Background Papers

Newport City Council Constitution

Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007

Dated: April 2018

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Report

Council

Part 1

Date: 24 April 2018

Subject Well-being of Future Generations (Wales) Act – Newport’s Well-being Plan 2018-23

Purpose To approve the One Newport Public Services Board’s Well-being Plan 2018-23

Author Chief Executive
Head of People and Business Change
Policy, Partnership and Involvement Manager

Ward All

Summary The Well-being of Future Generations (Wales) Act is about improving the social, economic, environmental and cultural well-being of Wales. It will make the public bodies listed in the Act think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. The Act also sets a well-being duty on specified public bodies to act jointly via public services boards (PSBs) to improve the economic, social, environmental and cultural well-being of their area by contributing to the achievement of the well-being goals.

As part of this joint well-being duty the PSB must prepare and publish an assessment of the state of economic, social, environmental and cultural well-being. In Newport this Local Well-being Assessment was published in May 2017. The PSB must also prepare and publish a Local Well-being Plan setting out its objectives and the steps it will take to meet them. The Plan must say why the PSB feels their objectives will contribute to achieving the national well-being goals and how it has regard to the Local Well-being Assessment in setting its objectives and steps to take. The PSB must publish its first Well-being Plan by May 2018.

Proposal To approve the One Newport Public Services Board’s Well-being Plan 2018-23

Action by Head of People and Business Change
Policy, Partnership and Involvement Manager working with partners

Timetable Immediate

This report was prepared after consultation with:

- Leader
- Chief Executive
- Heads of Service
- Cabinet Members
- All partners through the plan development

Background

The Well-being of Future Generations (Wales) Act is about improving the social, economic, environmental and cultural well-being of Wales. It will make the public bodies listed in the Act think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. The Act also sets a well-being duty on specified public bodies to act jointly via public services boards (PSBs) to improve the economic, social, environmental and cultural well-being of their area by contributing to the achievement of the well-being goals.

As part of this joint well-being duty the PSB must prepare and publish an assessment of the state of economic, social, environmental and cultural well-being. In Newport this Local Well-being Assessment was published in May 2017. The PSB must also prepare and publish a Local Well-being Plan setting out its objectives and the steps it will take to meet them. The Plan must say why the PSB feels their objectives will contribute to achieving the national well-being goals and how it has regard to the Local Well-being Assessment in setting its objectives and steps to take. The PSB must publish its first Well-being Plan no later than 12 months following the first local government ordinary election following commencement of Part 4 of the Act.

There are two main elements to the Local Well-being Plan:

- 1) The local objectives; and
- 2) The steps the board proposes to take to meet the objectives.

Once the Local Well-being Plan has been published it will be the main work-plan and focus of the Newport PSB going forward.

Progress

The Local Well-being Assessment was published on 2nd May 2017. In Newport these have been named Community Well-being Profiles. The Local Well-being Assessment comprises of one overarching Profile for Newport and 20 community level profiles at a ward level.

A sub group was convened by the PSB to develop the Local Well-being Assessment and to develop the Local Well-being Plan.

In May three prioritisation workshops took place to determine the main priorities for the Local Well-being Plan. All PSB members were invited to attend all three workshops. Other partners and professionals specific to that area were also invited, and all sectors were well represented in the discussions. All sectors were well represented in the discussions. Across all 3 workshops there were approximately 65 stakeholders who attended across 19 different organisations.

At the workshops attendees were asked to prioritise issues identified from the Local Well-being Assessment, considering how they could maximise the PSB's contribution to the Five Ways of Working and the Well-being Goals. The main **priorities** identified from the workshops and agreed by the PSB on 20th June were:

- 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**. The response analysis is the link between the Local Well-being Assessment and the Local Well-being Plan. The response analysis informs the selection of local objectives and assesses how local services (in a collective sense) are, and could be, addressing them. Part of the response analysis is to identify cross-cutting interventions that will address particular priorities, both in the short and long term. The PSB were keen to ensure the plan was targeted and focused so agreed to identify a number of key cross-cutting interventions that would span the 13 priorities and maximise the contribution to the Well-being Goals.

This part of the response analysis was developed with partners in four intervention workshops. Over 100 people took part from more than 30 organisations across all sectors. Partners were asked to more objectively consider the range of options for tackling each of the emerging priorities and worked on gaining a better understanding of the desired outcomes. They also considered the five ways of working and maximising the contribution to the Well-being Goals. The Well-being Plan Sub Group met in October 2017 and discussed all the options suggested in the workshops. All options were reviewed using the five ways of working and five interventions were chosen that are cross-cutting and span the 13 emerging priorities and maximise the contribution to all the Well-being Goals. These interventions are:

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

The well-being plan must also set out local well-being **objectives** and the steps that the board proposes to take to meet the objectives. In line with the 5 ways of working we have developed a set of four well-being objectives that deliver against multiple well-being goals and encompass the thirteen emerging priorities in four statements. The well-being objectives identified are:

- People feel good about living, working, visiting and investing in Newport
- People have skills and opportunities to find suitable work and contribute to sustainable economic growth
- People and communities are friendly, confident and empowered to improve their well-being
- Newport has healthy, safe and resilient environments

Future Generations Commissioner

In drafting the Local Well-being Plan, each PSB must seek the advice of the Future Generations Commissioner. This is set out in the guidance over a 14 week period. Following the June PSB meeting the Commissioner's office was approached to start this process. Three meetings have taken place with representatives from the office and they also attended two workshops. Advice from the Commissioner was received on 4th October 2017 and presented to the PSB for consideration in November 2017.

Consultation on the Well-being Plan for Newport

The consultation draft of the Local Well-being Plan was presented to the PSB on 21st November 2017. A statutory 12 week consultation period took place from 27th November 2017 to 18th February 2018.

During the consultation period there were 52 online responses received and 16 written responses. Responses were received from the following partner organisations:

- Aneurin Bevan University Health Board
- Arts Council for Wales
- Charter Housing
- Gwent Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Partnership

- NEA (National Energy Action) Cymru
- NSPCC (National Society for the Prevention of Cruelty to Children)
- Newport City Council
- Newport City Council Scrutiny Committee - Partnerships
- Newport City Homes
- Newport Fairness Commission
- Office of the Future Generations Commissioner
- Pobl
- Public Health Wales
- RSPB (Royal Society for the Protection of Birds)
- South Wales Fire & Rescue Service
- Wales Biodiversity Partnership
- Welsh Government
- Youth Services Support Board

We have also received advice which will be considered as the plan is implemented.

- Welsh Language Commissioner for Wales
- Older People Commissioner for Wales
- Cymru Well Wales

All written feedback has been summarised and considered in [Appendix 1 – Main Points from Well-being Plan consultation](#).

The consultation responses were discussed at the PSB on 13th March and a number of changes to actions were agreed and proposed at that meeting. These changes have been included in the final Plan which will be formally agreed at the PSB meeting in May 2018.

Next Steps

The plan must be approved by each of the prospective statutory members of the board. The plan was presented to Cabinet for recommendation on 18th April 2018 and must be approved by Newport City Council full council (24th April 2018). In respect of Aneurin Bevan University Health Board, South Wales Fire and Rescue Service and Natural Resources Wales the plan may only be approved for publication at a meeting of the body in question. The plan will then be approved by the PSB on 1st May 2018.

Further information

Newport documents

[Local Well-being Plan Consultation Draft](#)

[Well-being Assessment and Plan progress log](#)

[Community Well-being Profile \(Local Well-being Assessment\)](#)

[Choosing Emerging Priorities](#)

[Response Analysis \(RA1\) – Understanding Outcomes](#)

[Response Analysis \(RA2\) – Linking Interventions to Outcomes](#)

Other Information

[Well-being of Future Generations \(Wales\) Act 2015 – The Essentials](#)

[Shared Purpose: Shared Future – Statutory Guidance on the Well-being of Future Generations](#)

[Public Services Boards: guidance on the use of evidence and analysis](#)

[National Indicators](#)

Financial Summary

There are no direct financial implications from the production of the Local Well-being Plan. The actual plan itself will set the direction for the PSB and its members and any financial implications associated with individual actions and projects will be subject to separate reports.

Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
That the plan is not considered and aligned with the Corporate Plan as the strategic direction for the organisation	Medium	Low	Services will be engaged in the implementation of the plan.	Chief Executive
Lack of collaboration and joint working with key partners on the PSB and others	Medium	Low	The Council, as a statutory member of the PSB, has agreed to strengthen joint working across the city's public service.	Chief Executive
Ensuring local people and communities are involved in decisions that affect them	Medium	Low	The Council, as a statutory member of the PSB, has agreed to develop solutions in partnership with local people. The PSB Engagement strategy has a set of principles and objectives to adhere to.	Head of People and Business Change
Short term planning when we need to consider longer term working as part of the well-being plan	Medium	Medium	Services are required to consider the long term impact when making decisions as part of the WFG Act.	Chief Executive

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Newport City Council Corporate Plan 2017-2022 – the Corporate Plan contains the Council's Well-being Statement and well-being objectives, which contribute to the achievement of the national well-being goals.

The Council is a statutory member of the PSB and is therefore collectively responsible for publishing a Local Well-being Plan. The well-being objectives in both the Well-being Plan and the Corporate Plan are aligned to take account of the well-being goals and the sustainable development principle.

Options Available and considered

- 1) To approve the Local Well-being Plan for Newport.
- 2) Not to approve the Local Well-being Plan for Newport.

Preferred Option and Why

The preferred option is Option 1 – to approve the Local Well-being Plan for Newport. The Council is a statutory member of the PSB and is therefore collectively responsible for fulfilling the board's statutory duties. Publishing a Local Well-being Plan is a statutory duty of the PSB.

Comments of Chief Financial Officer

There are no direct financial implications arising from this report. However the Wellbeing of Future Generations (Wales) Act must be taken into account when developing the budget strategy and subsequent detailed business plans.

Comments of Monitoring Officer

The PSB has a statutory duty under the Well-Being of Future Generations (Wales) Act 2015 to prepare and publish a Local Well-Being Plan for Newport and the first plan needs to be approved by May 2018, within 12 months of the last local elections. The proposed Well-Being Plan has been the subject of extensive statutory consultation and the objectives reflect the outcomes of the Local Well-Being Assessment and the national goals. As a statutory member of the PSB, the Council is required to formally approve the Local Well-Being Plan, its stated objectives and the proposed steps to meet those objectives. Following recommendation from Cabinet the Plan needs to be approved by full Council, in readiness for the PSB meeting in May.

Comments of Head of People and Business Change

There are no staffing issues arising directly from this report.

As a statutory member of the PSB, the Council is collectively responsible for publishing a local well-being plan. The well-being plan has been prepared in partnership with all key members of the PSB and extensive consultation has taken place with local organisations, businesses, communities and local people. The well-being plan sets out the PSB's priorities and actions for the next five years to improve the economic, social, cultural and environmental well-being and is to be welcomed.

The well-being plan will replace the Single Integrated plan (SIP) for Newport and will be published in May 2018.

Comments of Cabinet Member

The Leader of the Council is the Chair of the PSB and has been consulted as part of this process.

Local issues

Not applicable.

Scrutiny Committees

In January 2017 scrutiny committee members were involved in the development of the Community Well-being Profiles (Well-being Assessment) which have helped to shape the Well-being Plan.

The Performance Scrutiny Committee – Partnership were consulted on 10th January 2018 as a statutory consultee. This was during the statutory consultation period as required by the Well-being of Future Generations (Wales) Act 2015.

Feedback was considered and included in the final draft of the plan as follows:

- The Welsh Language has now been woven in to the plan where appropriate.
- All measures in the plan have been reviewed to ensure they are relevant and also collectable.
- Community hubs are included in the plan in the Strong Resilient Communities intervention.

All partners on the PSB are committed to working together for better outcomes for Newport. Private sector partners have been involved in the development of the plan and will continue to be involved with the PSB work going forward.

Cabinet

The plan was presented to Cabinet for recommendation on 18th April 2018. The outcome will be reported at Council.

Equalities Impact Assessment and the Equalities Act 2010

The proposal does not require a Fairness and Equalities Impact Assessment. FEIAs will be completed as required as implementation of the plan progresses.

Children and Families (Wales) Measure

Not applicable.

Well-being of Future Generations (Wales) Act 2015

Each PSB must prepare and publish a local well-being plan setting out its local objectives and the steps it proposes to meet them. Newport's Well-being Plan sets out a number of objectives, priorities and interventions that show how the PSB intends to improve the economic, social, environmental and cultural well-being of the local area.

The Well-being Plan considers the 'five ways of working' and applies the sustainable development principles throughout the document. The Plan demonstrates how the PSB, and the Council as a member of the PSB, will work differently and will achieve this by looking to the long term, finding enabling solutions and interventions to prevent problems, take an integrated approach, collaborate with others and involve local people and communities.

Crime and Disorder Act 1998

The well-being plan has identified priorities and actions that will contribute to the prevention of crime and disorder across the city.

Consultation

A statutory 12 week consultation period on the well-being plan took place from 27th November 2017 to 18th February 2018. All written feedback has been summarised and considered in [Appendix 1 – Main Points from Well-being Plan consultation](#).

Background Papers

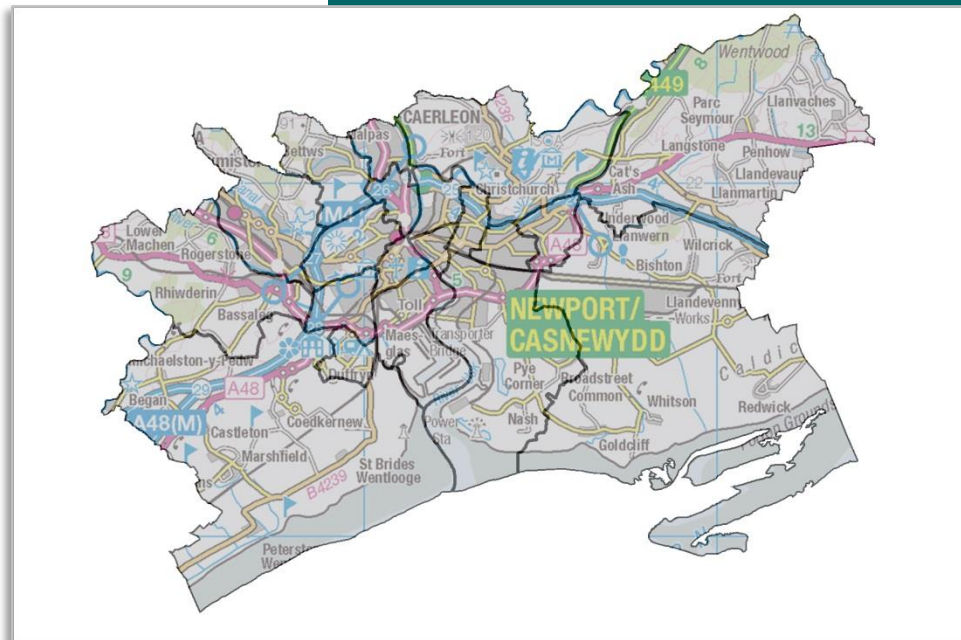
Newport Local Well-being Plan.

Cabinet Report April 2018: Well-being of Future Generations (Wales) Act – Newport's Well-being Plan 2018-23

Dated: 12th April 2018

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Newport's Well-being Plan 2018-23



One Newport

Final Draft v0.1

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Foreword

The City of Newport of today is a very different place to the town from a generation back which was searching for a new identity following the decline of steel and other traditional employers. Since then the city has undergone a radical transformation with entire new communities on former industrial sites, new landmark buildings, award winning developments and modern infrastructure. This city wide programme of regeneration has earned us acclaim along with international recognition as hosts of the Ryder Cup, the NATO Summit and prestige sports events. Newport is home to a cluster of cutting edge technology businesses, major public service employers and is regarded as a hotspot for business growth. The city has capitalised on its advantageous location, unique landscapes, environment and heritage to grow a thriving tourist economy and the Convention Centre currently in development will cement our position as a National centre for business tourism.

There is much reason to be optimistic for the future; however we also need to recognise that Newport still faces significant challenges which affect the well-being of local people. We have some of the wealthiest and poorest neighbourhoods in Wales, in some cases just a walking distance apart. Geographical patterns of poverty are also reflected in health inequalities and huge differences in healthy life expectancy across the city. We also know that certain neighbourhoods are disproportionately affected by unemployment, low incomes, poor skill levels and crime and anti-social behaviour. Entrenched poverty places more pressure on our public services and can break down the bonds that create strong supportive communities.

Given the range of our successes and enduring issues the challenge for the One Newport Public Services Board will be to ensure that, for generations to come, Newport will be a city that is an even better place to live, work, visit and invest. This will mean that the benefits of regeneration, growth and the use of our considerable assets will need to be felt by all our citizens and more widely by the communities of our Gwent hinterland. It will also mean that as a Public Services Board we will need to develop a strong “offer” which will attract and retain people and employers to the city, which will include good jobs and education, quality housing, attractive outdoor spaces, good transport options, strong services and thriving arts, sports and culture.

Our population is expected to grow significantly over the next 25 years and whilst this is clearly good news, this growth alongside the ageing population will increase pressures on the Newport’s public services and infrastructure. In response to this, One Newport will need to provide strong leadership in making sure services are sustainable and fit for the future. We fully understand that the complex challenges we face can only be met by working collaboratively and towards shared goals. Whether it be providing children and young people with a good start in life, building strong and resilient communities, giving people the skills and opportunities they need to flourish, or tackling health inequalities, we realise that no one organisation has the resources, powers or answers. Further to this we will need to empower and involve communities so that they can improve their own well-being and become stronger and more resilient.

Working together we can make Newport a place that our citizens are proud of, think is a great place to live and is well regarded by people from outside the city. With this in mind we present our Well-being Plan which sets out how we will act today for a better tomorrow.

