

Agenda



Cabinet

Date: Wednesday, 9 March 2022

Time: 4.00 pm

Venue: Live Event via MS Teams

To: Councillors Councillor J Mudd (Chair), J Hughes, Councillor R Jeavons, P Cockeram, D Harvey, D Mayer, Councillor R Truman and D Davies

Item		Wards Affected
1	<u>Apologies for Absence</u>	
2	<u>Declarations of Interest</u>	
3	<u>Minutes of the Last Meeting</u> (Pages 3 - 20)	
4	<u>Education Achievement Service (EAS) Business Plan 2022/25</u> (Pages 21 - 62)	All Wards
5	<u>Revisions to the South East Wales EAS Collaboration and Members Agreement (The CAMA)</u> (Pages 63 - 68)	All Wards
6	<u>Corporate Risk Register - Quarter 3</u> (Pages 69 - 120)	All Wards
7	<u>Climate Change Plan</u> (Pages 121 - 194)	All Wards
8	<u>Covid Recovery Update</u> (Pages 195 - 210)	All Wards
9	<u>Post EU Transition Update</u> (Pages 211 - 218)	All Wards
10	<u>Work Programme</u> (Pages 219 - 226)	
11	<u>Live Event</u> To view the meeting, click on the link below:	
	Cabinet, 9 March 2022 - YouTube	

Contact: Anne Jenkins, Governance Team Leader
Tel: 01633 656656
E-mail: Cabinet@newport.gov.uk
Date of Issue: 2 March 2022

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Minutes



Cabinet

Date: 18 February 2022

Time: 4.00 pm

Present: Councillors Councillor J Mudd (Chair), J Hughes, Councillor R Jeavons, P Cockeram, D Harvey, D Mayer, Councillor R Truman and D Davies

1 Apologies for Absence

None received.

2 Declarations of Interest

None received.

3 Minutes of the Last Meeting

The Minutes of 14 January were confirmed as a true record.

4 Capital Strategy and Treasury Management 2022/23

The Leader presented the report to Cabinet informing colleagues that the annual Capital and Treasury Management strategies, was brought to this Cabinet meeting having been reviewed and commented upon by Governance and Audit Committee at their meeting which took place on 27th January.

Cabinet was required to endorse the strategies prior to them being presented to full Council for final approval and was also required to approve the detailed Capital Programme, which formed one of the appendices to this report.

The comments from the Governance and Audit Committee were included within this report and, where appropriate, the report was amended in line with these comments.

The two strategies were a requirement of CIPFA's Prudential Code, form a critical part of short, medium and long term financial planning and are intrinsically linked with the revenue budget setting process.

The purpose of the Capital Strategy was to set out the Council's approach to decision making regarding capital expenditure and, in the process, demonstrating that those decisions were made in line with service objectives, with consideration given to risk, reward and impact.

The Capital Strategy was inherently linked with the Treasury Management Strategy which, itself, was concerned with the Council's approach to managing its cash, including, primarily, the approach to borrowing and investing activities.

A key aspect of the Treasury Management strategy was the borrowing limits, which were ultimately approved by Council, and form part of the suite of prudential indicators which govern the Council's cash management activities.

The Capital Strategy was a long-term focussed document, which considered the next 10 years as a minimum. Because of this long-term focus, it was critical that decisions made are reflective of the need for capital plans to be affordable, prudent and sustainable. Essentially, this meant the following:

- Debt-funded capital expenditure incurred today would result in a long-term commitment upon the Council to repay that borrowing and the interest that arises from it
- That commitment to meet capital financing costs would form part of the revenue budget
- Whilst that commitment might be affordable now, it must be possible to maintain this over the long term
- Capital financing costs, once locked-in, could not be reduced or avoided, meaning that any future budgetary challenges would impact upon the level of funding available for other services and priorities, rather than the capital financing budget.

Due to the importance of these factors, the Head of Finance's commentary within the report specifically addressed these.

As outlined at the beginning, whilst Cabinet made decisions regarding the projects that comprise the Capital Programme, it was full Council that determined the borrowing limits that must be adhered to.

Whilst many projects were funded from sources such as grants, capital receipts and specific reserves, there would be a number that cannot be funded in this way and were ultimately funded via borrowing. The overall Capital Programme, therefore, needed to be set within these borrowing limits.

The forthcoming financial year (2022/23) represents the last year of the current five-year Capital Programme. However, two years were added to the programme to reflect those projects which started in this current programme but extended beyond it to completion.

It was a large and challenging programme to deliver, with the programme standing at £288.4m in totality and in excess of £100m in 2022/23 alone.

It included a number of our key capital priorities, as well as investments such as borrowing for the Cardiff Capital Regional City Deal and an element of borrowing headroom to allow flexibility for new schemes or additional costs to be funded.

Some of the larger schemes within the programme included:

- £111.7m in relation to Education and schools, of which £75m is included in relation to the Council's 21st Century Schools Band B plans, which saw a significant improvement in the quality of our school buildings
- Over £25m of funding for the Cardiff Capital Regional City Deal which contributed towards a huge level of economic development across the region, benefitting Newport
- Nearly £10m for the new footbridge at Newport Station
- Over £12m in relation to the refurbishment and restoration of the Transporter Bridge
- £19.7m for the new leisure centre which, in turn, would pave the way for the new Coleg Gwent development, which would contribute to the development of the Newport Knowledge Quarter

Of the £288.4m total programme, approximately £92m of the expenditure is to be funded via debt, thus increasing the need to borrow and resulting in the Council committing to being a net borrower over the medium to long term.

This commitment to being a net borrower is reflected in Table 2 of the report, which shows how much the anticipated cumulative level of borrowing is set to grow by, with actual borrowing anticipated to increase from the current level of £149m to an anticipated peak of £203m by 2023/24, based on the delivery of the current programme, as set out in the report.

The required borrowing can either take the form of actual external borrowing or can be managed via the use of existing cash resources, which is known as internal borrowing. The Council has historically been successful at maximising its internal borrowing capacity, in turn reducing the need to incur the costs associated with external borrowing.

As reflected in the outlook contained within this report, the level of internal borrowing, represented by the level of cash-backed reserves held, is expected to be circa £100m heading in to 2022/23.

In essence, this means that this is the historic value of debt-funded capital expenditure which has been funded via internal borrowing. However, the capacity for internal borrowing is now diminishing, as earmarked reserves are utilised. As a consequence, the need to externally borrow will increase to, in effect, fund this historic expenditure.

Then, in addition, any future capital expenditure, either in the existing programme or the future programme, will lead to a requirement to undertake further borrowing and will add to the overall capital financing requirement. This serves to remind us that decisions need to take into consideration affordability, prudence and sustainability.

Table 3 of the report shows the impact the need to borrow has upon the revenue budget. The costs associated with the borrowing required for the existing programme, known as the capital financing costs, are already fully funded, due to the better than expected funding settlement from 2021/22.

However, the development of a new capital programme from 2023/24 will potentially see the need to borrow grow further and it will be important that the costs arising from further borrowing can be met from within the revenue budget.

The proportion of the revenue budget dedicated to capital financing costs is already relatively high compared to comparable Welsh councils and, therefore, it will be important that the new programme is sustainable and does not disproportionately impact upon the revenue budget.

Treasury Management Strategy

The Treasury Management Strategy is primarily concerned with the Council's approach to borrowing and investing and includes a number of key prudential indicators.

In terms of borrowing, as already stated, the Council is committed to being a net borrower over the medium to long term. The preferred strategy is to maximise the level of internal borrowing, although this capacity is expected to reduce year on year. Therefore, there will come a point where actual external borrowing is required to meet operational cashflow requirements.

However, although the Council will defer its need to borrow for as long as possible, it may consider undertaking borrowing early to secure favourable interest rates, providing this is affordable and within the agreed borrowing limits. This action would only be taken in conjunction with advice from our Treasury Advisors.

In terms of investing, the objective when investing funds is to strike an appropriate balance between risk and return – that is minimising the risk of incurring losses from defaults and the risk of receiving unsuitably low investment income.

As outlined in last year's strategy, the Council intends to diversify its investments into different asset classes, to maximise returns whilst mitigating against the risk and low yields from short-term unsecured bank investments. This change in approach was placed on hold due to the uncertain economic climate caused by the pandemic, however the intention is to explore this further during 2022/23.

Decision:

That Cabinet recommend to Council for approval:

- i) The Capital Strategy (Appendix 2), including the current Capital Programme within it (shown separately in Appendix 1), and the borrowing requirements/limits needed to deliver the current programme.
- ii) The Treasury Management Strategy and Treasury Management Indicators, the Investment Strategy and the Minimum Revenue Provision (MRP) for 2022/23. (Appendix 3)
- iii) As part of the above:
 - a. To note the increased debt and corresponding revenue cost of this, in delivering the current Capital Programme, and the implications of this over both the short and medium-long term with regard to affordability, prudence and sustainability.
 - b. To note the Head of Finance recommendation to Council that borrowing needs to be limited to that included in the current Capital Programme, and the recommended prudential indicators on borrowing limits to achieve this.
 - c. To note the requirement to limit and manage debt funded expenditure beyond the existing programme period, for sustainability purposes, with particular regard to the development of the new Capital Programme.
 - d. To note the changes to the Prudential Code and Treasury Management Code, and the impact of those changes on the Council's approach to capital investment and treasury management.
 - e. Note comments made by Audit Committee on 27 January 2022 (paragraph 6).

5 **Revenue Budget and MTFP: Final Proposals 2022/23**

The Leader presented the report, informing Cabinet on the final Medium-Term Financial Plan and 2022/23 revenue budget report. This was one of the council's most significant reports and needed to be considered carefully.

This report represented the culmination of six months hard work, from reviewing and agreeing budget assumptions to form the basis of our planning, to this final stage of allocation of funding to our key priorities.

There were challenges to the budget process this year. Not only was the Council going into the third year of working through the pandemic and all its associated issues, but the draft Welsh Government settlement, which funds 76% of the budget, was received very late on 21 December. This meant final and detailed budget work could not be finished within the customary timescale.

The settlement this year, however, included a multi-year funding settlement which brought a reasonable level of certainty. The inclusion of indicative values for the next two years supported our capacity for long term planning.

The settlement received from Welsh Government was much higher than that included within the planning assumptions, removing the need to identify any new budget savings.

A 'balance in hand' was reported to January Cabinet and this report summarised the investments that would support key priorities. The report also provided detailed feedback from the consultation process.

The Cabinet considered the results of the consultation, along with other key contextual matters and would set out our investment areas in the 2022/23 budget.

Council Tax only made up 24% of the Council's revenue budget funding, but it was still an essential element of the Council's overall funding.

Full Council made the final decision on the Council Tax level only.

The Council's Revenue Support Grant increased significantly, by nearly £25m, however, this was predicated on the Council covering several cost pressures and investments determined by external influences including, but not limited to:

- additional costs of introducing the Real Living Wage for care workers from 1 April 2022
- the costs associated with the teachers' pay deal
- increased National Insurance contribution for employers from April 2022
- the management of the continued residual impacts of increased costs and reduced income from the Covid pandemic, in recognition of no continuation of the hardship fund beyond this financial year.

The Council consulted on a 3.7% Council Tax increase which added a further £2.7m to potential funding for next year's budget. In total, funding in our draft budget increased by £27.5m.

- Some initial budget investments in draft budgets highlighted key priorities of: prevention and early intervention
- our city centre
- our schools

The draft budget set out:

- £3.2m in support of our care workers, ensuring they are paid the 'Living Wage'
- nearly £1m for supporting our most vulnerable adults with learning difficulties
- nearly £900k to facilitate the increased take up of free school meals
- nearly £400k for prevention and early intervention services within our Education and Social Care departments, building on a very significant increase in school funding, as well as specific funding to help those in our schools who require additional support

Table one of the report showed £3.3m of available resources in hand at the draft budget stage, and further changes to investment profiles have resulted in the 'balance in hand' for resources to allocate increasing to nearly £3.9m.

	2022/23 £'000
Revised balance in hand	(£3,892k)
New investments:	
<u>SOCIAL CARE</u>	£1,110k
Sustaining our vital care providers in social care is an area of considerable challenge. In addition to ensuring that social care workers are paid the Real Living Wage. Therefore, an additional provision of £1.1m for the potential risk of higher on-going costs in our Social Care sector, following challenges coming out of both Covid and Brexit. The creation of a permanent increased budget in this area would help in	

<p>ensuring budgets are robust, help mitigate these risks and crucially, ensure we continue to fund the best care we can for our most vulnerable residents.</p> <p>Demand in our social services and care was a real challenge emerging from the challenges of the last two years. Further investment within social care would create additional capacity within teams to support our vulnerable residents - this £191k investment supports an additional 6 posts. One of these posts would manage the community connector service, which was a key intervention and prevention service, sign posting individuals to services available within the community that meets their needs.</p> <p>Additional investments in social care budgets demonstrated on-going commitment to this area as it dealt with continuing demand and challenges. Looking after the most vulnerable members of our communities was a priority, in particular with early interventions where needed and prevention in the first place wherever possible.</p>	<p>£191k</p>
<p><u>CITY CENTRE</u></p> <p>Cabinet wanted to invest further to create a positive impact both on the city centre and the businesses within it. In particular, the promotion of the city, marketing, inward investment, coordination of activities and events, tourism, and the general environment in and around the city.</p> <p>Therefore, an investment £377k in a number of key priority areas, included:</p> <ul style="list-style-type: none"> - An additional £198k investment in cleansing for enhanced city centre cleaning - £38k to create capacity to develop and implement a cultural strategy therefore strengthening Newport's cultural offer - £49k investment in a city centre manager role to enable better liaison of all of the Councils and partners work in the city centre, including with businesses - £92k investment in destination management and ensure we are 'marketing ' the city robustly and maximising its potential to businesses, visitors and residents <p>In addition to these, Cabinet would not be increasing the Councils fees and charges for city centre car parking and licensing venues for outdoor seating.</p>	<p>£377k</p>
<p><u>OTHER</u></p> <p>The issues that made a difference over the last two years and issues which really mattered to our residents were:</p> <ul style="list-style-type: none"> - Investment of £255k for the maintenance of our parks play areas and equipment. In conjunction with a significant one-off investment to get our stock of play areas back up to speed, this budget will provide capacity for on-going maintenance and replacement thereafter - We have made significant improvements in housing rough sleepers over the last two years and in dealing with general homelessness demands, helped by the WG Hardship Fund. Some specific funding will continue from WG and we will invest £34k to augment that which will enable us to continue with our current provision and support to vulnerable residents here - There is an urgent need for this Council to play its part and reduce its carbon footprint. We are already doing a lot and we propose to invest £153k and increase capacity to develop and implement future schemes to achieve our net zero ambition. 	<p>£1,463k</p>

<p>- Our recycling record is already very good and can improve even further. We will invest £55k to provide capacity to support and encourage greater engagement from residents in flats and houses with multiple occupation to deal with waste issues and promote recycling</p> <p>In addition to increasing staff resources to add capacity in key areas already outlined, we will provide capacity in a small number of further areas at £466k to improve the monitoring of our capital programme, in our highways planning function, waste and refuse services, electoral registration service and environmental health.</p> <p>In line with section 6 of the report here, we will also invest £500k to help manage the financial risks around the on- impact of Covid and no Hardship Fund from 2022/23. The fund has been essential and no doubts, impacts on the Council finances will continue in some form or shape. Alongside the other temporary measures, this will provide mitigation against this and in doing so, enable us to focus our one-off resources on priorities and new investments</p>	
<p><u>COUNCIL TAX</u></p> <p>Lastly, Council Tax. We consulted on a 3.7% increase in Council Tax. With this increase we would still have had one of the lowest rates in Wales, and indeed the UK. However, I have made clear my intention to listen to our residents and be mindful of the continued pressures on household finances. Therefore, Cabinet would reduce the proposed increase in council tax to 2.4% and this will cost £828k.</p> <p>The investments outlined above totalling £3.969m will be offset by recently confirmed lower than anticipated inflationary increases on council levies of £77k and therefore balances the budget</p>	<p>£828k</p> <p>(£77k)</p>
<p>Total remaining to allocate</p>	<p>-</p>

The Leader explained aspects of the budget:

To date, for businesses:

- support with Covid related business grants,
- administered rate relief, now in its second year, with a more limited scheme for 2022/23 in train also.
- increased our business grants scheme here locally with a £250k one off investment from the 2020/21 underspend.

For communities:

- supported them not only through our day-to-day services but also through specific one-off investments from the 2020/21 underspend for a number of initiatives, such as:
- £500K for the Creation of a community Covid recovery fund
- City Services, £500k for the refurbishment and cleansing of open spaces
- £170k for 'Cariad' Casnewydd
- £180K for community gardening schemes
- provision of permanent investment in the current year's budget at over £150k to develop and implement plans and initiatives to further increase pride in our city, and to find ways to support and foster connections with and between the local communities within it.

This budget presented here today would build on these, as an example, Cabinet were focussing on green spaces, providing greater levels of investment in these important

resources. The Covid-19 pandemic had a significant impact on people's lives. Being outdoors and spending time in green space has been shown to be highly beneficial to both mental and physical wellbeing. It was the Cabinet's intention that further investment in parks and outdoor spaces would encourage residents and families to use these spaces to connect further both with the natural environment and with their local communities.

In addition to the permanent revenue funding of £300k over two years to maintain our play areas and equipment, we intend to make a £2.5m one off investment in parks and open spaces. This would be funded through the revenue underspend at the end of the year.

Cabinet intended to develop and continue our support for our city centre, investing almost half a million pounds in our city centre over the next two years to promote the city, encourage tourism and improve the general environment in and around the city. An initiative on further support to city centre businesses would be provided in the March Council.

In addition, Investment in schools at over £8m, social care at over £6.5m, with a focus on prevention and early intervention services. As well as investment in housing and homelessness services and providing capacity to move towards our ambition of net zero carbon.

These were the right priorities as we look beyond the challenges of the last two years. These priorities would guide our work, to deal with the new challenges, but also the new opportunities of the future.

Comments of Cabinet Members:

- Councillor R Jeavons, advised that recycling was close to 70% thanks to Newport residents. The additional £55K would help break through the 70% barrier and help with future recycling targets. The Council have listened to its residents and would have taken into consideration future energy costs as well as Newport City Council still having one of the lowest council tax.
- Councillor Truman referred to the increased cost of living, the budget was an investment in people including the vulnerable. The budget also supported businesses and was a forward-thinking budget. Since the pandemic, two years ago, this was widely consulted this year and people had shown interest by engaging in the consultation.
- Councillor Davies supported colleagues' comments and added that these were difficult times, with the rise in the cost of living and fuel crisis. The commendable additional investment to raise the standard of living was right for the residents' needs. As the Cabinet Member for Education and Skills it was right to invest £8.8M into education services and recognise the vulnerability of the children of Newport as a result of the pandemic. Schools were central to local community, providing food parcels and clothing. The funding would also support Additional Learning Needs (ALN) as well as the provision of school meals, which saw an uptake of 118% in recent years.
- Councillor Mayer thanked the Leader for her presentation and the hard work put into this. This years budget had started as soon as the previous budget was agreed. The Council had consulted widely with trade union representatives as well as Newport residents.
- Councillor Hughes was proud to be part of a Cabinet that focussed on the people it served and enhancing the city. The budget favoured all members of the city and supported the most vulnerable.
- Councillor Harvey was also proud of budget and pleased that investment on parks and spaces had been incorporated.

- Councillor Cockeram echoed comments and congratulated Leader on the presentation of the budget.

Decision:

That Cabinet agreed to the following:

Budget proposals and medium-term plan (section 3-5)

- To note the formal consultation on the budget as outlined in section 4 and the feedback received, shown in appendices 1 to 4.
- To note the Fairness and Equalities Impact Assessment (FEIA) on the budget proposals, shown in appendix 9.
- To review and confirm budget proposals (appendix 5 - 6), as currently summarised within the medium term financial plan (appendix 7) and allocate the financial flexibility shown in table 4.
- In doing so, to provide a minimum of £500k from the current financial flexibility for on-going Covid / no Hardship Fund risk and agree to temporarily re-classify the budgets outlined in para. 6.8 and the reserves for the same, noting that the risk would need on-going monitoring as the year progresses.
- To agree the 2022/23 fees and charges of the council shown in appendix 11.
- To note the budget investment in schools of up to £8,003k is based on an assumed teachers/ NJC pay increase of 4% from September 2022 in addition to the cost of new/ expanding school provision as noted in paragraph 3.8 – 3.13.
- Cabinet were asked to approve that the pay provision was retained in ‘contingency’ within the overall ISB and distributed to individual school budgets from there once the agreed pay award was known, with the intention of fully funding the agreed pay award up to the budget provision available.

Overall revenue budget and resulting council tax 22/23 (section 6 and 7)

- To note the Head of Finance’s recommendations that minimum General Fund balances be maintained at a level of at least £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 revenue budget contingency of £1.4million.
- To note the current level of council tax for Newport City Council and the monetary value of various percentage increases and how this compares to levels of council tax at other councils as shown in table 5.
- To recommend an overall net budget and resulting council tax to full Council, noting that a formal resolution including the Police and Crime Commissioner for Gwent and Community Councils’ precepts will be presented to Council on 1 March.
- To recommend an overall net budget and resulting council tax increase of 2.4% to full Council, noting that a formal resolution including the Police and Crime Commissioner for Gwent and Community Councils’ precepts will be presented to Council on 1 March.
- To approve expenditure and use of reserves in line with the summary shown in appendix 10b, noting they are based on detailed proposals reviewed by Cabinet in their January 2022 meeting.

The Leader presented the report to Cabinet Member colleagues highlighting the following:

2021 Summer Results

The calculation and publication of Key Stage 4 and legacy sixth form performance measures for 2020 to 2021 and 2021 to 2022 academic years is suspended.

Qualification awards data would not be used to report on attainment outcomes at a school, local authority or regional consortium level and must not be used to hold schools to account for their learners' outcomes.

There would be a direct impact on the usual data releases provided by the Welsh Government, with some releases suspended for one or more of the years disrupted by coronavirus or still to be determined.

All schools and post-16 providers continued to be required to undertake effective self-evaluation to support continuous improvement. This involved schools, with support from local authorities and regional consortia, using the learner level information they had on attainment and other outcomes to reflect on and improve their existing arrangements.

School categorisation would not take place in academic year 2021 to 2022. Regional consortia and local authorities continued to work in partnership with schools to help provide them with the support they need to improve and to successfully implement our ambitious reforms.

The School Performance and Absence Targets (Wales) Regulations 2011 were revoked in 2020, this meant that schools were no longer required to set and publish targets.)

Curriculum for Wales and Welsh Government Draft School Improvement Guidance

There would be a new curriculum for schools and funded non-maintained settings in Wales from September 2022, Curriculum for Wales (CfW).

In March 2020 Welsh Government consulted on the draft school improvement guidance. The new proposals aimed to:

- Strengthen the importance and effectiveness of self-evaluation and improvement planning by schools, which draws on a broad range of evidence
- Focus on schools' self-evaluations and improvement priorities as the starting point for work with local authorities and regional consortia.
- Consider school performance in its widest sense, with schools evaluated in their own context, supported by a broad range of evidence, bespoke improvement planning and support.
- Ensure that the school's self-evaluation processes identify areas of strengths and priorities for improvement, which are drawn together in a single, strategic school development plan.
- Build on schools' self-evaluations and development plans to work with local authorities and regional consortia to agree the additional support they need to improve.
- Identify where schools have strengths and capacity to collaborate with other schools to support them

Data for Elected Members

Schools used a range of evaluative information and progress data to inform and refine future practice and provision, shaping their priorities for improvement. Members continued to receive data on:

- Estyn inspection outcomes (from Spring Term 2022) and progress of schools in statutory categories (from Autumn Term 2021)
- Attendance information
- Exclusion information
- Contextual information (FSM %, All Wales Core Data set contextual data would be updated)
- My Local School with updated information including: (Free School Meals (FSM)%, Special Educational Needs (SEN)%, English as an Additional Language (EAL)% - 3 year rolling average covering 7 years)
- The progress of Schools Causing Concern (including those within the multi-agency approach and those within the regional Team Around the School approach)
- Local Authority information on Finance, Human Resources, Additional Learning Needs (ALN), Education Other Than at School (EOTAS).

South East Wales Consortia directors commenced discussions with The South East Wales Education Achievement Service (EAS), around the full range of information that was currently available on the context and performance of schools. Further consultation would be required to identify the most relevant and meaningful information to share with elected members, recognising that once entering the scrutiny process, this information would be automatically made public

Comments from Cabinet Members:

Councillor Davies advised colleagues that it was important to note Welsh Government have recognised that high stake accountability systems largely failed in leading to sustained improvements in schools. This was due to an over reliance on a narrow range of performance data which drove consequent behaviours that ultimately impacted on individuals and how they learned.