Cllr Debbie Wilcox - Chair of One Newport Public Services Board and Leader of Newport of City Council

Ceri Davies – Deputy Chair and Executive Director Natural Resources Wales

Chapter 1: Introduction and Background

Well-being of Future Generations (Wales) Act 2015

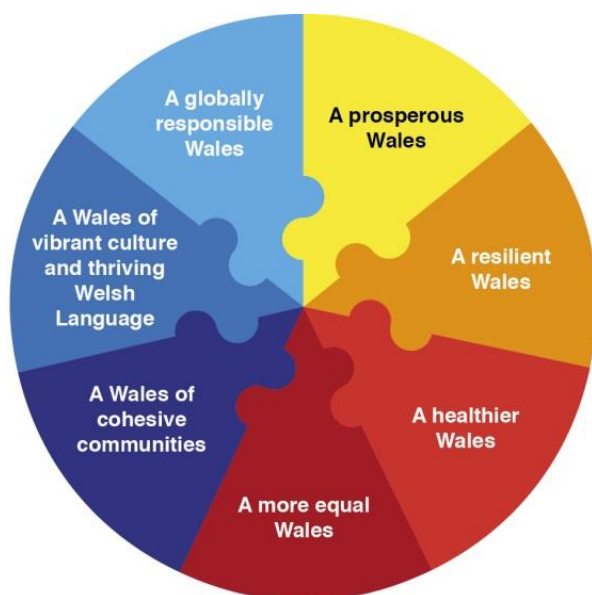
The Well-being of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. It is to ensure that public bodies listed in the Act think more about the long-term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach.

The Act sets out a “sustainable development principle” which is about how the public bodies listed in the Act should go about meeting their well-being duty under the Act.

The principle is made up of five ways of working that public bodies are required to take into account when applying sustainable development. These are:



- Looking to the **long term** so that we do not compromise the ability of future generations to meet their own needs;
- Understanding the root causes of issues to **prevent** them from occurring;
- Taking an **integrated** approach so that public bodies look at all the well-being goals in deciding on their well-being objectives;
- Working with others in a **collaborative** way to find shared sustainable solutions;
- **Involving** a diversity of the population in the decisions that affect them.



The Act sets seven well-being goals:

Together they provide a shared vision for the public bodies listed in the Act to work towards. The well-being goals must be considered as an integrated set of seven to ensure that the relevant links are made in the context of improving the economic, social, environmental and cultural well-being of Wales.

In addition to the well-being duty placed on listed individual public bodies, the Act also sets a well-being duty on specified public bodies to act jointly via public services boards (PSBs) to improve the economic, social, environmental and cultural well-being of their area by contributing to the achievement of the well-being goals.

What is the One Newport Public Service Board?

The Act establishes a statutory board known as the Public Service Board in each local authority area. In Newport the One Newport public service board (PSB) brings together the city's public service leadership and decision makers. The membership is:

Statutory Partners

- Newport City Council (Chair)
- Natural Resources Wales (Vice Chair)
- Aneurin Bevan University Health Board
- South Wales Fire & Rescue Service



Invited Partners

- Coleg Gwent
- Gwent Association of Voluntary Organisations
- Heddlu Gwent Police
- Newport City Homes representing the registered social landlords
- Newport Youth Council
- Newport Third Sector Partnership
- Police & Crime Commissioner
- Probation Service
- Public Health Wales
- University of South Wales
- Welsh Government

What is the Local Well-being Plan?

The local well-being plan sets out the PSB's priorities and actions for the next 5 years to improve the economic, social, cultural and environmental well-being of Newport. The plan sets out local well-being objectives, priorities and steps that the board proposes to take to meet the objectives.

Once the Local Well-being Plan has been published it will be the main work-plan and focus of the One Newport PSB going forward.

Why do we need a Well-being Plan?

Wales faces a number of challenges now and in the future, such as austerity, climate change, poverty, health inequalities, an ageing population, jobs and growth. To tackle these we need to work differently. To give our children and grandchildren a good quality of life we need to think about how the decisions we make now will impact on them in the future.

How are we going to work differently?

The **One Newport PSB** is committed to working together with local communities towards the common goals and objectives set out in this plan. In everything that we do, the PSB will work to improve the economic, social, cultural and environmental well-being of the city. Before developing the plan we pledged to be:

- ***Ambitious***
- ***Serious about working in partnership***
- ***Firmly focused on people***
- ***Focused on outcomes***
- ***Not solely driven by data***

We will achieve this by:

Looking to the long term: Being aware of and addressing, the well-being of future generations whilst addressing the needs of the people we currently serve.

Prevention: Exploring how to break cycles and dig deeper to better understand the causes and effects of key issues that people and communities face. Finding enabling solutions and intervening at the right time to prevent problems getting worse or arising in the future.

Taking an integrated approach: Fully considering the connections between the well-being goals, the PSB well-being objectives and the well-being objectives of individual organisations. Taking steps which maximise the collective impact to the well-being goals rather than just meeting the objectives.

Collaborating with others: Strengthening joint working across the city's public service. No single organisation is able to improve the economic, social, environmental and cultural well-being of Newport on its own. Taking a collaborative approach ensures that actions are complimentary and therefore maximise the collective impact.

Involving People: Developing solutions in partnership with local people and communities and ensuring they are involved in the decisions that affect them.



How has the Local Well-being Plan been developed?

Assessment of local well-being

To gain a better understanding of the well-being of Newport an assessment of economic, social, cultural and environmental well-being was developed. The assessment comprises of one overarching community well-being profile of Newport and 20 community level profiles at a ward level.

The [community well-being profiles](#) include analysis of key population data and people's views from a wide public engagement programme which involved over 2,300 members of the public. The profiles have been used to develop the Local Well-being Plan.

Emerging Priorities

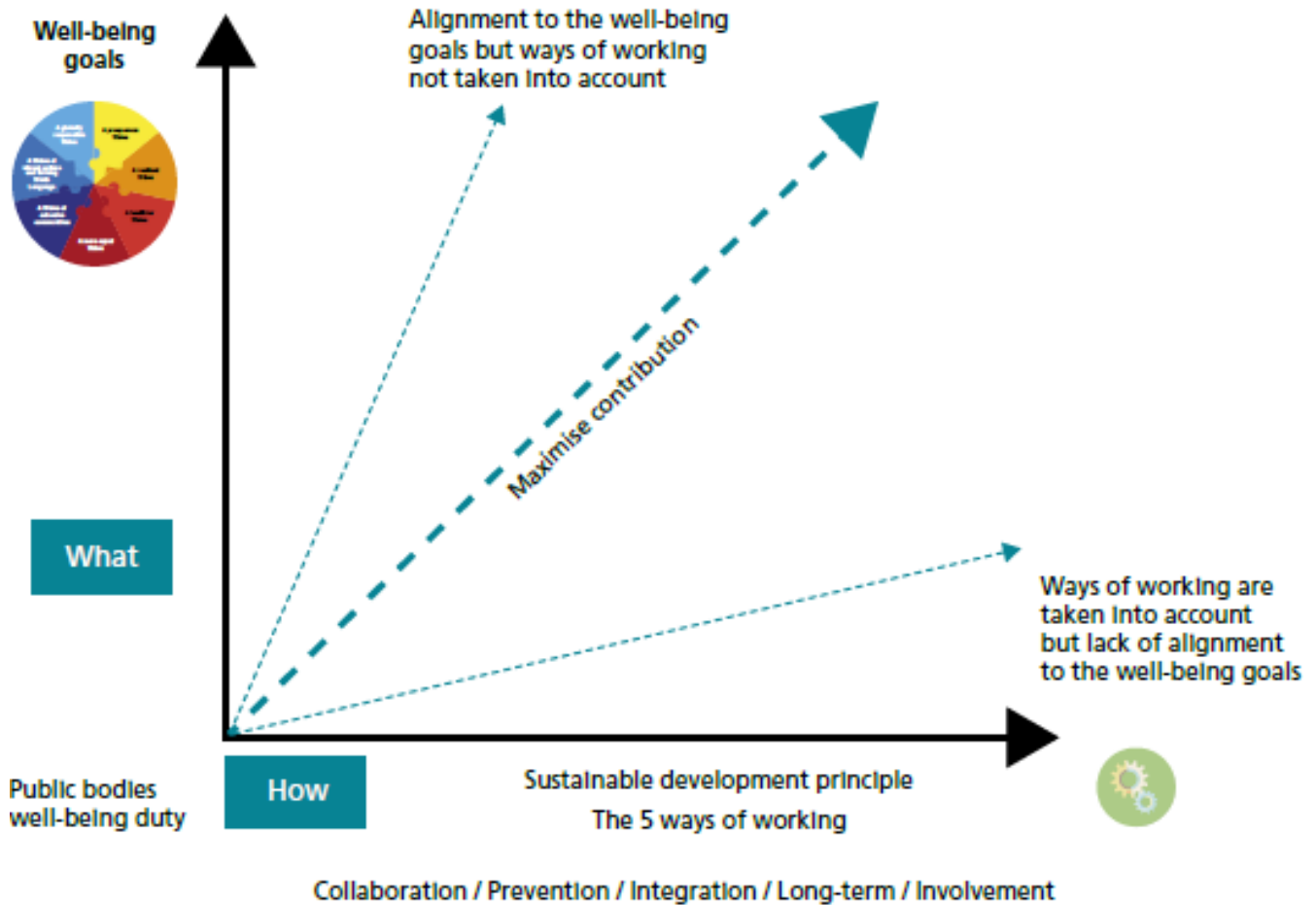
How were the emerging priorities developed?

Prioritisation workshops have taken place to determine the emerging priorities for the Local Well-being Plan.

PSB members worked with other partners and professionals to prioritise issues identified from the Community Well-being Profiles, considering how we could maximise the PSB's contribution to the Five Ways of Working and the Well-being Goals.

The diagram overleaf was used to assist with this process.

A guide to maximising your contribution



What are the emerging priorities?

The main emerging priorities identified and agreed by the PSB are:

- 1) *Improve the perceptions of Newport as a place to live, work, visit and invest*
- 2) *Drive up skill levels for economic and social well-being*
- 3) *Support regeneration and economic growth*
- 4) *Provide children and young people with the best possible start in life*
- 5) *Long and healthy lives for all*
- 6) *Ensuring people feel safe in their communities*
- 7) *People have access to stable homes in a sustainable supportive community*
- 8) *People feel part of their community and have a sense of belonging*
- 9) *Participation in sports and physical activity is important for people's well-being*
- 10) *Participation in arts, heritage and history is important for people's well-being*
- 11) *Newport has a clean and safe environment for people to use and enjoy*
- 12) *Improve Air Quality across the city*
- 13) *Communities are resilient to climate change*

Which well-being goals do the emerging priorities contribute to?

The table below illustrates how each of the emerging priorities contribute to the well-being goals.

Well-being Goals		A prosperous Wales	A resilient Wales	A healthier Wales	A more equal Wales	A Wales of cohesive communities	A Wales of vibrant culture and thriving Welsh language	A globally responsible Wales
		Emerging Priorities						
1	Improve the perceptions of Newport as a place to live, work, visit and invest	✓			✓	✓	✓	
2	Drive up skill levels for economic and social well-being	✓			✓	✓	✓	
3	Support regeneration and economic growth	✓	✓	✓	✓	✓	✓	✓
4	Provide children and young people with the best possible start in life	✓	✓	✓	✓	✓	✓	✓
5	Long and healthy lives for all	✓	✓	✓	✓	✓	✓	✓
6	Ensuring people feel safe in their communities	✓	✓	✓	✓	✓	✓	✓
7	People have access to stable homes in a sustainable supportive community	✓		✓	✓	✓		✓
8	People feel part of their community and have a sense of belonging	✓	✓	✓	✓	✓	✓	
9	Participation in sports and physical activity is important for people's well-being	✓	✓	✓	✓	✓	✓	✓
10	Participation in arts, heritage and history is important for people's well-being	✓	✓	✓	✓	✓	✓	
11	Newport has a clean and safe environment for people to use and enjoy	✓	✓	✓	✓	✓	✓	
12	Improve Air Quality across the city	✓	✓	✓	✓	✓	✓	✓
13	Communities are resilient to climate change	✓	✓	✓	✓	✓		✓

These emerging priorities were chosen to ensure they maximise the contribution to the Well-being Goals.

Well-being Objectives

How were the objectives developed?

The well-being plan must set out local well-being objectives and the steps that the board proposes to take to meet the objectives.

In line with the 5 ways of working we have developed a set of four well-being objectives that deliver against multiple well-being goals and encompass the thirteen emerging priorities in four statements.

What are the objectives?

The well-being objectives identified and agreed are:

1. *People feel good about living, working, visiting and investing in Newport*
2. *People have skills and opportunities to find suitable work and contribute to sustainable economic growth*
3. *People and communities are friendly, confident and empowered to improve their well-being*
4. *Newport has healthy, safe and resilient environments*

Which well-being goals do the objectives contribute to?

The table below illustrates how each of the objectives contributes to the well-being goals.

Well-being objectives		Well-being goals						
		A prosperous Wales	A resilient Wales	A healthier Wales	A more equal Wales	A Wales of cohesive communities	A Wales of vibrant culture and thriving Welsh language	A globally responsible Wales
1	People feel good about living, working, visiting and investing in Newport	✓	✓	✓	✓	✓	✓	✓
2	People have skills and opportunities to find suitable work and contribute to sustainable economic growth	✓		✓	✓	✓		
3	People and communities are friendly, confident and empowered to improve their well-being			✓	✓	✓	✓	✓
4	Newport has healthy, safe and resilient environments	✓	✓	✓	✓	✓		✓

Integrated Cross-Cutting Interventions

When developing the plan we (the PSB) were keen to ensure that it was targeted and focused. We felt that all the emerging priorities were important and did not want to discount any of them or prioritise one over another. So rather than rationalise the number of emerging priorities an approach was agreed to identify a number of key cross-cutting interventions that would span the 13 priorities and maximise the contribution to all the Well-being Goals

How were the Interventions developed?

PSB members along with other partners worked together on the development of the integrated interventions. Over 100 people took part from more than 30 organisations across all sectors. Partners were asked to more objectively consider the range of options for tackling each of the emerging priorities and worked on gaining a better understanding of the desired outcomes. They also considered the five ways of working and maximising the contribution to the Well-being Goals.

All options were reviewed and five interventions were chosen for the PSB to work on going forward. These are:

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

The Newport “Offer” should attract and retain people and businesses to the city, recognising that desirability to work and live in the city is the result of the “complete package” including employment, housing solutions, infrastructure, environment, cultural opportunities and public services.

- **Strong Resilient Communities**

Working with the community and a range of organisations to identify assets and needs, developing a targeted, preventative place-based approach with local communities that considers the long term and empowering local people to lead and develop their local community.

- **Right Skills**

People can access skills and education programmes that align with current and future local employment opportunities, enabling individuals and the city's economy to achieve their potential.

- **Green and Safe Spaces**

Newport is a greener, healthier and safer place where all communities have easy access to quality greenspace for health, play and recreation.

- **Sustainable Travel**

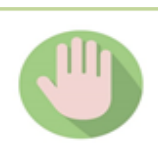
Efficient, safe and accessible transport with overall low impact on the environment, including walking and cycling, low and ultra- low emission vehicles, car sharing and public transport.

Chapter 2: The Plan

How we will work



Long Term



Prevention



Integration



Collaboration



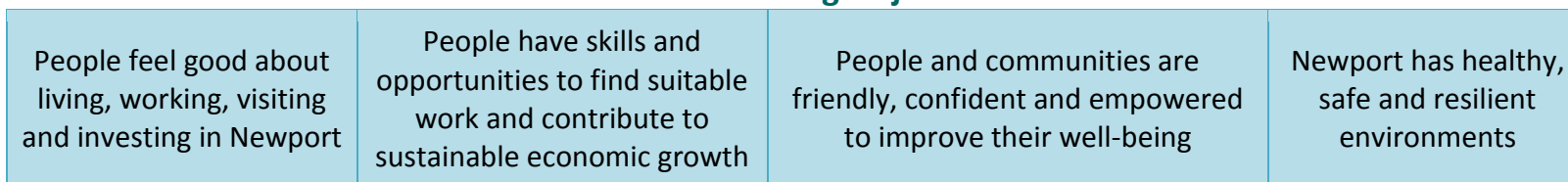
Involvement

One Newport PSB Local Well-being Plan Structure

Well-being Goals 



Draft Well-being Objectives 

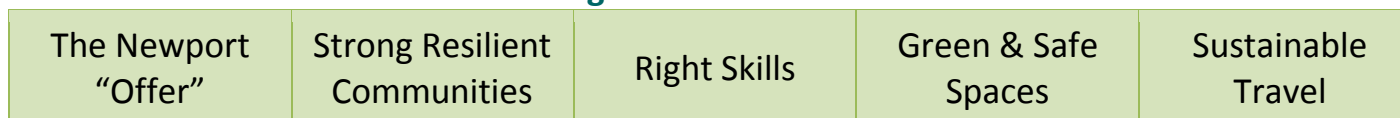


Emerging Priorities

Economic			Social				Cultural			Environmental		
1	2	3	4	5	6	7	8	9	10	11	12	13



Integrated Interventions



Chapter 3: Interventions

The Newport “Offer”

The Newport “Offer” should attract and retain people and businesses to the City, recognising that desirability to work and live in the City is the result of the “complete package” including employment, housing solutions, infrastructure, environment, cultural opportunities and public services.



Which Well-being Goals does this contribute to?

A prosperous Wales

A resilient Wales

A healthier Wales

A more equal Wales

A Wales of cohesive communities

A Wales of vibrant culture and thriving Welsh language

A globally responsible Wales



Which Well-being Objectives does this contribute to?

People feel good about living, working, visiting and investing in Newport

People have skills and opportunities to find suitable work and contribute to sustainable economic growth

People and communities are friendly, confident and empowered to improve their well-being

Newport has healthy, safe and resilient environments

Which Priorities does this contribute to?

1) Improve the perceptions of Newport as a place to live, work, visit and invest in:

One of Newport’s problems over recent years has been negative perceptions. In 2016 only 44% of respondents to the Your Newport were proud to say they come from Newport. Understanding and feeling proud of the city is key to changing this.

3) Support regeneration and economic growth: Newport’s ongoing regeneration and developments is a positive story for the city and plays a large part in the Newport “offer” to contribute to greater prosperity.

6) Ensuring people feel safe in their communities: Public perceptions of an area from both within and outside of that area are heavily influenced by crime rates and perceptions of crime and disorder.

7) People have access to stable homes in a sustainable supportive community: The “housing offer” must match the economic aspirations through the provision of the right homes of the right tenure in the right place to attract people to help Newport prosper.

8) People feel part of their community and have a sense of belonging:

Investing in the city offer and fostering city pride can contribute to people having a sense of belonging and feeling part of the community.

9) Participation in sports and physical activity is important for people’s well-being: The city has a growing reputation and great strength in terms of sporting facilities, which are important assets as part of the Newport offer. Promotion of the sporting offer will encourage participation.


10) Participation in arts, heritage and history is important for people’s well-being: The city has multi-cultural heritage and a lively music and arts scene which are important assets as part of the Newport offer.

Collaboration will give increased capacity to promote the cultural offer and the Welsh Language.


11) Newport has clean and safe environments for people to use and enjoy:


The environment also has a part to play. Access to parks, green spaces and the surrounding countryside is the most popular aspects of life in Newport. The green infrastructure offers an important asset for quality of life in Newport and the city’s offer for inward investment and tourism.

What steps will we take?		
Short term (0-5 years)	Medium Term (5-10 years)	Long Term (10-25 years)
<i>Lead on developing the vision and offer for the city, in partnership with the Newport's diverse community and business</i>	<i>Ongoing development of the Newport offer in line with the vision for the city</i>	<i>Continue to develop the Newport offer to meet future needs</i>
<i>Working in partnership, promote the city's considerable benefits as a place to live, work, visit and invest, increasing city pride / sense of belonging and supporting economic growth (greater focus by PSB members on positive city promotion through social media)</i>	<i>Continue to raise the profile of Newport as a place people want to live, work, visit and invest.</i>	<i>Sustained city promotion in partnership with key city stakeholders so that people have understanding, pride and appreciation of what Newport offers</i>
<i>Work with high profile, successful Newport people, organisations and anchor businesses to act as positive ambassadors/champions for the city, and inspire self-belief and confidence in young people and the wider community</i>	<i>Encourage Newport residents to be ambassadors for the city</i>	<i>Continue to attract prestigious events to the city</i>
<i>Attract and use major events to promote Newport and its diverse culture, promote participation and contribute to the local economy.</i>	<i>Continue to attract prestigious events to the city</i>	
<i>Work in partnership and adopt preventative approaches to ensure effective city centre management</i>	<i>Ongoing partnership focus and preventative approach to city centre management</i>	
<i>Support the development and consumption of local clean energy (local carbon economy) within PSB organisations and the city.</i>	<i>Continue to support the development and consumption of local clean energy (local carbon economy) within PSB organisations and the city.</i>	<i>Continue to support a low carbon economy</i>

 How will we measure success? City level and local outcome indicators the PSB will seek to impact on	National Indicators	Other Indicators
	26. % of people satisfied with local area as a place to live.	• Happy City Index and Happiness Pulse
	35. % of people attending or participating in arts, culture or heritage activities at least three times a year.	• Tourism Statistics
38. % of people participating in sporting activities three or more times a week.	• RSA heritage index	• % employment rate


<h2>Strong Resilient Communities</h2>	<p>Working with the community and a range of organisations to identify assets and needs, developing a targeted, preventative place-based approach with local communities that considers the long term and empowering local people to lead and develop their local community.</p>
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	<p>Which Well-being Goals does this contribute to?</p>	<p>A prosperous Wales</p>	<p>A resilient Wales</p>	<p>A healthier Wales</p>	<p>A more equal Wales</p>	<p>A Wales of cohesive communities</p>	<p>A Wales of vibrant culture and thriving Welsh language</p>	<p>A globally responsible Wales</p>
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	<p>Which Well-being Objectives does this contribute to?</p>	<p>People feel good about living, working, visiting and investing in Newport</p>	<p>People have skills and opportunities to find suitable work and contribute to sustainable economic growth</p>	<p>People and communities are friendly, confident and empowered to improve their well-being</p>	<p>Newport has healthy, safe and resilient environments</p>
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<p>Which Priorities does this contribute to?</p>	<p>7) People have access to stable homes in a sustainable supportive community:</p>
<p>1) Improve the perceptions of Newport as a place to live, work, visit and invest In: A sense of belonging and ownership of communities will allow people to challenge negative perceptions, help people feel connected to the city and their communities, and grow city pride.</p>	<p>If people have access to stable homes in a sustainable supportive community they are more likely to feel part of their community.</p>
<p>2) Drive up skills for economic and social well-being: A person’s ability to achieve their potential can help them engage more positively in their communities.</p>	<p>8) People feel part of their community and have a sense of belonging: When people are more involved and empowered within their community they feel more part of the community and have a greater sense of belonging.</p>
<p>3) Support regeneration and economic growth: Regeneration projects improve quality of life for residents and contribute to feeling part of the community.</p>	<p>9) & 10) Participation in physical activity, sports, arts, heritage and history is important for people’s well-being: Taking part in sports, physical activity, arts, heritage and history can help to connect people to their community and feel a sense of belonging.</p>
<p>4) Provide children and young people with the best start in life: Working with communities to improve childhood outcomes is key to preventing the causes of adverse childhood experiences.</p>	<p>11) Newport has clean and safe environments for people to use and enjoy: Environmental projects can be a great way to bring people together, and create a sense of pride in the area. Access to parks, green spaces and the countryside is one of the most valued aspects of life in Newport.</p>
<p>5) Long and healthy lives for all: A supportive community with a good social network is defined as one of the wider determinants of health and well-being.</p>	<p>13) Communities are resilient to climate change: Communities have a role to play in responding to climate impacts, particularly supporting vulnerable people.</p>
<p>6) Ensuring people feel safe in their communities: People are less likely to positively engage in their communities if they experience crime and antisocial behaviour. This can have knock-on effects for local services and the businesses as people become socially isolated and excluded.</p>	

Page 13

What steps will we take?		
Short term (0-5 years)	Medium Term (5-10 years)	Long Term (10-25 years)
<p><i>Build on the positive work already undertaken in the Pillgwenlly area and work with local people to:</i></p> <ul style="list-style-type: none"> <i>identify resources and needs within that community. Aspects to consider will include community strengths and assets, cohesion & engagement, health, well-being, employment, skills, environment, safety, appropriate housing, arts, heritage, sports and Welsh language.</i> <i>develop and implement an action plan with a preventative focus that is owned by both the PSB and the community.</i> 	<p><i>Nurture a preventative culture that develops a relationship between public services and local people that enables shared decision making, genuine co-production, social enterprise and joint delivery of services. With empowered communities finding their own preventative solutions for the problems and issues they face.</i></p> <p><i>Continue to review the latest statistical and engagement information and work with local people to ensure community plans are updated for now and the future.</i></p>	<p><i>Continue to promote a preventative culture that develops a relationship between public services and local people that enables shared decision making, genuine co-production, social enterprise and joint delivery of services. With empowered communities finding their own preventative solutions for the problems and issues they face.</i></p>
<i>Extend the above targeted approach to other communities using information provided in the Community Well-being Profiles and engagement activities to identify areas of work.</i>		
<i>Develop and promote an overarching volunteering programme for Newport to enable people to volunteer and foster community resilience.</i>		
<i>Develop multi-agency community hubs at key locations around Newport to support local service provision.</i>		
<i>Develop a framework to support community groups for governance and funding</i>		
<i>Development of an asset plan and process that enables joint delivery of services and empowers communities to find their own solutions.</i>		
<i>Strengthen communities by using the resources within the University of South Wales Early Years and Social Care Team, the Adverse Childhood Experiences (ACEs) Hub and other key partners to develop preventative approaches to ACEs and early years development.</i>		
 <p>How will we measure success?</p> <p>City level and local outcome indicators the PSB will seek to impact on:</p>	<p>National Indicators</p> <p>23. % who feel able to influence decisions affecting their local area.</p> <p>25. % people feeling safe at home, walking in the local area and when travelling</p> <p>26. % people satisfied with their local area as a place to live</p> <p>27. % people agreeing that they belong to the area; the people from different backgrounds get on well together; and that people treat each other with respect</p> <p>28. % of people who volunteer</p> <p>29. Mean mental well-being score for people</p> <p>30. % of people who are lonely</p>	<p>Other Indicators</p> <ul style="list-style-type: none"> Happy city index and Happiness Pulse % of people who feel safe in their local area (day/night)


<h2>Right Skills</h2>	<p>People can access skills and education programmes that align with current and future local employment opportunities, enabling individuals and the city’s economy to achieve their potential.</p>
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	<p>Which Well-being Goals does this contribute to?</p>	<p>A prosperous Wales</p>	<p>A resilient Wales</p>	<p>A healthier Wales</p>	<p>A more equal Wales</p>	<p>A Wales of cohesive communities</p>	<p>A Wales of vibrant culture and thriving Welsh language</p>	<p>A globally responsible Wales</p>
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	<p>Which Well-being Objectives does this contribute to?</p>	<p>People feel good about living, working, visiting and investing in Newport</p>	<p>People have skills and opportunities to find suitable work and contribute to sustainable economic growth</p>	<p>People and communities are friendly, confident and empowered to improve their well-being</p>	<p>Newport has healthy, safe and resilient environments</p>
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<p>1) Improve the perceptions of Newport as a place to work, visit and invest in;</p> <p>2) Drive up skills for economic and social well-being: The availability of high quality education, training and career pathways that meet the needs of business will increase Newport’s attractiveness as a place to locate business and to study. A business’s capacity for growth will depend in part on its ability to recruit people with the skills it needs; a business decision on where to locate will be influenced to a degree by the skills available in the local workforce. Economic forecasts have identified future trends such as the increasing skills demands of employers and the contraction of unskilled and semi-skilled occupations. In order to remain competitive the Newport workforce will need to respond to the skills demands of business and individuals will need to possess the right skills to enable them to benefit from new employment opportunities.</p> <p>3) Support regeneration and economic growth: Regeneration schemes can play an important role in skills development, including apprenticeships, particularly during the construction phase and for certain sectors and client groups.</p>	<p>4) Provide children and young people with the best start in life: The first three years of life are particularly important for healthy development due to the fast rate of neurological growth that occurs during this period. Investing in the first years of a child’s life improves outcomes for them throughout the rest of their lives. This is why developing skills at this early age is important.</p> <p>5) Long and healthy lives for all: Engaging children in education and giving them the skills they need will help them reach their potential in later life. Employment is a key determinant of health. People living in material deprivation are less likely to be healthy. Therefore supporting people to acquire the skills they need to find work and to reach their potential may also contribute towards reducing health inequalities.</p> <p>6) Ensuring people feel safe in their communities: Having qualifications, employment and a career can divert people from crime and ASB.</p> <p>8) People feel part of their community and have a sense of belonging: A person’s ability to achieve their potential may help them engage more positively in their communities. Opportunities for volunteering and apprenticeships in the community can lead to improved mental and physical health, better levels of educational attainment, skills and employment.</p>
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What steps will we take?		
Short term (0-5 years)	Medium Term (5-10 years)	Long Term (10-25 years)
<p>Education providers and employers will work together to:</p> <ul style="list-style-type: none"> fully understand skills needs for the Newport area (including future growth areas and skills gaps). address skills needs for Newport's existing and future workforce. 	<p>Continue to develop appropriate provision for people from a range of circumstances, addressing and seeking to prevent disadvantage.</p>	<p>Continue to ensure skills and education help individuals, employers and the city economy reach their potential.</p>
<p>Ensure young people leave school with the support, adaptable skills and confidence to successfully enter work, training or education. Schools and employers work together to enable young people to have the skills to be ready for work.</p>	<p>Collectively, further, higher and community education adapt delivery models to meet the upskilling need of both the unemployed and those already in work (e.g. increased part-time, modularised and independent learning provision)</p>	<p>Continue to develop skills and education provision in line with the vision for the city.</p>
<p>Ensure people have an understanding of local skills priorities / significant capital investments in the area, and the employment / career opportunities they present.</p>		
<p>Collaborative development of career pathways across all partners (e.g. apprenticeships).</p>	<p>Give every young person in Newport the opportunity to engage with employers as early as possible and by the age of 15</p>	
<p>Develop appropriate provision for people from a range of circumstances, addressing and seeking to prevent disadvantage.</p>		
<p>Seek to maximise training opportunities from large scale infrastructure projects.</p>		
<p>Use the resources within the University of South Wales Early Years and Social Care Team, the Adverse Childhood Experiences (ACEs) Hub and other key partners to improve early years skills development.</p>		

 <p>How will we measure success?</p>	National Indicators	Other Indicators
	<p>City level and local outcome indicators the PSB will seek to impact on:</p>	<p>7) % of pupils who have achieved level 2 threshold</p> <p>8) % of adults with qualifications at the different levels of the National Qualification Framework</p> <p>10) Gross disposable household income per head</p> <p>16) % of people in employment who are have permanent contracts (or temporary contracts not seeking permanent employment) who earn more than 2/3 of the UK median wage</p> <p>17) Gender pay difference</p> <p>20) % of people moderately or very satisfied with their jobs</p> <p>37. % of people who can speak Welsh.</p>

<h2>Green and Safe Spaces</h2>	<p>Newport is a greener, healthier and safer place where all communities have easy access to quality greenspace for health, play and recreation.</p>							
	<p>Which Well-being Goals does this contribute to?</p>	<p>A prosperous Wales</p>	<p>A resilient Wales</p>	<p>A healthier Wales</p>	<p>A more equal Wales</p>	<p>A Wales of cohesive communities</p>	<p>A Wales of vibrant culture and thriving Welsh language</p>	<p>A globally responsible Wales</p>
	<p>Which Well-being Objectives does this contribute to?</p>	<p>People feel good about living, working, visiting and investing in Newport</p>		<p>People have skills and opportunities to find suitable work and contribute to sustainable economic growth</p>		<p>People and communities are friendly, confident and empowered to improve their well-being</p>		<p>Newport has healthy, safe and resilient environments</p>
<p>1) Improve the perceptions of Newport as a place to live, work, visit and invest in; 2) Drive up skills for economic and social well-being; 3) Support regeneration and economic growth: A greener, healthier, safer Newport will attract and retain more inward investment, generate a sense of pride and ultimately change negative perceptions. Regeneration should follow the principles of Sustainable Development working through nature based solutions. Opportunities for volunteering and apprenticeships which can lead to real economic prosperity, improved mental and physical health, better levels of educational attainment, and resilience.</p> <p>4) Provide children and young people with the best start in life; 5) Long and healthy lives for all: Children need access to safe clean places to play outdoors. Access to high quality greenspace is a massive opportunity to improve the health of the residents.</p> <p>6) Ensuring people feel safe in their communities: Environmental crime and antisocial behaviour can discourage people from using their natural green spaces for recreation and associated well-being benefits.</p> <p>8) People feel part of their community and have a sense of belonging: Environmental projects provide a great way to bring people together, and create a sense of pride in their local area.</p>	<p>9) Participation in physical activity and sports is important for people's well-being: Newport's parks and green spaces represent a great opportunity to increase physical activity through outdoor recreation – and it is free to the user.</p> <p>10) Participation in arts, heritage and history is important for people's well-being: There are close links between the environment and culture. Newport's environment has been shaped by its past. There are opportunities for cultural projects celebrating Newport's history while promoting its environment.</p> <p>11) Newport has clean and safe environments for people to use and enjoy; 12) Improve Air Quality across the city; 13) Communities are resilient to climate change: Access to parks, green spaces and the surrounding countryside is one of the most valued aspects of life in Newport. Poor air quality can deter people with respiratory illnesses from going outdoors. Also it is known that in some circumstances appropriately planted trees can reduce levels of air pollution. Urban trees are also known to have a cooling effect mitigating the impact of heatwaves. Well connected greenspaces, with the right species in the right place can offer a refuge for wildlife that will ensure the survival and reversal of decline. Safeguarding pollinators and habitat across an area such as the Gwent Levels will be vital, and a well-functioning landscape can support local community resilience to the effects of climate change.</p>							

What steps will we take?		
Short term (0-5 years)	Medium Term (5-10 years)	Long Term (10-25 years)
Develop a collaborative Newport wide green infrastructure vision and plan which is adopted and delivered by all PSB partners	Communities have clear mechanisms for how they can lever benefits, create jobs, and prosper from Newport's green infrastructure resource	25 year vision: Newport is Wales's most improved Urban area across all measurable metrics" <ul style="list-style-type: none"> Communities have access to high quality green spaces and are using these for recreation, travel and exercise. Environmental crime and antisocial behaviour is minimised. The city is completely navigable on traffic free sustainable / active travel routes that form part of the connected green infrastructure network. Communities are actively involved in managing their green spaces The benefits of green infrastructure are being maximised and are generating multiple economic and cultural benefits.
All PSB partners can clearly articulate and demonstrate the benefit of green infrastructure in their services and are working together to maximise tangible benefits (measured and set from the data & trend analysis)	Measureable levels of fly tipping, arson, crime and other antisocial behaviour have stabilised and a downward trend is evident.	
Identify and apply a preventative approach to targeting crime, antisocial behaviour and challenging negative perceptions that deter people from using green spaces and parks.	Communities taking an active role in managing, deciding upon and benefiting from their green infrastructure network based on their well-being needs, but actively supported by PSB partners who facilitate and enable this mass participation.	
Maintain, promote and mobilise people and communities to use green spaces for recreation and physical activity.		




How will we measure success?