It was now recognised that a transparent supportive approach with specific feedback generated growth with an honest investment in accountability that led to whole school improvement and better outcomes.

Whilst KS4 and KS5 data was no longer used to measure attainment and as a comparator with other schools, and indeed it was necessary to suspend this during the pandemic, it remained vital that schools understood and knew how to support their students to improve their learning and help to prepare them for the competitiveness of the adult world.

Schools would continue to use formative assessment strategies and a range of evaluative information to determine an individual's development and performance. Schools were being offered bespoke support and guidance from both the LEA and the EAS to ensure self-evaluation and target setting with measurable outcomes were being efficiently used.

Elected members would continue to be updated on a range of measures that were already in place. It was important that elected members were provided with an understanding of context in relation to performance of our schools in Newport. Consideration however, must be given to confidentiality and the associated risks that this paper referred to when comparisons were made. Work was therefore currently ongoing as to what this would look like.

The Leader thanked Councillor Davies for her continued and valued support.

Decision:

That Cabinet:

1. Acknowledged the position regarding pupil performance.
2. Considered any issues arising that the Cabinet may wish to draw to the attention of the Chief Education Officer.

7 **Welsh Language Five Year Strategy**

The Leader firstly advised colleagues of the death of the Welsh Language Commissioner, Aled Roberts on Sunday 13 February. Aled was a former Leader of Wrexham Council and an Assembly Member for North Wales region in 2011.

The council was subject to a number of Welsh Language Standards, imposed by the Welsh Language Commissioner.

Standard 145 placed an obligation on the council to publish a five year strategy which sets out how we proposed to promote and facilitate the use of the Welsh language in Newport.

The Standards also required that the Strategy must include a % target for increasing or maintaining the numbers of Welsh speakers in the area and a statement setting out how this would be achieved.

The Leader was delighted to present our second Welsh Language Promotional Strategy which built on the links, good work and progress made over the last five years.

The Strategy represented an evolution from our 2017 – 2022 plan, with a focus on delivering a vision for the Welsh language in Newport that included all of our diverse communities, works in partnership with key stakeholders and met statutory obligations.

The Strategy reflected Newport as a Welsh city with rich multicultural, multilingual communities. We wanted to celebrate the Welsh language as part of our shared identity, and increase opportunities for everyone to see, hear, learn, use and love our national language.

It also brought together exciting Welsh language work across a range of areas including our new Welsh in Education Strategic Plan and our work with Public Service Board partners through our Right Skills Board.

As well as focusing on growing the range of partners and stakeholders who were engaging with the Welsh language, we continued our commitment to develop our internal structures and policies to support staff who wish to learn Welsh, or use their skills in the workplace.

This Strategy would provide a drive and focus for the next five years as we continued to raise the profile of the Welsh language across the city, supporting Welsh Government reach its target of 1 million Welsh speakers by 2050, and create a Wales of vibrant culture and thriving Welsh language.

The Leader invited Cllr Jason Hughes, Welsh Language Member Champion to say a few words.

Councillor Hughes shared sentiment on Aled's passing and thoughts went out to family and friends.

Mae'r strategaeth yn. Cyflwyno gweledigaeth y cyngor ar gyfer yr iaith gymraeg Yong Ngasnewydd-Bod pawb yn gallu gweld; clywed; disgru, defnyddio a caru Cymraeg.

Er bod ein targed ar gyfer twf yn canolbwyntio ar addysg, rydym yn cydnabod bod angen uchelgais ehangach ar gyfer y Gymraeg yng Ngasnewydd er mwyn gwneud yr iaith yn hygyrch a gynhwysol fel y gall ein holl drigolion ymgysylltu a hi.

I gyflawni hyn rydym weds datblygu tair thema strategol syn canolbwyntio ar gymunedau addysg, diwylliant ac hefyd chyflogaeth a sgilliau.

Mae cypress o gamau gweithredu syn ymwneud ar themau hyn wedi cynnwys y strategaeth a bydd y rhain yn cael eu hadolygun barhaus, yn enwedig yng ngoleuni data's cyfrifiad (sensws) newydd a all dweud mwy wrthym am brofil ieithyddol Casnewydd.

Byddwn hefyd yn defnyddio strwythurau llywodraethu presennol I fonitro cynnydd y strategaeth gynnwys drwy ein bwrdd sgilliau cywir; grwp gweithredu iaith Cymraeg ac hefyd fforwm yr iaith Cymraeg yn y ddinas. Adroddir yn gyhoeddus ar gynnydd y strategaeth fel rhan o'n hadroddiad blynyddol ar y iaith Gymraeg a gyhoeddir fel rhan o'r adroddiad bob blwyddyn ariannol.

Diolch yn fawr Arweinydd

The strategy introduced the council's vision for the Welsh language in Newport – that everyone is able to 'see, hear, learn, use, and love' Welsh.

Although our target for growth is education focussed, we recognised that we need a wider ambition for the Welsh language in Newport in order to make it an inclusive, accessible language which all of our residents can engage with.

To achieve this, we have developed three strategic themes which focussed on Education, Communities and Culture and Employments and Skills.

A series of actions relating to these themes were included in the Strategy, and these would be reviewed on an ongoing basis, particularly in light of new census data which may tell us more about Newport's linguistic profile.

Existing governance structures would monitor the progress of the Strategy, including through our Right Skills Board, Welsh Language Implementation Group and Welsh Language Forum.

Progress on the Strategy would be publicly reported on as part of our Welsh language annual report which was required to be published each financial year.

Comments from Cabinet Members:

- Councillor Mayer thanked Councillor Hughes as the Welsh Language Champion as well as the Leader. Councillor Mayer thanked Tracy McKim, in her role as Policy, Partnership and Involvement Officer and the team who embedded this. Finally Councillor Mayer also Heather Powell, Connected Communities Manager, for her hard work and support. Heather was leaving the Council and Councillor Mayer wishes her all the best as she embarked on her new career path.
- Councillor Davies echoed thanks of colleagues. The report reflected on target of WESP and adopted those priorities to achieve target of 1M speakers by 2050.

Decision:

That Cabinet approved the draft Strategy prior to submission to Full Council in March.

8 **Western Gateway**

Established in November 2019, the Western Gateway was a strategic partnership which aimed to deliver an economic powerhouse along the M4 and M5 corridor, driving growth on both sides of the Severn. As one of five cities, Newport was a key player in the success of the partnership and stood to profit from the benefits that greater collaboration brought. As a partnership we had nearly 4.4 million residents, approximately 160,000 businesses and in the region of 2.1 million jobs. We also enjoyed excellent connectivity with major motorways and roads, 2 airports and 9 ports.

Since July 2020, the membership of the partnership board was broadened to include representatives from local economic partnerships, universities, and the Cardiff Capital Region. The Board also included appointed business representatives, one of which was Ian Edwards, Chief Executive of the Celtic Manor Resort.

An Independent Economic Review was undertaken in Autumn 2021 and considered the Western Gateway's economic strengths and opportunities, and how these could be led and coordinated to drive the region's economic development. The three identified themes and associated workstreams were:

- Innovation - the UK Government had an ambitious target to increase public R&D spend by an additional £9bn per year by 2024/25 and the partnership are exploring the potential for Innovation Funds,
- Net Zero - cutting emissions by 80% to 2050 was a core policy of Welsh Government and the UK Government legally committed to reducing emissions to Net Zero by 2050. £12bn of support already ringfenced to achieve this. The potential for tidal energy in the Severn Estuary is being explored, as well as opportunities for hydrogen.
- Connectivity - also a Welsh and UK Government priority. The partnership was focussing on Strategic rail infrastructure and mapping the 2050 'ideal' national and regional rail network to understand where the gaps existed, what the carbon savings could be from achieving a modal-shift, and what the economic benefits would be for the region.

The partnership board were also committed to improving the profile and prominence of the Western Gateway through targeted communications and events. A key event would be the Inaugural Conference which due to be held on 8 March 2022 at the ICCW. A wider Communications and Engagement plan was also being developed which would see the production of a new prospectus and the redesign and rebranding of the website.

The partnership board was keen to have a presence at prominent international events, including MIPIM in June, where the opportunities of the region could be promoted to international companies and investors. The Western Gateway would be hosted on existing stands occupied by the West of England Combined Authority and Cardiff Capital Region/Cardiff. There was also interest in having a dedicated area at the UK Real Estate Investment and Infrastructure Forum in May. As part of the Western Gateway, Newport would have a presence at these events and promotional material is being developed to showcase Newport to an international and influential audience.

The partnership operated under Standing Orders and Terms of Reference agreed in March 2020. An updated Terms of Reference was agreed by the Board, a copy of which was attached to the reports ensuring appropriate governance.

The Western Gateway was principally funded by a capacity payment from the Department for Levelling Up, Housing and Communities. Ongoing funding was requested from the Spending Review but an annual financial contribution of £10,000 was being sought from partners to support the work of the Secretariat.

The Western Gateway was hosted by South Gloucestershire Council which was the accountable body for the partnership and therefore responsible for the budget. Secretariat staff were also employed but it was recognised that there existed liabilities for partner authorities should the partnership collapse. Whilst this risk was considered very low, until an ongoing budget was secured from the Spending Review, these liabilities remained and all partners were asked to agree to an Indemnity Agreement

Overall, the Western Gateway continued to present Newport with an opportunity. An opportunity to be part of a strong strategic partnership which would help businesses and industries collaborate and share innovation on a regional basis. Achieving such benefits on our own would be impossible but through partnership working, greater opportunities arose

and Newport's profile and economic growth ambitions became much more achievable and realistic.

This report was for information but it was important that Newport remained a key player in this partnership opportunity to help Newport on its own journey to economic recovery.

Decision:

That Cabinet noted the content of the report and supported Newport's continuing involvement with the Western Gateway.

9 Covid Update Report

The Leader provided Cabinet with an update on the above report.

Following the last report to this Cabinet in January, the Omicron variant peaked across Newport and Wales. But over the last couple of weeks the case rate has significantly dropped.

In response the Welsh Government eased restrictions back to level 0 meaning households and businesses could return back to normal business but maintaining the need for social distancing and face coverings when entering indoor venues and public transport.

The Welsh Government's position is for public sector services to work from home where it was possible.

Council services continued to operate as normal to the best of their ability but there remained ongoing demand and pressures within some front-line services.

Both this report and the EU Transition report were highlighting the ongoing pressures and uncertainty many households are facing across Newport and Wales with the cost of living crisis caused by rising energy, food and fuel costs.

Both Newport Council and the Welsh Government were supporting households and businesses that were struggling to meet these pressures. Newport Council committed an additional £100,000 towards tackling the food poverty supporting food charities and groups.

We were also supporting the Welsh Government's Winter Fuel Support scheme which was extended to 28 February and amounts increased from £100 to £200.

As Elected Members of Newport it was important that we supported struggling households and people helping them to find the right support and guidance during this difficult time.

Comments from Cabinet Members:

- Councillor Truman took the opportunity to thank Environmental and Trading Standards Teams who reprised their role in track and trace over Christmas period because of the Omicron spike and had now continued their inspections. The Cabinet agreed and the Leader also thanked staff for their continued support.
- Councillor Davies added that in light of the omicron variant, schools planned to manage during an increase in sickness levels. It was admirable to note that teachers adapted to ensure that school classes were not closed down. It was difficult not having teaching and support staff at full capacity and were thanked for their efforts, as well as the Education Service for their tireless and continued support.

- Councillor Jeavons thanked City Services for their contribution and their continuous refuse collections through omicron and the adverse weather. The Deputy Leader also thanked staff for the Winter maintenance regime.

Decision:

Cabinet considered and noted the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio.

10 **Brexit Update Report**

The Leader presented the report and informed colleagues on the progress to date. It was over a year since the UK left the European Union and Single Market.

Throughout the year we continued to see widespread impacts not only from leaving the EU but also due to the global impacts of Covid as economies have seen increased demands and supplies have been disrupted.

The cost of living for households in Newport and Wales increased throughout the year with wages struggling to meet these additional costs.

For low-income households, these increases had the biggest impact with energy prices expected to increase further in 2022.

As reported in the Covid Recovery Cabinet Report, the Council, Welsh Government and other not for profit / charities offered households financial support during this difficult time as well as offering to provide debt advice, training, and employment opportunities.

Newport Council continued to administer grants and financial support to households and businesses in the City.

- This included processing over 7,000 applications for Winter Fuel applications and paying the grant to 6,253 households
- For businesses, Non-Domestic Rates grants have been paid to 510 businesses totalling £1.3m.

It was important for households that were eligible for the grant to apply and provide support to their energy costs during this difficult time.

Also, for Businesses in Newport it was important to apply for the Non-Domestic Rate grant and also to visit our website and Business Wales to see what financial support and advice was provided.

For the City's EU / EAA citizens living in Newport, over 10,000 applications for settled status have been concluded with 920 applications awaiting a decision (based on Home Office figures to September 2021).

Cabinet reiterated its support for EU/EAA citizens living and working in Newport and that they all had a part to play in making Newport a great city to live and work in.

This Cabinet encouraged anyone still awaiting a decision or having difficulties to conclude their application to contact the Council and other organisations such as Citizens Advice Bureau.

Newport Council and its partners continued to engage and involve residents from the EU. Feedback from these events was important for us to understand how we could continue to support our citizens.

It was encouraging to see that 85% of EU citizens that attended the events felt happy living in Newport but we Cabinet was aware of the ongoing challenges they faced to ensure that Newport remained a safe and welcoming city.

The Council continued to see an increase in the number of EU and non-EU nationals needing support from Council services but did not have any recourse to public funds.

The Council's Hardship solutions group were coordinating the effort by the Council and not for profit services to support those impacted and try to prevent exploitation of those affected.

Comments from Cabinet Members:

- Councillor Harvey asked that those residents who had not applied for assistance, to contact their ward councillors who would help them apply for grants as outlined by the Leader.
- Councillor Davies advised that Newport had felt the impact the loss of EU workers had across the health and care profession, which was causing problems with recruitment. An initiative was recently launched to provide day work experience to consider qualifications and a bespoke work plan for those considering joining the profession. The Cabinet Member did however stress that Newport still needed EU workers.
- Councillor Cockeram agreed with the comments from Cllr Davies and added that care workers were desperately needed.

Decision:

Cabinet considered and noted the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio.

11 **Work Programme**

This was the regular monthly report on the work programme.

Please move acceptance of the updated programme.

Decision:

Cabinet agreed the Work Programme.

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Report

Cabinet

Part 1

Date: 9 March 2022

Subject Education Achievement Service (EAS) Business Plan 2022-2025

Purpose To seek Cabinet views on the EAS Business Plan 2022-2025 (Consultation Version – Accessible)

Author Debbie Harteveld, Managing Director, Education Achievement Service (EAS)

Ward All

Summary This document contains the main priorities that the EAS believe will be relevant to focus upon in the next iteration of the regional Business Plan for 2022-2025. The EAS delivers, through this agreed Business Plan, a wide range of school improvement services to all schools (all key stages, including all through schools and special schools), pupil referral units and funded non-maintained nursery settings on behalf of each LA. This plan supports the role LAs have in delivering their statutory function, addressing their individual improvement priorities and promoting improved pupil outcomes. This document contains the main priorities that the EAS believe will be relevant to focus upon in the next iteration of the regional Business Plan for 2022-2025

Proposal Cabinet are requested to:

- Receive the report for information and take the opportunity to comment on the contents of the Business Plan as part of the consultation process; and
- Consider the main strengths and areas for development within Newport, and to consider how LA services can be aligned with the priorities contained within the document, therefore ensuring all pupils meet their full potential.

Action by The Education Achievement Service in partnership with the Local Authority

Timetable The Business Plan will commence from 1 April 2022

This report was prepared after consultation with:

- Sarah Morgan (Chief Education Officer)
- Performance Scrutiny Committee – Partnerships (2nd February 2022)

Signed

Background

- 1.1 The EAS delivers, through an agreed Business Plan, a wide range of school improvement services to all schools (all key stages, including all through schools and special schools), pupil referral units and funded non-maintained nursery settings on behalf of each LA. This plan supports the role LAs have in delivering their statutory function, addressing their individual improvement priorities and promoting improved pupil outcomes.
- 1.2 Joint Executive Group (JEG) Members agreed that the EAS should move to a 3-year Business Plan model with a detailed annual update for Members to agree as per the requirements within the Collaboration and Members Agreement (CAMA). Prior to the consultation version of the Business Plan being completed a series of 'Visioning Sessions' have been held with all key partners invited to attend.
- 1.3 As an organisation we have reviewed how we have written the Business Plan and communicated this to our partners. We decided it was timely to review and adapt this process and to make it more accessible to a wider audience. We have used the 'Theory of Change' approach to help us articulate the changes and impact we want to make as the regional school improvement service for South-East Wales and the connections and actions needed that will allow that change and impact to be successfully achieved. This Business Plan spans a three-year period and will receive annual reviews each year.
- 1.4 However, this plan also considers how schools and educational settings continue to face the challenges of the pandemic. The EAS will remain sensitive and responsive to the needs of the workforce and will continue to be a highly supportive, reflective, and responsive organisation.
- 1.5 The EAS will build upon what has worked well during this period, particularly the aspects of our role that have been successful within the virtual environment. The support that the EAS will offer will fully align to the expectations set by local authorities, Welsh Government (WG) and links to emerging research. The pandemic has reminded us that positive change is and has been possible. Schools, settings and the EAS have seized opportunities to explore innovative ways of working and delivering meaningful learning experiences through a creative blended learning approach. These experiences should be built upon to avoid a 'snap back,' keeping the positive learning that has been developed during this time.
- 1.6 Members are asked to take the opportunity to comment on the contents of the Business Plan as part of the consultation process and provide a written response as appropriate
- 1.7 Please note that a mid-year evaluation of the current revised Covid Business Plan (2021/22) has been submitted to each of the EAS governance groups and has been available for local authorities to share as appropriate within their own democratic processes. Within the context of evolving accountability arrangements and the Covid-19 Pandemic, school and aggregate LA performance data has not been available for presentation to this committee. A separate paper detailing the implications of this has been provided to local authorities.
- 1.8 The delivery model for the Business Plan is on a regional basis, the needs of each school and trends within Newport will continue to be met through bespoke work with each school, both virtually and when safe to do so physically.
- 1.9 The EAS will offer an evolving Professional Learning Offer (PLO) to all schools and settings across the region, in order to meet development needs as we emerge from the pandemic. We will continue to fund schools (grant permitting) to deliver a large proportion of the professional learning activity, where appropriate virtually.
- 1.10 All schools will continue to be provided with a bespoke support package that compliments the priorities identified within their own School Development Plans (SDPs) in line with the levels of

support they require. There is a degree of flexibility within the deployment model to allow for in-year changes in circumstances and to allow for changes in light of the pandemic.

- 1.11 The centralised model of service delivery that has been adopted across the South East Wales region has enabled efficiencies to be realised, economies of scale to be secured, particularly in relation to avoiding duplication of functions and the ability to secure a range of educational expertise within the region.
- 1.12 The talent and expertise that resides in schools within and beyond the region is incentivised and used effectively to support professional learning and school improvement activity. There has been inevitable fragility in the ability of schools to offer support beyond their own settings because of the pandemic, this situation will be managed with sensitivity and will be constantly reviewed.
- 1.13 For sustained school improvement to happen it is essential that all partners work together more closely than ever recognising that each partner (school, LA and EAS) has its role to play in providing support to secure improvements.
- 1.14 The Business Plan is in the consultation process. The draft business plan was created following feedback provided in a broad range of 'Visioning Sessions'. These virtual and physical meetings were offered to a range of stakeholder groups including, headteachers, governors and elected member. Feedback has been incorporated within the plan.
- 1.14 In addition the specific list of consultees are noted below.
- EAS staff
 - Directors of Education (within South East Wales) and Diocesan Directors
 - Regional Joint Executive Group
 - EAS Company Board
 - EAS Audit and Risk Assurance Committee
 - Individual local authority education scrutiny committees
 - All Headteachers from within the region
 - All Chairs of Governors from within the region
 - School Councils from within the region
 - All school based Professional Learning Leads
 - EAS Supporting School Trade Union Group (SSTU Group)
- 1.15 The final version of the Business Plan will be supported by a range of supporting documents:
- Detailed Business Plan 2022–2023
 - Regional Grant Mapping Overview 2022–2023 (to follow once detailed received from WG)
 - Regional Self-Evaluation Report (Executive Summary)
 - EAS Risk Register (Executive Summary)
 - Regional Professional Learning Offer 2022–2023
 - Local Authority Strategic Education Plans

The Theory of Change approach

- 1.16 This approach begins with asking why we are doing what we do in the EAS (our vision) and reinforces the need for the development of a collective regional vision, so that we are all clear about what we are trying to achieve and each other's respective roles in this. The EAS will work collaboratively with local authority partners, wider partners and schools and educational settings to implement the Business Plan.

Why?

- 1.17 “The visions we offer our children shape the future. It matters what those visions are. Often, they become self-fulfilling prophecies. Dreams are maps.” Carl Sagan.

South East Wales Vision 2025

- 1.18 All young people are confident, ambitious, resilient and have a love of lifelong learning and realise their full potential. (The SE Wales Vision is currently under development)

EAS Vision 2025

- 1.19 Working in partnership with LAs supporting and enabling schools and education settings to thrive as effective learning organisations. (*There is an existing vision that is currently under development with all stakeholders*).

What? What will the EAS do to achieve our vision?

- 1.20 All schools will be able to access a universal offer of professional learning support in each of the following areas: School Improvement, Leadership and Teaching, Curriculum for Wales, Health Wellbeing and Equity and School Governors which are intrinsically linked. As well as a holistic professional learning offer, this will include a set number of days to work with their School Improvement Partner (SIP) and a professional dialogue with the EAS and LA to agree and or amend improvement priorities and support requirements as part of an annual professional discussion.
- 1.21 In addition to the universal offer, schools will be able to access specific and targeted support as determined through ongoing professional discussion with their SIP and in line with their school improvement priorities. This professional learning support may be related to a task and finish activity, an option for further work with their SIP or an option for peer working.
- 1.22 Bespoke support will also be available for schools who require more intensive support. This could include more support from the SIP or the use of a Learning Network School to School Partnership.

School Improvement: Bespoke support to schools and settings aligned to need. Create and facilitate collaborative networks of professional practice.		
Leadership and teaching Professional learning and support for the development of leadership and teaching across the entire workforce.	Curriculum for Wales Professional learning and support for Curriculum for Wales.	Health, Wellbeing and Equity Professional learning and support for health, wellbeing, vulnerable and disadvantaged groups.
Governors: Provide a broad range of professional learning and support for Governors.		

These activities are explained in detail in the full Business Plan.

What are the foundations that enable activities to take place?

- 1.23 The EAS needs to have the following elements in place to enable the activities above. These are the foundations of the organisation:
- Agile, timely and responsive.
 - Sensitive, flexible, and empathetic to system needs.
 - The way we work is informed, drawing on research from a global perspective.
 - Welcome challenge and review.
 - Effective systems and processes for self-evaluation, risk, and financial management.

- The operation of a clear and effective governance model.
- Positive relationships with a range of partners and stakeholders.
- Adherence to all legislative requirements.
- Communicate clearly.
- Support the wellbeing and professional learning of staff.
- Work is well-planned and managed to deliver the best for schools and education settings.
- Draw upon expertise to improve our delivery.
- Passionately committed to Wales, helping our staff, schools and education settings succeed.

What will be the impact?

1.24 If schools and educational settings have the capacity to secure improvement and engage with the support available from the EAS this is the expected impact:

- The EAS supports and enables leaders, governors and practitioners to develop knowledge, skills, behaviours that impacts positively on practice and improved learner outcomes.
- Professional learning is of high quality and pertinent to need.
- Support is aligned to need enabling schools and settings to make progress
- The broad range of collaborative networks and activity support the development of a self-improving system.

How will we capture our work and share information with our partners?

1.25 There are many ways of capturing and sharing what the EAS does which are exemplified in this model as outputs.

- EAS Website
- Regional policies and processes
- Case studies
- Regional meeting minutes
- External research and review
- Impact capture reports
- Supporting Our Schools Site
- Partnership documentation
- Professional learning resources and guidance

How will we capture our work and share information with our partners?

1.25 There are many ways of capturing and sharing what the EAS does which are exemplified in this model as outputs. The progress on the implementation and impact of the Business Plan will be reported to the Joint Executive Group and Company Board. These reports, as in previous years, will be suitable for scrutiny activity at local authority and national level. In addition, the progress made towards the implementation of key actions will be reported at each meeting of the Joint Executive Group and Company Board. This approach will be aligned to the national changes in the accountability system.