City level and local outcome indicators the PSB will seek to impact on:

National Indicators	Other Indicators
25. Percentage of people feeling safe at home, walking in the local area, and when travelling	<ul style="list-style-type: none"> % accessible "urban" green space % of total greenspace/green infrastructure
26. Percentage of people satisfied with local area as a place to live	<ul style="list-style-type: none"> % of high quality nature
28. Percentage of people who volunteer	<ul style="list-style-type: none"> Numbers of sites meeting full green flag criteria Numbers of sites meeting community managed criteria
29. Mean mental well-being score for people	<ul style="list-style-type: none"> Identify sites /areas that have the highest potential to reconnect & improve fragmented habitats (especially important in creating resilience against climate change /extreme weather effects, mitigation of pollution and reducing further biodiversity loss)
38. Percentage of people participating in sporting activities three or more times a week.	
40. Percentage of designated historic environment assets that are in stable or improved conditions.	
43. Areas of healthy ecosystems in Wales	
44. Status of Biological diversity in Wales	<ul style="list-style-type: none"> % of people who are obese/ overweight


<h2>Sustainable Travel</h2>	<p>Efficient, safe and accessible transport with overall low impact on the environment, including walking and cycling, low and ultra-low emission vehicles, car sharing and better connected public transport</p>
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	<p>Which Well-being Goals does this contribute to?</p>	<p>A prosperous Wales</p>	<p>A resilient Wales</p>	<p>A healthier Wales</p>	<p>A more equal Wales</p>	<p>A Wales of cohesive communities</p>	<p>A Wales of vibrant culture and thriving Welsh language</p>	<p>A globally responsible Wales</p>
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	<p>Which Well-being Objectives does this contribute to?</p>	<p>People feel good about living, working, visiting and investing in Newport</p>	<p>People have skills and opportunities to find suitable work and contribute to sustainable economic growth</p>	<p>People and communities are friendly, confident and empowered to improve their well-being</p>	<p>Newport has healthy, safe and resilient environments</p>
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<p>Page 5</p>	<p>Which Priorities does this contribute to?</p>	<p>8) People feel part of their community and have a sense of belonging: Behaviour change is needed to encourage people to use active travel or public transport and reduce the use of the car. This will require community engagement and provides an opportunity to bring people together around a common issue.</p> <p>10) Participation in physical activity & sports is important for people's well-being: Active travel is a form of physical activity and is good for people's health and well-being.</p> <p>11) Newport has a clean and safe environments for people to use and enjoy: Well connected greenspaces can offer a refuge for biodiversity.</p> <p>12) Improve air quality across the city: Increasing sustainable travel will improve air quality.</p> <p>13) Communities are resilient to climate change – Increasing sustainable travel will aid efforts towards decarbonisation of the transport network to minimise the impact of climate change and global warming.</p>
<p>1) Improve the perceptions of Newport as a place to work, visit and invest in: By modernising our transport infrastructure Newport has an opportunity to challenge negative perceptions about the city. Newport is a size where the PSB can make a real difference.</p>		
<p>4) Provide children and young people with the best start in life; 5) Long and healthy lives for all: Increasing levels of sustainable travel improve air quality and have a beneficial effect on people's health, especially those suffering from Asthma and other respiratory disease. Encouraging people to walk and cycle to school and work will reduce poor air quality while engendering healthy behaviours for life and reducing obesity.</p>		

What steps will we take?		
Short term (0-5 years)	Medium Term (5-10 years)	Long Term (10-25 years)
1) <i>PSB to become champions of sustainable travel, leading by example and reducing the public sector's contribution to air pollution. To include:</i>		
<ul style="list-style-type: none"> • Agree and implement a joint sustainable travel plan for all PSB organisations to encourage the use of public transport, walking and cycling. • 10% of PSB vehicle fleet to be ultra-low/zero emissions. • Be the voice for the local area for regional schemes impacting on travel choices and air quality. • Support the implementation of the new air quality supplementary planning guidance. • Use technology to reduce travel for people accessing services and travelling to work. 	<ul style="list-style-type: none"> • Continue to implement the joint sustainable travel plan. • 50% of PSB vehicle fleet to be ultra-low/zero emissions. 	<ul style="list-style-type: none"> • Continue to implement the joint sustainable travel plan. • 100% of PSB vehicle fleet to be ultra-low/zero emissions.
2) <i>Create an environment where public transport, walking and cycling is prioritised. To include:</i>		
<ul style="list-style-type: none"> • Prioritise walking and cycling infrastructure. • Implement on street bike share across the city. <p>Target active travel for the school run. Tackle illegal parking and prioritise walking and cycling in highway design. Partner with other cities successfully encouraging walking and cycling.</p>	<ul style="list-style-type: none"> • Continue to prioritise walking and cycling infrastructure. • Work with bus providers to implement a low emission bus fleet. 	<ul style="list-style-type: none"> • Make Newport an active travel friendly city with high profile endorsement by the PSB. • Develop low emission zones / clean air zones.
3) <i>Encourage the use of ultra-low /zero emission vehicles. To include:</i>		
<p>Support the installation of electric charging points across the city to encourage the use of electric vehicles.</p>	<ul style="list-style-type: none"> • Support and encourage the Newport taxi fleet to move to zero (or ultra-low) emission taxis. • Develop HGV/ LGV fuel economy partnership scheme. 	

 <p>How will we measure success?</p>	National Indicators	Other Indicators
	4) Nitrogen dioxide (NO ₂) pollution levels in the air	• Particulate matter (PM ₁₀ , PM _{2.5}) pollution levels in the air
	14) The ecological footprint of Wales	• No. of vehicles and fleet composition
	40) Emissions of Green Houses Gasses within Wales	• % of people who walk or cycle for active travel
		• No. of electric vehicle charging points
		• % of children who typically walk or cycle to school
		• % of people who are obese/ overweight

City level and local outcome indicators the PSB will seek to impact on:

Chapter 4: Next Steps

Implementing and monitoring progress of the plan

The measurements that have been set out in the plan against each intervention will assist the PSB in evaluating the level of success in raising the well-being of the city, and identify areas that require additional focus or revised commitments.

Progress will be monitored throughout the year and reported annually. The measures chosen are a combination of national, regional and local indicators, selected to clearly demonstrate progress against each intervention and objective.

It is recognised that while reporting annually, and the need to demonstrate short term impact, many of the progress measures chosen will require a long-term view in order to achieve the desired outcome.

Engagement and Involvement

Engaging and involving local people was key to developing the priorities and interventions within this plan. In delivering the Well-being Plan we will continue this by working differently to promote greater engagement and particularly involvement of local people and groups in the decisions which affect them.

As mentioned earlier in the plan the Well-being of Future Generations (Wales) Act 2015 is intended to bring about sustainable development by improving the economic, social, environmental and cultural well-being of Wales and Newport. The Act requires public bodies to work collaboratively, to think more about the long term, to work better with people, communities and to anticipate and prevent problems.

Under the Act engagement and ‘involvement’ becomes a key principle of sustainable development and an essential part of public service planning and delivery. The Act places a clear requirement on all devolved Welsh public services to **involve** “a diversity of the population in the decisions that affect them”. Meeting this statutory duty will require the involvement of numerous different sections of the population by:

- **Characteristics**

Including protected characteristics under the Equalities Act 2010, these are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion, sex, sexual orientation. The responses from these groups should be specifically monitored and analysed to identify any differences from the wider population.

- **Area**

Ensuring geographical communities from across the local authority area are involved.

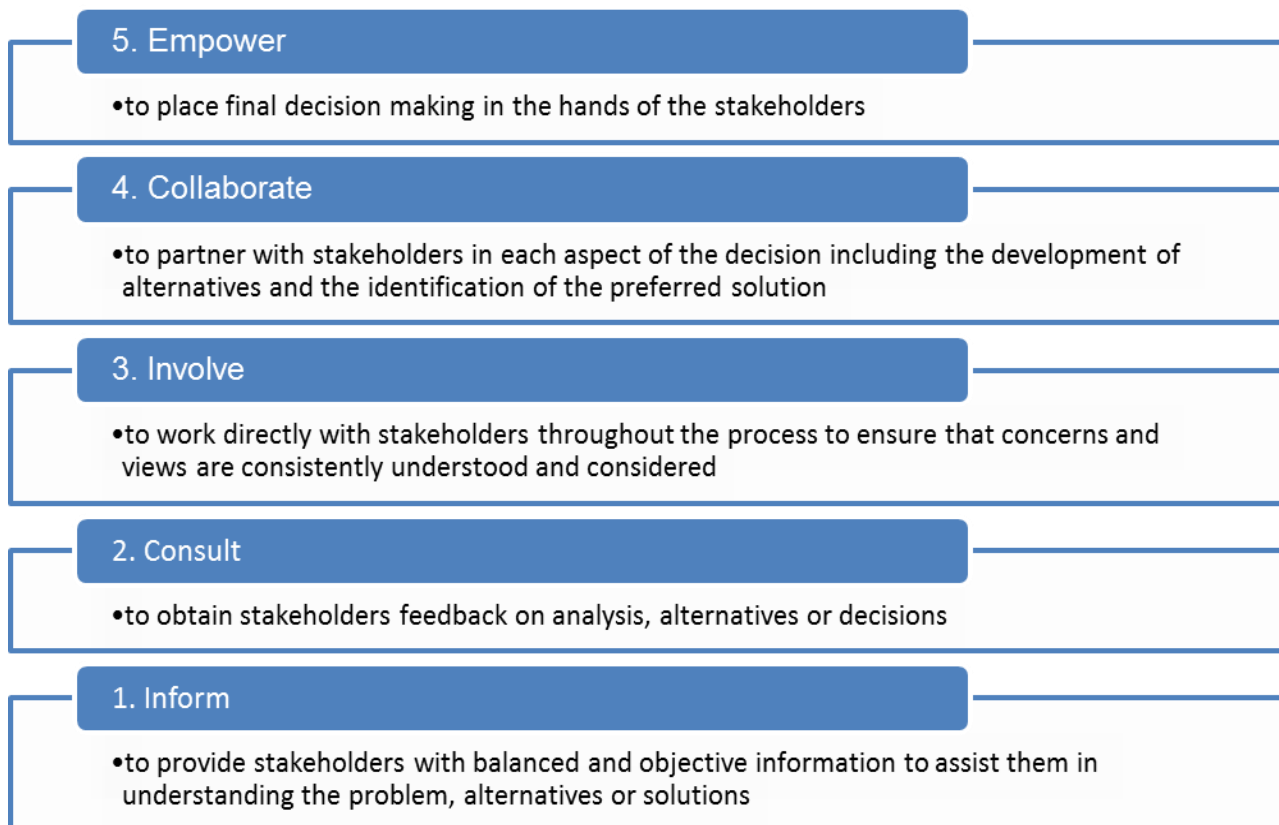
- **Sector**

Seeking the views and involvement of public sector partners, third sector organisations, education institutions and the local business community.

The Act guidance states that public bodies “... must ensure that the people they involve reflect the diversity of the population that they serve. This entails involving the people and communities whose well-being they are seeking to improve. The sustainable development principle recognises both the needs of current and future generations...” and includes children and young people and older people.” The ‘involvement’ duty under the Act builds on similar existing duties as set out in the National Principles for Public Engagement and the National Participation Standards for Children and Young People.

The ‘involvement’ duty will require a shift in how we and our partners work with the public, service users and other stakeholders. The challenge will require us to increasingly support the collaboration and empowerment of stakeholders; this is shown in the following hierarchy which shows the progressive shift from passive to empowering forms of engagement.

The Hierarchy of Engagement Methods



In delivering the Well-being Plan interventions, we will be mindful of the duty to involve stakeholders and to support bottom-up approaches to improving local well-being. The One Newport PSB engagement strategy will be revised so that it sets the direction and provides a framework for this to happen.

If you would like to be involved in the development and implementation of the Plan going forward please contact the One Newport Partnership Support Team.

More Information

A number of supporting documents have been developed as follows:

[Well-being Assessment and Plan progress log](#)

[Community Well-being Profile \(Local Well-being Assessment\)](#)

[Choosing Emerging Priorities](#)

[Response Analysis \(RA1\) – Understanding Outcomes](#)

[Response Analysis \(RA2\) – Linking Interventions to Outcomes](#)

Well-being Plan (Easy read version) – under development

Well-being Plan (Welsh Language version) – under development

[Well-being Plan \(Animation\)](#)

For further information about One Newport PSB, the Local Well-being Plan or partnership arrangements in the city please visit our website at <http://onewportlsb.newport.gov.uk>

Contact Details

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Appendix 1: Other Plans

We have endeavoured to write a Well-being Plan that is targeted and focused. As such the plan does not include all the work that is going on in Newport that contributes to the Well-being Goals.

There are a number of other partnerships that deliver on specific agendas in Newport and at a regional level. We have ensured that the actions identified in the plan complement and support other work and do not duplicate efforts.

Some of the other main partnerships and plans are listed below:

Cardiff Capital Region (CCR)

The CCR City Deal is an agreement between the UK government, the Welsh government and the ten leaders of the local CCR. The ten local authorities are Blaenau Gwent, Bridgend, Caerphilly, Cardiff, Merthyr Tydfil, Monmouthshire, Newport, Rhondda Cynon Taff, Torfaen and Vale of Glamorgan.

The overarching goal of the City Deal is to generally improve economic conditions in the area, the specific aims of the CCR can be summarised to: improve productivity; tackle worklessness; build on foundations of innovation; invest in physical and digital infrastructure; provide support for business; and ensure that any economic benefits are felt across the region. A core project of the City Deal is the delivery of an integrated South Wales Metro.

The UK Government and Welsh Government have committed £1.1bn to the City Deal – which is supported by an additional £120m committed from the 10 local authority partners.

Gwent Strategic Well-being Assessment Group (GSWAG)

This group was set up to share best practice across the Gwent area in the development of the Well-being Assessments and the Well-being Plan. Representatives from the five local authorities Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen, Natural Resources Wales, South Wales Fire & Rescue Service, Public Health Wales representing Aneurin Bevan University Health Board, Gwent Police Heddllu, Police & Crime Commissioner's Office and the Gwent Health and Social Care Transformation Team are members of the group.

This group has worked on a number of regional projects to assist in the well-being planning work. Most recently they have developed a set of regional priorities that could be worked on across the Gwent area.

Regional Partnership Board (RPB) - Joint Area Plan

The Social Services & Well-being (SSW) (Wales) Act 2014 requires a Joint Area Plan to be developed on the local health board footprint. The joint area plan should set out the specific care and support services proposed to be provided or arranged in relation to each core theme. The core themes are children and young people, older people, health and physically disabled people, people with learning disabilities and autism spectrum disorder, mental health, sensory impairment, carers who need support and violence against women, domestic abuse and sexual violence. This plan will be published in April 2018 and the Gwent RPB will be responsible for implementing the plan in the greater Gwent area (Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen).

Gwent-wide Adult Safeguarding Board (GWASB)

The GWASB is the forum responsible for the strategic leadership, monitoring and reviewing of adult safeguarding practice in Gwent; and is as an opportunity for partners to work together across the region, to

embed interagency partnership for the strategic leadership, monitoring and reviewing of adult safeguarding practice.

South East Wales Safeguarding Children Board (SEWSCB)

Safeguarding and promoting the welfare of children requires effective coordination in every local area and the SSW Act puts in place regional Safeguarding Children Boards, which are the key statutory mechanism for agreeing how the relevant organisations in each local area will cooperate to safeguard and promote the welfare of children, and for ensuring the effectiveness of what they do. The SEWSCB has replaced the five former Local Safeguarding Children Boards in Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen.

South East Wales Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) Partnership Board

The VAWDASV (Wales) 2015 Act aims to improve the Public Sector response by providing the strategic focus to improve the arrangements for the prevention, protection and support for individuals affected by such violence and abuse.

The SE Wales VAWDASV board has been established to provide the governance vehicle for the regional partnership for related services. The Board parallels the SE Wales SEWSCB and GWASB. All three boards will link together to provide a framework of safeguarding governance and will ensure that communication links exist with strategic multi-agency partnerships working across the region including the RPB.

Gwent Substance Misuse Area Planning Board (APB)

The APB covers Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen and contains representatives of these five local authorities; membership is also drawn from Aneurin Bevan University Health Board (ABUHB), Gwent Police, National Offender Management Service (NOMS), Aneurin Bevan Gwent Public Health Team and a representative for service users and carers. The Gwent APB provides advice and support to responsible authorities in order to plan, commission and monitor delivery of high quality treatment and prevention services that are based on the needs of substance misusers, families and communities. The APB currently discharges an annual regional SMAF budget of £4.4m on behalf of the 5 local authorities to provide adult and young person's drug, alcohol and family support services within the region.

Gwent Police & Crime Plan

The Gwent Police and Crime Plan – Delivering a Safer Gwent was published in April 2017. This plan sets out the Police and Crime Commissioner's police and crime priorities for Gwent for the next three years. The priorities identified in the plan are crime prevention, supporting victims, community cohesion, tackling antisocial behaviour and effective service delivery. This plan is overseen by the Police and Crime Panel. The Gwent Police and Crime Panel provides support and challenge to the Commissioner by way of whether the aims of the plan have been achieved.

Gwent Local Criminal Justice Board

The Gwent Local Criminal Justice Board (GLCJB) is a non-statutory partnership which brings together the core criminal justice agencies together with a range of key stakeholders in order to improve the efficiency and effectiveness of the local criminal justice system.

The GLCJB is responsible for delivering area level contributions to deliver a fair, efficient and effective Criminal Justice System.

Newport Economic Network (NEN)

The NEN was established in 2014, with representatives from business, education, housing, sport, Welsh Government, leisure, tourism and the city council. The purpose of the network is *“a collective of stakeholders with a mutual interest to promote and develop the economy of Newport. The network will identify key priorities, marshal resources and co-ordinate activity to deliver economic opportunities for all communities across the city”*.

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Report

Newport City Council

Part 1

Date: 24 April 2018

Subject Pay and Reward Policy 2018/19

Purpose For Council to consider the updated Pay and Reward Policy for 2018/19.

Author Rhys Cornwall, Head of People and Business Change

Ward All

Summary The Localism Act 2011 required English and Welsh local authorities to produce a “pay policy statement”, initially for the financial year 2012-13, and then on an annual basis. The legislation outlined a number of statutory requirements which must be included in any pay policy statement.

The Pay and Reward Policy has previously been updated to take account of revised guidance from the Public Services Staff Commission’s report on senior pay which was published in December 2016. This year additional information regarding the gender pay gap has been included which is a requirement for the Council to publish this information by 5 April 2018.

Proposal For Council 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.

Action by Chief Executive/Head of People and Business Change

Timetable Immediate

This report was prepared after consultation with:

- Chief Executive
- Head of Law and Regulation
- Head of Finance
- HR Manager

Background

The Localism Act 2011 required English and Welsh local authorities to produce a 'pay policy statement,' initially for the 2012-13 financial year, and then on an annual basis. Items which must be included in the statutory pay policy statement are as follows:

- A local authority's policy on the level and elements of remuneration for each chief officer
- A local authority's policy on the remuneration of its lowest-paid employees (together with its definition of 'lowest-paid employees' and its reasons for adopting that definition)
- A local authority's policy on the relationship between the remuneration of its chief officers and other officers
- A local authority's policy on other specific aspects of chief officers' remuneration: remuneration on recruitment, increases and additional to remuneration, use of performance-related pay and bonuses, termination payments, and transparency.

The Act also specifies that the pay policy statement:

- must be approved on an annual basis formally by the full Council meeting (the responsibility cannot be delegated to Cabinet or a sub-committee)
- can be amended in-year
- must be published on the authority's website (and in any other way the authority chooses)
- must be complied with when the authority sets the terms and conditions for a chief officer.

The Act requires an authority to have regard to any statutory guidance on the subject issued or approved by the Secretary of State or Welsh Ministers. The Welsh Government issued statutory guidance on "*Pay Accountability in Local Government in Wales*" in March 2012 and the Public Services Staff Commission published further supplementary guidance in December 2016.

Pay and Reward Policy

The Council recognises that, in the context of managing scarce public resources, remuneration at all levels needs to be adequate to secure and retain high quality employees dedicated to the service of the public; but at the same time needs to avoid being unnecessarily generous or otherwise excessive.