2. Risks

2.1 In writing this plan a number of assumptions have been made. If these are not in place, then they become a risk to the successful delivery of this plan. The EAS risk register will be reviewed and refined following the agreement of the final EAS Business Plan. These are:

- Operate with integrity, honesty and objectivity.
- Partners understand our role in the education system.
- Professional learning has a positive impact on practice and behaviour.
- We are one part of the much wider system.
- Schools / education settings positively engage with us.
- Schools / education settings use funding effectively.
- We have the capacity and resources to undertake our activity effectively.
- When the conditions in a school / education setting can secure improvement, readiness for support results in positive change.
- Our partners provide us with timely and appropriate information.
- We work with schools / education settings to ensure priorities for improvement are based on robust, accurate self-evaluation.

2.1.1 These risks are mitigated through the identification of priorities as seen in the priority areas above and within the detailed within the EAS Business Plan, Newport LA Plans and the Education Strategic Plan.

2.2 Newport LA will have its own risks linked to the delivery of the strategic objectives within their corporate plans.

3. Resource Implications

3.1 Section 4 of the Business Plan details the EAS activities for 2022-2023 and Section 5 details the governance and financial arrangements. Indicative LA Core Contributions have been added into this section. The EAS is subject to a robust governance model that is underpinned by the Articles of Association and a Collaboration and Members Agreement (CAMA). These governance documents essentially link the five Local Authorities to the EAS both operationally and through the commissioning of regional school improvement services.

3.2 The EAS is funded on an annual basis from three sources: Local authority core contributions, regional school improvement grants and a service level agreement for governor support services. A spending plan accompanies this Business Plan which is intrinsically linked to all actions contained within it. A detailed overview of the regional distribution of all grants is available for all schools to view and compare allocations and rates of delegation through the regional grant monitoring tool. As recipients of public funding, it is important that budgets are allocated and spent wisely. The EAS will continually strive to provide value for money through the optimal use of resources to achieve intended outcomes.

3.3 The delegation rate to schools increased to 95.5% in 2021/22, whilst the EAS staff profile has reduced by 53.1% since 2012.

3.4 The local authority's indicative core contribution for 2022/23 are as follows: Newport LA's contribution for 2022/23 is £783,291, compared to £787,227 in 2021/22, £803,293 in 2020/21 and £815,526 in 2019/20.

3.5 At the time of writing this report, there is uncertainty with regards to the regional grant funding from WG for 2022/2023. As a result of the pandemic, it is likely that there will continue to be reductions in the regional grant profile. When the grant position has been confirmed the EAS detailed delivery plan will be updated accordingly.

4. Consultation

1.1. The Business Plan is in the consultation process. The Consultees are noted below:

- EAS staff
- Directors of Education (within South East Wales) and Diocesan Directors

- Regional Joint Executive Group
- EAS Company Board
- EAS Audit and Risk Assurance Committee
- Individual local authority education scrutiny committees
- All Headteachers from within the region
- All Chairs of Governors from within the region
- School Councils from within the region
- All school based Professional Learning Leads
- EAS Supporting School Trade Union Group (SSTU Group)

Risks

2.1 In writing this plan a number of assumptions have been made. If these are not in place, then they become a risk to the successful delivery of this plan. The EAS risk register will be reviewed and refined following the agreement of the final EAS Business Plan. These are:

- Operate with integrity, honesty and objectivity.
- Partners understand our role in the education system.
- Professional learning has a positive impact on practice and behaviour.
- We are one part of the much wider system.
- Schools / education settings positively engage with us.
- Schools / education settings use funding effectively.
- We have the capacity and resources to undertake our activity effectively.
- When the conditions in a school / education setting can secure improvement, readiness for support results in positive change.
- Our partners provide us with timely and appropriate information.
- We work with schools / education settings to ensure priorities for improvement are based on robust, accurate self-evaluation.

2.2 These risks are mitigated through the identification of priorities as seen in the priority areas above and within the detailed within the EAS Business Plan, Newport LA Plans and the Education Strategic Plan.

2.3 Newport LA will have its own risks linked to the delivery of the strategic objectives within their corporate plans.

Links to Council Policies and Priorities

The EAS Business Plan supports the Education Service Plan, the PSB Wellbeing Plan and the NCC Covid Recovery Plan.

Options Available and considered

- Accept the EAS Business Plan 2022 - 2025
- Request amendments to the EAS Business Plan 2022-2025

Preferred Option and Why

- Accept the EAS Business Plan 2022-2025 following consultation with a range of partners

Comments of Chief Financial Officer

There are no specific financial issues contained within this report as it focuses on the EAS business plan and how it aligns with the Council's priorities for schools and education.

The report usefully outlines the latest projected funding contributions to the EAS from the Council and thus will be used to inform the Council medium term financial plans.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report. The EAS Business Plan reflects national priorities and standards for educational improvement and the final Business Plan will be approved as an EAS strategic document by the Company Board and the Joint Executive Group. The draft Business Plan has already been the subject of extensive consultation with key stakeholder, including Performance Scrutiny Committee (Partnerships). Cabinet are being asked to confirm that the specific elements of the plan properly reflect and are correctly aligned to the priorities for school improvement as set out in Newport's Education Strategic Plan.

Newport City Council recognises that it is our duty to work with partners such as the EAS to provide future generations with the skills and knowledge they need to play a full and active role in their communities and wider society. Both Newport's and the nation's economic prosperity, social cohesion, and wellbeing are built on the foundations of a strong, fair and effective education system. The EAS Business Plan for 2022-25 sets out a vision and range of activities, support services and framework to drive school improvement and raise pupil attainment whilst closing the gap between learners from different socio-economic backgrounds.

As required the Well-being of Future Generations (Wales) Act 2015 has been considered in this report and the EAS will play a part in creating a more equal and more prosperous Wales.

Comments of Head of People and Business Change

Newport City Council recognises that it is our duty to work with partners such as the EAS to provide future generations with the skills and knowledge they need to play a full and active role in their communities and wider society. Both Newport's and the nation's economic prosperity, social cohesion, and wellbeing are built on the foundations of a strong, fair and effective education system. The EAS Business Plan for 2022-25 sets out a vision and range of activities, support services and framework to drive school improvement and raise pupil attainment whilst closing the gap between learners from different socio-economic backgrounds.

As required the Well-being of Future Generations (Wales) Act 2015 has been considered in this report and the EAS will play a part in creating a more equal and more prosperous Wales.

Scrutiny Committees

The draft EAS Business Plan was examined by Partnerships Scrutiny on 2nd February 2022.

- The Committee thanked the officers for attending and complimented the Business Plan as very clear in their goals with a good understanding. Members were pleased to see that the partnership is still healthy. Members were also happy with the information contained within the report and wished to feedback that the Business Plan read a lot better to previous reports.
- The Committee wished to request for the partners to keep them apprised of any key changes.
- Members were pleased to hear that the partnership have been liaising with school councils offering the vision feedback for learner voices and that it will be incorporated into the final report.

Fairness and Equality Impact Assessment:

A fairness and equality impact assessment has been completed in relation to this draft business plan and is provided as a background paper.

Summary of Impact: Wellbeing of Future Generation (Wales) Act

All local authorities have a long-term duty to develop a prosperous Wales by developing skilled and well-educated population in an economy which generates wealth and provides employment opportunities. Enabling and facilitating academic attainment for all learners provides a foundation for access to employment and helps break a cycle of deprivation.

Furthermore, regardless of the socio-economic demographic of an individual school community, all schools will be challenged and supported to improve pupil attainment with a view to create “more equal wales” that enables pupils to fulfil their potential no matter what their background or circumstances. A specific focus of the draft EAS Business Plan is improving the attainment of vulnerable learners and closing the gap in attainment between those learners eligible for free school meals and those not eligible for free school meals.

Improvement of pupil outcomes is supported by collaboration of schools, the Local Authority and the regional school improvement service (EAS) including the involvement of pupils, teachers, governors and wider community members in the planning and implementation of school improvement initiatives.

Summary of Impact: Equality Act 2010

The EAS delivers, through an agreed Business Plan, a wide range of school improvement services to all schools (all key stages, including all through schools and special schools), pupil referral units and funded non-maintained nursery settings on behalf of each LA. This plan supports the role LAs have in delivering their statutory function, addressing their individual improvement priorities and promoting improved pupil outcomes. Plan priorities include:

- Ensuring that the wellbeing of practitioners and learners in schools and settings remains paramount. Regional professional learning will be provided to support the social and emotional needs of the workforce and learners.
- Continuing to provide support to school leaders on the identification and support for specific groups of disadvantaged and vulnerable learners including those who have been disproportionality affected by school closures.

Socio-economic Duty

The business plan proactively supports the reduction of inequalities in education that may arise as a result of socio-economic disadvantage. the plan describes a range of support for schools related to reducing socio-economic impact, particularly for learners who are eligible for Free School Meals (FSM) or those who are children looked after (CLA).

Summary of Impact: Welsh Language (Wales) Measure 2011

All schools are required to promote Welsh culture and heritage through the Cwricwlwm Cymreig and to ensure that pupils are able to learn and practice the Welsh Language. Support for both is a key strand of the business plan.

Consultation

The EAS Business Plan is currently undergoing consultation with all Local Authorities within the South East Wales Consortium (SEWC)

Background Papers

The South-East Wales Regional Mission: Business Plan (2020-2021) (First Draft for Consultation)
Fairness and Equality Impact Assessment

Dated: 16th February 2022

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EAS

Education Achievement Service
for South East Wales
Gwasanaeth Cyflawni Addysg
i Dde Ddwyrain Cymru



Education Achievement Service Regional Business Plan

April 2022 - March 2025

(Consultation Version - Accessible)



The final version of the Business Plan will be available in both English and Welsh.

The final version of the Business Plan 2022-2025 will be presented for agreement to the Regional Joint Executive Group and then to each LA Cabinet / Executive. The plan will then be submitted to Welsh Government.

<p>Cllr J Wilkins Chair of Education Achievement Service Company Board</p>	
<p>Cllr J Collins Chair of Joint Executive Group</p>	
<p>Ms D Harteveld Managing Director, Education Achievement Service</p>	
<p>Mrs K Cole Lead Director on behalf of South East Wales Directors Group</p>	

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Section 1: Regional Context

Key regional facts and figures

- The number of pupils of compulsory school age within the region in 2021 was 73,324. This represents 19.3% of all pupils in Wales.
- There are 237 maintained schools in the region (which includes 4 pupil referral units), 15.8% of all maintained schools in Wales (EAS figure correct from September 2021, Wales figure from Pupil Level Annual School Census (PLASC), 2021).
- There are 21 Welsh medium primary schools, 3 Welsh medium secondary, 17 Roman Catholic and 11 Church in Wales schools within the region
- The percentage of pupils of compulsory school age who are eligible for free school meals (FSM) is 24.8%. This level of eligibility is the second highest of the four regional consortia with Central South Consortium highest with 25.1% (PLASC, 2021).
- In the region, 10% of people aged three and over say that they can speak Welsh compared to the Wales average of 19% (2011 Census, ONS).
- The percentage of pupils aged 5 or over from an ethnic minority background is 11.8%.
- Based on local authority reported numbers (March 2021), 847 children in the region are looked after (LAC) by a local authority and attend a school in the region. An additional 54 Looked After Children are educated in schools in England. (This data is no longer collected in PLASC).

Overview of regional school governors (As at 02/12/2021)

Local Authority	Number of school governors
Blaenau Gwent	324
Caerphilly	114
Monmouthshire	449
Newport	798
Torfaen -	415
EAS	3100

Overview of school numbers in the region Jan 2022

Blaenau Gwent (31.4% FSM)

- 3 Non-maintained Nursery Settings
- 19 Primary (1 Welsh medium, 3 Roman Catholic, 1 Church in Wales)
- 2 Secondary
- 2 Special
- 2 3-16

Caerphilly (24.9% FSM)

14	Non-maintained Nursery Settings
63	Primary (11 Welsh medium, 1 Roman Catholic)
6	Infant
4	Junior
11	Secondary (1 Welsh medium)
1	Special
1	Pupil Referral Unit
1	3-18

Monmouthshire (16.6% FSM)

26	Non-maintained Nursery Settings
30	Primary (2 Welsh medium, 6 Church in Wales, 2 Roman Catholic)
4	Secondary
1	Pupil Referral Service

Newport (23.1% FSM)

23	Non-maintained Nursery Settings
1	Nursery
44	Primary (4 Welsh medium, 2 Church in Wales, 6 Roman Catholic)
9	Secondary (1 Welsh medium, 1 Roman Catholic)
2	Special
1	Pupil Referral Unit

Torfaen (30.0% FSM)

15	Non-maintained Nursery Settings
25	Primary (3 Welsh medium, 2 Church in Wales, 3 Roman Catholic)
6	Secondary (1 Welsh medium, 1 Roman Catholic)
1	Special Pupil Referral Service

Overview of regional school / PRU staffing

Local Authority	Number of Teaching Staff	Number of Support Staff
Blaenau Gwent	502	552
Caerphilly	1,580	1,416
Monmouthshire	661	626
Newport	1,508	1,346
Torfaen	761	739
EAS	5,012	4,679

Section 2: Introduction

As an organisation we have reviewed how we have written the Business Plan and communicated this to our partners. We decided it was timely to review and adapt this process and to make it more accessible to a wider audience. We have used the 'Theory of Change' approach to help us articulate the changes and impact we want to make as the regional school improvement service for South East Wales and the connections and actions needed that will allow that change and impact to be successfully achieved. This Business Plan spans a three-year period and will receive annual reviews each year.

However, this plan also considers how schools and educational settings continue to face the challenges of the pandemic. The EAS will remain sensitive and responsive to the needs of the workforce and will continue to be a highly supportive, reflective, and responsive organisation.

The EAS will build upon what has worked well during this period, particularly the aspects of our role that have been successful within the virtual environment. The support that the EAS will offer will fully align to the expectations set by local authorities, Welsh Government (WG) and links to emerging research. The pandemic has reminded us that positive change is and has been possible. Schools, settings and the EAS have seized opportunities to explore innovative ways of working and delivering meaningful learning experiences through a creative blended learning approach. These experiences should be built upon to avoid a 'snap back,' keeping the positive learning that has been developed during this time.

Stats and Stories from 2020-2021

- Nearly all (98%) agreed or strongly agreed (46%) that the blended learning masterclass has directly brought about advances in knowledge, skills and/or practice. It has prompted reflection on beliefs and attitudes regarding professional practice.
- Over 90% of leaders agree that the EAS provides high quality professional learning that supports for Leadership and Teaching, access to inspirational guest speakers , digital support and access to an equitable national leadership offer.
- Nearly all schools are Adverse Childhood Experience (ACE) Aware
- Over 100 School Improvement Partners (SIP) from both within and beyond the region are current serving Headteachers who are contributing to the self-improving system and the Schools as Learning Organisations (SLO) agenda.
- Sharing of best practice events highlighting key learning and good practice during the pandemic involving international speakers.
- Strong Learning Network school to school provision has been secured for schools who require high levels of support. This support is holistic and addresses leadership and improving the quality of teaching.
- The development of a growing bank of case studies evidencing examples of school improvement and turnaround leadership.
- Enhanced schools' ability to network and share practice. Curriculum for Wales (CfW) Teaching and Learning Development Group has over 380 members and the Progression and Assessment Development Group has 340 members.

- 150 schools have accessed the CfW professional learning (PL) programme to support senior leaders and headteachers.
- Over the last 3 years 59 people in the EAS region have successfully met National Professional Qualification for Headship (NPQH). The average pass rate over the last three years is 76%.
- 2020/ 2021 58 Higher Level Teaching Assistant (HLTA) achieved the status, a 98% pass rate, building capacity in schools
- Governing Body meetings moved online from the end of March 2020. In the subsequent 18 months over 1800 meetings were clerked, an average of 31 each week in term time.
- We have able to connect with more governors than ever across the region, offering a virtual Professional Learning (training) programme from Summer 2020. Since then, we have delivered over 130 virtual events for governors, with over 2000 individual attendances.
- Since Autumn 2019 across the EAS over 500 participants have accessed the Middle Leadership Development Programme. Nearly 900 evaluative comments have been received about the PL experience.

We will continue to research, refine, respond and reflect to school needs. Our established networks will continue to be the mechanism of communicating with schools and settings. The Supporting our Schools website will continue to be the 'go to place' for all resources and guidance materials.

The EAS understands the need to over communicate with clarity to provide reassurance regarding advice, guidance, support and expectations. As a result, the EAS will work with local authorities to minimise any unnecessary bureaucracy for schools and settings to ensure they are able to focus on their important priorities and their support for learners.

The timing, delivery and focus of the support will be carefully considered in respect of the challenges that are likely to continue.

Section 3: Our Approach

The Theory of Change approach

This approach begins with asking why we are doing what we do in the EAS (our vision) and reinforces the need for the development of a collective regional vision, so that we are all clear about what we are trying to achieve and each other's respective roles in this. The EAS will work collaboratively with local authority partners, wider partners and schools and educational settings to implement the Business Plan.

Why? What are we aiming to achieve?

South East Wales Vision 2025

**SE Wales
Vision**

All young people are confident, ambitious, resilient and have a love of lifelong learning and realise their full potential.
The SE Wales Vision is currently under development

In working towards the SE Wales Vision, a strong commitment of partnership working is critical. It is important to recognise that each local authority, school and educational setting will have their own strategic priorities that support the realisation of the regional vision. These will be documented in LA Strategic Plans and School Development Plans.

EAS Vision 2025

EAS Vision

Supporting and enabling schools and education settings to thrive ad effective learning organisations.
There is an existing vision that is currently under development with all stakeholders

In working towards the EAS Vision, it is critical that the EAS Business Plan reflects regional and local needs.

Wales has an ambition that all schools develop as learning organisations, in keeping with OECD principles. Schools that are learning organisations have the capacity to adapt more quickly and explore new approaches, with a means to improving learning and outcomes for all their learners.

What? What will the EAS do to achieve our vision?

All schools will be able to access a universal offer of professional learning support in each of the following areas: School Improvement, Leadership and Teaching, Curriculum for Wales, Health Wellbeing and Equity and School Governors which are intrinsically linked. As well as a holistic professional learning offer, this will include a set number of days to work with their School Improvement Partner (SIP) and a professional dialogue with the EAS and LA to agree and or amend improvement priorities and support requirements as part of an annual professional discussion.

In addition to the universal offer, schools will be able to access specific and targeted support as determined through ongoing professional discussion with their SIP and in line with their school improvement priorities. This professional learning support may be related to a task and finish activity, an option for further work with their SIP or an option for peer working.

Bespoke support will also be available for schools who require more intensive support. This could include more support from the SIP or the use of a Learning Network School to School Partnership.

Activities:

School Improvement: Bespoke support to schools and education settings which is aligned to their needs. Create and facilitate collaborative networks of professional practice.

Leadership and Teaching

Professional learning and support for the development of leadership and teaching across the entire workforce.

Curriculum for Wales

Professional learning and support for curriculum for Wales.

Health, Wellbeing and Equity

Professional learning and support to improve health and wellbeing, with a practical focus on vulnerable and disadvantaged groups.

Governors: Provide a broad range of professional learning support.

These activities will be explained in more detail later in the document.

What are the foundations that enable activities to take place?

The EAS needs to have the following elements in place to enable the activities above. These are the foundations of the organisation:

- We are passionately committed to Wales, helping our staff, schools and education settings succeed.
- Agile, timely and responsive.
- Sensitive, flexible, and empathetic to system needs.
- The way we work is informed, drawing on research from a global perspective.
- Welcome challenge and review.
- Effective systems and processes for self-evaluation, risk, and financial management.
- The operation of a clear and effective governance model.
- Positive relationships with a range of partners and stakeholders.
- Adherence to all legislative requirements.
- Communicate clearly.
- Support the wellbeing and professional learning of staff.
- Work is well-planned and managed to deliver the best for schools and education settings.
- Draw upon expertise to improve our delivery.

What will be the impact?

If schools and educational settings have the capacity to secure improvement and engage with the support available from the EAS this is the expected impact:

Impact:

The EAS provides support to enable leaders, governors and education practitioners to develop the knowledge, skills and behaviours to positively impact practice, providing improved learner outcomes.

Professional learning is of high quality and appropriate to (individual) needs.

Support is aligned to needs, enabling schools and education settings to make progress.

The broad range of collaborative networks and activity support the development of a self-improving system.

How will we capture our work and share information with our partners?

There are many ways of capturing and sharing what the EAS does which are exemplified in this model as outputs.

Outputs:

Governance reports
Policies and processes
External research and review
PL resources and guidance

EAS Website
Case studies
Supporting Our Schools Site

Impact capture reports
Meeting minutes
Partnership documentation

Assumptions

In writing this plan we have made the following assumptions. If these are not in place, then they become a risk to the successful delivery of this plan.

- Operate with integrity, honesty and objectivity.
- Partners understand our role in the education system.
- Professional learning has a positive impact on practice and behaviour.
- We are one part of the much wider system.
- Schools / education settings positively engage with us.
- Schools / education settings use funding effectively.
- We have the capacity and resources to undertake our activity effectively.
- When the conditions in a school / education setting can secure improvement, readiness for support results in positive change.
- Our partners provide us with timely and appropriate information.
- We work with schools / education settings to ensure priorities for improvement are based on robust, accurate self-evaluation.

<p>SE Wales Vision</p>	<p>All young people are confident, ambitious, resilient and have a love of lifelong learning and realise their full potential. <i>The SE Wales Vision is currently under development</i></p>		
<p>EAS Vision</p>	<p>Supporting and enabling schools and education settings to thrive ad effective learning organisations. <i>There is an existing vision that is currently under development with all stakeholders</i></p>		
<p>Impact</p>	<p>The EAS provides support to enable leaders, governors and education practitioners to develop the knowledge, skills and behaviours to positively impact practice, providing improved learner outcomes.</p>		
<p>Outputs</p>	<p>Professional learning is of high quality and appropriate to (individual) needs.</p>	<p>Support is aligned to needs, enabling schools and education settings to make progress.</p>	<p>The broad range of collaborative networks and activity support the development of a self-improving system.</p>
<p>Activities</p>	<p>School Improvement: Bespoke support to schools and education settings which is aligned to their needs. Create and facilitate collaborative networks of professional practice.</p>		
<p>Leadership and Teaching</p>	<p>Professional learning and support for the development of leadership and teaching across the entire workforce.</p>	<p>Curriculum for Wales Professional learning and support for curriculum for Wales.</p>	<p>Health, Wellbeing and Equity Professional learning and support to improve health and wellbeing, with a practical focus on vulnerable and disadvantaged groups.</p>
<p>Governors:</p>	<p>Provide a broad range of professional learning support.</p>		

Assumptions

- We are able to operate with integrity, honesty and objectivity.
- Partners understand our role in the education system.
- Professional learning has a positive impact on practice and behaviour.
- We are one part of a much wider system.
- Schools/education settings positively engage with us.
- Schools / education settings use funding effectively.
- We have the capacity and resources to undertake our activity effectively.
- When the conditions in schools/education settings can secure improvement, readiness for support results in positive change.
- Our partners provide us with timely and appropriate information.
- We work with schools / education settings to ensure priorities for improvement are based on robust, accurate self-evaluation.

Foundations

- We are passionately committed to Wales – helping our staff, schools and education settings succeed.
- We are an agile, timely and responsive organisation.
- We are sensitive, flexible, and empathetic to system needs.
- The way we work is informed, drawing on research from a global perspective.
- We welcome challenge and review and draw on expertise to improve our delivery.
- We have effective systems and processes for self-evaluation, risk and financial management.
- We operate a clear and effective governance model.
- We have positive relationships with a range of partners and stakeholders.
- We adhere to all legislative requirements.
- We communicate clearly.
- We support the wellbeing and professional learning of staff.
- Our work is well planned and managed to deliver the best for our schools and education settings.

Section 4: EAS Business Plan Activities 2022-2023

The support across all areas is interrelated and should not be viewed in isolation.

<p>School Improvement: Bespoke support to schools and educational settings aligned to need. Create and facilitate collaborative networks of professional practice.</p>
<p>Universal Provision</p> <ul style="list-style-type: none"> Facilitate professional discussions to identify support aligned to improvement priorities and resource allocation, highlighting good practice to share more widely. Undertake supported self-evaluation activities alongside leaders, focusing on the progress of learners including vulnerable groups. Provide professional learning for improvement and self-evaluation processes, including supporting the roll out of the National Resource for Evaluation and Improvement. Provide opportunities for peer working. Work with local authorities to complement existing education HR services and continue to develop a consistent approach to school improvement related HR matters across the region. Provide recruitment support for the appointment of Headteachers. Provide support as a panel member for Headteacher Performance Management.
<p>Targeted Provision</p> <ul style="list-style-type: none"> Provide additional support to undertake self-evaluation activities alongside leaders. Facilitate professional learning or support for specific areas identified by the school or educational setting. Facilitate opportunities for peer-to-peer networks. Support recruitment at key senior leadership positions. Support targeted professional learning for Governing Bodies. School Improvement Partners provide enhanced support for new and acting Headteachers.
<p>Bespoke Provision</p> <ul style="list-style-type: none"> Allocate additional EAS support for schools and educational settings requiring higher levels of support. Broker EAS school to school intensive support to undertake professional learning and supported self-evaluation activities alongside leaders. Working in close partnership with LAs and other partners to monitor the progress schools and or educational settings are making against their identified priorities. Review the impact of support and amend as needed via the Team Around the School and Multi-Agency processes.