The Council's Pay and Reward Policy, initially approved in March 2012, was developed to meet the statutory requirements contained in the Localism Act 2011. However, in the spirit of transparency, the Council took the opportunity to take a wider view and include information relating to school based employees. Local authority schools are specifically excluded from the Localism Act's statutory requirements. However, as employees in community maintained and voluntary controlled schools are employees of the Council, reference has been made to school based employees within the Pay and Reward Policy. It is recognised that the pay decisions for these employees are delegated to school Governing Bodies by legislation and that each school is responsible for publishing its own Pay Policy. For the avoidance of doubt, the relevant school Pay Policies are the definitive version of policy for school based staff engaged by the governing body of the respective school.

Subject to approval by full Council, to meet the requirements of the Localism Act, this Pay and Reward Policy will be published on the Council's Website. In addition, in accordance with the provisions of Accounts and Audit (Wales) Regulations 2005, the Council's Annual Statement of Accounts will include a note setting out salary and remuneration information for Council posts where the full time equivalent salary is at least £60,000.

Updates since April 2017

Council received and approved a report (Review of Chief Education Officer pay grade) in September 2017 proposing to:

1. Acknowledge the outcome of a re-evaluation under the Hay job evaluation scheme for the post of Chief Education Officer
2. Revise the pay grade of the Chief Education Officer in line with the other Heads of Service

The proposal was agreed and as a result changes to the pay grade for the Chief Education Officer took effect prior to recruitment for the vacant post. All Heads of Service are in the same pay grade.

The Gender Pay Gap

The Council is required to publish its gender pay gap from 5 April 2018. The results from the analysis are as follows:

We have 2,588 relevant employees (excluding schools) for the purpose of establishing the gender pay gap, of which 67% are women and 33% are men.

Our Mean pay gap

- Our average hourly rate for women is £12.85
- Our average hourly rate for men is £13.00
- Our mean pay gap between men and women is 1%. This means that, on average, a woman's hourly rate of pay is 1% lower than a man's.

Our median pay gap

- Our median hourly rate for women is £12.26
- Our median hourly rate for men is £11.88
- Our median pay gap between men and women is 3%. This means that the median (or midpoint) hourly rate for a woman is 3% higher than a man's.

Our bonus pay gap

- Following the implementation of Single Status Pay and Grading Arrangements in 2015, the Council no longer makes any bonus payments to either men or women.

Our pay quartiles

We must report the percentage of men and women in each pay quartile. Quartiles are created by listing the rates of pay for all employees from lowest to highest, before splitting that list into four equal sized groups and calculating the percentage of men and women in each quartile.

	FEMALE	MALE	TOTAL
LOWER	77%	23%	100%
LOWER MIDDLE	55%	45%	100%
UPPER MIDDLE	67%	33%	100%
UPPER	70%	30%	100%

Pay Relativities within the Council

The relationship between the rate of pay for the lowest paid Council employee and that of the Council's Chief Officers is determined by the processes used for determining pay and grading structures set out in the Pay and Reward Policy. The Council's lowest paid employee is paid on spinal point 8 of the NJC for Local Government Workers. As at 1 April 2018, should the national employers' proposed pay award be acceptable to the trade unions, this will be £16,626 per annum (based on a full-time equivalent of 37 hours per week). This rate increased to **£16,880** on application of the living wage supplement

As part of its commitment to pay transparency, and following the recommendations of the Hutton Review, the Council will publish information on pay relativities on an annual basis in the Pay and Reward Policy. This information for **2018-19** shows a pattern of decline over a three year period, showing that the gap between the Chief Executive pay and lowest paid Council employee has narrowed, as has the gap between average Chief Officer pay and the median earning of Council employees:

Multiple of Salary	Ratio	Ratio	Ratio	Ratio
	2018/19	2017/18	2016/17	2015/16
• the multiple between the annual salary of the lowest paid Council employee and the Chief Executive (full-time equivalent basis) as a ratio	1 : 8:5	1: 8.6	1: 9.9	1: 10
• the multiple between the annual salary of the lowest paid Council employee and the average Chief Officer (full-time equivalent basis) as a ratio	1 : 5:3	1: 5.7	1: 6.5	1: 6.6
• the multiple between median earning of Council employees and the Chief Executive (full-time equivalent basis) as a ratio	1 : 6:7	1: 6.5	1: 7.4	1: 6.8
• the multiple between median earning of Council employees and the average Chief Officer (full-time equivalent basis) as a ratio	1 : 4:2	1: 4.3	1: 4.9	1: 4.5

Note:

- i) Column A provides the pay ratio as per the requirement of the Localism Act 2011
- ii) These figures exclude remuneration for appointments within organisations for which the Council provides a payroll service but is not the employer.
- iii) These figures exclude remuneration for joint appointments where the Council is not the employer

Financial Summary

There are no financial implications contained in the updated *Pay and Reward Policy*, as the policy confirms the current pay and reward arrangements in place in the Council.

Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
Failure to comply with statutory requirement to approve and publish a "pay policy statement" on an annual basis	H	L	Produced an updated <i>Pay and Reward Policy</i> which meets the statutory requirements and which is recommended for approval by Cabinet and full Council	Chief Executive / Head of People and Business Change

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

The Pay and Reward Policy forms a key part of the Council's People and Culture Strategy. The strategy underpins the Council's Corporate Plan and strategic objectives - how employees are rewarded for their contribution is directly linked to the delivery of the council's key aims. The updated Pay and Reward Policy will ensure, when approved, that the Council complies with the statutory requirement to publish a "pay policy statement" on an annual basis.

Options Available

The options available are as follows:

1. For Council to approve the updated Pay and Reward Policy.
2. For Council not to approve the updated Pay and Reward Policy.

Preferred Option and Why

For the Council to approve the updated Pay and Reward Policy in order to meet the statutory requirements for a 'pay policy statement' to be published on an annual basis.

Comments of Chief Financial Officer

The Council's Budget is based on the overall pay structures in place, as outlined in the updated *Pay and Reward Policy*. There are therefore no direct financial implications contained in the report.

Comments of Monitoring Officer

The Council has a statutory duty under Section 38 of the Localism Act 2011 to approve and publish its Pay Policy on an annual basis. The proposed Pay and Reward Policy has been prepared in accordance with the legislation and Welsh Government Guidance. The policy has to be approved by full Council on an annual basis, in order to comply with the statutory requirements. Therefore, Cabinet has recommended to full Council to approve and adopt the final Pay and Reward Policy. This revised Policy has been updated to take account of the changes agreed to Chief Officers Pay grades in September 2017 and information on the Council's gender pay gap. Once adopted, the Pay and Reward Policy will

need to be published and the Annual Statement of Accounts will also need to include details of the remuneration of individual Chief Officers, to comply with the requirements of the Audit (Wales) Regulations.

Comments of Head of People and Business Change

Author of report, comments contained within main body of the report.

The policy outlines the approach to pay and reward in the interests of openness and transparency, and is in line with the sustainable development principle of the Wellbeing of Future Generations Act as outlined below.

Comments of Cabinet Member

Council previously approved the Pay and Reward Policy in April 2017. The updated policy reflects the current position in relation to pay arrangements for employees of the Council, including changes approved during the past 12 months. I have agreed that the updated policy be presented to the Cabinet for consideration, and subject to Cabinet's approval, be recommended to full Council.

Local issues

N/A

Scrutiny Committees

N/A

Equalities Impact Assessment

N/A

Children and Families (Wales) Measure

N/A

Wellbeing of Future Generations (Wales) Act 2015

The Wellbeing of Future Generations Act is about improving the social, economic, environmental and cultural wellbeing of Wales, and places a duty on public bodies to improve wellbeing in accordance with the sustainable development principle. Consideration of the five ways of working has been taken into account when updating the policy, as follows:

Long term – the Council is required to publish a Pay Policy Statement each financial year and this updated policy meets this requirement. This policy provides a framework for decision making on pay and allows the Council to demonstrate its key approaches to pay and reward for employees, ensuring resources are managed effectively both in the short and longer term.

Prevention – this updated policy outlines the Council's approach to pay and reward of its employees in the interests of openness and transparency, and is in place to prevent problems and issues occurring with any decisions made in relation to public sector pay.

Integration - the Pay and Reward Policy forms a key part of the Council's People and Culture Strategy. The strategy underpins the Council's Corporate Plan and strategic objectives - how employees are rewarded for their contribution is directly linked to the delivery of the council's key aims and objectives.

Collaboration – as part of this policy, the Council's intention is to continue to develop collaborative working on a planned and strategic basis with local authority partners and other public and third sector organisations

Involvement –this policy provides the public with the Council’s policy on all aspects of pay and reward, including senior posts and the lowest paid posts, explaining the relationship between remuneration for senior post holders and other groups.

This policy is part of the Council’s People and Culture Strategy, which informs the Council’s Corporate Plan and strategic objectives and contributes to achieving the Council’s wellbeing objectives and the national wellbeing goals.

Crime and Disorder Act 1998

N/A

Consultation

As outlined within the report.

Background Papers

Pay and Reward Policy 2017

Cabinet Report – Pay and Reward Policy April 2018

Dated:

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Introduction

Newport City Council recognises the importance of remuneration decisions that are appropriate, transparent, provide value for money and reward employees fairly for the work that they perform. This policy statement sets out the Council's key approaches to pay and reward for our employees.

Aims of the Policy

To outline Newport City Council's approach to the pay and reward of its employees in the interests of openness and transparency.

Scope

To provide the public with the Council's policy on all aspects of pay and reward, including senior posts and the lowest paid posts, explaining the relationship between remuneration for senior post holders and other groups.

To be read in conjunction with

Annual Statement of Accounts 2016/17
Job Evaluation Scheme
School Teachers' Pay and Conditions Document/School Pay Policies
Market Supplement Guidance
Early Retirement and Redundancy Payments Guidance
Out of Hours/Additional Duties/Detriment Schemes
Travel and Subsistence Policy

1. Principles

This is Newport City Council's 2018/19 annual Pay and Reward Policy for the period 1st April 2018 to 31st March 2019.

This Pay and Reward Policy provides the framework for decision making on pay and in particular decision making on senior pay.

The Council recognises that there is public interest in public sector pay and therefore the importance of being transparent in its decisions relating to pay. It is recognised that senior posts in the Council are accountable for delivering the current strategic objectives of the organisation, including demonstrating value for money and the role that senior leadership plays in the quality of service delivery. The context of managing resources effectively and appropriately is of importance to the Council and transparency on pay is therefore appropriate to publish for public scrutiny.

In accordance with the requirements of Section 38 of the Localism Act 2011 and of the Revised Guidance issued by the Welsh Government in December 2015, Newport City Council is required to publish a Pay Policy Statement for each financial year detailing:

- a) The Council's definition of senior posts
- b) The Council's definition of lowest paid employees
- c) Reasons for adopting these definitions
- d) The relationship between the remuneration of senior posts and that of the lowest paid employees

In addition to this Pay and Reward Policy, remuneration reporting is included in the Council's Annual Statement of Accounts. The 2016/17 information can be found [here](#).

The Council's senior posts are defined as:

Chief Executive
Strategic Director – People
Strategic Director – Place
Chief Education Officer
Head of Finance (Section 151 Officer)
Head of Law and Regulation (Monitoring Officer)
Head of People and Business Change
Head of Childrens' Services
Head of Adults' Services
Head of Regeneration, Investment and Housing
Head of Streetscene and City Services

2.0 Legislative Framework

2.1 General

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the Equality Act (2010), Part Time Employment (Prevention of Less Favourable Treatment) Regulations (2000), the Agency Workers Regulations (2010), Transfer of Undertakings (Protection of Employment) Regulations (2006) where relevant, and the National Minimum Wage Act (1998).

With regard to Equal Pay requirements contained within the Equality Act, the Council aims to ensure that there is no pay discrimination within its pay structures and that pay differentials can be objectively justified through the use of equality proofed job evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

2.1 Pay in schools

Employees who are appointed and directly managed by Head teachers and/or Governing Bodies are not required to be included within the scope of Pay Policy Statements as the provisions in the Localism Act (2011) only apply to employees appointed and directly managed by the Council. This reflects the requirements contained within the Staffing of Maintained Schools (Wales) Regulations (2006) where schools based staff are considered to be employees of the Council, yet the appointment and management of this staff group is discharged to the Governing Body.

In the interests of consistency and transparency the pay related data set out within this Pay Policy Statement includes information relating to those who are appointed and managed by Head teachers/Governing Bodies. Schools are required to develop their own Pay Policy and Welsh Government are considering the position with regards to the publication of school pay policies.

3.0 Responsibility for Pay Decisions

3.1 Responsibility for the Approval of the Pay and Reward Policy

The Council's Pay and Reward Policy incorporates the statutory provisions of the Localism Act (2011) in relation to pay policy statements. Approval of this statement and of any amendments to it is therefore a matter for full Council, and cannot be delegated to any sub-committee.

3.2 Responsibility for Council Pay Structure and Employment Terms and Conditions

As per the Council's constitution, overall responsibility for Council policy in relation to pay and grading structures, and employment terms and conditions rests with the Cabinet, with specific policy decisions delegated to the Cabinet Member for Finance and Resources.

The exception to this is the matter of senior pay structures, where any proposed changes are a matter for full Council.

3.3 Delegated Authority

Managers should be aware of their delegated levels of authority. Delegations for decisions on pay cannot be further delegated below these levels:

Decision	Delegated level of Authority
Salary packages above £100,000 per year	Full Council
Starting pay above grade minimum for the Chief Executive, Strategic Directors and Heads of Service	Appointments Committee
Market Supplement for the Chief Executive, Strategic Directors and Heads of Service	Appointments Committee
Performance related pay increases for the Chief Executive	Leader and Deputy Leader of the Council in consultation with the Head of People and Business Change
Performance related pay increases for the Strategic Directors	Leader, Deputy Leader and Chief Executive in consultation with the Head of People and Business Change
Pay progression through Head of Service grade	Strategic Directors in consultation with the Head of People and Business Change
Starting pay above grade minimum for all grades below Head of Service	Head of Service in consultation with Human Resources
Market Supplement for posts below Head of Service	Head of Service in consultation with the Head of Law and Regulation, Head of Finance and Head of People and Business Change
Pay progression through all grades below Head of Service	Head of Service in consultation with Human Resources
Additional duties payments below Head of Service	Head of Service in consultation with Human Resources
Individual grading including re-grading applications	Head of Service with Human Resources*
Salary detriment	Head of Service*
Early release of pension	Head of Service*
Planned overtime payments	Head of Service

Decisions marked with * are subject to a formal business case and consultation with either Human Resources in the case of re-grading requests, or the Head of Law and Regulation, Head of Finance and Head of People and Business Change in the case of salary detriment or early release of pension. Any dispute will be determined by a Strategic Director.

The Head of People and Business Change is responsible for ensuring that the Council's Job Evaluation Scheme (where applicable) and pay processes have been applied. Human Resources is responsible for overseeing any decision on pay to ensure that they are made in accordance with the delegated authority levels and are compliant with the terms of the Pay and Reward Policy.

4.0 Terms and Conditions of Service

The Council’s employees are employed on a number of different terms and conditions dependent on the role that they fulfil:

Employee Group	Terms and Conditions
Chief Executive	Joint National Council for Chief Executives terms and conditions except for pay which is determined by a local performance related pay arrangement
Strategic Directors and Heads of Service	Joint National Council for Chief Officers’ terms and conditions. Strategic Director pay is determined by a local performance related pay arrangement, Head of Service pay is subject to annual incremental movement through the grade
School Teachers	Head, Deputy, Assistant Head teachers and all other classroom teachers employed directly by the Council (as opposed to those employed by the Governing Body of a voluntary aided school) are paid in accordance with the School Teachers’ Pay and Conditions Document (STPCD).
School Improvement Professionals and Education Psychologists	The Soulbury Committee determine pay arrangements and National Joint Council for Local Government Service Employees terms and conditions apply for all other contractual entitlements
All other employees (including schools based staff other than teachers)	National Joint Council for Local Government Service Employees apply, supplemented by the Newport City Council Single Status Pay and Grading arrangements

5.0 National pay bargaining arrangements

The Council uses nationally negotiated pay spines for the relevant groups of employees as the basis for its local pay structures. The Council remains committed to adherence with national pay bargaining in respect of the national pay spines and any increases negotiated in the pay spine.

Employees on all terms and conditions will receive a pay award where this is negotiated nationally by the relevant negotiating committee.

6.0 Process for grading posts

The Council utilises the Newport City Council Job Evaluation scheme as the basis for its local grading structure. This determines the salaries of the large majority of employees including non-teaching staff in schools. The pay and grading structure was achieved through a collective agreement with the recognised trade unions and implemented with effect from 1st April 2015.

The pay grade of posts on Soulbury and Teachers’ pay will be determined in accordance with the national and local agreed terms.

The Council’s senior pay structure has historically been designed with the Hay job evaluation scheme. In

September 2017 the Independent Remuneration Panel for Wales (IRPW) gave approval to a proposal to revise the pay grade for the Chief Education Officer as a result of a revised job evaluation exercise undertaken by the Hay Group. All Heads of Service are now remunerated on one single pay grade.

7.0 Senior Management Remuneration

For the purpose of the Council's Pay and Reward Policy, senior management means 'Chief Officers' as defined within Section 43 of the Localism Act (2011). The posts within the Council's structure identified by the statutory definition are set out below:

- Chief Executive
- Strategic Director – People
- Strategic Director – Place
- Chief Education Officer
- Head of Childrens' Services
- Head of Adults' Services
- Head of Law and Regulation
- Head of Finance
- Head of People and Business Change
- Head of Regeneration, Investment and Housing
- Head of Streetscene and City Services

The current salary ranges for these posts can be found in Appendix B.

7.1 Recruitment and appointment of Chief Officers

The Council's policy and procedures with regard to recruitment of chief officers is set out within the Officer Employment Procedure Rules as set out in Part 4 of the Council's Constitution. When recruiting to all posts the Council will take full and proper account of its own Recruitment Policy and Procedures, Job Security and Diversity Policies. The determination of the remuneration to be offered to any newly appointed chief officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

Where the Council remains unable to recruit chief officers under a contract of employment, or there is a need for interim support to provide cover for a vacant substantive chief officer post, the Council will, where necessary, consider and utilise engaging individuals under 'contracts for service'. These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service. The Council does not currently have any chief officers engaged under such arrangements. Any substantive chief officer appointment made under a contract for service is subject to the approval of full Council in accordance with the provisions of the Council's Constitution.

7.2 The role of the Chief Executive

The Chief Executive is the senior officer who leads and takes responsibility of the organisation. The organisation has a turnover of £401m and is responsible for a wide range of services employing some 6000 staff.

The role of the Chief Executive is a full time and permanent appointment. Post holders are selected on merit, against objective criteria, following public advertisement. They are appointed by the Council's Appointments Committee.

As head of the paid service, the Chief Executive works closely with elected members to deliver Newport's corporate plan – aspiring to be a caring city, a fairer city, a learning and working city, a greener and healthier city and a safer city, thereby improving people's lives.

The Chief Executive routinely works evenings as well as the standard Monday to Friday business week.

The Chief Executive also heads the 'on call' arrangements particularly to cover emergency planning requirements.

7.3 Chief Executive Pay

The salary for the Chief Executive is set out in Appendix B, and the Chief Executive may receive additional payments for any of the elections where he is the Returning Officer.

Details of the Chief Executive's pay, including any additional payments are published on page 98 of the annual accounts of the Council and can be accessed [here](#).

The Chief Executive is a member of the LGPS pension scheme and details are disclosed in the remuneration report. There have been no increases or enhancements to the pension outside of standard arrangements.

The notice period for the role is 3 months.

7.4 Proposals to change the Chief Executive's salary

Where the Council proposes to change the Chief Executive's salary level and the proposed change is not commensurate with a change to the salaries of the authority's other employees, it will consult the Independent Remuneration Panel for Wales (IRPW) about the proposed change. The Council will provide the IRPW with all relevant information regarding its proposed change, and will have due regard to any IRPW recommendations on the proposals.

The Council is required to declare whether or not any referrals have been made to the IRPW. To date there have been no referrals made to the IRPW regarding any aspects of the Chief Executive's salary in the Council's Pay and Reward Policy.

The Council will have regard to any recommendation received from the IRPW when performing its functions under section 38 or 39 of the Localism Act 2011. This may include any recommendations from the IRPW in relation to a policy within the Council's Pay and Reward Policy regarding severance packages.

7.5 Joint Appointments

The Council's intention is to continue to develop collaborative working on a planned and strategic basis with local authority partners and also with other public sector organisations. Therefore when senior vacancies arise, including at Chief Officer level, the views of elected Members will be sought as to whether consideration of a joint appointment would be appropriate. If Members are supportive, discussions will take place with partners and neighbouring authorities to determine whether the posts can be reconfigured as a joint appointment, instead of automatically being filled on a like for like basis.

If a decision is made to progress with a joint appointment, both parties will need to reach agreement on the salary and overall remuneration package for the post, and the proportion to this which each party will pay. Where the Council will be the employer of the joint appointee, the determination of salary and other pay arrangements will be in accordance with this Pay and Reward Policy.

Any joint appointments at Chief Officer level will be made in accordance with the provisions of the Officer Employment Procedure Rules contained in the Council's Constitution.

8. Pay Relativities within the Council

The relationship between the rate of pay for the lowest paid Council employee and that of the Council's Chief Officers is determined by the processes used for determining pay and grading structures as set out in this Pay and Reward Policy. A copy of the Council's grades for NJC posts is published on the external webpage [here](#).

The 'lowest paid' persons employed under a contract of employment with the Council are employed at spinal column point 8 through to 10 of the National Joint Council pay spine for Local Government Services.

As at 1 April 2018, all employees paid at spinal column point 8 through to 10 of the NJC pay spine for Local Government Services employees are paid at a living wage rate of £8.75 per hour or £16,880 (full time equivalent earnings) per annum for a standard 37 hour, 52 week a year contract. The rate is paid by way of a supplement to basic pay.

The Council employs Apprentices (and other trainees) who are not included within the definite of 'lowest paid employees' as they are not employed under Contracts of Employment.

The relationship between the rate of pay for the "lowest paid" employees and the Council's Chief Officers is regulated by the processes used for determining pay and grading structures as set out in this Pay and Reward Policy.

The salary utilised for the Chief Officer calculations of all the pay multiple data is £137,345.

As part of its commitment to pay transparency, and following the recommendations of the Hutton "Review of Fair Pay in the Public Sector" (2011), the Council will publish information on pay relativities on an annual basis. The information for 2017-2018 is as follows:

Multiple of Salary	Ratio
• the multiple between the annual salary of the lowest paid Council employee and the Chief Executive (full-time equivalent basis) as a ratio	1 : 8:5
• the multiple between the annual salary of the lowest paid Council employee and the average Chief Officer (full-time equivalent basis) as a ratio	1 : 5:3
• the multiple between median earning of Council employees and the Chief Executive (full-time equivalent basis) as a ratio	1 : 6:7
• the multiple between median earning of Council employees and the average Chief Officer (full-time equivalent basis) as a ratio	1 : 4:2

Note:

- i) Column A provides the pay ratio as per the requirement of the Localism Act 2011
- ii) These figures exclude remuneration for appointments within organisations for which the Council provides a payroll service but is not the employer.
- iii) These figures exclude remuneration for joint appointments where the Council is not the employer

In relation to the gender pay gap, the Council's [Gender Pay Gap Report 2017](#) outlines the gender pay gap between men and women in the Council. As at April 2017 the Council had a mean gender pay gap of 1% and a median gender pay gap of -3% (women are paid more than men). There is no bonus paid to any employee, therefore no bonus gender pay gap exists, and our quartiles are as follows:

	FEMALE	MALE	TOTAL
LOWER	77%	23%	100%
LOWER MIDDLE	55%	45%	100%
UPPER MIDDLE	67%	33%	100%
UPPER	70%	30%	100%

9. Starting Pay

New appointments will normally be made at the minimum of the relevant grade for the post. Under exceptional circumstances, and where there are compelling and evidenced reasons to support the decision, a new employee may be appointed to a higher increment. Exceptional reasons may include the need to secure the best candidate and / or having regard to the knowledge, skills and competencies of the individual as well as their current and previous salary levels.

All requests to appoint above the minimum of the grade must be agreed by the relevant Head of Service, in consultation with their HR Business Partner before any salary offer is made to the candidate. In the case of Chief Officers, all requests to appoint above the minimum of the grade must be agreed by the relevant Appointments Committee of the Council.

In addition, all salary packages for Chief Officers with a value of £100,000 or more must be approved by the full Council. The salary package will include salary, performance related pay, fees or allowances and any benefits in kind.

10. Annual Pay Progression arrangements

Pay structures for the all employee groups are attached at the appendices as follows:

Appendix A: NCC NJC Salary Structure with Effect from 1 April 2017 (Applicable to National Joint Council for Local Government Employees)

Appendix B: Chief Officer Pay Scales

Appendix C: Soulbury Pay Scale

Appendix D: School Teachers' (Qualified and Unqualified) Pay Ranges and Leadership Group Pay Spines

The pay progression arrangements for the relevant employee groups are outlined below.

10.1 NJC for Local Government Employees

Increments will be paid on 1st April each year until the maximum of the level is reached subject to the following:

(i) In exceptional circumstances, increments may be accelerated within the grade at the discretion of the authority on the grounds of special merit or ability, subject to the maximum of the level not being exceeded in accordance with Head of Service delegation. This will only occur after careful consideration of equal pay requirements and consultation with Human Resources.

(ii) Employees with less than six months' service in the grade by 1st April shall be granted their first increment six months from the actual date of their appointment, promotion or re-grading. All future increments will then be paid on 1 April.

NB: Any action under (i) or (ii) shall not interrupt the payment of subsequent increments on 1 April.

10.2 Chief Officers – Chief Executive and Strategic Directors

The Chief Executive and Strategic Directors will not be paid any annual increment. Any progression within these salary ranges will be based solely on performance in accordance the agreed performance related pay arrangements.

10.3 Chief Officers – Heads of Service

Increments will be paid to Heads of Service on 1 April each year until the maximum of the level is reached subject to the following:

(i) In exceptional circumstances, increments may be accelerated within the grade at the discretion of the authority on the grounds of special merit or ability, subject to the maximum of the level not being

exceeded in accordance with Head of Service delegation. This will only occur after careful consideration of equal pay requirements and consultation with Human Resources.

(ii) Employees with less than six months' service in the grade by 1 April shall be granted their first increment six months from the actual date of their appointment, promotion or re-grading. All future increments will then be paid on 1 April.

NB: Any action under (i) or (ii) shall not interrupt the payment of subsequent increments on 1 April.

10.4 Employees on Soulbury salary scales

Increments will be paid on 1 September each year until the maximum of the level is reached subject to the following:

(i) In exceptional circumstances, increments may be accelerated within the grade at the discretion of the authority on the grounds of special merit or ability, subject to the maximum of the level not being exceeded in accordance with Head of Service delegation. This will only occur after careful consideration of equal pay requirements and consultation with Human Resources

(ii) Employees with less than six months' service in the grade by 1 September shall be granted their first increment six months from the actual date of their appointment, promotion or re-grading. All future increments will then be paid on 1 September.

(iii) Structured Professional Assessment points will be paid in accordance with the provisions of the Soulbury Committee and the Council's Soulbury Guidance note.

The small group of employees who remain subject to the local agreement reached in June 2005 for employees within school improvement posts are employed on 'spot points' and are therefore not entitled to receive annual increments.

10.5 Withholding an increment

For all employees in posts subject to incremental progression, an increment may be withheld due to poor performance. This will only apply where formal capability procedures are being followed in accordance with the Council's Capability Policy. Any increment withheld may be paid subsequently if the employee's performance improves.

10.6 Teachers and School Leaders

Progression for teachers paid on the main or upper pay ranges will be in accordance with the provisions of the STPCD 2015; any pay movement, where awarded, applies from 1 September each year. Teachers employed on the Leadership spine (Head Teachers, Deputies and Assistant Head Teachers) are eligible to progress within the pay range for their post on 1 September each year until the maximum point is reached. Progression is subject to meeting the requirements for movement set out in the STPCD. More detailed information and guidance can be found in the Council's Teachers' Pay Policy.

11. Pay on Promotion or Transfer

11.1 Move to a new post at the same level

Where an employee moves to a new permanent post at the same level, they will normally be appointed on the same salary point and retain the incremental date (where this is relevant) from their original post.

11.2 Pay on promotion

Where an employee receives a promotion they will normally be appointed on the minimum point for the new post (unless the provisions of Section 10 are utilised) subject to them receiving a minimum of one increment above their current spinal point in their pre-promotion post.

All requests to appoint above the minimum of the level must be agreed by the relevant Head of Service, in consultation with their HR Business Partner before any salary offer is made.

In the case of Chief Officers, all requests to appoint above the minimum of the grade must be agreed by the relevant Appointments Committee of the Council.

12. Allowances: Overtime, Bank Holiday Working, Night Work, Standby etc

Employees on all terms and conditions, other than Chief Officers and teachers, may be paid allowances, where appropriate, in accordance with the relevant provisions of their terms and conditions of employment as supplemented by local agreement.

Chief Officers and teachers are not eligible for such allowances but are expected to undertake duties outside their contractual hours and working patterns as is commensurate with their salary level without additional payment.

13. Additional Payments – All Employees

Employees on all terms and conditions may be eligible for the following additional payments unless otherwise stated:

13.1 Additional Duties Scheme

There may be occasions when an employee is asked to carry out additional duties at a higher level to those of their substantive post for a period of time. In such circumstances an additional payment may be made in line with the Council's Additional Duties Scheme, which can be found [here](#).

N.B. Under the School Teachers' Pay and Conditions Document (STPCD), there are no provisions which allow for the payment of honoraria to teachers.

13.2 Professional Fees

The Council does not pay or reimburse professional / registration fees.

13.3 Market Supplements

Within a diverse workforce encompassing highly skilled professional and technical roles the Council recognises there may be occasions where market forces produce a situation where, in exceptional circumstances, the Council may offer an additional temporary supplement to the pay of a post.

The Council has a Market Supplement Scheme for Local Government Service employees to ensure that requirement for any market pay supplements is objectively justified. With the exception of teachers, the Scheme may apply to other posts within the council.

With effect from 1 April 2015, the council pays a Living Wage supplement lifting the pay of the lowest paid workers to a minimum of £8.75 per hour paying the difference between the relevant Spinal Column Point (SCP 8 to 10), as a supplement. This supplement is included in the hourly rate as pensionable pay and is demonstrated in the NCC NJC Salary Structure provided in Appendix A.

Supplements are subject to regular review and can be withdrawn where no longer considered justifiable.

13.4 Additional Payments under the STPCD

The STPCD makes provision for the following additional allowances / payments for teachers, subject to the necessary criteria being met:

- Teaching and Learning Responsibility Allowances
- Special Educational Need Allowances
- Recruitment or Retention Incentives and Benefits
- Payments for participation in continuing professional development undertaken outside the school day, out-of-school hours learning activities, activities relating to the provision of initial

- teaching training and / or additional responsibilities and activities
- learning activities

Where the Council has centrally employed teaching staff, it may make use of the above allowances, subject to meeting the relevant provisions of the STPCD.

13.5 Travel and Subsistence Expenses

The Council’s Travel and Subsistence Policy seeks to ensure that no employees will be financially disadvantaged whilst undertaking duties which take them from their normal place of work. Employees will be reimbursed additional travelling or subsistence expenses incurred in the course of their work in accordance with this policy, subject to evidence of expenditure being produced. Details of the current rates for travelling and subsistence expenses can be found [here](#).

14. Additional Payments to Chief Officer posts

The Council has a ‘Block Car Allowance’ scheme which applies to all Chief Officers. On appointment, Chief Officers are able choose whether to accept the block allowance or to claim their mileage as and when undertaken as per the Council’s Travel and Subsistence Policy. The Block Car Allowance provides a fixed annual payment to cover all return journeys undertaken on Council business, where each individual journey is less than 70 miles in total. For journeys of more than 70 miles in total, reimbursement is in accordance with the Travel and Subsistence Policy.

CHIEF OFFICER POST	PRE-DEFINED ANNUAL MILEAGE	ANNUAL ALLOWANCE
Chief Executive Strategic Director – People Strategic Director – Place	2,000	£900
Head of Childrens’ Services Head of Regeneration, Investment and Housing	2,400	£1,080
Chief Education Officer Head of Adults’ Services Head of Streetscene and City Services Head of People and Business Change	1,500	£675
Head of Law and Regulation Head of Finance	1,000	£450

14.2 Returning Officer

The Council has agreed that the Chief Executive undertakes the role of Returning Officer in respect of local, national and European elections.

The Returning Officer is an officer of the City Council who is appointed under the Representation of the People Act 1983. Whilst appointed by the Council, the role of the Returning Officer is one which involves and incurs personal responsibility and accountability and is statutorily separate from his/her duties as an employee of the Council. As Returning Officer, he/she is paid a separate allowance for each election for which he/she is responsible.

Other Council staff may undertake duties on behalf of the Returning Officer, e.g. polling clerks, count supervisors, etc. They will receive separate payments for these duties based on their role in any election process.

15. Employee Benefits

In addition to an employee's salary, the Council is able to offer a comprehensive range of benefits designed to enhance the work / life balance of our employees. The current benefits include:

- the Local Government / Teachers' Pension Schemes as applicable
- generous annual leave entitlements in addition to bank holiday entitlement
- The option to purchase up to one week of additional annual leave
- learning and development opportunities
- flexible working arrangements
- employee wellbeing schemes, such as Care First
- childcare vouchers
- cycle-to-work scheme
- car lease scheme
- technology purchase scheme
- discounted gym and leisure membership
- use of the Vectis card scheme to provide retail discounts

16. Detriment Arrangements**16.1 All employees except Teaching staff**

The Council has a non-contractual Detriment Scheme for those employees whose posts are downgraded as a consequence of implementing structural change. This can be found on the Council's Intranet. Detriment arrangements will not apply where the move to a lower graded post is voluntary.

16.2 Teaching Staff

There are specific statutory arrangements in place for teachers whose posts are downgraded as a result of implementing structural change or because of the implementation of school reorganisations. These provisions are outlined in the STPCD.

17. Termination of Employment**17.1 Payments on Termination**

Where an employee's employment is brought to an end on grounds of redundancy or early retirement, they will receive payment on termination of their employment in accordance with the Council's Redundancy Payments and Early Retirement Guidance and discretions relating to the Local Government Pension Scheme policy. This guidance sets out the Council's approach to statutory and discretionary payments on termination of employment of all employees, prior to reaching normal retirement age. It includes the Council's discretions in accordance with the following statutory regulations:

- The Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006
- The Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007, The Local Government Pension Scheme Regulations 2013 and the Local Government Pension Scheme (Transitional Provisions & Savings) Regulations 2014
- The Teachers' Pension Scheme Regulations 2010 and Teachers (Compensation for Redundancy and Premature Retirement) Regulations.

Chief Officer severance packages above £100,000 must be agreed by full Council. The severance /redundancy package includes any redundancy payment, contractual notice period and full cost of early release of pension (as required under Regulation 68 (2) of the Local Government Pension Scheme).

Payments to the Chief Executive falling outside these provisions or the relevant periods of contractual

notice shall be subject to a formal decision made by the Leader and Deputy Leader.

Other payments to other Chief Officers falling outside these provisions or the relevant periods of contractual notice shall be subject to a formal decision made by the Leader and the Cabinet Member for Human Resources and Assets.

17.2 Re-employment following termination

Employees who have left the Council's employment on grounds of redundancy or early retirement will not normally be re-employed by the Council in the same capacity unless there is an exceptional business reason to do so. For all posts except Chief Officer posts, this will be determined by the Chief Executive, in consultation with the Head of People and Business Change. Where a former employee is re-employed at Chief Officer level, the appointment will be subject to the approval of full Council in accordance with the provisions of the Council's Constitution.

18. Confidentiality

The application of this Pay and Reward Policy will be undertaken in an open and transparent way but the salary details of individual members of staff shall remain confidential. Where the Council is required to publish salary information in accordance with the provisions of the Accounts and Audit (Wales) Regulations 2005, this information is published on an anonymised basis due to the requirements of the Data Protection Act 1998.

19. Workforce Information

It is recognised that accurate workforce data is critical to the management of the Council's most valuable and costly resource, its employees, and to the implementation of this Pay and Reward Policy. People and Business Change will be responsible for analysing the data that is currently collected in order to inform any future proposed changes to this policy/related policies and in order to fully understand the financial context.

20. Partnership with Trades Unions

The Council will endeavour to maintain the joint working approach that it has developed with its recognised Trade Unions and will continue to work closely with them on pay related matters. There has been consultation with representatives of the recognised Trade Unions during the development of this Pay and Reward Policy. Collective bargaining processes will be followed as appropriate for any proposed changes to pay and/or allowances.