<p>Leadership and Teaching: Professional learning and support for the development of leadership and teaching across the entire workforce.</p>
<p>Universal Provision</p> <ul style="list-style-type: none"> Enable the entire workforce to access professional learning that supports the development of secure high quality teaching and learning and the realisation of the curriculum for Wales. Provide support for the leadership of teaching in the development of a whole school teaching and learning strategy, underpinned by the National Professional Teaching and Leading Assisting Teaching Standards. Provide practical examples of teaching and learning approaches used successfully in a variety of settings and schools. Provide a National Professional Learning offer for statutory induction, including support for Newly Qualified Teachers, School based Induction Mentors, External Verifiers. Provide a progressive pathway of professional learning to support the role of Teaching Assistants and Higher Level Teaching Assistants. Support leaders to develop their schools as effective learning organisations. Continue to offer a national professional leadership development programme, including coaching and mentoring for leaders at all levels.

- Identify and develop a sustainable supply of diverse, high-quality, agile leaders to innovate and lead effective 21st century schools.
- Continue to work in partnership with Initial Teacher Education partners in securing high quality teacher education.

Targeted Provision

- Targeted support for the development of whole school teaching and leadership. This may include specific targeted support over a limited time period to include a particular aspect of leadership and/or teaching e.g. targeted support to support assessment across a whole school, support for a group of leaders, Schools as Learning Organisations development.
- Provide a comprehensive package of national and regional professional learning for School Improvement Partners to support them in their system leadership role.

Bespoke Provision

- Intensive and bespoke support exploring all aspects/ relevant needs of teaching and leadership and how the entire workforce supports the improvement journey.

Curriculum for Wales: Professional learning and support for Curriculum for Wales.

Universal Provision

- Provide access to access to national professional learning programmes to realise the Curriculum for Wales.
- Provide access for the entire workforce to collaborative networks of support for Curriculum for Wales and Areas of Learning and Experience (and subject disciplines).
- Provide access to strategic support and professional learning for the development of approaches to bilingualism and the Welsh language.
- Provide access to professional learning to support the development of subject knowledge across the curriculum.
- Provide access to professional learning and guidance to support curriculum design (including progression and assessment), working with a range of international experts.
- Provide access to professional learning for skills development across the curriculum as a feature of high-quality curriculum design.

Targeted Provision

- The School Improvement Partner will work alongside the school or education setting to broker targeted support to meet identified professional learning requirements.

Bespoke Provision

- Allocate additional EAS support for schools and educational settings requiring higher levels of support.
- Broker EAS school to school intensive support to undertake professional learning in Areas of Learning and Experiences (AoLEs) / subject disciplines
- Delivery of specific professional learning activity at a school or cluster level.

Health Wellbeing and Equity: Professional learning and support for health, wellbeing, vulnerable and disadvantaged groups.

Universal Provision

- Support to build the capacity within schools and educational setting to create an effective whole school approach to emotional and mental wellbeing.
- Provide strategic support for the development of approaches to the Health and Wellbeing Area of Learning.
- Support to develop strategic approaches to developing UNCRC and Human Rights.
- Support the development of a tiered approach to the provision and teaching for disadvantaged and vulnerable learners.
- Support the development of provision for learners whose circumstances have changed during the pandemic.

- Support for the development of language, social, emotional, physical and cognitive development in early years for those adversely affected by Covid.
- Offer a tiered approach to the professional learning programme: Raising the Achievement of Disadvantaged Youngsters (RADY).
- Support for the development of strategic approaches to embedding Diversity.
- Work in partnership with local authorities with Inclusions Leads and Looked After Children Education (LACEs) to analyse and use attendance and exclusions data for vulnerable and disadvantaged learners.
- Provide guidance and support for the effective use of the Pupil Development Grant (PDG).
- Deliver the National Programme on Teaching and Learning (Mike Gershon).
- Provide support and guidance for schools to become Family and Community Friendly.

Targeted Provision

- Deliver the Vulnerable Learner Lead Programme.
- Deliver the Wellbeing Lead Professional Learning Programme.
- Provide 'WELL' Toolkit to support schools to review their tiered approach to Wellbeing.
- Continue leadership support for key roles, to include: More Able and Talented (MAT) Lead, Family and Community Engagement (FaCE), Seren Leads.

Bespoke Provision

- Seren Network (secondary only).
- Allocate additional EAS support for schools and educational settings requiring higher levels of support.
- Provide Wellbeing Coaching on a need's basis.

School Governors: A broad range of professional learning and support for school governors.

Universal Provision

- Provide a professional learning programme for Governors, including Welsh Government mandated training, the core role of the governor and support for understanding the role of the governing body and their contribution to school development priorities.
- Provide all governing bodies and individual governors with advice, support and guidance in relation to their roles and responsibilities.
- Provide networking opportunities for groups of governors, to discuss best practice, identify common issues and explore solutions.
- Offer all governing bodies a clerking service through the optional adoption of a Service Level Agreement.
- Continue to provide a range of specialist HR professional learning for governors.

Targeted Provision

- Deliver optional programmes to further develop governors' skills and knowledge, enabling them to deepen their understanding of their role, to effectively support and challenge their schools.
- Provide these programmes as part of a targeted Governor Pathway, aimed at specific groups of governors.
- Provide targeted networking opportunities for specific groups of governors, to address specific issues.

Bespoke Provision

- Provide additional specific professional learning for individual governing bodies, clusters of governing bodies or individual governors.
- Broker support for newly appointed Chairs of Governors, who would benefit from the support of an experienced mentor.
- Provide opportunities for more experienced chairs of governors to further develop their skills and knowledge of governance.

EAS Foundations:

Business delivery

- A clear EAS vision is articulated to schools and partners.
- Review and refine the hybrid working model and develop a balanced approach to Professional Learning delivery that incorporates the benefits of the virtual environment alongside face-to-face delivery where appropriate.
- Embed the EAS evaluation model, continuing to welcome external challenge and support, including engagement with research partners to evaluate current programmes and inform future developments.
- Use the Investors in People (IIP) development programme to support service improvements.
- Continue to develop and refine the broad range of ICT systems that support the business model and review the systems that enable the delivery of support for governors.
- Develop an effective communications strategy that meaningfully engage with all key stakeholders
- Continue to engage with other consortia and middle-tier organisations, such as Estyn, to realise efficiencies in programme development and delivery.
- Support and advise local authorities, as appropriate, in the delivery of their statutory functions for the regional Standing Advisory Councils for Religious Education (SACREs) and the development of individual Welsh in Education Strategic Plans (WESP).

Staff Development

- To maintain high levels of staff morale and wellbeing in the context of reduced funding and workforce planning.
- Implement new performance management processes to reflect individual and service needs.
- Continue to develop collaborative ways in which the EAS team contribute to decision-making processes and are recognised more systematically for their successes.
- Provide all staff with the professional learning opportunities that enable them to undertake their role and develop professionally and personally ensuring all mandatory professional learning is undertaken.
- Recruit, develop and retain a skilled, professional, well informed, and motivated workforce that represents the values and vision of the EAS.

Funding and Resources

- Work with key partners to secure a more sustainable deliverable funding model, aligned with workforce planning.
- Secure an updated Collaboration and Members Agreement (CAMA) with local authority partners, that recognises change management funding.

Section 5: Delivery arrangements and resources for 2022-2023

Governance

The EAS is subject to a robust governance model that is underpinned by the Articles of Association and a Collaboration and Members Agreement (CAMA).

Consortium funding

The EAS is funded on an annual basis from three sources: Local authority core contributions, regional school improvement grants and a service level agreement for governor support services. A spending plan accompanies this Business Plan which is intrinsically linked to all actions contained within it. A detailed overview of the regional distribution of all grants is available for all schools to view and compare allocations and rates of delegation through the regional grant monitoring tool.

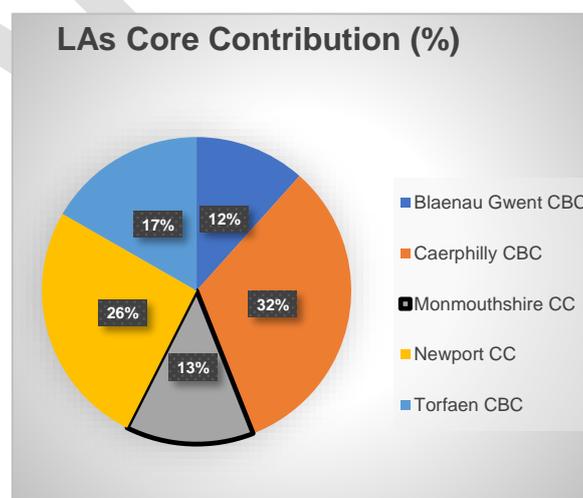
The delegation rate to schools increased to 95.5% in 2021/22, whilst the EAS staff profile has reduced by 53.1% since 2012.

As recipients of public funding, it is important that budgets are allocated and spent wisely. The EAS will continually strive to provide value for money through the optimal use of resources to achieve intended outcomes.

Local authority contributions 2022-2023

Local authority funding for consortium working is underpinned by the National Model for Regional Working, published by the Welsh Government in 2014. The model recommended a core funding allocation of £3.6m for the EAS. The local authorities' indicative figures for 2022-2023 are as follows:

Local Authority (to be agreed)	£
Blaenau Gwent CBC	£350,046
Caerphilly CBC	£980,663
Monmouthshire CC	£403,815
Newport CC	£783,291
Torfaen CBC	£503,498
Total	£3,021,313



In terms of the above £0.99m of this figure is used to secure capacity within the EAS team from current serving headteachers and schools and £0.18m of this figure is used to secure service level agreements and venue costs sourced through local authorities.

Regional school improvement grants

The Collaboration and Members Agreement (CAMA) details the procedure to be followed for all regional school improvement grants received into the region from Welsh Government. Before the grant can be accepted approval to funding distribution is required from the local authority Chief Education Officers / Directors of Education with a follow up ratification from JEG members.

Grant Name (To be updated when information on grants is received from Welsh Government)	Grant Total	Amount delegated to schools	Delegation* Rate	Regionally Retained
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Indicative Calculation 2022-2023

	£	£		£
Regional Consortia School Improvement Grant (RCSIG)				
- Education Improvement Grant	tbc	tbc	tbc	tbc
- Professional Learning for Teachers	tbc	tbc	tbc	tbc
- Other grant initiatives	tbc	tbc	tbc	tbc
Pupil Development Grant (PDG)	tbc	tbc	tbc	tbc
PDG (Lead Regional PDG Adviser)	tbc	tbc	tbc	tbc
Seren Pre 16	tbc	tbc	tbc	tbc
Seren Post 16	tbc	tbc	tbc	tbc
Total	TBC	TBC	TBC	TBC

*Delegation: This refers to funding which gives freedom of choice to a school in how it is used. It must however be spent in accordance with, and in the spirit of, the core purpose of the grant and the individual school development plan.

Governor Support Service Level Agreement

The EAS has responsibility for providing a Governor Support Service to all schools in the region. The service provides support to school governing bodies, headteachers, and individual governors. This includes advice, guidance, training, and an optional clerking service to support governing bodies to deliver their responsibilities.

The optional clerking service is provided through a service level agreement with an option to buy into a clerking service and then additionally a statutory committee clerking service, through a Service Level Agreement (SLA). From 2020 to 2022, 99% of schools opted into the SLA clerking service, with 51% of schools choosing the additional statutory committee service. From April 2022 the service is being offered on a 3-year basis, which aligns with the revised Business Plan approach. The indicative funding for 2022/23 is £0.364m.

Section 6: Additional supporting documents

This Business Plan is supported by the following documents:

- Local Authority Strategic Education Plans
- Detailed Business Plan 2022–2023
- Regional Grant Mapping Overview 2022–2023 (to follow once detailed received from WG)
- Regional Self-Evaluation Report (Executive Summary)
- EAS Risk Register (Executive Summary)
- Regional Professional Learning Offer 2022–2023

DRAFT

EAS - Integrated Impact Assessment

This Fairness and Equality Impact Assessment (FEIA) has been designed to assist to help support the EAS in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Welsh Language Standards (Wales) 2015
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Well-being of Future Generations (Wales) Act 2015

PLEASE NOTE: Section 3 *Socio-economic Duty* only needs to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions.

1. Proposal Details			
Lead Officer	SMT Approval	Service Area & Department	Date
Edward Pryce	Geraint Willington	EAS Wide	13/1/2022

Page 4

Is this proposal a... (please tick relevant box)					
Policy	Strategy / Plan <input checked="" type="checkbox"/>	Practice	Procedure	Restructure	Project

What is the proposal to be assessed? <i>Provide brief details of the proposal and provide a link to any relevant report or documents.</i>
<p>The EAS is required by Welsh Government to submit an annual overarching regional Business Plan on an annual basis. The EAS then delivers, through this plan, a wide range of school improvement services to all schools (all key stages, including all through schools and special schools), pupil referral units and funded non-maintained nursery settings on behalf of each LA. This plan supports the role LAs have in delivering their statutory function, addressing their individual improvement priorities and promoting improved pupil outcomes.</p> <p>As an organisation we have reviewed how we have written the Business Plan and communicated this to our partners. We have used the 'Theory of Change' approach to help us articulate the changes and impact we want to make as the regional school improvement service for South-East Wales and the connections and actions needed that will allow that change and impact to be successfully achieved. This Business Plan spans a three-year period and will receive annual reviews each year.</p> <p>The proposal is for each Local Authority cabinet to approve the business plan (which commences 1 April 2022, following consultation from January to early March) prior to submission to Welsh Government.</p>

2. Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

(The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups). Please note that an individual may have more than one protected characteristic.

Protected Characteristics	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<p>Age (people of all ages)</p>	<p>Positive</p>		<p>The EAS Business Plan delivers school improvement services to all schools and settings. There is no direct work with the public and no direct support for learners with Additional Learning Needs (ALN), as this remains within the remit of the Local Authority. Descriptions of the range of support and professional learning programmes, including elements on wellbeing and support for schools in developing and inclusive curriculum for all are included.</p>
<p>Disability (people with disabilities/ long term conditions)</p>	<p>Positive</p>		<p>The EAS Business Plan delivers school improvement services to all schools and settings. There is no direct work with the public and no direct support for learners with Additional Learning Needs (ALN), as this remains within the remit of the Local Authority. Descriptions of the range of support and professional learning programmes, including elements on wellbeing and support for schools in developing and inclusive curriculum for all are included.</p>

<p>Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth)</i></p>	<p>Neutral</p>		<p>The business plan would have no tangible direct impact on these groups. If there was any impact it would be positive in terms of support for schools in terms of developing an inclusive approach through our professional learning.</p>
<p>Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i></p>	<p>Neutral</p>		<p>The business plan would have no tangible direct impact on these groups. If there was any impact it would be positive in terms of support for schools in terms of developing an inclusive approach through our professional learning.</p>
<p>Pregnancy and Maternity <i>(women who are pregnant and/or on maternity leave)</i></p>	<p>Neutral</p>		<p>The business plan would have no tangible direct impact on these groups. If there was any impact it would be positive in terms of support for schools in terms of developing an inclusive approach through our professional learning.</p>
<p>Race <i>(people from black, Asian and minority ethnic communities and different racial backgrounds)</i></p>	<p>Positive</p>		<p>The EAS Business Plan delivers school improvement services to all schools and settings. There is no direct work with the public and no direct support for learners with Additional Learning Needs (ALN), as this remains within the remit of the Local Authority. Descriptions of the range of support and professional learning programmes, including elements on wellbeing and support for schools in developing and inclusive curriculum for all are included.</p>

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Religion or Belief <i>(people with different religions and beliefs including people with no beliefs)</i>	Neutral		The business plan would have no tangible direct impact on these groups. If there was any impact it would be positive in terms of support for schools in terms of developing an inclusive approach through our professional learning.
Sex <i>(women and men, girls and boys and those who self-identify their gender)</i>	Neutral		The business plan would have no tangible direct impact on these groups. If there was any impact it would be positive in terms of support for schools in terms of developing an inclusive approach through our professional learning.
Sexual Orientation <i>(lesbian, gay, bisexual, heterosexual)</i>	Neutral		The business plan would have no tangible direct impact on these groups. If there was any impact it would be positive in terms of support for schools in terms of developing an inclusive approach through our professional learning.

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3. Socio-economic Duty (Strategic Decisions Only)

(The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services)

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- People with low literacy/numeracy
- Pensioners
- Looked after children (LAC / CLA)
- Homeless people
- Carers
- Armed Forces Community
- Students
- Single adult households
- People misusing substances
- People who have experienced the asylum system
- People of all ages leaving a care setting
- People living in the most deprived areas in Wales (WIMD)
- People involved in the criminal justice system

Socio-economic Disadvantage	Does the proposal have any positive, negative or neutral	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
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	impacts on the following and how?		
Low Income / Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	Section not applicable, as this Business Plan is not a strategic decision. However the plan describes a range of support for schools related to reducing socio-economic impact, particularly for learners who are eligible for Free School Meals (FSM) or those who are looked after (LAC/CLA)		
Low and/or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i>			
Material Deprivation <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i>			
Area Deprivation <i>(where you live (rural areas), where you work (accessibility of public transport)</i>			
Socio-economic Background <i>(social class i.e. parents education, employment and income)</i>			
Socio-economic Disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or</i>			

vulnerability or because they are already disadvantaged)			
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4. Well-being Objectives
(How does your proposal deliver against regional Councils' Well-being Objectives? Which in turn support the national well-being goals for Wales as outlined in the Well-being of Future Generations (Wales) Act 2015. Are there any impacts (positive, negative or neutral? If there are negative impacts how have these been mitigated?)

Page 54 Improving education opportunities for all	The EAS delivers, through an agreed Business Plan, a wide range of school improvement services to all schools (all key stages, including all through schools and special schools), pupil referral units and funded non-maintained nursery settings on behalf of each LA. This plan supports the role LAs have in delivering their statutory function, addressing their individual improvement priorities and promoting improved pupil outcomes. Plan priorities include: Ensuring that the wellbeing of practitioners and learners in schools and settings remains paramount. Regional professional learning will be provided to support the social and emotional needs of the workforce and learners. Continuing to provide support to school leaders on the identification and support for specific groups of disadvantaged and vulnerable learners including those who have been disproportionality affected by school closures.
	Enabling employment Improved educational outcomes are linked to improved employment prospects.
	Housing objectives n/a
	Transport / environment impact n/a
	Healthy lifestyle / sustainable development principle within the Well-being of Future Generations (Wales) Act 2015 n/a
	Wellbeing objectives n/a

5. Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)
(Also known as the sustainable development principles. The Act requires the Council to consider how any proposal improves the economic, social, environmental and cultural well-being of Wales using the five ways of working as a baseline)

Ways of Working	How have you used the Sustainable Development Principles in forming the proposal?
Long Term	<p>Consider the long-term impact of the proposal on the ability of communities to secure their well-being.</p> <p>This is a three-year business plan with one-year updates as stipulated by Welsh Government. The plan however supports the development of a self-improving school system and all Welsh Government long term strategic objectives in relation to school improvement. Longer term projections are not possible due to significant proportions of EAS work being funded by Welsh Government Regional grants for schools which are only known on a one year basis.</p>
Prevention	<p>Consider how the proposal is preventing problems from occurring or getting worse</p> <p>The plan is designed to support the development and growth of schools, as part of a self improving system.</p>
Integration	<p>Consider how your proposal will impact on other services provided in our communities (these might be Council services or services delivered by other organisations or groups)</p> <p>This Business Plan has been completed in consultation and collaboration with all five Local Authorities, and been informed by a broad ranging consultation exercise. Individual councils will need to consider how the business plan links to other council services</p>
Collaboration	<p>Consider how you are working with Council services or services delivered by other organisations or groups in our communities.</p> <p>This Business Plan has been completed in consultation and collaboration with all five Local Authorities, and been informed by a broad ranging consultation exercise. Individual councils will need to consider how the business plan links to other council services.</p>
Involvement	<p>Consider how you involve people who have an interest in this proposal and ensure that they represent the diversity of our communities.</p> <p>This Business Plan has been completed in consultation and collaboration with all five Local Authorities, and been informed by a broad ranging consultation exercise across all stakeholder groups.</p>

6. Well-being of Future Generations (Wales) Act 2015

Wellbeing Goals	Does the proposal maximise council's contribution to the Well-being Goals and how?
<p>A Prosperous Wales <i>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work</i></p>	<p>Efficient use of resources, skilled, educated people generates wealth and provides jobs The plan will deliver a wide range of school improvement services to all schools (all key stages, including all through schools and special schools), pupil referral units and funded non-maintained nursery settings on behalf of each LA. This will contribute, through schools and partners in the Local Authority to a skilled and well-educated population.</p> <p>High quality education is a fundamental of ensuring future local and national prosperity through the provision of an informed and well-educated workforce and society. The Local Authority's statutory role to support, monitor and evaluate school performance and the quality of provision is essential.</p>
<p>A Resilient Wales <i>A nation which maintains and enhances a biodiverse natural environment healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for climate change)</i></p>	<p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) n/a</p>
<p>A Healthier Wales <i>A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood</i></p>	<p>People's physical and mental well-being is maximised and health impacts are understood The EAS has placed wellbeing at the forefront of its work and will continue to provide a range of professional learning to schools and settings that has provided support to the social and emotional needs of the workforce and learners.</p>
<p>A More Equal Wales <i>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)</i></p>	<p>People can fulfil their potential no matter what their background or circumstances. This includes the protected characteristics listed in Q2 above. Also consider the cumulative impacts. The plan supports the development of strategies in schools that support equity and equality, including continuing to provide support to school leaders on the identification and support for specific groups of disadvantaged and vulnerable learners including those who have been disproportionality affected by school closures.</p>

Well-being Goals	Does the proposal maximise our contribution to the Well-being Goal and how?
A Wales of Cohesive Communities <i>Attractive, viable, safe and well-connected communities</i>	Communities are attractive, viable, safe and well connected. n/a
A Wales of Vibrant Culture and Thriving Welsh Language <i>A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation</i>	Culture, heritage and the Welsh language are promoted and protected. People are encouraged to participate in sport, art and recreation. All schools are required to promote Welsh culture and heritage through the Cwricwlwm Cymreig and to ensure that pupils are able to learn and practice the Welsh Language. Support for both is a key strand of the business plan.
A Globally Responsible Wales <i>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being</i>	Taking account of impact on global well-being when considering local social, economic and environmental well-being. Ensuring high quality education is fundamental to securing the economic, social and cultural wellbeing of future generations. The Business Plan focuses support for all schools appropriately schools. The school curriculum includes focus on social, environmental and cultural well-being, and these aspects are support as part of the plan.

7. Welsh Language (Wales) Measure 2011 and Welsh Language Standards

(The Welsh Language Measure 2011 and the Welsh Language Standards require the Councils to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language). Whilst not bound by this standard the EAS Welsh Language Policy explains how this duty is complied with to the same level.

Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Links with Welsh Government's Cymraeg 2050 Strategy and Local Authority's Welsh Language Strategies	The EAS has an updated (September 2021) Welsh Language Policy in place and Welsh language support for schools development of the language is included in the plan.	Positive	EAS Welsh Language Policy (Sept 2021) EAS Welsh Language Strategy included within the Business Plan (2022-2025)
Compliance with the Welsh Language Standards	Promoted through the EAS Welsh Language Policy	Positive	Compliance with the policy Section within the EAS Annual Headteacher / other staff stakeholder survey
Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community	Promoted through the EAS Welsh Language Policy. All materials for schools are bilingual.	Positive	Compliance with the policy Section within the EAS Annual Headteacher / other staff stakeholder survey
Opportunities for persons to use the Welsh language e.g. staff, residents and visitors	Promoted through the EAS Welsh Language Policy. All materials for schools are bilingual, and all schools / governors have opportunity for a response by a Welsh speaking member of staff where requested.	Positive	Compliance with the policy Section within the EAS Annual Headteacher / other staff stakeholder survey

<p>Treating the Welsh language no less favourably than the English language</p>	<p>Promoted through the EAS Welsh Language Policy. All materials for schools are bilingual, and all schools / governors have opportunity for a response by a Welsh speaking member of staff where requested.</p>	<p>Positive</p>	<p>Compliance with the policy Section within the EAS Annual Headteacher / other staff stakeholder survey</p>
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7a. Having considered the impacts above, how has the proposal been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and b) treating the Welsh language no less favourably than the English language.