21. Publication

Following approval by the full Council, and in accordance with the requirements of the Localism Act, this Pay and Reward Policy will be published on the Council's Website.

In addition, for posts where the full time equivalent salary is at least £60,000, in accordance with the provisions of Accounts and Audit (Wales) Regulations 2005, the Council's Annual Statement of Accounts will include a note setting out:

- the total amount of salary, fees or allowances paid to or receivable by the postholder in the current and previous year
- any bonuses so paid or receivable by the postholder in the current and previous year
- any sums payable by way of expenses allowance that are chargeable to UK income tax
- any compensation for loss of employment and any other payments connected with termination
- any benefits received that do not fall within the above.

25. Policy Review

This Pay and Reward Policy outlines the current position in respect of pay and reward within the Council.

It will be reviewed and reported to Council on an annual basis to ensure it meets the principles of fairness, equality, accountability and value for money for the authority and its residents.

This Pay and Reward Policy is an update to the statement initially approved by Council in March 2012, and updated and approved by Council in subsequent years. This statement will come into immediate effect once fully endorsed by Council at its meeting in April 2018.

**Appendix A: NJC FOR LOCAL GOVERNMENT WORKERS SALARY RATES
– 1 APRIL 2017 (PLEASE NOTE: PAY AWARD FOR 2018 NOT YET DETERMINED)**

Spinal Column Point	Annual Salary £	Monthly Salary £	Weekly Salary £	Hourly Rate (37) £		
8	15246	1,270.50	292.39	7.9024		
9	15375	1,281.25	294.86	7.9692	Grade 1	
10	15613	1,301.08	299.43	8.0926	(210-253)	
11	15807	1,317.25	303.15	8.1932		
12	16123	1,343.58	309.21	8.3570		Grade 2
13	16491	1,374.25	316.26	8.5477		(254-297)
14	16781	1,398.42	321.83	8.6980		
15	17072	1,422.67	327.41	8.8488	Grade 3	
16	17419	1,451.58	334.06	9.0287	(298-341)	
17	17772	1,481.00	340.83	9.2117		
18	18070	1,505.83	346.55	9.3661		Grade 4
19	18746	1,562.17	359.51	9.7165		(342-397)
20	19430	1,619.17	372.63	10.0711		
21	20138	1,678.17	386.21	10.4380		
22	20661	1,721.75	396.24	10.7091	Grade 5	
23	21268	1,772.33	407.88	11.0237	(398-453)	
24	21962	1,830.17	421.19	11.3835		
25	22658	1,888.17	434.54	11.7442		
26	23398	1,949.83	448.73	12.1278		Grade 6
27	24174	2,014.50	463.61	12.5300		(454-509)
28	24964	2,080.33	478.76	12.9395		
29	25951	2,162.58	497.69	13.4511		
30	26822	2,235.17	514.39	13.9025	Grade 7	
31	27668	2,305.67	530.62	14.3410	(510-565)	
32	28485	2,373.75	546.29	14.7645		
33	29323	2,443.58	562.36	15.1988		
34	30153	2,512.75	578.28	15.6291		Grade 8
35	30785	2,565.42	590.40	15.9566		(566-621)
36	31601	2,633.42	606.04	16.3796		
37	32486	2,707.17	623.02	16.8383		
38	33437	2,786.42	641.26	17.3312	Grade 9	
39	34538	2,878.17	662.37	17.9019	(622-677)	
40	35444	2,953.67	679.75	18.3715		
41	36379	3,031.58	697.68	18.8561		
42	37306	3,108.83	715.46	19.3366		Grade 10

43	38237	3,186.42	733.31	19.8192		(678-743)
44	39177	3,264.75	751.34	20.3064		
45	40057	3,338.08	768.21	20.7625	Grade 11	
46	41025	3,418.75	786.78	21.2643	(744-809)	
47	41967	3,497.25	804.84	21.7526		
48	42899	3,574.92	822.72	22.2356		Grade 12
49	43821	3,651.75	840.40	22.7135		(810-875)
50	44914	3,742.83	861.36	23.2801		
51	46043	3,836.92	883.01	23.8652	Grade 13	
52	47196	3,933.00	905.13	24.4629	(876-941)	
53	48371	4,030.92	927.66	25.0719		
54	49580	4,131.67	950.85	25.6986		Grade 14
55	50816	4,234.67	974.55	26.3392		(942-1007)
56	52091	4,340.92	999.00	27.0001		
57	53394	4,449.50	1,023.99	27.6755	Grade 15	
58	54727	4,560.58	1,049.56	28.3664	(1008+)	
59	56090	4,674.17	1,075.70	29.0729		

Appendix B: CHIEF OFFICER SALARY RATES – 1 APRIL 2017

JOB TITLE	GRADE	SCALE	ANNUAL SALARY £
CHIEF EXECUTIVE	MD01	001	119,185
		002	125,240
		003	131,290
		004	137,345
STRATEGIC DIRECTORS	CD01	001	100,085
		002	103,790
		003	105,395
		004	109,025
HEADS OF SERVICE	HDS01	001	73,840
		002	75,690
		003	77,575
		004	79,515

Appendix C: SOULBURY SALARY RATES – 1 SEPTEMBER 2017

i) EDUCATIONAL IMPROVEMENT PROFESSIONALS (EIPs)

SPINE POINT	SALARY FROM 1.9.17	SPINE POINT	SALARY FROM 1.9.17
1	34,067	26	62,914
2	35,287	27	64,001
3	36,439	28	65,102
4	37,606	29	66,207

5	38,767	30	67,309
6	39,928	31	68,402
7	41,148	32	69,512
8	42,321*	33	70,623
9	43,689	34	71,761
10	44,908	35	72,895
11	46,112	36	74,062
12	47,277	37	75,210
13	48,597**	38	76,371
14	49,773	39	77,515
15	51,073	40	78,659
16	52,248	41	79,809
17	53,426	42	80,958
18	54,582	43	82,106
19	55,575	44	83,259
20	58,607***	45	84,410
21	59,744	46	85,562
22	60,672	47	86,719
23	61,851	48	87,865****
24	62,914	49	89,016****
25	64,001	50	90,168****

NOTES:

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit and motivate employees.

* normal minimum point for EIP undertaking the full range of duties at this level

** normal minimum point for senior EIP undertaking the full range of duties at this level

*** normal minimum point for leading EIP undertaking the full range of duties at this level

**** extension to range to accommodate structured professional assessments.

ii) EDUCATIONAL PSYCHOLOGISTS

EDUCATIONAL PSYCHOLOGISTS - SCALE A	
SPINE POINT	SALARY FROM 1.9.16
1	35,731
2	37,545
3	39,359
4	41,171
5	42,984
6	44,797
7	46,504
8	48,211
9	49,810*
10	51,411*
11	52,903*

NOTE:

*The 11-point scale A provides for up to 3 additional SPA points to be added to the postholder's entitlement on the appropriate 6-point range

ii) SENIOR EDUCATIONAL PSYCHOLOGISTS

SENIOR AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS (B) SALARY RANGE			
SPINE POINT	SALARY FROM 1.9.17	SPINE POINT	SALARY FROM 1.9.17
1	44,797	10	56,950
2	46,504	11	58,081
3	48,211	12	59,235
4	49,810	13	60,409
5	51,411	14	61,543
6	52,903	15	62,731
7	53,516	16	63,908
8	54,661	17	65,093
9	55,795	18	66,276

NOTES:

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate employees.

* Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level

** Extension to range to accommodate discretionary scale points and structured professional assessments

Appendix D: TEACHERS' SALARY RATES – 1 SEPTEMBER 2017

Set out below are teachers' pay scales from 1 September 2017 for England and Wales.

i) TEACHER PAY RANGES

QUALIFIED TEACHERS – pay rate from 1/9/17 – 31/8/18	ENGLAND & WALES	UNQUALIFIED TEACHERS – pay rate from 1/9/17 – 31/8/18	ENGLAND & WALES
MAIN RANGE	£ p.a.		£ p.a.
Minimum	22,917	Minimum	£16,626
Maximum	33,824	Maximum	£26,295
UPPER PAY RANGE	£ p.a.		
Minimum	35,927		
Maximum	38,633		

NOTE:

From 1 September 2013, the qualified and unqualified teacher pay scales were replaced by the ability for the relevant body to pay such salary as it determines within the above Qualified and Unqualified Teacher Pay Ranges.

ii) ADDITIONAL ALLOWANCES / PAYMENTS

TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS	ANNUAL SALARY £		ANNUAL SALARY £	
TLR 3 BAND (fixed-term award only)	Minimum	529	Maximum	2,630

TLR 2 BAND	Minimum	2,667	Maximum	6,515
TLR 1 BAND	Minimum	7,699	Maximum	13,027
SPECIAL EDUCATIONAL NEEDS (SEN) ALLOWANCES	ANNUAL SALARY			
	£			
SEN RANGE	Minimum	2,106	Maximum	4,158

iii) PAY SPINE FOR THE LEADERSHIP GROUP 1/9/2017 – 31/8/2018

(This spine applies to Headteachers, Deputy Headteacher, and Assistant Headteachers)

LEADERSHIP PAY – 1/9/17 – 31/8/18	
	ENGLAND & WALES
MAIN RANGE	£ p.a.
Minimum	39,374
Maximum	109,366



Report

Newport City Council

Part 1

Date: 24 April 2018

Subject **Members Schedule of Remuneration: Independent Remuneration Panel for Wales (IRPW) Annual Report**

Purpose To present the IRPW's annual report, and ask the Council to determine the level of remuneration for those members receive special responsibility allowances, and to determine any allowances for the City's Mayor and Deputy Mayor for the coming year.

Author Democracy and Communication Manager

Ward All

Summary The IRPW is the body tasked with setting the remuneration levels for Councils in Wales. The Panel makes determinations in relation to basic and senior salaries, and also the rates and conditions for expenses paid by public authorities.

This report contains a summary of the IRPW recommendations for this year, and asks Council to set the Newport City Council schedule of remuneration for 2018-19.

Proposal **That Council**

- i) **adopts the determinations within the Independent Remuneration Panel for Wales' Annual Report 2018-19;**
- ii) **approves the draft Schedule of Remuneration attached at Appendix 1; and**
- iii) **agrees that any claims made for reimbursements of costs of care should be anonymised in future reporting of NCC allowance payments.**

Action by Democracy and Communication Manager

Timetable To publish and submit the schedule of remuneration for 2018-19 by 31 July 2018.

This report was prepared after consultation with:

- Head of Law and Regulation
- Head of Finance
- Head of People and Business Change

Background

The Independent Remuneration Panel for Wales (IRPW) is the body tasked with setting the remuneration levels for Councils in Wales. The Panel makes determinations in relation to basic and senior salaries, and also the rates and conditions for expenses paid by public authorities.

The IRPW's determinations for payments made in 2018-19 are set out in its latest [Annual Report](#).

Summary of Proposed Changes

In summary, the IRPW has determined the following changes:

- **Basic Salaries** – an increase of 1.49%, to a basic annual salary of £13,600.
- **Senior Salaries** – No increase is proposed for senior salaries (but all post holders will receive the basic salary increase). The previous provision for two levels of senior salary has been removed. This provision was not previously supported nor used by Newport City Council.
- **Reimbursement of Costs of Care** – The IRP continues to urge Councils to promote the use of this provision. Last year the Council agreed to change the name of this provision from “Care Allowances”, and the Democratic Services Committee supported the idea that any claims made should be anonymised in reporting. This report includes the recommendation to Council that this be implemented.

Revised Schedule of Remuneration

The attached Schedule of Remuneration at Appendix 1 has been updated with the IRPW's changes. We are required to publish the revised schedule and submit this to IRPW by 31 July 2018. Council is asked to approve the revised schedule, which will be updated with post holder names following the AGM on 15 May before being published and submitted to IRPW in line with the deadline.

List of Determinations / NCC Consultation Response

The IRPW's draft report was shared with the Democratic Services Committee at its meeting on 9 November 2017, and comments on the proposed determinations were fed back as part of the consultation process. Below is the NCC response to the draft determinations, for reference.

Number	Proposed determination	Comments for discussion
Determination 1	Basic Salary in 2018/19 for elected members of principal councils shall be £13,600	Committee considers the determination of the amount of payment is a matter delegated to the panel and they agreed to make no comment.
Determination 2	The Panel has determined that senior salary levels in 2018/19 for members of principal councils shall be as set out in Table 2.	Committee considers the determination of the amount of payment is a matter delegated to the panel and they agreed to make no comment.
Determination 3	The Panel has determined that (where paid) civic salaries at the levels as set out in Table 3 and will be applied by principal councils as	The Committee wish to make no comment to the Panel.

	each considers appropriate, taking account of the anticipated workloads and responsibilities.	
Determination 4	The Panel has determined that, where appointed and if remunerated, a presiding member must be paid a Band 3 senior salary. This post will count towards the cap.	This does not apply in Newport – No comment.
Determination 5	The Panel has determined that the post of deputy presiding member will not be remunerated.	This does not apply in Newport – No comment.
Determination 6	The Panel has determined that each authority, through its Democratic Services Committee, must ensure that all its members are given as much support as is necessary to enable them to fulfil their duties effectively. All elected members should be provided with adequate telephone, email and internet facilities giving electronic access to appropriate information.	This operates within Newport and members of the Committee are provided with an annual report by the Head of Democratic Services. This effectively represents no change and members agreed with this determination.
Determination 7	The Panel has determined that such support should be without cost to the individual member. Deductions must not be made from members' salaries by the respective authority as a contribution towards the cost of support which the authority has decided necessary for the effectiveness and or efficiency of members.	This operates within Newport. This effectively represents no change and members agreed with this determination.
Determination 8	The Panel has determined to include a provision for specific or additional senior salaries that do not fall within the current Remuneration Framework.	A number of questions were raised by the committee regarding how this would work in practice, but the general principle was supported.
Determinations 9, 10, 11, 12, 13, 14 , 15 and 16	These proposed determinations relate to payments to Chairs and Deputy Chairs of Joint Overview and Scrutiny Committees; Sub Committees and Task and Finish Groups of Joint Committees. No changes are proposed from existing arrangements.	This represents no change – members agreed with these determinations.
Determination 17	The entitlement to join the Local Government Pension Scheme (LGPS) shall apply to all eligible elected members of principal	This represents no change – members agreed with this determination, although it was commented that elected members' benefits under the scheme were not the

	councils.	same as staff members.
Determinations 18, 19, 20, 21 22 and 23	These proposed determinations relate to arrangements for payments relating to family absence	This represents no change from the current position and no further comments were made.
Determinations 24 to 37	Determinations 24 to 30 relate to the National Parks Authorities and Determinations 31 to 37 relate to the Fire and Rescue Service	No comments are offered on these proposals as they do not relate to the Council.
Determination 38	Principal Councils, NPAs and FRAs must pay the fees to Co-opted Members (who have voting rights) as set out in Table 6.	No change is proposed. Members agreed with this determination.
Determination 39	Reasonable time for pre meeting preparation is eligible to be included in claims made by co-opted members the extent of which can be determined by the appropriate officer in advance of the meeting.	Effectively this means no change to existing arrangements is proposed. Members agreed with this determination.
Determination 40	Travelling time to and from the place of the meeting can be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).	Effectively this means no change to existing arrangements is proposed. Members agreed with this determination
Determination 41	The appropriate officer within the authority can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.	The Council has determined the Monitoring Officer as the appropriate officer. Effectively this means no change to existing arrangements is proposed. Members agreed with this determination
Determination 42	Meetings eligible for the payment of fees include other committees and working groups (including task and finish groups), pre-meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.	No Change is proposed. Members agreed with this determination
Determination 43	All authorities must provide for the reimbursement of necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs up to a maximum of £403 per month. Reimbursement must be for the additional costs incurred by members in order for them to carry out their approved duties. Reimbursement shall only be made	No Change is proposed. Members agreed with this determination.

	on production of receipts from the carer.	
Determinations 44 - 51	Determinations 44 - 51 relate to Community / Town Councils.	No comments are offered on these proposals as they do not relate to the Council.

Financial Summary / Risks

The determination to add £200 per annum to the basic salary incurs an increased cost of £10,000 per annum. This is an increase that the Council must deliver to meet the IRPW's determinations. The allocated budget for 2018/19 has already been reviewed in light of the IRPW's conclusions, and updated to accommodate this change.

Links to Council Policies and Priorities

There is no direct link to Newport's individual policies or plans as this is a national issue about payments to Councillors.

Proposal

That Council

- i) adopts the determinations within the Independent Remuneration Panel for Wales' Annual Report 2018-19;
- ii) approves the draft Schedule of Remuneration attached at Appendix 1; and
- iii) agrees that any claims made for reimbursements of costs of care should be anonymised in future reporting of NCC allowance payments.

Comments of Chief Financial Officer

The IRPW determination to increase Basic Salary by £200 per Councillor will add £10,000 per annum. This will need to be accommodated within existing budget resources.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report. The IRP has statutory power under Section 147 of the Local Government (Wales) Measure 2011 to set Members Allowances. Democratic Services Committee have previously expressed the opinion that the amounts of basic and senior salaries should be prescribed by the IRP and not left to the discretion of individual councils. The latest IRP Report and prescribed scheme removes certain discretionary elements but there is still some element of local discretion.

The basic salary for all Members is increased by £200 to reflect the fact that salary levels have not previously kept pace with average earnings. However, the IRP recognises that the allowances have to be "affordable" in accordance with the Measure. There is no prescribed increase in the senior salaries.

In the light of previous comments and the fact that no Welsh councils have elected to pay differential salary levels to Cabinet Members, the IRP has abolished the previous two-tier level of payment, according to responsibility. Therefore, all Cabinet Members will, in future, have to be paid at the same level and there is no local discretion. Also, the previous two-tier system of salaries for Chairs of Committee has also been discontinued.

Therefore, the only remaining discretionary elements are in relation to the civic salaries payable to the Mayor and Deputy Mayor. The Council has discretion as to which of three levels they should be paid, or whether to pay any civic salaries at all. In the past, the Council has fixed the civic salary levels for the Mayor and Deputy Mayor at IRP Level 2 and it is recommended that this should continue.

Last year, the IRP determined that the costs of care should be paid as a separate reimbursement rather than as part of a member's salary, to encourage more eligible members to apply for reimbursement. They also relaxed the rules on publication to enable councils to anonymise these payments and not identify the individual members concerned. It is recommended that only the total amount of care costs reimbursed by the authority during the year should be published and not the names of the individual members claiming reimbursement.

Council, is therefore, required to formally approve and adopt the proposed Scheme of Remuneration for the financial year 2018/19. There is no requirement for any member to declare a personal interest, as there is a general dispensation for the approval of Members allowances.

Comments of Head of People and Business Change

There are no specific HR or equalities issues arising from the report as the appointment to posts attracting senior salaries is a political decision by the Council. There are no specific issues in the response in relation to the Wellbeing of Future Generations Act , although those appointed to Cabinet posts in particular will need to consider the principles of the Act as part of the decision making process.

Equalities Impact Assessment and the Equalities Act 2010

No FEIA was undertaken as the report affects elected members only.

Children and Families (Wales) Measure

Not applicable.

Wellbeing of Future Generations (Wales) Act 2015

There are no specific issues in the report in relation to the Wellbeing of Future Generations Act , although those appointed to Cabinet posts in particular will need to consider the principles of the Act as part of the decision making process.

Crime and Disorder Act 1998

Not applicable.

Consultation

The Democratic Services Committee were consulted on the IRPW's draft annual report, and its full response is included in this report.

Background Papers

[The IRPW Annual Report 2018-19](#)

Dated: 11 April 2018

Constitution



Part 6: Schedule of Members Remuneration

For approval at Council, 24 April 2018

Newport City Council

MEMBERS' SCHEDULE OF REMUNERATION

This Scheme is made under the Local Government (Wales) Measure 2011 with regard to Independent Remuneration Panel for Wales (IRPW) Regulations which apply to payments made to members and co-opted members of local authorities.

1. Basic Salary

- 1.1 A Basic Salary shall be paid to each elected Member of the Authority.
- 1.2 In accordance with the Regulations, the rate of the Basic Salary shall be reviewed annually as determined by the Independent Remuneration Panel for Wales.
- 1.3 Where the term of office of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Basic Salary will be pro-rata.
- 1.4 No more than one Basic Salary is payable to a Member of the Authority.

2. Senior Salaries & Civic Salaries

- 2.1 Members occupying specific posts shall be paid a Senior Salary as set out in **Schedule 1**.
- 2.2 In accordance with the Regulations, the rates of Senior Salaries and Civic Salaries shall be reviewed annually as determined by the Annual or Supplementary Report of the Independent Remuneration Panel for Wales.
- 2.3 Only one Senior Salary or Civic Salary is payable to a Member of the Authority.
- 2.4 A Member of the Authority cannot be paid a Senior Salary and a Civic Salary.
- 2.5 All Senior and Civic Salaries are paid inclusive of Basic Salary.
- 2.6 A Senior Salary may not be paid to more than the number of members specified by the Independent Remuneration Panel for Wales in its Annual Report and cannot exceed fifty percent of the total membership of the authority, except to include a temporary Senior Salary office holder providing temporary cover for the family absence of the appointed office holder.
- 2.7 A Member of the Authority in receipt of a Senior Salary **cannot** receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which he/she has been nominated.
- 2.8 Where the term of Senior Salary or Civic Salary of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Salary will be pro-rata.

3. Election to Forgo Entitlement to Allowance

- 3.1 A Member may, by notice in writing delivered to the Proper Officer of the authority, personally elect to forgo any part of his/her entitlement to any salary, allowance or fee payable under this Scheme from the date set out in the notice.

4. Suspension of a Member

- 4.1 Where a Member of the Authority is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the part of the Basic Salary payable to him/her in respect of that period for which he or she is suspended will be withheld by the Authority (Section 155 (1) of the Measure).

- 4.2 Where a Member in receipt of a Senior Salary is suspended or partially suspended from being a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the Authority must not make payments of the Member's Senior Salary for the duration of the suspension (Section 155 (1) of the Measure). If the partial suspension relates only to the specific responsibility element of the payment, the member may retain the Basic Salary.

5. Repayment of salaries, allowances or fees

- 5.1 Where payment of any salary, allowance or fee has been made to a Member of the Authority or Co-opted Member in respect of any period during which the Member concerned:

- (a) is suspended or partially suspended from that Member's/Co-opted Member's duties or responsibilities in accordance with Part 3 of the 2000 Act or regulations made under that Act;
- (b) ceases to be a Member of the Authority or Co-opted Member; or
- (c) is in any other way not entitled to receive a salary, allowance or fee in respect of that period,

the Authority will require that such part of the allowance as relates to any such period be repaid.

6. Payments

- 6.1 Payments of all allowances will be made by the Head of Finance by direct bank credit in monthly instalments of one-twelfth of the Member's annual entitlement from 17 May 2017.

- 6.2 Where payment has resulted in a Member receiving more than his/her entitlement to salaries, allowances or fees the Authority will require that such part that is overpayment be repaid.

- 6.3 All payments are subject to the appropriate tax and National Insurance deductions.

7. Reimbursements of Costs of Care

- 7.1 Costs of Care shall be reimbursed to a Member or Co-opted Member who has caring responsibility for dependent children or adults, provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' council duties.

- 7.2 This reimbursement applies in respect of children who are aged 15 or under and other persons for whom the Member or Co-opted Member can show that care is required. If a Member or Co-opted Member has more than one dependent the Member may claim more than one allowance, provided the Member can demonstrate a need to make separate arrangements for care.

- 7.3 Eligible Members may claim Costs of Care for actual and receipted costs up to a maximum amount not exceeding that determined by the Independent Remuneration Panel as set out in

Schedule 1. All claims for Costs of Care should be made in writing to Democratic Services detailing times, dates and reasons for claim. Receipts are required for both informal and formal care arrangements.

8. Family Absence

- 8.1 Members are entitled under the provisions of the Family Absence for Members of Local Authorities (Wales) Regulations 2013 to a period of family absence, during which if they satisfy the prescribed conditions they are entitled to be absent from authority meetings.
- 8.2 When taking family absence Members are entitled to retain a basic salary irrespective of their attendance record immediately preceding the commencement of the family absence.
- 8.3 Should a senior salary holder be eligible for family absence they will be able to continue to receive their senior salary for the duration of the absence.
- 8.4 If the authority agrees that it is necessary to make a substitute appointment to cover the family absence of a senior salary holder the Member substituting will be eligible if the authority so decides to be paid a senior salary.
- 8.5 If the paid substitution results in the authority exceeding its maximum number of senior salaries, an addition to the maximum will be allowed for the duration of the substitution.

9. Co-optees' payments

- 9.1 A Co-optees' daily fee (with a provision for half day payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.
- 9.2 Payments will take into consideration travelling time to and from the place of the meeting, reasonable time for pre meeting preparation and length of meeting (up to the maximum of the daily rate).
- 9.3 The Monitoring Officer is designated as the "appropriate officer" and will determine preparation time, travelling time and length of meeting, the fee will be paid on the basis of this determination.
- 9.4 The Monitoring Officer can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.
- 9.5 A half day meeting is defined as up to 4 hours.
- 9.6 A full day meeting is defined as over 4 hours.
- 9.7 The daily and half day fee for the Chairpersons of the Standards Committee and Audit Committee, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.
- 9.8 The daily and half day fee for other statutory Co-optees with voting rights, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.

10. Travel and Subsistence Allowances

10.1 General Principles

- 10.2 Members and Co-opted Members may claim travelling expenses when travelling on the Authority's business for 'approved duties' as set out in **Schedule 2**. Where Members travel on the Authority's business they are expected to travel by the most cost effective means. In assessing cost effectiveness regard will be given to journey time. A Member who does not travel by the most cost effective means may have his/her claim abated by an appropriate amount.
- 10.3 Where possible Members should share transport.
- 10.4 The distance claimed for mileage should be the shortest reasonable journey by road from the point of departure to the point at which the duty is performed, and similarly from the duty point to the place of return.
- 10.5 The rates of Members' Travel and Subsistence Allowances are set out in **Schedule 3** and are subject to annual review by the Independent Remuneration Panel for Wales.
- 10.6 Where a Member is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, any travel and subsistence allowances payable to him/her in respect of that period for which he or she is suspended or partially suspended must be withheld by the Authority.

11. Travel by Private Vehicle

- 11.1 The Independent Remuneration Panel for Wales has determined that the maximum travel rates payable should be the rates set out by Her Majesty's Revenue & Customs for the use of private cars, motor cycles and pedal cycles plus any passenger supplement.
- 11.2 The mileage rates for private vehicles as determined by the Independent Remuneration Panel for Wales are set out in **Schedule 3**.
- 11.3 Where a Member makes use of his/her private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of appropriate insurance must be provided to the Authority on request.

12. Travel by Public Transport

12.1 Rail/Coach Travel

Unless otherwise authorised rail tickets will be second-class.

Corporate Administration will purchase requisite rail and coach tickets for Members in advance of journeys. In the event that a Member needs to purchase a ticket directly, payment will be reimbursed upon production of the used ticket and/or a receipt.

12.2 Taxi Fares

Taxi fares will only be reimbursed where their use has been authorised for cases of urgency, where no public transport is reasonably available, or a Member has a particular personal need. Re-imbusement will be upon receipt only.

12.3 **Travel Abroad**

Travel abroad on the Authority's business will only be permitted where authorised by the Chief Executive. Corporate Administration will arrange travel and accommodation.

12.5 **Other Travel Expenses**

Members will be entitled to reimbursement of toll fees, parking fees, overnight garaging and other necessary travel associated expenses. Re-imbusement will be upon receipt only.

13. **Overnight Accommodation**

13.1 Overnight stays will only be permitted where the Authority's business extends to two days or more, or the venue is at such a distance that early morning or late night travel would be unreasonable. All overnight stays must receive prior authorisation from the relevant Chief Officer and will be paid for by way of the Service area budget.

13.2 Overnight accommodation will be booked by Corporate Administration .Wherever possible the overnight accommodation will be pre-paid or invoiced.

13.3 Direct booking of overnight accommodation by a Member will only be permitted in the event of an emergency. Reimbursement will only be made upon the production of a receipt and will be at a level deemed reasonable and not in excess of the rates set out in **Schedule 3**.

14 **Subsistence Allowance**

14.1 The day subsistence rate to meet the costs of meals and refreshments in connection with approved duties (including breakfast when not provided as part of overnight accommodation) is set out in **Schedule 3**. The maximum daily rate covers a 24 hour period and can be claimed for any meal that is relevant, providing such a claim is supported by receipt(s)

14.2 No provision is made for subsistence claims within the County Borough.

15. **Claims and Payments**

15.1 A claim for travel and subsistence allowances must be made in writing within three months of the end of the calendar month in which entitlement to allowances arises and must be accompanied by the relevant receipts.

15.2 Allowances will be paid by the Head of Finance by direct bank credit.

16. **Pensions**

16.1 The Authority shall enable its Members who are eligible to join the Local Government Pension Scheme.

17. **Compliance**

- 17.1 In accordance with the Regulations, the Authority must comply with the requirements of the Panel in respect of the monitoring and publication of payments made to members and co-opted members as set out in **Schedule 4**.

Members are reminded that expense claims are subject to both internal and external audit.

SCHEDULE 1

SCHEDULE OF REMUNERATION 2018-19

MEMBERS ENTITLED TO BASIC SALARY	ANNUAL AMOUNT OF BASIC SALARY																																																		
<p>The following named elected members of the authority</p> <p>Councillors</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">M Al-Nuaimi</td> <td style="width: 50%;">M Kellaway</td> </tr> <tr> <td>G Berry</td> <td>L Lacey</td> </tr> <tr> <td>J Clarke</td> <td>M Linton</td> </tr> <tr> <td>J Cleverly</td> <td>S Marshall</td> </tr> <tr> <td>P Cockeram</td> <td>D Mayer</td> </tr> <tr> <td>M Cornelious</td> <td>R Mogford</td> </tr> <tr> <td>K Critchley</td> <td>A Morris</td> </tr> <tr> <td>D Davies</td> <td>J Mudd</td> </tr> <tr> <td>V Dudley</td> <td>A Rahman</td> </tr> <tr> <td>C Evans</td> <td>J Richards</td> </tr> <tr> <td>M Evans</td> <td>W Routley</td> </tr> <tr> <td>C Ferris</td> <td>M Spencer</td> </tr> <tr> <td>Y Forsey</td> <td>T Suller</td> </tr> <tr> <td>D Fouweather</td> <td>H Thomas</td> </tr> <tr> <td>G Giles</td> <td>K Thomas</td> </tr> <tr> <td>J Guy</td> <td>C Townsend</td> </tr> <tr> <td>D Harvey</td> <td>H Townsend</td> </tr> <tr> <td>I Hayat</td> <td>R Truman</td> </tr> <tr> <td>R Hayat</td> <td>J Watkins</td> </tr> <tr> <td>T Holyoake</td> <td>T Watkins</td> </tr> <tr> <td>P Hourahine</td> <td>M Whitcutt</td> </tr> <tr> <td>J Hughes</td> <td>R White</td> </tr> <tr> <td>R Jeavons</td> <td>K Whitehead</td> </tr> <tr> <td>C Jenkins</td> <td>D Wilcox</td> </tr> <tr> <td>J Jordan</td> <td>D Williams</td> </tr> </table>	M Al-Nuaimi	M Kellaway	G Berry	L Lacey	J Clarke	M Linton	J Cleverly	S Marshall	P Cockeram	D Mayer	M Cornelious	R Mogford	K Critchley	A Morris	D Davies	J Mudd	V Dudley	A Rahman	C Evans	J Richards	M Evans	W Routley	C Ferris	M Spencer	Y Forsey	T Suller	D Fouweather	H Thomas	G Giles	K Thomas	J Guy	C Townsend	D Harvey	H Townsend	I Hayat	R Truman	R Hayat	J Watkins	T Holyoake	T Watkins	P Hourahine	M Whitcutt	J Hughes	R White	R Jeavons	K Whitehead	C Jenkins	D Wilcox	J Jordan	D Williams	£13,600
M Al-Nuaimi	M Kellaway																																																		
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SENIOR SALARIES ENTITLEMENTS (includes basic salary)		ANNUAL AMOUNT OF SENIOR SALARY
ROLE	MEMBER	
1. Leader		£48,300

SENIOR SALARIES ENTITLEMENTS (includes basic salary)			ANNUAL AMOUNT OF SENIOR SALARY
	ROLE	MEMBER	
2.	Deputy Leader		£33,800
3.	Cabinet Member for Education and Skills		£29,300
4.	Cabinet Member for Community and Resources		£29,300
5.	Cabinet Member for Street Scene		£29,300
6.	Cabinet Member for Regeneration and Housing		£29,300
7.	Cabinet Member for Licensing and Regulation		£29,300
8.	Cabinet Member for Social Services		£29,300
9.	Cabinet Member for Culture and Leisure		£29,300
10.	Chairperson of Overview and Scrutiny Management Committee		£22,300
11.	Chairperson of Performance Scrutiny Committee - Partnerships		£22,300
12.	Chairperson of Performance Scrutiny Committee - People		£22,300
13.	Chairperson of Performance Scrutiny Committee – Place and Corporate		£22,300
14.	Chairperson of Planning Committee		£22,300
15.	Chairperson of Democratic Services Committee		£22,300
16.	Chairperson of Licensing Committee		£22,300
17.	Leader Of The Largest Opposition Group		£22,300
18.	(final senior salary not currently used)		£22,300
A maximum of 18 senior salaries for Newport City Council may be paid and this has not been exceeded.			

ENTITLEMENT TO CIVIC SALARIES		ANNUAL AMOUNT OF CIVIC SALARY
ROLE	MEMBER	
Civic Head (Mayor / Chair)		£21,800
Deputy Civic Head (Deputy Mayor / Chair)		£16,300

ENTITLEMENT AS STATUTORY CO-OPTEES		AMOUNT OF CO-OPTEES ALLOWANCES
ROLE	MEMBER	
Chairperson Of Standards Committee		£256 Daily Fee £128 ½ Day Fee
Chairperson of Audit Committee		£256 Daily Fee £128 ½ Day Fee
Statutory Co-optees - Standards Committee, Audit Committee, Scrutiny Committees		£198 Daily Fee £99 ½ Day Fee

MEMBERS ELIGIBLE TO RECEIVE REIMBURSEMENT OF COSTS OF CARE	
All Members	Up to a maximum of £403 per month

SCHEDULE 2

Approved duties: -

- attendance at a meeting of the Authority or of any committee of the Authority or of any body to which the Authority makes appointments or nominations or of any committee of such a body;
- attendance at a meeting of any association of authorities of which the Authority is a member;
- attendance at any other meeting the holding of which is authorised by the Authority or by a committee of the Authority or by a joint committee of the Authority and one or more other Authorities;
- a duty undertaken for the purpose of or in connection with the discharge of the functions of Cabinet;
- a duty undertaken in pursuance of a standing order which requires a Member or Members to be present when tender documents are opened;
- a duty undertaken in connection with the discharge of any function of the Authority which empowers or requires the Authority to inspect or authorise the inspection of premises;
- attendance at any training or developmental event approved by the Authority or its Cabinet;

SCHEDULE 3

Mileage Rates

All sizes of private motor vehicle Up to 10,000 miles Over 10,000 miles	45 pence per mile 25 pence per mile
Private Motor Cycles Pedal Cycles	24 pence per mile 20 pence per mile
Passenger supplement	05 pence per mile

Subsistence Allowance

The day subsistence rate is up to a maximum of £28 and covers a 24 hour period and can be claimed for any meal if relevant provided such a claim is supported by receipts.

Re-imbursment of alcoholic drinks is not permitted.

Overnight Stay

The maximum allowances for an overnight stay are £200 for London and £95 for elsewhere. A maximum of £30 is available for an overnight stay with friends or relatives whilst on approved duty.

SCHEDULE 4

Compliance

- The authority will arrange for the publication on the council's website the total sum paid by it to each member and co-opted member in respect of salary, allowances, fees and reimbursements not later than 30 September following the close of the year to which it relates. In the interests of transparency this will include remuneration from all public service appointments held by elected members.
- The authority will publish on the council's website a statement of the basic responsibility of a councillor and role descriptors for senior salary office holders, which clearly identify the duties expected.
- The authority will publish on the council's website the annual schedule of Member Remuneration not later than 31 July of the year to which the schedule refers.
- The authority will send a copy of the schedule to the Independent Remuneration Panel not later than 31 July of the year to which the schedule refers.
- The authority will maintain records of member/co-opted members attendance at meetings of council, cabinet and committees and other approved duties for which a member/co-opted member submits a claim for reimbursement.
- The authority will arrange for the publication on the council's website of annual reports prepared by members.
- When the authority agrees a paid substitution for family absence it will notify the Independent Remuneration Panel within 14 days of the date of the decision of the details including the particular post and the duration of the substitution.