The EAS Welsh Language Policy (Updated September 2021) describes in full the ways in which the EAS complies with the Welsh Language Measure (2015), including accesses to all materials bilingually, actively promotes the use of the language and offers an ever a range of services and support through the medium of Welsh for those who want it.

8. Data and Information

(What data or other evidence has been used to inform the development of the proposal? Evidence may include the outcome of previous consultations, existing databases, pilot projects, review of customer complaints and compliments and or other service user feedback, national and regional data, academic publications and consultants' reports etc.)

<p>Data/evidence <i>(Please provide link to report if appropriate)</i></p>	<p>Key relevant findings</p>	<p>How has the data/evidence informed this proposal?</p>
<p>What data / evidence was used? Provide links to any reports if appropriate e.g. Household Survey 2017</p> <p>Please note that a mid-year evaluation of the current revised Covid Business Plan (2020/21) has been submitted to each of the EAS governance groups and has been available for local authorities to share as appropriate within their own democratic processes.</p>	<p>What were the key findings? What did the data / evidence used tell you?</p> <p>A full analysis of feedback from consultations will be incorporated into the final plan.</p>	<p>How has the data / evidence available helped inform the proposal? Did it support the proposal and how? If the data / evidence didn't support the proposal why was this?</p> <p>The plan has also been informed by a broad range of visioning sessions available for all stakeholders and is informed by a range of stakeholder surveys whose outcomes have been analysed across 2021-2022.</p>

Were there any gaps identified in the evidence and data used to develop this proposal and how will these gaps be filled?

Details of further consultation can be included in Section 9.

Are there any gaps in the existing data and how will you go about filling these gaps?

No

9. Consultation

(In some instances, there is a legal requirement to consult. In others, even where there is no legal obligation, there may be a legitimate expectation from people that a consultation will take place.)

Briefly describe any recent or planned consultations paying particular attention to evidencing the Gunning Principles.

The Business Plan has been through a consultation process. The Consultees are noted below:

- EAS staff
- Directors of Education (within South East Wales) and Diocesan Directors
- Regional Joint Executive Group
- EAS Company Board
- EAS Audit and Risk Assurance Committee
- Individual local authority education scrutiny committees
- All Headteachers from within the region
- All Chairs of Governors from within the region
- School Councils from within the region
- All school based Professional Learning Leads
- EAS Supporting School Trade Union Group (SSTU Group)

When were they consulted did the consultation take place at the formative stage and was adequate time given for consultees to consider and respond?

From October – December 2021

Was sufficient information provided to consultees to allow them to make an informed decision on the proposal?

The full draft Business Plan was shared with all consultees.

What were the key findings?

All feedback has been considered and where appropriate incorporated into the final Business Plan.

How have the consultation findings been taken into account?

All feedback has been considered and where appropriate incorporated into the final Business Plan.

10. Monitoring and Review

<p>How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?</p>	<p>For example, what monitoring will be used? How frequent? There are many ways of capturing and sharing what the EAS does which are exemplified in this model as outputs. The progress on the implementation and impact of the Business Plan will be reported to the Joint Executive Group and Company Board. These reports, as in previous years, will be suitable for scrutiny activity at local authority and national level. In addition, the progress made towards the implementation of key actions will be reported at each meeting of the Joint Executive Group and Company Board. This approach will be aligned to the national changes in the accountability system.</p>
<p>What are the practical arrangements for monitoring?</p>	<p>Bi-monthly meetings of EAS Joint Executive Group, Company Board and the Audit and Risk Assurance Committee, all of whom have council representatives. All groups are chaired by an elected member.</p>
<p>How will the results of the monitoring be used to develop future proposals?</p>	<p>In the same way that this business plan has been informed by previous business plans. Through a comprehensive evaluation and subsequent consultation process.</p>
<p>When is the proposal due to be reviewed?</p>	<p>Bi-monthly internally to governance groups.</p>
<p>Who is responsible for ensuring this happens?</p>	<p>Overall EAS Managing Director supported by broader Senior Leadership Team</p>

11. Recommendation and Reasoning

- Implement proposal with no amendments
- Implement proposal taking account of the mitigating actions outlined
- Reject the proposal due to disproportionate impact on equality, poverty and socio-economic disadvantage

12. Reason(s) for Recommendation

(Provide below a summary of the Fairness and Equalities Impact Assessment.)

The EAS is required to submit an annual overarching regional Business Plan on an annual basis. The proposal is for cabinet to approve the business plan (which commenced on 1 April 2022, following consultation from January to early March) prior to submission to Welsh Government.

The plan provides support for school improvement services directly to schools across the region. The plan does not include changes to the services, or delivery methods for any particular group or groups. It is therefore at least neutral in its impact with many positive benefits, particularly in relation to wellbeing goals and support for disadvantaged learners.

13. Version Control

(The IIA should be used in the early stages of the proposal development process. The IIA can be strengthened as time progresses to help shape the proposal. The Version Control section will act as an audit trail to evidence how the IIA has been developed over time)

Version No.	Author	Brief description of the amendments/update	Revision Date
1	Edward Pryce		13/1/2022

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Integrated Impact Assessment Author

Name:	Edward Pryce
Job Title:	Assistant Director – Policy and Strategy
Date:	13/1/2022

EAS SMT Approval

Name:	Geraint Willington		
Job Title:	Director		
Signature:		Date:	13/1/2022

Report

Cabinet

Part 1

Date: 9 March 2022

Subject Revisions to the South East Wales Achievement Service Collaboration and Members Agreement (CAMA).

Purpose The purpose of this report is to provide members with the opportunity to update the South East Wales Education Achievement Service Collaboration and Members Agreement (the CAMA) to provide a suitable and necessary level of support to the Education Achievement Service (EAS) should they need to make significant staffing changes, with consequential restricting costs, impact on their ability to operate as an ongoing concern

Author Sarah Morgan, Chief Education Officer

Ward All

Summary The current CAMA was agreed by all five local authorities in 2013 (following the establishment of the EAS in 2012), at that time the structure of the organisation and the public funding arena were different to current operating model. It has become apparent that there remains a risk (albeit one that is not quantified at this time) that the current funding does not make allowances for the abnormal cost burden that can be incurred in the event of staff severance arrangements being necessary. These severance costs, which may be incurred due to the continued need to implement efficiencies, could force the company into liquidation. Revising the CAMA arrangements would reduce this risk.

Proposal It is recommended that Members agree to the revised form of wording in paragraph 1.11, agreeing that Newport City Council (as one of the five local authorities) pay pro rata EAS employee severance costs remaining, after the company has used 50% of its previous year end reserve balance to pay the first portion of these severance costs

Action by Cabinet

Timetable Immediate

This report was prepared after consultation with:

- Monmouthshire County Council (leading CAMA revisions).
- South East Wales Consortium Directors
- EAS Company Board
- Cabinet Member for Education and Skills
- Joint Executive Group (JEG)
- Chief Executive of Newport City Council

Signed

Background

- 1.1 The current CAMA was agreed by all five local authorities in 2013 (following the establishment of the EAS in 2012), at that time the structure of the organisation and the public funding arena were different to current operating model. The organisation has pivoted away from a traded services model to one which is predicated on system based resources e.g. the role of school bases School Improvement Partners. Simultaneously and as a consequences of the covid-19 pandemic and governmental focus on health recovery there is a potential risk to the significant grant flows that the Welsh Government has provided to the EAS.
- 1.2 The EAS's previous leadership noted the uncertainty around the funding model and in particular the level of protection in the CAMA. Following a period of challenging industrial relations where both staff terms and conditions and redundancy terms were being renegotiated there was an intervention from the Chief Executives (through the then lead Chief Executive) to provide assurances that the five controlling authorities would support the EAS if there was a requirement to fund redundancies. This took place in 2016. This paper and agreement will move the commitment away from an informal agreement to a formalised adaption of the CAMA.
- 1.3 The various governance elements of the EAS, namely the Board and the Audit and Risk Assessment Committee (ARAC) have continued to raise this issue with Directors throughout the period.
- 1.4 As the lead authority for the period 2019-2021 Monmouthshire County Council has been engaged with its legal representative to assess the need for the amendment to the CAMA. Upon reviewing the original CAMA it was their view that no further amendment was required as paragraph 8.4 in the current document provided the mechanism for additional funding:

"8.4 The Company shall provide the Joint Executive Group with the financial information identified in Clause 9.6 and any other information as the Joint Executive Group may require from time to time to verify how the Company is performing against Budget.

Any additional funding required to fulfil the Company operations shall be considered by the Joint Executive Group and shall be shared between the Home Authorities in proportion to the contribution made by each Home Authority in the year ending on 5th April before the deficit arises."

- 1.5 The Board has been advised of this position at meetings throughout the past period.
- 1.6 However, through those discussions with the Board it has become apparent that there remains a risk (albeit one that is not quantified at this time) that the current funding does not make allowances for the abnormal cost burden that can be incurred in the event of severance arrangements being necessary. These severance costs, which may be incurred due to the continued need to implement efficiencies given financial constraints, could force the company into liquidation. Allowances for such provision is already contained within the Joint Services Protocol covering joint services across Greater Gwent and the principle is that a comparator model is agreed for the EAS.
- 1.7 The EAS working with Directors propose that the five controlling authorities formalise an agreement, similar to the home authorities Joint Services Protocol, to underwrite certain severance costs (i.e. redundancy payments and any employer capital pension costs) arising through the EAS having to take appropriate action to achieve a balance budget.

1.8 This will be achieved through:

The home authorities underwriting those severance costs incurred within the EAS which arise through actions required to meet a balanced budget. Home authorities will underwrite those costs, pro rata to their current core contribution percentages, subject to the company first contributing 50% of its retained balances towards the total cost.

1.9 Other costs, such as payments in lieu of notice and payments for accrued but untaken holiday pay, will be absorbed as part of the normal operational costs of the EAS and will not form part of any costs to be underwritten by the home authorities.

1.10 To achieve this outcome, it will be necessary for the proposal to be considered in accordance with each Local Authority's legal, financial and democratic procedures.

1.11 The proposed wording of the amendment would be:

Costs of Employee Severance Arrangements

In the event of enforced employee severance costs (i.e. the costs of redundancy payments and any employer capital pension costs) being incurred by the Company in order to achieve a balanced budget in the current financial year or to set a balanced budget for the proceeding financial year, the Home Authorities will (subject to clauses 1.5.2 and 1.5.3) pay those costs, pro rata to their core contribution percentages in the financial year in which those costs are incurred by the Company.

The severance costs to be paid by the Home Authorities will be any amount remaining after the Company has used 50% of its previous year end reserve balance to pay the first portion of those severance costs.

Any costs incurred by the Company in addition to the severance costs as defined in clause 1.5.1 (for example, payments in lieu of notice and payments for accrued but untaken holiday entitlement) will be borne by the Company as part of its normal operational costs and will not form part of any severance costs to be underwritten by the Home Authorities.

2. REASONS:

2.1 The EAS has become an integral part of the school improvement architecture in south east Wales. As it nears ten years since its creation its role in ensuring the continued improvement activities in all schools and its current critical role in supporting the creation and implementation of the new Curriculum for Wales.

2.2 The amendment set out above in 3.8 provides a greater level of protection to the EAS than the current arrangement (3.4). Given the collective commitment to the education agenda in south east Wales and the fact that there would be a greater risk to the five authorities to recreate advisory services individually the new clause appears to be a proportionate measure to ensure continued service.

Financial Summary (Capital and Revenue)

This change in the CAMA would have an impact on the responsibility of partners to meet the costs of change associated with any potential future decrease in funding received by the EAS. Whilst not an exact science the illustration below provides a sense of how the mechanism could work and the exposure of each local authority based on its current contribution to the EAS.

		Scenario A		Scenario B	
	2021/2022	2022/2023	2023/2024 (0%)	2023/2024 (5%)	
End of Year Balance	256,140	213,328	65,254	-82,820	
Grant budget setting	2,883,225	2,961,482		2,813,408	
Grant reduction – 5%		148,074	148,074	140,670	
Impact on balances		65,254	-82,820	-223,491	
	Change Management	130,000			
	EAS Contrb.	32,627			
	LA Contrb.	97,373			
	BGCBC	11,282			
	CCBC	31,606			
	MCC	13,014			
	NCC	25,244			
	TCBCB	16,227			

The model above shows the impact of a 5% reduction in core Welsh Government Grants (£148,074) and its impact in reducing the year-end balance to £65,254. If the EAS then had to make staffing changes equivalent to £130,000 it would see its balances protected by 50% or in this case £32,627. This would see the five local authorities having to contribute £97,373 to protect the company and allow it to retain its solvency. The numbers in the table above are based on the current contributions from each authority.

Risks

Risk Title / Description	Risk Impact score of Risk if it occurs* (H/M/L)	Risk Probability of risk occurring (H/M/L)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
Newport City Council pro rata contribution to EAS staff severance costs	L	L	<ul style="list-style-type: none"> SEWC Directors and JEG are fully engaged with EAS grant income and staffing changes. Staffing reductions are a 'last resort' given prior efficiencies. Grant income has a degree of flexibility and can be used to further support staffing costs. The pro rata costs is contextually low and could be funded from an existing earmarked reserve, specifically created for this purpose. 	Chief Education Officer

Newport City Council required to contribute towards any EAS staff Redundancy Costs	L	L	<ul style="list-style-type: none"> • Redundancy costs have been managed from EAS budgets to date. • Staffing structure is relatively small and Headteacher's are used to facilitate the Partner School Improvement roles, reducing contracted staff significantly. 	Chief Education Officer
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* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Corporate Plan 2017-22
Strategic Recovery Aims

Options Available and considered

- Cabinet choose to revise the CAMA with the updated section seen in 1.11.
- Cabinet choose to maintain the current CAMA

Preferred Option and Why

For Cabinet to accept the proposal to revise the current CAMA with updates noted in section 1.11. This will ensure sustainability of the EAS School Improvement Service for Newport City Council and support the four additional local authorities within this partnership arrangement.

Comments of Chief Financial Officer

There is currently £92k held in an earmarked reserve for any future redundancy costs within the EAS. Based on the above exemplification, a contribution of £25k would be required from Newport City Council, leaving a balance of £67k for future use. It will be necessary to annually review the balance in the reserve and likely exposure to a future share of redundancy costs. Should it be felt that the reserve balance needs to be increased, the additional amount would need to be identified from within the overall in-year financial position of the Council or considered as part of developing the medium term financial plan.

Comments of Monitoring Officer

The proposed action is in accordance with the Council's general powers to enter into contractual collaborative arrangements in relation to the discharge of its educational improvement functions. The EAS was established as a Company limited by guarantee in order to provide a range of educational support services for the participating local authorities, under the terms of individual service level agreements. Each of the local authorities is a corporate member of the EAS Company, with representatives on the Board and the Joint Executive Group (JEG), and have entered into a Collaboration and Members Agreement (CAMA) which sets out mutual rights and obligations in relation to the management and operation of the company. The CAMA already provides that any additional funding required by the EAS and approved by the JEG will be shared by the local authorities in proportion to their respective contributions towards the costs of the service. The proposed amendment to the CAMA clarifies that this proportionate contribution will also apply to any unavoidable severance costs incurred by the EAS in the event of any grant reduction and the need to make staffing savings. The Councils will be required to pay an additional share of these severance costs in proportion to their general contributions, after the EAS has used up 50% of its reserve balances to meet these costs. This is consistent with other collaborative arrangements, where lead authorities are provided with a joint indemnity against these staffing costs. Otherwise, the Company would not have sufficient funds to meet its liabilities.

Comments of Head of People and Business Change

The proposals outlined in the report are being undertaken in collaboration with partners from Torfaen County Council, Monmouthshire County Council, Caerphilly County Borough Council and Blaenau Gwent County Council and with involvement from a range of partners.

The proposed revision to the CAMA has no direct impact on directly employed staff at Newport City Council. However, the service is an important element of supporting teaching and learning staff within the authority and vital to our school organisational development, as well as being a key contributor to the development of regional staffing policies to meet statutory Welsh Government guidance. Any future reduction in grant funding for the EAS could result in potential redundancies as the service seeks to make efficiencies through a reduction in staffing. Without the proposed contribution from partner local authorities to support severance payments (if necessary), the sustainability of the EAS service is at risk, and will impact on organisational development within schools and establishment of staff policies for the school workforce.

Scrutiny Committees

N/A

Fairness and Equality Impact Assessment:

For this report, a full Fairness and Equality Impact Assessment has not been undertaken. This is because this report is not seeking any strategic decisions or policy changes. The contextually low amount of pro rata funding to support severance costs does not present a significant risk to the council, its partners, employees or customers.

Wellbeing of Future Generation (Wales) Act

In consideration of the sustainable development principle, 5 ways of working:

Long Term – The proposal allows the EAS not to fall in to company liquidation, which supports the long term support for school and in turn improved outcomes for learners over time.

Preventative – The proposal prevents company liquidation and allows the five local authority to retain the arm's length company to support their schools.

Integration – The proposal provides the end benefit of securing the stability of a school improvement service. The service of the EAS (via their Business Planning arrangements) are integrated into Corporate, Service Area and School Development planning.

Involvement – All five local authorities in the consortia have had involvement in this proposal through JEG, SEWC Directors or EAS Company Board. The education workforce and governors are involved in EAS Business Planning activities which agree the direction and level of support required to improve outcomes for learners.

Collaboration - The proposal is being undertaken in collaboration with partners from Torfaen County Council, Monmouthshire County Council, Caerphilly County Borough Council and Blaenau Gwent County Council. The collaborative work enables the Council to share resources and maintain a school improvement service.

Welsh Language (Wales) Measure 2011

N/A

Consultation

N/A

Background Papers

None.

Dated: 2 March 2022



Report

Cabinet

Part 1

Date: 9 March 2022

Subject Quarter 3 2021/22 Corporate Risk Register Update

Purpose To present the Council's Corporate Risk Register for the end of quarter 3 (1st October to 31st December 2021).

Author Head of People Policy and Transformation

Ward All

Summary The Council's Corporate Risk Register monitors those risks that may prevent the Council from achieving its Corporate Plan or delivering services to its communities and service users in Newport.

At the end of quarter three, there were 18 risks recorded in the Corporate Risk Register that are considered to have a significant impact on the achievement of the Council's objectives and legal obligations. At the end of the quarter there were no corporate risks closed or risks escalated to the Corporate Risk Register.

Overall, there are 10 Severe risks (risk scores 15 to 25); 5 Major risks (risk scores 7 to 14); 2 Moderate risks (risk scores 4 to 6); and one low risk (1-3) that are outlined in the report.

As set out in the Council's Risk Management Policy, Cabinet review the Corporate Risk Register on a quarterly basis ensuring procedures are in place to monitor the management of significant risks.

Proposal Cabinet is asked to consider the contents of the quarter two update of the Corporate Risk Register.

Action by Corporate Management Team and Heads of Service

Timetable Immediate

This report was prepared after consultation with:

- Corporate Management Team

Signed

Background

The Well-being of Future Generations (Wales) Act 2015 requires Newport City Council to set Well-being Objectives in its Corporate Plan 2017-22. In the delivery of the Corporate Plan and Council services there will be risks that may prevent, disrupt, or impact on the Council's objectives. The Council's Risk Management Policy and Corporate Risk Register enables the Council to identify, manage and monitor those risks to ensure effective mitigation action is taken to minimise or prevent the risk from impacting on services, communities, and citizens. The current Risk Management Policy was approved in July 2020.

Following the Covid-19 outbreak, service areas were asked to review their service plans and consider any new and/or emerging risks that could impact on the delivery of their services. Additionally, as part of the Council's quarterly monitoring process, service areas have reviewed their risks considering the impact of Covid-19.

In accordance with the Council's Risk Management Policy, any new, escalated / de-escalated and closed risks in the Corporate Risk Register are presented to the Council's Chief Executive and Corporate Management Team for decision.

Summary of NCC risks for Quarter 3 2021/22

At the end of quarter three, across the Council's eight service areas there were 44 risks recorded in their risk registers. The table below provides a summary of all risks and changes to risk scores between quarter 4 2020/21 and quarter 3 2021/22.

Service Area	Q3 Risks	Risk Scores Increased since Q2	Risk Scores Decreased since Q2	No Change since Q2	New Risks (Since Q2)	Closed Risks (Since Q2)
Adult & Community Service	3	0	0	3	0	0
Children & Young People Service	3	0	0	3	0	0
City Services	6	0	1	5	0	0
Education	7	0	1	6	0	0
Finance	5	0	2	3	0	0
Law & Regulation	2	0	0	2	0	1
People & Business Change	12	0	1	11	0	0
Regeneration, Investment & Housing	6	0	1	5	0	1
Total	44	0	6	38	0	2

At the end of quarter three, the Council's Corporate Risk Register included 18 of the 45 risks that are considered to pose the most risk to the delivery of Council services and achievement of its Corporate Objectives. The 18 Corporate Risks consisted of:

- 10 Severe risks (15 to 25)
- 5 Major Risks (7 to 14)
- 2 Moderate Risk (4 to 6)
- 1 Low Risk (1 to 3).

In comparison to the quarter two Corporate risk register, there were no new and/or escalated risks, and no risks were closed. No risks de-escalated back into service area registers for monitoring. At the end of quarter three, two risks had decreased, and 16 risks had remained the same as quarter two. The table below highlights those risks where there has been a change in direction between quarter three and two.

Change in direction of risk score (Quarter Three)

Risk	Service Area Cabinet Member	Q2 Risk Score	Q3 Risk Score	Commentary
Ash Die Back Disease	Deputy Leader & Cabinet Member for City Services & Member Development	20	16	Still an issue with potentially major impacts, however management programme of survey and removal is in place, so risk is reducing each month. Works will continue throughout 2022 and risk re-assessed each quarter.
Balancing the Council's medium term budget	Leader of the Council / Cabinet	16	9	Between Q2 and Q3, the Council has received its provisional 2022/23 funding settlement figure from Welsh Government. In addition, indicative funding allocations for the following two financial years were also received. The 2022/23 settlement figure was more positive than anticipated, meaning that the Council does not have a funding gap to address in 2022/23. As well as this, the indicative figures for 2023/24 and 2024/25, when inserted into the Medium-Term Financial Plan, result in an overall medium term budget position that is broadly balanced. Whilst there is a risk that additional pressures will emerge, which could result in a budget gap, the challenge of balancing the medium-term budget is seemingly more achievable than previously assumed.

Appendix 1 - Quarter 3 Corporate Risk Heat Map and Risk Profile

Appendix 2 – Newport Council's Corporate Risk Register for Quarter 3.

Risks

Risk Title / Description	Risk Impact score of Risk if it occurs* (H/M/L)	Risk Probability of risk occurring (H/M/L)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
The Council does not achieve its objectives as corporate level risks are not adequately managed and monitored.	M	L	Risk Management Strategy has been adopted and mechanisms are in place to identify, manage and escalate emerging and new risks / mitigation strategies. Audit Committee oversight of risk management process.	Directors, Heads of Service and Performance Team

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Corporate Plan 2017-22

Service Plans 2021/22

Options Available and considered

1. To consider the contents of the Corporate Risk Register and to continue monitoring progress of actions taken to address the risks identified in the report.
2. To request further information or reject the contents of the risk register

Preferred Option and Why

To consider the contents of the Corporate Risk Register and monitor the progress of actions taken to address the risks identified in the report. This will give the Cabinet sufficient assurance and oversight of the main overarching risks that the council faces in delivering the objectives of the Corporate Plan.

Comments of Chief Financial Officer

There are no direct financial implications arising from this report. The corporate risk register forms an important part of the governance and budget setting arrangements for the council and the risk register is used to guide the internal audit plan.

It is noted that overall, the corporate risk register remains largely unchanged since the second quarter with no new or escalated risks and none closed or de-escalated back to the service areas, but three have decreased and 15 remained the same. The register will continue to be monitored closely and any increasing risk scores that may lead to financial pressures without mitigation will be reflected in established ongoing revenue and capital monitoring and MTFP arrangements.

It should be noted that the risk score in relation to balancing the Council's medium term budget has been reduced between quarters two and three. The reasons for this are explained in the body of the report, however it should be noted that this is a rolling risk and, therefore, whilst the current medium term outlook is more positive than previously modelled, there remains scope for the position to deteriorate, particularly if unforeseen financial pressures emerge.

Comments of Monitoring Officer

There are no specific legal issues arising from the report. As part of the Council's risk management strategy, the corporate risk register identifies those high-level risks that could impact upon the Council's ability to deliver its corporate plan objectives and essential public services. The identification of corporate risks within the risk register and monitoring the effectiveness of the mitigation measures are matters for Cabinet. The report confirms that there have been no significant changes in the risk profile during the third quarter of this year, with no additional risks being added to the corporate risk register and no risks being de-escalated back to the service areas. For the most part, the individual risk scores have also remained the same, with only 3 of the 18 risk scores being decreased.

Comments of Head of People and Business Change

Effective monitoring and reporting against the Council's Corporate Risk Register is essential in minimising and preventing the likelihood and impact of risks against our objectives. The Council's risk management is a key area in the implementation of the Well-being of Future Generations Act (Wales) 2015.

The recent changes made to our risk management processes and system will ensure officers at all levels of the organisation have greater control and oversight of their risks taking the necessary action to mitigate their impact and escalate where necessary to senior management.

There are no specific HR issues arising from the report.

Comments of Cabinet Member

The Chair of Cabinet is consulted on the corporate risk register and has agreed that this report goes forward to Cabinet for consideration.

Local issues

None.

Scrutiny Committees (Governance and Audit Committee)

The Council's Governance and Audit Committee will receive an update on the Council's Quarter 3 Corporate Risk Register on 31st March 2022. Feedback on the report will be provided to the Cabinet in the Quarter 3 update.

Fairness and Equality Impact Assessment:

For this report, a full Fairness and Equality Impact Assessment is not required for this report. This is because this report is not seeking any strategic decisions or policy changes, with its purpose being to update Cabinet on the current risk register.

Wellbeing of Future Generation (Wales) Act

Under the Well-being of Future Generations Act (Wales) 2015 and its 5 ways of working principles this report supports:

Long Term – Having effective risk management arrangements will ensure that the opportunities and risks that will emerge consider the long term impact on service users and communities.

Preventative – Identifying opportunities and risks will ensure the Council is able to implement necessary mitigations to prevent or minimise their impact on Council services and service users.

Collaborative – The management of risk is undertaken throughout the Council and officers collaborate together within service areas, Corporate Management Team and the Council's Cabinet to ensure decisions are made in a timely manner and are evidence based.

Involvement – The Council's Risk Management process involves officers across the Council's service areas and Cabinet Members.

Integration – Risk Management is being integrated throughout the Council and supports the integrated Planning, Performance and Risk Management Framework. The Framework ensures that planning activities consider the opportunities and risks to their implementation and overall supports the delivery of the Council's Corporate Plan and legislative duties.

Consultation

As above, the Risk Register is also considered by Audit Committee.

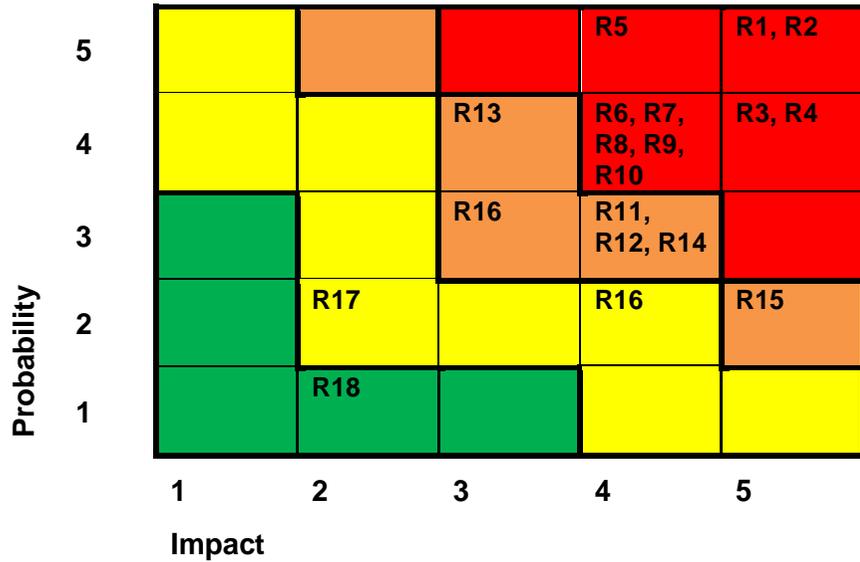
Background Papers

[Q2 Corporate Risk Register, 8th September 2021](#)

[Risk Management Policy 2020-22](#)

Dated: 28th February 2022

Appendix 1 – Quarter 3 2021/22 Risk Heat Map



Corporate Risk Heat Map Key (Quarter 3 2021/22)	
R1 - Stability of Social Services Providers	R10 - Newport Council's Property Estate
R2 - Pressure on Adult & Community Services	R11 - Schools Finance / Cost Pressures
R3 - Highways Network	R12 - Educational Out of County Placements
R4 - COVID-19 Pandemic Outbreak	R13 - Climate Change
R5 - Pressure on the delivery of Children Services	R14 - Post EU Transition
R6 - Ash Die Back Disease	R15 - City Centre Security and Safety
R7 - Demand for ALN and SEN support	R16 - Balancing the Council's Medium-Term budget
R8 - Cyber Security	R17 - Safeguarding
R9 - Pressure on Housing and Homelessness Service	R18 - In year financial management

Risk Score Profile between Quarter 4 2020/21 and Quarter 3 2021/22

* Information on Cabinet portfolios added to the report to improve alignment with portfolios.

** Subject to CMT Review

Risk Reference	Risk	Lead Cabinet Member(s) *	Risk Score Quarter 4 2020/21	Risk Score Quarter 1 2020/21	Risk Score Quarter 2 2020/21	(Current) Quarter 3 2021/22	Target Risk Score
R1	Stability of Social Services Providers	Cabinet Member for Social Services	25	25	25	25	6
R2	Pressure on Adult & Community Services	Cabinet Member for Social Services	20	20	25	25	10
R3	Highways Network	Deputy Leader and Cabinet Member for City Services & Member Development	20	20	20	20	15
R4	COVID-19 Pandemic Outbreak	Leader of the Council /Cabinet	20	15	20	20	6
R5	Pressure on the delivery of Children Services	Cabinet Member for Social Services	20	20	20	20	6
R6	Ash Die Back Disease	Deputy Leader & Cabinet Member for City Services & Member Development	20	20	20	16	6
R7	Demand for ALN and SEN support	Cabinet Member for Education and Skills	12	16	16	16	6
R8	Cyber Security	Cabinet Member for Assets and Community	16	16	16	16	10
R9	Pressure on Housing and Homelessness Service	Leader of the Council	16	16	16	16	6
R10	Newport Council's Property Estate	Cabinet Member for Assets and Community	16	16	16	16	9
R11	Schools Finance / Cost Pressures	Leader of the Council /Cabinet Member for Education and Skills	12	12	12	12	6

Risk Reference	Risk	Lead Cabinet Member(s) *	Risk Score Quarter 4 2020/21	Risk Score Quarter 1 2020/21	Risk Score Quarter 2 2020/21	(Current) Quarter 3 2021/22	Target Risk Score
R12	Educational Out of County Placements	Cabinet Member for Education and Skills	12	12	12	12	5
R13	Climate Change	Cabinet Member for Sustainable Development	9	9	12	12	10
R14	Post EU Transition	Leader of the Council / Cabinet	8	8	12	12	10
R15	City Centre Security and Safety	Deputy Leader and Cabinet Member for City Services and Member Development	10	10	10	10	8
R16	Balancing the Council's Medium-Term budget	Leader of the Council / Cabinet	16	16	16	9	10
R17	Safeguarding	Cabinet Member for Social Services	6	6	4	4	4
R18	In year financial management	Leader of the Council / Cabinet	3	3	3	2	6

Glossary

This document provides an explanation of terminology used in this report and supporting documents.

Risk Appetite – the amount of risk that Newport City Council is willing to seek or accept in the pursuit of the Council's long term objectives.

Inherent Risk Score – The level of risk in the absence of any existing controls and management action taken to alter the risk's impact or probability of occurring.

Residual Risk Score – The level of risk where risk responses i.e. existing controls or risk mitigation actions have been taken to manage the risk's impact and probability.

Target Risk Score – The level of risk (risk score) that Newport City Council is willing to accept / tolerate in managing the risk. This is set in line with the Council's overall risk appetite.

Risk Mitigation Action – Actions identified by the Risk Owner to respond to the risk and reduce the impact and probability of the risk of occurring.

Risk Mitigation Action (Red Progress Score) – Significant issue(s) have been identified with the action which could impact on the ability of the action meeting its completion date. Immediate action / response is required resolve its status.

Risk Mitigation Action (Amber Progress Score) – issue(s) have been identified that could have a negative impact on the action achieving its completion date. Appropriate line manager(s) should be informed and where necessary action taken.

Risk Mitigation Action (Green Progress Score) – The action is on course for delivering to the agreed completion date and within the agreed tolerances.

How the Council Assesses Risk

An assessment of the likelihood and impact of risk is important to measure, compare and monitor risks to ensure efficient use of resources and effective decision making. This assessment is carried out using the risk matrix as described below.

Risk Assessment Matrix

A Corporate Risk Register will contain the high level risks for the whole authority. In order to differentiate between these high level risks a 5x5 risk assessment matrix will be applied. The matrix is shown below and further detail is included in appendix 3.

Risks are scored using the scoring system for probability and impact and assigned a rating based on the tolerances set out in the matrix below

Score	Description	Impact Measures						
		Strategic / Policy	Operational / Business Continuity	Financial	Governance / Legal / Regulatory	Health & Safety	Reputational	Project Delivery / Savings / Benefits
5 Page 78	Severe	Failure of a key strategic objective	Serious organisational / service failure that has direct impact on stakeholders including vulnerable groups. Service disruption over 5+ days.	<u>Corporate / Project</u> Unplanned and/or additional expenditure disturbance. Capital > £1M Revenue >£1M	Legislative / Regulatory breach resulting in multiple litigation / legal action taken on the Council (linked to Financial / Reputational Impacts).	Multiple major irreversible injuries or deaths of staff, students or members of public. (Linked to Financial / Reputational Impacts)	Severe and persistent National media coverage. Adverse central government response, involving (threat of) removal of delegated powers. Officer(s) and / or Members forced to Resign.	Project status is over 12 months from anticipated implementation date. Project(s) do not deliver the major benefits / savings identified in business case. This is linked to Financial / Strategic / Reputational Impacts
	Major	Severe constraint on achievement of a key strategic objective	Loss of an important service(s) for a short period that could impact on stakeholders. Service disruption between 3-5 days.	<u>Corporate / Project</u> Unplanned and/or additional expenditure disturbance. Capital > £0.5M - £1.0M Revenue >£0.5M-£1M	Serious legislative breach resulting in intervention, sanctions and legal action. (Linked to Financial / Reputational Impacts)	Major irreversible injury or death of staff, student or member of public. (Linked to Financial / Reputational Impacts)	Adverse publicity in professional / municipal press, affecting perception / standing in professional /local government community Adverse local and social media publicity of a significant and persistent nature.	Project status is 6 to 12 months over from anticipated implementation date. Project(s) do not deliver major benefits / savings identified in business case. This is linked to Financial / Strategic / Reputational Impacts

Score	Description	Impact Measures						
		Strategic / Policy	Operational / Business Continuity	Financial	Governance / Legal / Regulatory	Health & Safety	Reputational	Project Delivery / Savings / Benefits
3 Page 79	Moderate	Noticeable constraint on achievement of a key strategic objective / Service Plan objective.	Loss and/or intermittent disruption of a service between 2-3 days.	<u>Corporate / Project</u> Unplanned and/or additional expenditure disturbance. Capital = £0.25M - £0.5M Revenue = £0.25M to £0.5M Revenue = £0.25M to £0.5M	Significant legislative breach resulting in investigation. (Linked to Financial / Reputational Impacts)	Major reversible injury to staff, student or member of public. Not life threatening. (Linked to Financial / Reputational Impacts)	Adverse local publicity / local public opinion including social media. Statutory prosecution of a non-serious nature.	Project status is 1 to 6 months over from anticipated implementation date. There is significant reduction on delivery of benefits / savings identified in business case. This is linked to Financial / Strategic / Reputational impacts.
2	Low	Constraint on achievement of Service Plan objective that does not impact on Corporate Strategy	Brief disruption of service that has a minor impact on the delivery of a service. Service disruption 1 day.	<u>Corporate / Project</u> Unplanned and/or additional expenditure disturbance. Capital = £0.1M - £0.25M Revenue = £0.1M – £0.25M	Moderate impact leading to warning and recommendations.	Some minor reversible injuries. (Linked to Financial / Reputational Impacts)	Contained within Directorate Complaint from individual / small group, of arguable merit	Project status is 1 to 4 weeks over from anticipated implementation date. There is minor reduction on delivery of benefits / savings identified in business case. This is linked to Financial / Strategic / Reputational impacts.

Score	Description	Impact Measures						
		Strategic / Policy	Operational / Business Continuity	Financial	Governance / Legal / Regulatory	Health & Safety	Reputational	Project Delivery / Savings / Benefits
1	Very Low	Constraint on achievement of Service / Team Plan objective	Minor disruption of a non-critical service.	<p><u>Corporate / Project</u></p> <p>Unplanned and/or additional expenditure disturbance.</p> <p>Capital < £100k Revenue <£100k</p>	No reprimand, sanction or legal action.	<p>Some superficial injuries.</p> <p>(Linked to Financial / Reputational Impacts)</p>	Isolated complaint(s) that are managed through the corporate complaints process and service area.	<p>Project status is 1 week over from anticipated implementation date.</p> <p>There is insignificant / no impact on delivery of benefits / savings identified in business case.</p> <p>This is linked to Financial / Strategic / Reputational impacts.</p>

Score	Probability	Criteria
5	Very likely 75% +	<p>Systematic Risks – Local evidence indicating very high probability of occurrence if no action / controls are in place. Risk is highly likely to occur daily, weekly, monthly, quarterly.</p> <p>Emerging Risks – National and Global evidence indicating very high probability of occurrence on local communities if no action / controls are taken. Risks are highly likely to occur within the next 5 years.</p>
4	Likely 51-75%	<p>Systematic Risks – Local evidence indicating high probability occur in most circumstances with near misses regularly encountered e.g. once or twice a year.</p> <p>Emerging Risks – National and Global evidence indicating high probability of occurrence on local communities if no action / controls are taken. Risks are likely to occur within the next 5-10 years.</p>
3	Possible 26-50%	<p>Systematic Risks – Local evidence indicating distinct possibility with circumstances regularly encountered and near misses experienced every 1-3 years.</p> <p>Emerging Risks – National and Global evidence indicating distinct probability of occurrence on local communities if no action / controls are taken. Risks are likely to occur within the next 10-15 years.</p>
2	Unlikely 6-25%	<p>Systematic Risks – Local evidence indicating low to infrequent near misses experienced every 3 + years.</p> <p>Emerging Risks – National evidence indicating low probability of occurrence on local communities if no action / controls are taken. Risks are likely to occur within the next 16-25 years.</p>
1	Very Unlikely	<p>Systematic Risks – Local evidence indicating risk has rarely / never happened or in exceptional circumstances.</p> <p>Emerging Risks – National evidence indicating very low probability of occurrence on local communities if no action / controls are taken. Risks are likely to occur within the next 16-25 years.</p>

Systematic Risks – Risks that are known or are becoming part of social, cultural, economic and environmental systems that govern our lives.

Emerging Risks – Risks that are further away, less defined and early stage of being known about.

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Corporate Risk Register

2021/22 Quarter 3 Update

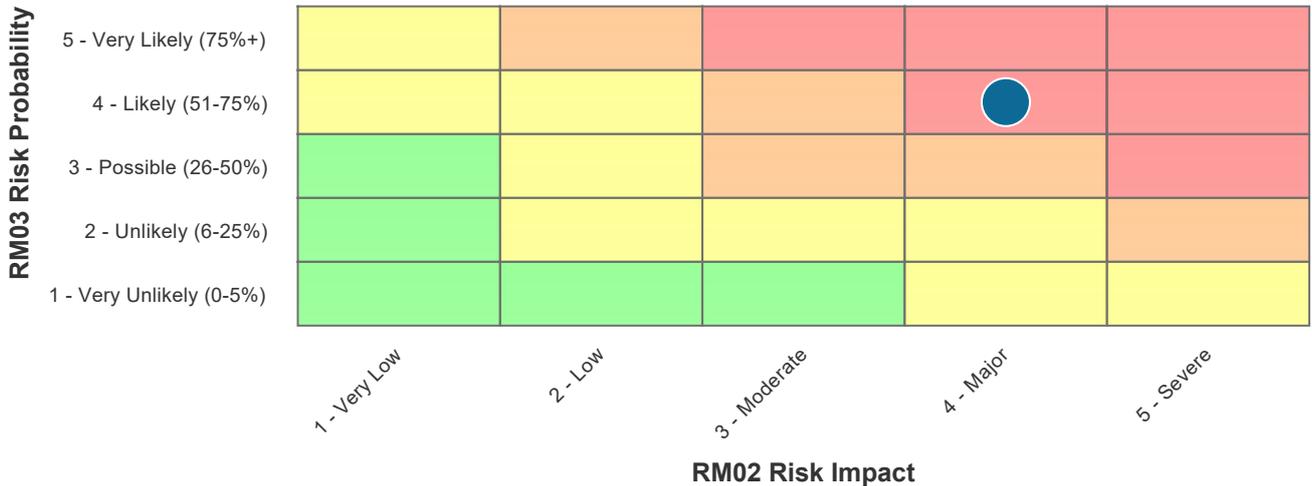


Ash Die Back Disease

Short Description	Ash Die back disease will affect tree population in Newport. The disease has already been identified in Newport and could kill the majority of Ash trees in the authority. The impact of no action will be significant numbers of tree failures that could see an increase in the number of people harmed by trees and property claims.
Risk Owner	Joanne Gossage
Overseeing Officer	Head of Streetscene and City Services
Lead Cabinet Member(s)	Deputy Leader & Cabinet Member for City Services & Member Development
Linked Theme	Theme : Thriving City
Linked Corporate Objective	<ul style="list-style-type: none"> ■ WBO 2. Economic Growth & Regeneration ■ WBO 4. Cohesive & Sustainable Communities



20 **6**
Inherent Risk Score Target Risk Score



Direction of Risk

	DoR	Comment
Ash Die Back Disease	📉	Ongoing removal works across the city following survey findings

Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Increase & Improve Newport's Urban Tree Coverage	Increase and improve Newport's urban tree coverage.	★
<input checked="" type="checkbox"/> Undertake works removing Ash trees owned by NCC	To undertake works removing diseased Ash trees that are owned by NCC.	★

Balancing the Council's Medium Term Budget

Short Description	To meet the Council's requirement of reducing the gap between Council spend and Budget allocation over the next 3-5 years
Risk Owner	Robert Green
Overseeing Officer	<ul style="list-style-type: none"> ■ Chief Executive ■ Head of Finance
Lead Cabinet Member(s)	Leader of the Council & Cabinet Member for Economic Growth & Investment
Linked Theme	<ul style="list-style-type: none"> ■ Theme : Aspirational People ■ Theme : Modernised Council ■ Theme : Thriving City ■ Theme: Resilient Communities (Community) ■ Theme: Resilient Communities (Social Care)
Linked Corporate Objective	<ul style="list-style-type: none"> ■ WBO 1. Skills, Education & Employment ■ WBO 2. Economic Growth & Regeneration ■ WBO 3. Healthy, Independent & Resilient ■ WBO 4. Cohesive & Sustainable Communities

9

Balancing the Council's Medium Term Budget

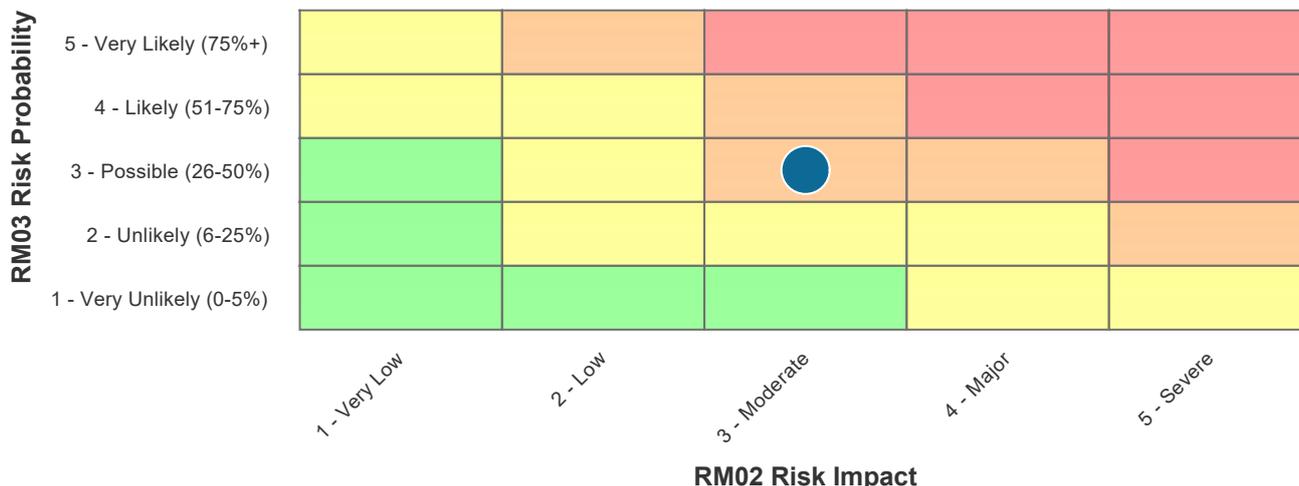
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16

Inherent Risk Score

10

Target Risk Score



Direction of Risk

	DoR	Comment
Balancing the Council's Medium Term Budget	↓	No change to the risk score for this quarter.

There are no actions associated with this Risk

City Centre Security & Safety

Short Description	Significant incidents of deliberate acts that pose hazards to people in surrounding areas; structural damage; business continuity; damage/disruption to infrastructure and utilities; and reputational and economic impact.
Risk Owner	Tracy McKim
Overseeing Officer	Strategic Director - Place
Lead Cabinet Member(s)	Deputy Leader & Cabinet Member for City Services & Member Development
Linked Theme	Theme : Thriving City
Linked Corporate Objective	<ul style="list-style-type: none"> WBO 2. Economic Growth & Regeneration SRA 2. Supporting the Environment & the Economy

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City Centre Security & Safety

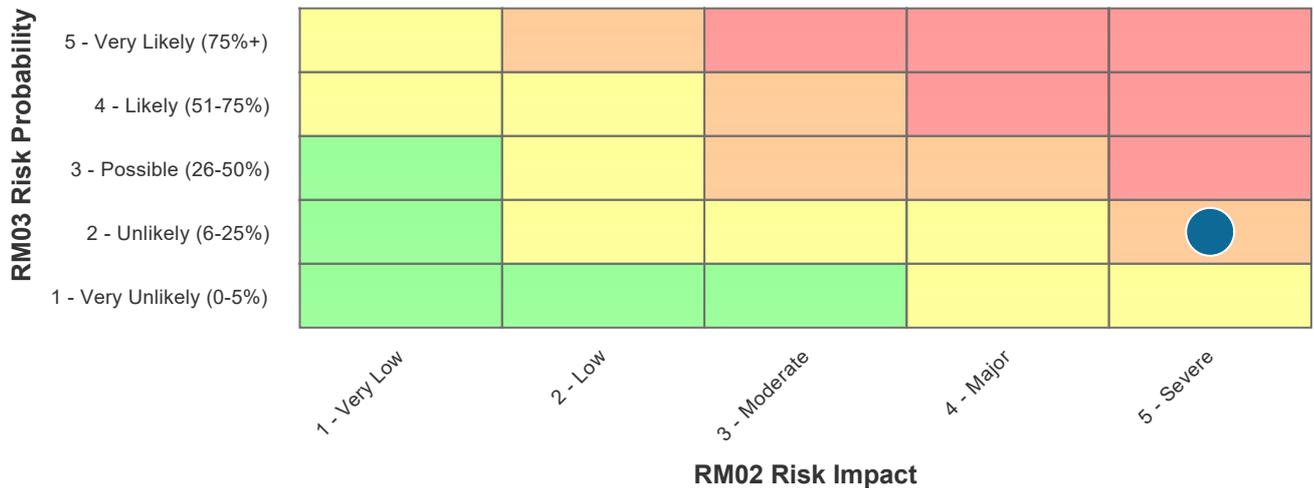
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Inherent Risk Score

8

Target Risk Score



Direction of Risk

	DoR	Comment
City Centre Security & Safety	➔	No change reported.

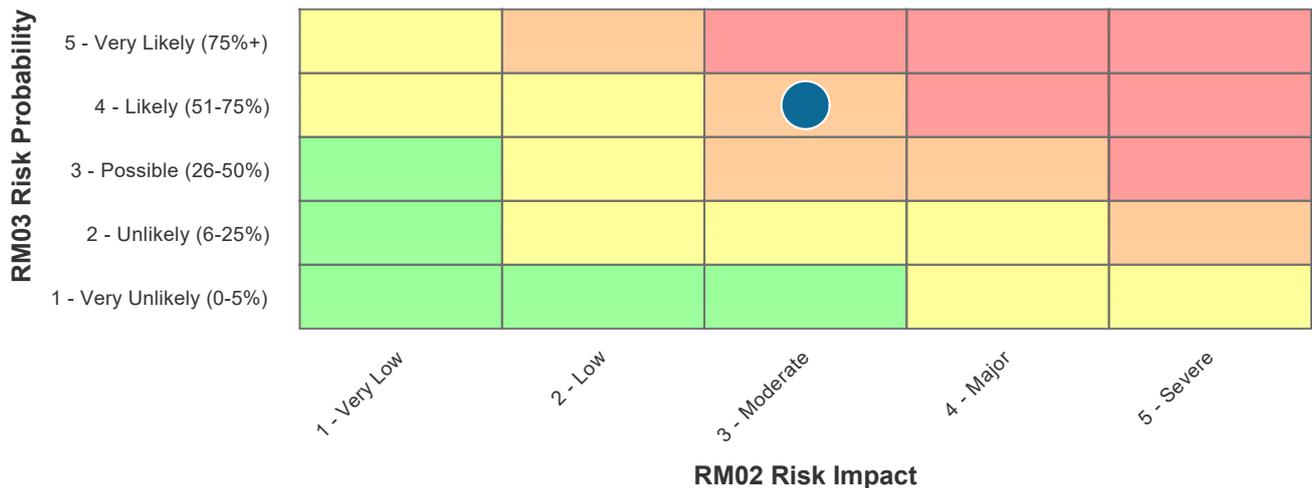
Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> City Centre Training to Businesses	Training for those businesses operating within the city centre that may be affected by significant incidents – Gwent Police will lead on the training with the use of NCC channels to promote and raise initial awareness of the scheme.	
<input checked="" type="checkbox"/> Co-ordinated evac arrangements	Co-ordinated evacuation arrangements for the city centre – NCC will be working with all partner organisations such as the emergency services and private business within the city centre to construct a co-ordinated evacuation system.	

Climate Change

Short Description	Scientific evidence indicates that the global climate is warming and is changing the environment that we live in Wales and in Newport. The cause of this change is through emissions produced by industry, vehicles, households and businesses. Newport has 11 Air Quality Management Areas which monitor air quality and since they were in place we have been in breach.
Risk Owner	Ross Cudlipp
Overseeing Officer	Chief Executive
Lead Cabinet Member(s)	Cabinet Member for Sustainable Development
Linked Theme	<ul style="list-style-type: none"> ▪ Theme : Modernised Council ▪ Theme: Resilient Communities (Community) ▪ Theme : Thriving City
Linked Corporate Objective	<ul style="list-style-type: none"> ▪ WBO 2. Economic Growth & Regeneration ▪ WBO 3. Healthy, Independent & Resilient



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Inherent Risk Score Target Risk Score



Direction of Risk

	DoR	Comment
Climate Change	➔	Good progress has been made. A NCC organisational Climate Change Plan has been drafted and is out to public consultation currently. The next stage is to work with Public Service Board partners to develop a Newport wide climate plan.

Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Develop a Long Term Fleet Strategy	Development of a long term Fleet Strategy that will support the Council's Carbon Management Plan to be net carbon neutral.	?
<input checked="" type="checkbox"/> Develop Localised Air Quality Management Plans	Local Air Quality Management - develop localised plans under the Council's Sustainable Travel Strategy to meet statutory requirements for Action Plans. Actions to be generated by the Sustainable Travel Group.	★
<input checked="" type="checkbox"/> Ebbw West Solar Farm Development	Ebbw West Solar Farm Development	●
<input checked="" type="checkbox"/> Select Building Decarbonisation Partner & Complete Phase of Works on NCC Estate	Select a building decarbonisation delivery partner (Via RE:Fit) and complete a phase of decarbonisation works on the NCC estate.	●
<input checked="" type="checkbox"/> Support LAEP Pilot and decarbonisation action plan for Newport	Support the completion of the Welsh Government supported Local Area Energy Plan (LAEP) pilot to develop a decarbonisation action plan for the City of Newport in collaboration with NCC Policy, Partnership and Involvement team and external stakeholders.	★
<input checked="" type="checkbox"/> Support NCC Climate Change Group and development of Climate Strategy	Support the NCC Climate Change Group in the development of an organisation climate strategy	★
<input checked="" type="checkbox"/> Support NCC Fleet decarbonisation	Support NCC Fleet Decarbonisation via the correct implementation of charging infrastructure and associated energy systems.	★

Covid 19 Pandemic Outbreak

Short Description	The Corona Virus (COVID 19) pandemic has put at risk the operational ability of the Council to deliver its services, support vulnerable people across Newport and the economic impact to the local and wider economy. Potential mitigations carried out in line with the Chief Medical Officer's advice and Welsh/UK Government guidance.
Risk Owner	Tracy McKim
Overseeing Officer	Chief Executive
Lead Cabinet Member(s)	Leader of the Council & Cabinet Member for Economic Growth & Investment
Linked Theme	
Linked Corporate Objective	<ul style="list-style-type: none"> ■ WBO 1. Skills, Education & Employment ■ WBO 2. Economic Growth & Regeneration ■ WBO 3. Healthy, Independent & Resilient ■ WBO 4. Cohesive & Sustainable Communities ■ SRA 1. Supporting Education and Employment ■ SRA 2. Supporting the Environment & the Economy ■ SRA 3. Supporting Health & Well-being of Citizens ■ SRA 4. Supporting Citizens post Covid-19

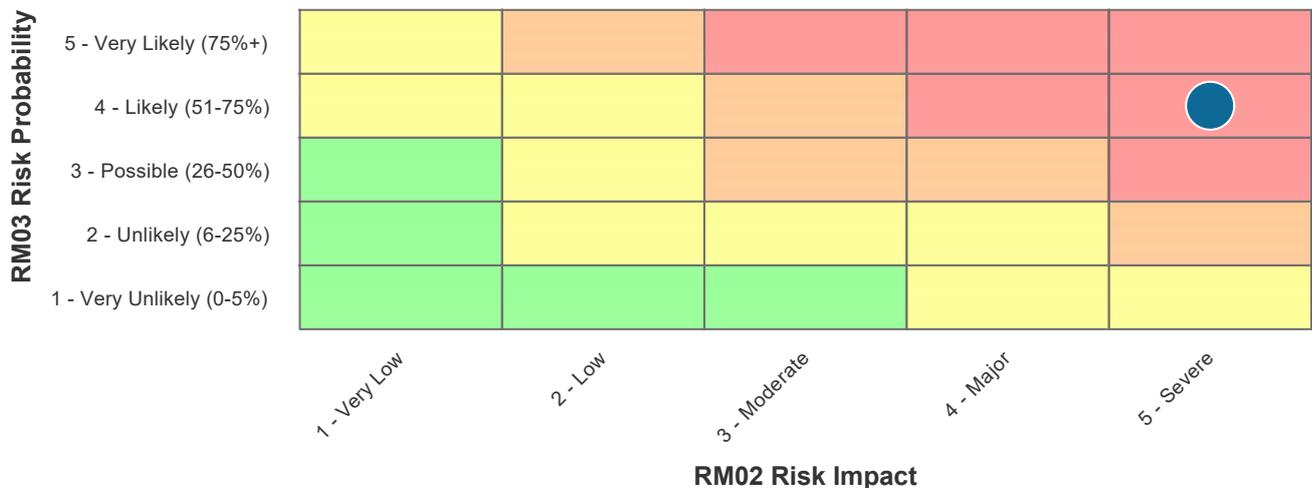


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Inherent Risk Score

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Target Risk Score



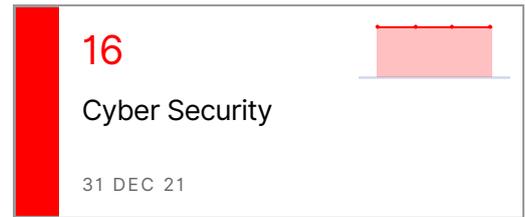
Direction of Risk

	DoR	Comment
Covid 19 Pandemic Outbreak	➔	Following return to schools we have seen increased case rates, whilst government restrictions have eased. The vaccination programme seems to be alleviating the most severe of illnesses but high rates of infection are prevalent in our communities and are impacting on staffing levels and school attendance.

Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Civil Contingencies Response to COVID-19 Pandemic	Manage and deliver the Civil Contingencies response to the COVID-19 pandemic	●
<input checked="" type="checkbox"/> Develop a Community Impact Assessment	Develop a community impact assessment to understand the impact that Covid 19 pandemic and resultant lockdown has had on Newport's Communities	✔
<input checked="" type="checkbox"/> Develop a follow up to the Community Impact Assessment	Develop a follow up to the community impact assessment to understand the impact that Covid 19 pandemic and further lockdown restrictions has had on Newport's Communities.	★
<input checked="" type="checkbox"/> New Normal Project - RAG	Building on the lessons learned from the Covid-19 crisis undertake further work to enable the workforce to able to work more flexibly from Council offices, home and other locations securely and safely. Collaborating with Newport Norse, Facilities and Health & Safety to ensure Council offices meet the necessary WG and Covid secure requirements. Collaborating with SRS to ensure officers and Members are able to work remotely using digital solutions and appropriate equipment. Developing HR policies and procedures that will support the wellbeing and development of the organisation's staff.	★
<input checked="" type="checkbox"/> Undertake Analysis of Future Demands Post Covid	To ensure that PBC has an efficient, effective structure to meet future demands.	●

Cyber Security

Short Description	Management and security of the Council's ICT systems to protect personal and sensitive data from theft and loss whilst also maintaining business continuity and integrity of our systems.
Risk Owner	Mark Bleazard
Overseeing Officer	Chief Executive
Lead Cabinet Member(s)	Cabinet Member for Community and Resources
Linked Theme	Theme : Modernised Council
Linked Corporate Objective	

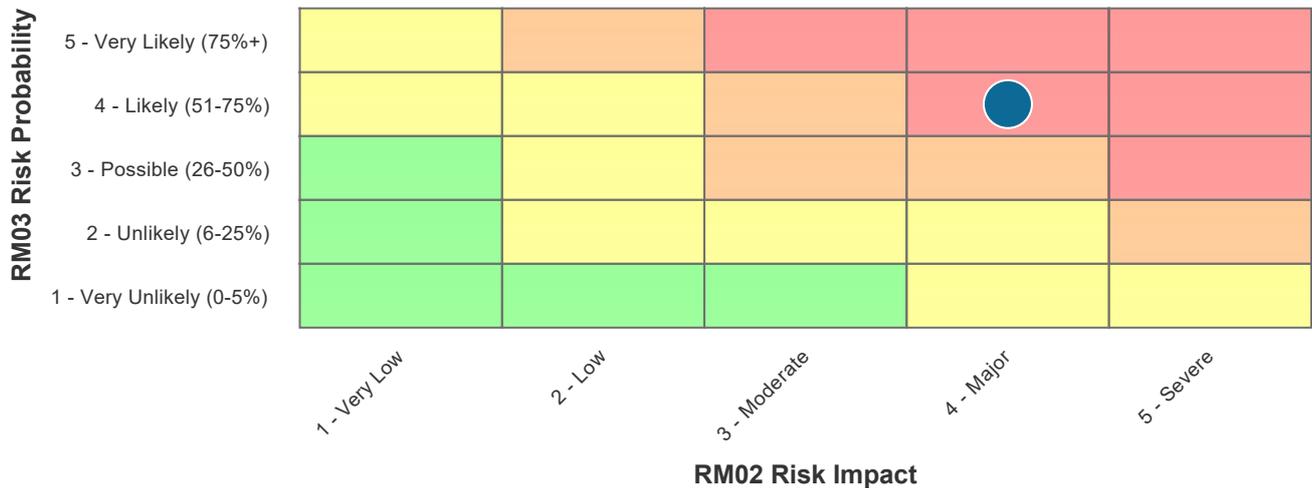


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Inherent Risk Score

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Target Risk Score



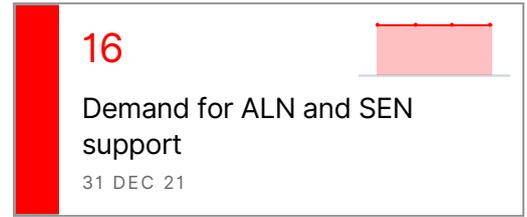
Direction of Risk

	DoR	Comment
Cyber Security	➔	Cyber security risks may be reduced to some extent in future as a result of the implementation of a Security Operation Centre (SOC) and a Security Information and Event Management (SIEM) system that has commenced implementation over a number of months. However, even with the measures the council has in place in partnership with the Shared Resource Service (SRS), significant risks remain around cyber security.

Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Develop a Digital Strategy	Development of a new Digital Strategy that supports the future direction of IT services and infrastructure of the Council.	★
<input checked="" type="checkbox"/> Implementation of a Policy Management System	To explore and purchase a Policy Management System that will ensure staff across the business undertake necessary training before being able to access IT systems.	★
<input checked="" type="checkbox"/> SRS / NCC Business Continuity & Disaster Recovery	Disaster Recovery and business continuity processes between the Council and SRS will be reviewed and updated. These processes will be subject to regular testing with findings and recommendations fed back to the Council's Information Governance Group to ensure the necessary action(s) are completed.	★
<input checked="" type="checkbox"/> Using and Securing Data in line with the Digital Strategy 2021-22	Using and Securing Data in line with the Digital Strategy by ensuring effective use of data and information governance processes.	★

Demand for ALN and SEN support

Short Description	Funding to cover Additional Learning Needs (ALN) and Special Education Needs (SEN) provision across the city is insufficient and does not meet the demand of increasing need.
Risk Owner	Katy Rees
Overseeing Officer	Chief Education Officer
Lead Cabinet Member(s)	Cabinet Member for Education and Skills
Linked Theme	Theme : Aspirational People
Linked Corporate Objective	<ul style="list-style-type: none"> WBO 1. Skills, Education & Employment WBO 3. Healthy, Independent & Resilient SRA 1. Supporting Education and Employment

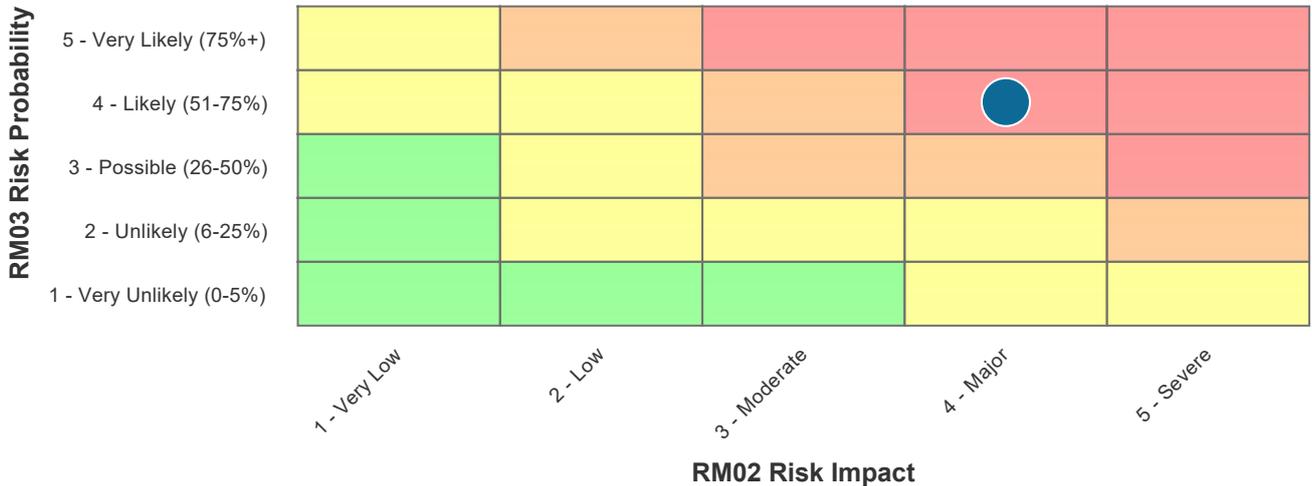


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Inherent Risk Score

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Target Risk Score



Direction of Risk

	DoR	Comment
Demand for ALN and SEN support	➔	A new ALN funding formula was agreed by School's Forum which will be implemented in 2022-23. This included a percentage 'protected budget' for these schools who would see the largest increase / decrease of funding in order to stabilise and mitigate risk of deficient budgets as a result of ALN transformation. During the Spring Term 2022, presentations and Q&A literature will be provided to all schools to inform of the roll-out prior to indicative budgets being released to all schools by Education Finance prior to financial year end.

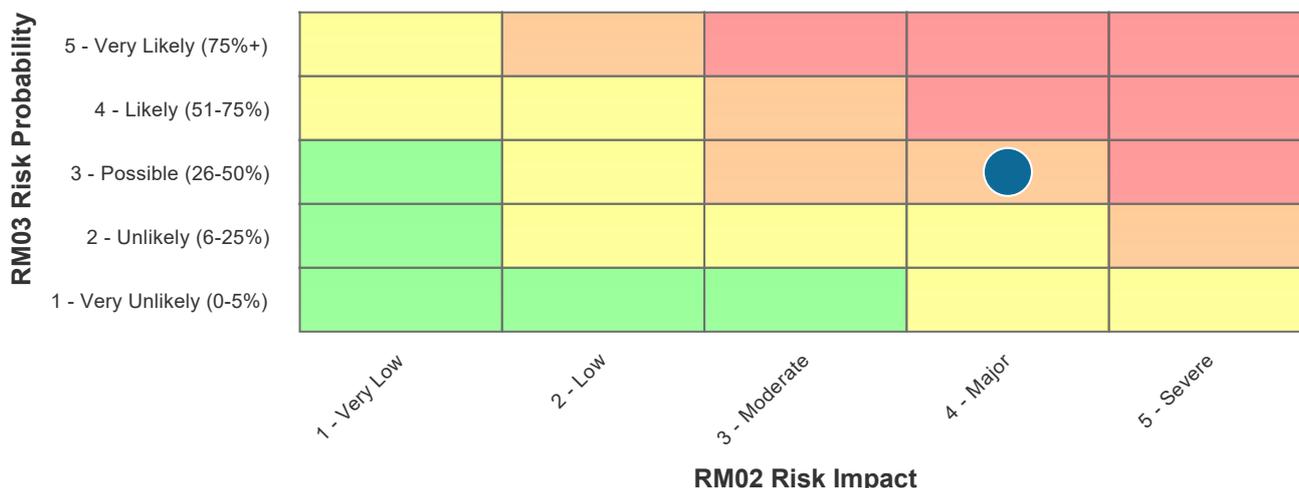
Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Create a sustainable model of delivery for children with ALN provided with timely intervention	In liaison with finance, partners and schools create a sustainable model of delivery to ensure children with ALN are provided with timely intervention within a prescribed budget without year on year fluctuation.	★
<input checked="" type="checkbox"/> Develop and implement a joint ALN and Admissions process	To develop and implement a joint ALN and Admissions process regarding allocation of school placements based on parental preference to safeguard and minimise appeals processes.	✔
<input checked="" type="checkbox"/> Estyn Rec 2 - Work with Partners to Embed the Learn Well Plan	(Estyn Rec 2) Work with partners to embed the priorities of the Learn Well Plan which focuses on improving the attainment of vulnerable groups.	★
<input checked="" type="checkbox"/> Estyn Rec 5 - Ensure Appropriate Welsh Medium Provision is in Place for ALN Pupils	(Estyn Rec 5) Ensure that Welsh Medium (WM) provision is established to support pupils with Additional Learning Needs	★
<input checked="" type="checkbox"/> Review availability of provision for all pupils with Additional Learning Needs.	Review with relevant regional partners what provision is available and required to ensure all pupils with ALN have the opportunities to return to study up to age 25.	★
<input checked="" type="checkbox"/> Review the staffing resources to implement the demands of ALN & Educational Tribunal Act.	To review the staffing resources needed to implement the demands of the Additional Learning Needs (ALN) and Educational Tribunal Act 2018.	✔

Educational Out of County Placements

Short Description	Limited access to Newport City Council (NCC) provision for pupils who require complex and specialist placements which results on a reliance on Out of County (OOC) placements both day and residential.
Risk Owner	Katy Rees
Overseeing Officer	Chief Education Officer
Lead Cabinet Member(s)	Cabinet Member for Education and Skills
Linked Theme	Theme : Aspirational People
Linked Corporate Objective	<ul style="list-style-type: none"> WBO 1. Skills, Education & Employment SRA 1. Supporting Education and Employment



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Inherent Risk Score Target Risk Score



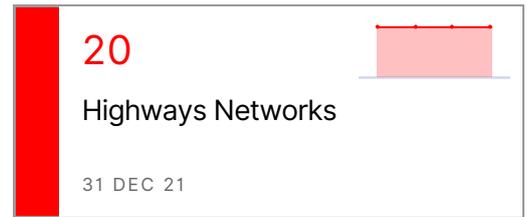
Direction of Risk

	DoR	Comment
Educational Out of County Placements	➔	There continues to be a reduction of OOC placements annually. As of April 2021, there were 106 OOC placements which has reduced to 83 as of 31.12.2021. This number has remained consistent with the closing number as of the end of the Summer Term 2021 due to some placements ceasing during this period along with a small number of new starters OOC. Projections for the remainder of the 2021-22 Financial Year identify that the initial projections regarding number of closing placements at year end will be exceeded.

Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Create a sustainable model of delivery for children with ALN provided with timely intervention	In liaison with finance, partners and schools create a sustainable model of delivery to ensure children with ALN are provided with timely intervention within a prescribed budget without year on year fluctuation.	
<input checked="" type="checkbox"/> Extend Provision Within the City to Accommodate a Greater Range of Needs	To extend specialist provision within the city to accommodate needs identified through data trend analysis, ensuring that pupils are placed where their learning is best supported which will reduce the need for Out of County placements. To continue to redevelop and extend provision within the city to accommodate a greater range of needs, ensuring that pupils are placed where their learning is best supported which will reduce the need for Out of County placements.	

Highways Networks

Short Description	Failure to recognise current levels of under investment in the whole life of the city's highway network assets in the medium to long term will continue to compound existing maintenance backlog figures.
Risk Owner	Steve Davies
Overseeing Officer	Head of Streetscene and City Services
Lead Cabinet Member(s)	Deputy Leader & Cabinet Member for City Services & Member Development
Linked Theme	Theme : Thriving City
Linked Corporate Objective	<ul style="list-style-type: none"> ■ WBO 2. Economic Growth & Regeneration ■ WBO 3. Healthy, Independent & Resilient ■ SRA 2. Supporting the Environment & the Economy ■ SRA 3. Supporting Health & Well-being of Citizens

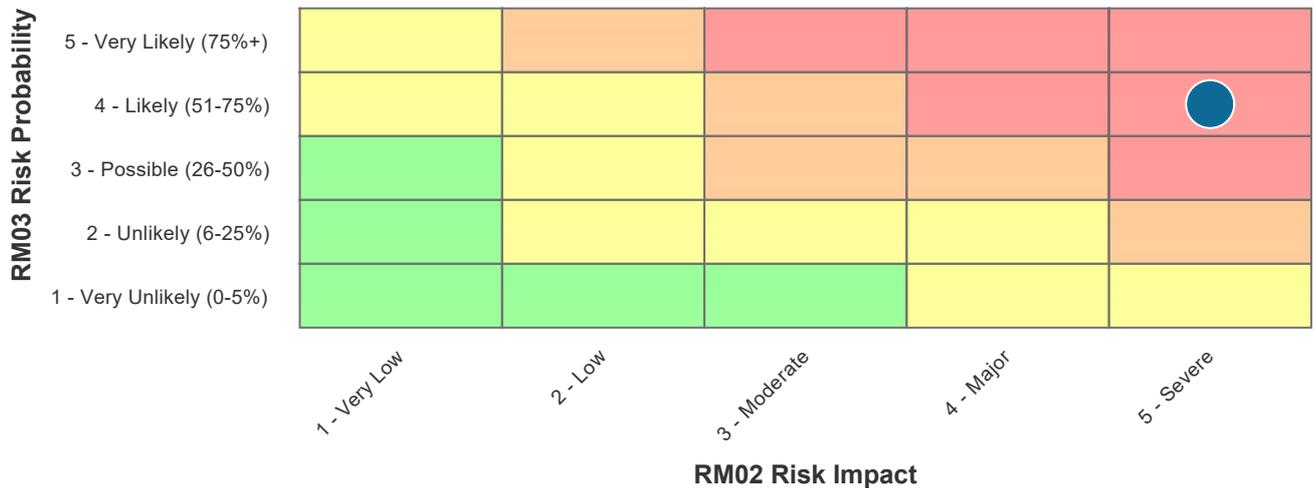


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Inherent Risk Score

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Target Risk Score



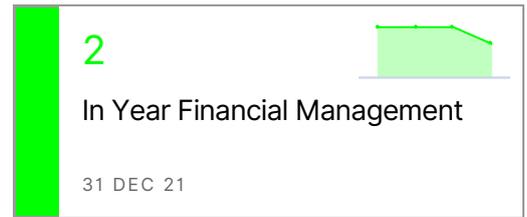
Direction of Risk

	DoR	Comment
Highways Networks	➔	No change from the last period.

There are no actions associated with this Risk

In Year Financial Management

Short Description	This relates to the in year management of budgets and risk profiling of service areas / activities that are forecasting end of year overspends.
Risk Owner	Robert Green
Overseeing Officer	<ul style="list-style-type: none"> Chief Executive Head of Finance
Lead Cabinet Member(s)	Leader of the Council & Cabinet Member for Economic Growth & Investment
Linked Theme	
Linked Corporate Objective	<ul style="list-style-type: none"> WBO 1. Skills, Education & Employment WBO 2. Economic Growth & Regeneration WBO 3. Healthy, Independent & Resilient WBO 4. Cohesive & Sustainable Communities

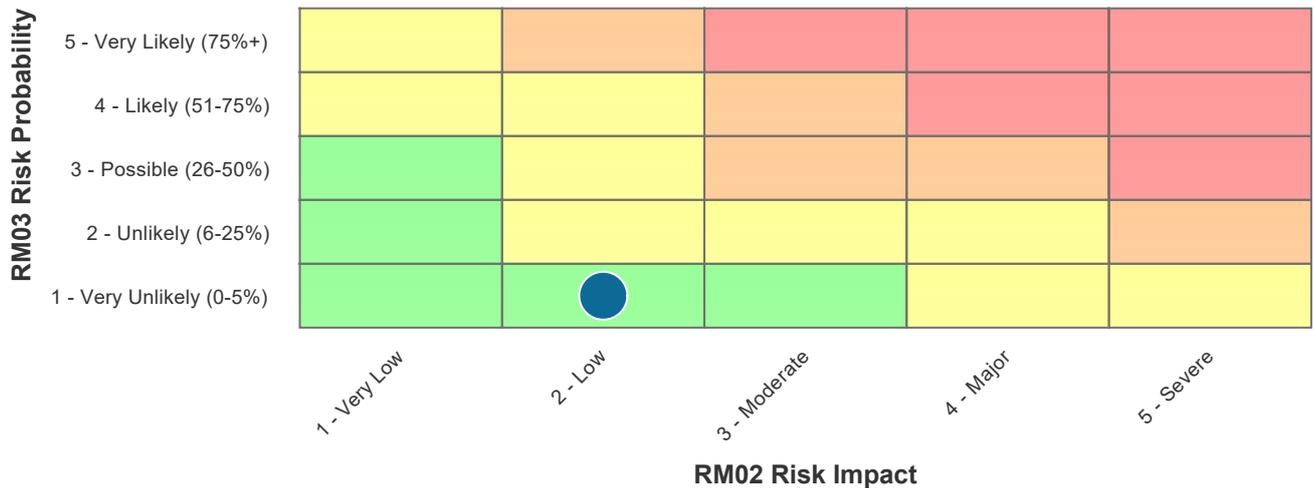


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Inherent Risk Score

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Target Risk Score



Direction of Risk

	DoR	Comment
In Year Financial Management	📈	The current monitoring position reflects an overall underspend and the probability of an underspend at the end of the financial year 2021/22 emerging is relatively high.

Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Cabinet Member and Senior Officers to reduce overspending in Social Care	There continue to be overspends reported in Social Care in 2020/21, Cabinet Members and Senior Officers to address these.	
<input checked="" type="checkbox"/> Improve the Council's Ability to Complete Processes Within Timescales	Ongoing challenge of existing processes and timetables. Requires 'buy-in' from senior management and service areas. Timetable updated with processes completed in shorter timescales with some year-end tasks being completed in year.	
<input checked="" type="checkbox"/> Work with Audit Wales to Assess Which Accountancy Audits can be Completed in 2020-21	Work alongside Audit Wales to assess which areas of work accountancy can complete early in the year and can be audited before draft stage.	

Newport Council's Property Estate

Short Description	NCC has a significant property estate covering over 170 buildings (circa) such as the Civic Centre, Telford Depot, schools etc. The Council has to ensure the estate is maintained to required standards to enable access, safety, security and in the long term sustainable for staff and residents to use.
Risk Owner	Daniel Cooke
Overseeing Officer	<ul style="list-style-type: none"> ▪ Chief Executive ▪ Head of People & Business Change ▪ Head of Regeneration, Investment and Housing
Lead Cabinet Member(s)	Cabinet Member for Assets
Linked Theme	Theme : Modernised Council
Linked Corporate Objective	<ul style="list-style-type: none"> ▪ SRA 2. Supporting the Environment & the Economy ▪ SRA 3. Supporting Health & Well-being of Citizens ▪ WBO 2. Economic Growth & Regeneration ▪ WBO 3. Healthy, Independent & Resilient

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Newport Council's Property Estate

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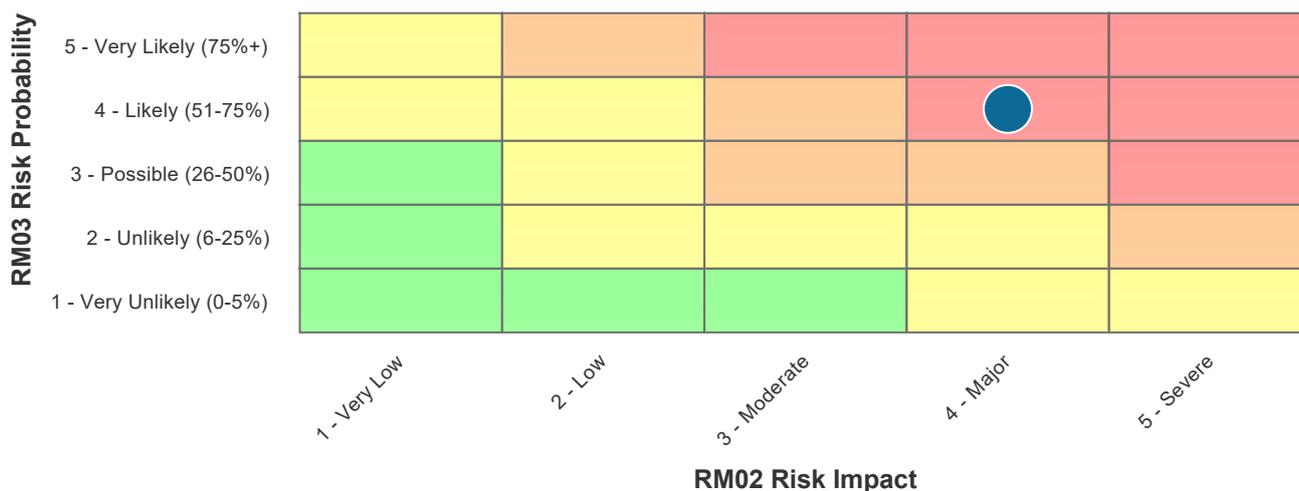


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Inherent Risk Score

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Target Risk Score



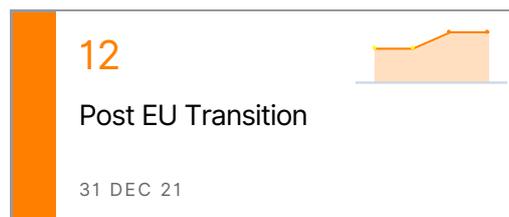
Direction of Risk

DoR	Comment
➔	There have been no changes in the estate or Councils actions to result in a change to this risk score.

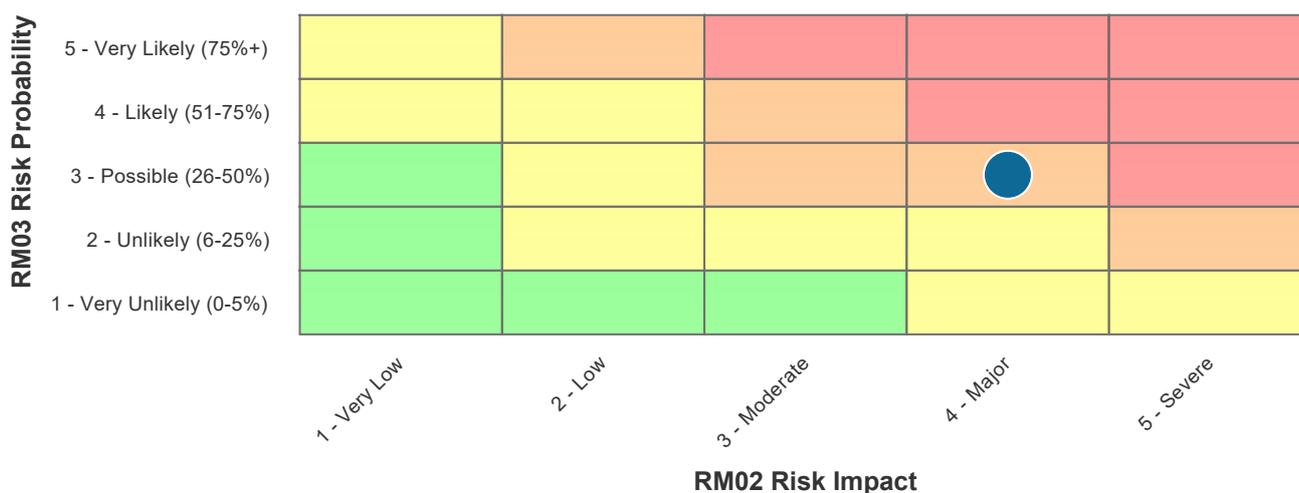
Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Create and Develop the Civic Centre Operational Groups	Create and develop the Civic Centre Operational Groups	✔
<input checked="" type="checkbox"/> Delivery of the Annual Capital Maintenance Programme	The delivery of the Council's annual Capital maintenance programme to maintain and improve the Council's property estate.	✔
<input checked="" type="checkbox"/> Develop a balanced strategy for the future of the Civic Centre	In response to financial, environmental, legal sustainability and social pressures we need to develop a balanced strategy for the future preservation and transformation of the Civic Centre.	●
<input checked="" type="checkbox"/> Develop Contract Management Arrangements with Newport Norse	Develop contract management arrangements with Newport Norse.	★
<input checked="" type="checkbox"/> Develop The Civic Centre Maintenance Backlog Prioritisation Schedule	Develop and update a Civic Centre maintenance backlog prioritisation schedule.	✔
<input checked="" type="checkbox"/> Ensure NCC Properties & Assets are of Strategic Value	Ensure that the property and assets held by NCC sustain and support the corporate plan through the Strategic Asset Management Plan (SAMP).	★
<input checked="" type="checkbox"/> Ensure there are Accountable & Responsible Premise Managers in all NCC premises	Adherence to the Corporate Landlord Policy and ensuring that all Premises Managers are accountable and responsible.	★
<input checked="" type="checkbox"/> Establish the Civic Centre Investment Requirements for NCCs 'New Normal'	Establish the Civic Centre investment requirements to provide a suitable office environment for NCCs "new normal".	★
<input checked="" type="checkbox"/> Estate Rationalisation Programme	A programme of estate rationalisation to see which properties and assets are of strategic value to the Council and those that can be designated for alternative use.	★

Post EU Transition

Short Description	The UK Government and EU have now agreed an agreement following the UK withdrawal from the EU on December 31st 2020. There are potential impacts on supplies and services in the short to medium term due to new trade and immigration rules, which may result in an impact on supply of good/services and could have a business/economic impact. There are also potential and on-going community cohesion issues.
Risk Owner	Tracy McKim
Overseeing Officer	Chief Executive
Lead Cabinet Member(s)	Leader of the Council & Cabinet Member for Economic Growth & Investment
Linked Theme	
Linked Corporate Objective	<ul style="list-style-type: none"> ▪ SRA 2. Supporting the Environment & the Economy ▪ WBO 1. Skills, Education & Employment ▪ WBO 2. Economic Growth & Regeneration ▪ WBO 3. Healthy, Independent & Resilient ▪ WBO 4. Cohesive & Sustainable Communities



16 **10**
Inherent Risk Score Target Risk Score



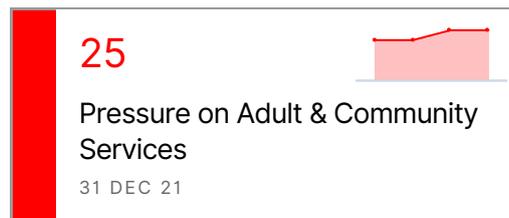
Direction of Risk

	DoR	Comment
Post EU Transition	➔	Following the implementation of an agreement with the EU we are beginning to see pressures developing around the supply of labour (most notably HGV drivers and care staff) which is partly affected by Brexit and Covid 19. We are monitoring increasing costs of supplies and services.

Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Contribute towards Welsh Government's Nation of Sanctuary Plan.	To develop an Integration Strategy for Newport, focusing on our approach to asylum seekers, refugees and migrants and contributing to Welsh Government's Nation of Sanctuary Plan.	★
<input checked="" type="checkbox"/> Develop a follow up to the Community Impact Assessment	Develop a follow up to the community impact assessment to understand the impact that Covid 19 pandemic and further lockdown restrictions has had on Newport's Communities.	★
<input checked="" type="checkbox"/> Support the Council's Brexit Task and Finish Group 2021-22	Support the Council's Brexit Task and Finish Group in making preparations for post European Union arrangements for the Council and Newport.	★

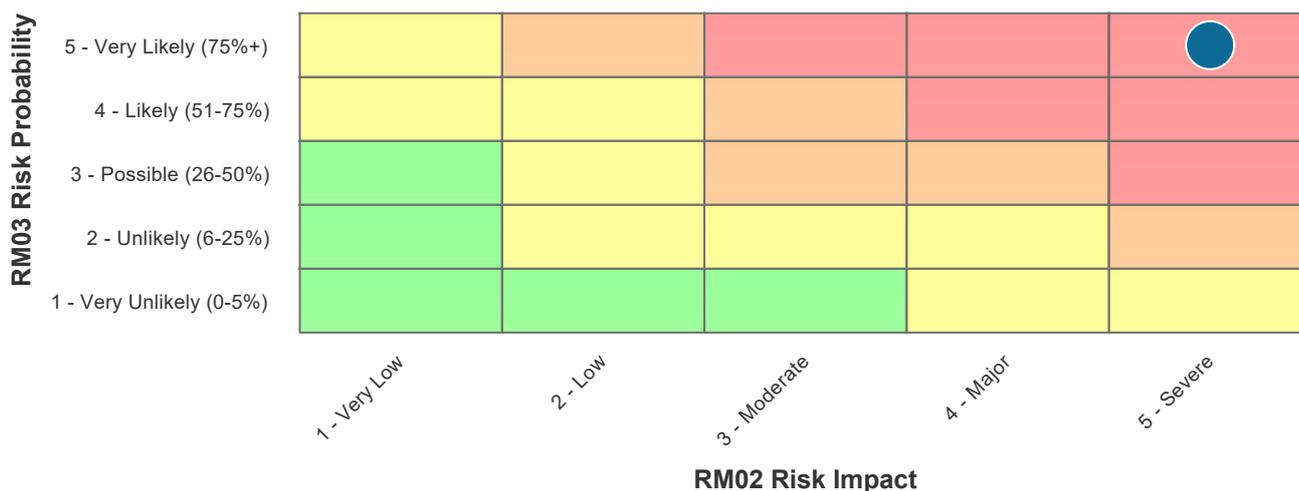
Pressure on Adult & Community Services

Short Description	<p>There is increased pressure on Adult Services to deliver services to adults with complex and long lasting needs.</p> <p>With an increase in demand / volume of referrals and care packages the Council has seen an increase in costs whilst in the context of tightening budgets.</p> <p>There are also additional statutory requirements to safeguard adults in our care and prevent risk of harm, injury or a loss of life.</p>
Risk Owner	Jenny Jenkins
Overseeing Officer	Head of Adult and Community Services
Lead Cabinet Member(s)	Cabinet Member for Social Services
Linked Theme	Theme: Resilient Communities (Social Care)
Linked Corporate Objective	<ul style="list-style-type: none"> WBO 3. Healthy, Independent & Resilient SRA 3. Supporting Health & Well-being of Citizens



20 **10**

Inherent Risk Score Target Risk Score



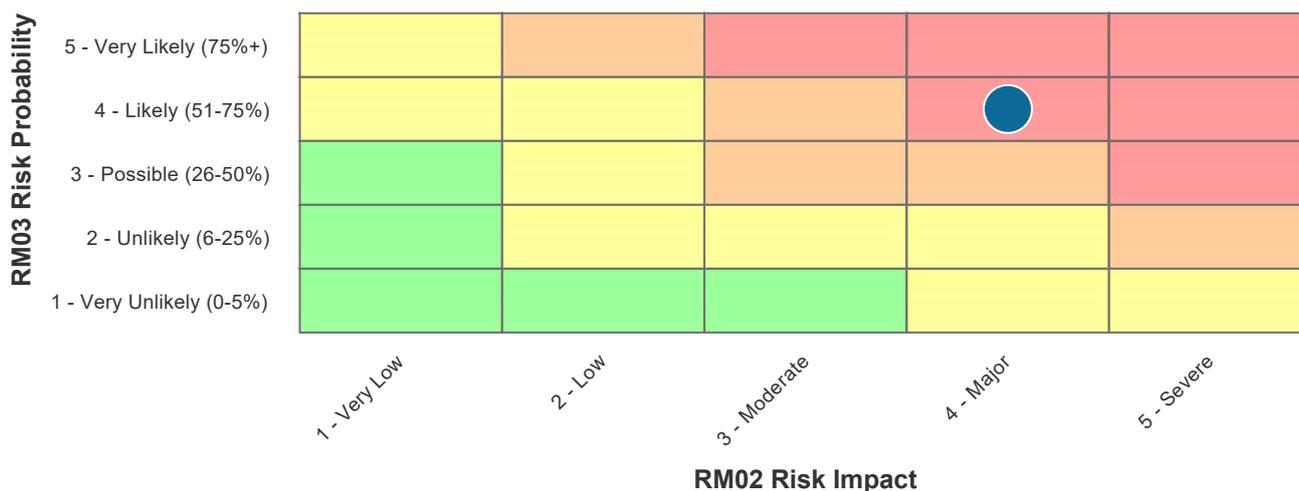
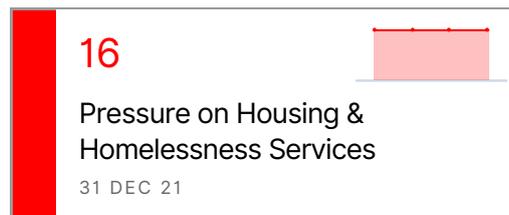
Direction of Risk

	DoR	Comment
Pressure on Adult & Community Services	➔	No change this quarter.

Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Assess Impact of Covid 19 on Long Term Sustainability of Service Providers	Assess the impact of Covid 19 on the long term future sustainability of service providers ensuring that the market is able to offer sufficient market capacity and diversity.	
<input checked="" type="checkbox"/> Continue to Develop First Contact as a Multi-Agency & Disciplinary Team	To continue to develop First Contact as a multi-agency, multi-disciplinary team effectively managing demand. This includes the integration of the Frailty service into the First Contact Team.	
<input checked="" type="checkbox"/> Improve Support Available for Young People with Learning Disabilities	To improve the support available for young people with learning disabilities to transition from Children Services into Adults Services.	
<input checked="" type="checkbox"/> Integrate Regional Home First Initiative into Hospital Pathway	To develop and effectively integrate the Regional Home First initiative into the hospital pathway and to further align patient flow processes within hospital discharge.	

Pressure on Housing & Homelessness Services

Short Description	Increased pressures being faced by the Council's housing service during the Covid-19 pandemic to support people that are presenting at risk of becoming homeless, those persons sleeping rough and those experiencing difficulties in their accommodation.
Risk Owner	Katherine Howells
Overseeing Officer	<ul style="list-style-type: none"> Chief Executive Head of Regeneration, Investment and Housing
Lead Cabinet Member(s)	Leader of the Council & Cabinet Member for Economic Growth & Investment
Linked Theme	<ul style="list-style-type: none"> Theme: Resilient Communities (Community) Theme : Thriving City
Linked Corporate Objective	<ul style="list-style-type: none"> WBO 4. Cohesive & Sustainable Communities SRA 2. Supporting the Environment & the Economy SRA 4. Supporting Citizens post Covid-19 WBO 2. Economic Growth & Regeneration WBO 3. Healthy, Independent & Resilient



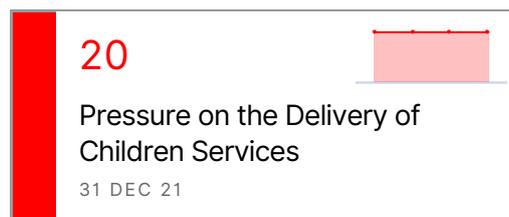
Direction of Risk

	DoR	Comment
Pressure on Housing & Homelessness Services	➔	The authority is still following WG guidance in relation to accommodating homeless persons. Currently over 350 households accommodated in temporary accommodation.

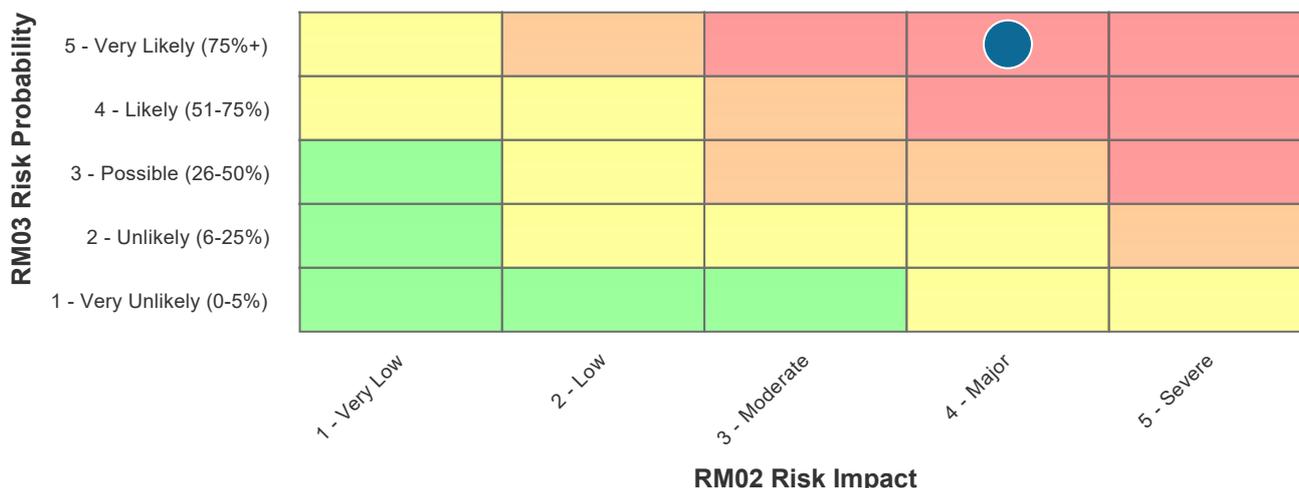
Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Carry Out Research Into Extent & Nature of Private Rented Sector Accommodation	Carry out further research into the extent and nature of private rented sector accommodation in Newport.	★
<input checked="" type="checkbox"/> Develop Strategy Framework for Private Sector Housing	Develop a strategy framework for private sector housing, bringing together the Adaptations Policy, Private Sector Leasing scheme, Housing Loans Policy	★
<input checked="" type="checkbox"/> Manage & Maintain Common Housing Register & Housing Options Service 2021-22	Manage and maintain the Common Housing Register and Newport Housing Options service in 2021/22.	★
<input checked="" type="checkbox"/> Produce a Housing Prospectus for Newport	Produce a housing prospectus for Newport in line with Welsh Government guidance.	✔
<input checked="" type="checkbox"/> Produce Updated Gypsy Traveller Accommodation Assessment	Produce an updated Gypsy Traveller Accommodation Assessment.	★
<input checked="" type="checkbox"/> Review Gwent Homelessness Strategy	Review of Gwent Homelessness Strategy.	★
<input checked="" type="checkbox"/> Review the Community Housing Protocol	Review of the Community Housing Protocol to ensure that it remains fit for purpose and delivers the expected outcomes.	★
<input checked="" type="checkbox"/> Undertake a review of the Housing Allocation Policy	Undertake a review of the Housing Allocation Policy.	●

Pressure on the Delivery of Children Services

Short Description	Increased pressure on Children Services to manage increase in volume of referrals / cases of children with complex needs. This is in the context of budgets not being able to meet increase in costs to provide the necessary care and front-line staff being able to manage high volume and complex caseloads.
Risk Owner	Sally Jenkins
Overseeing Officer	Chief Executive
Lead Cabinet Member(s)	Cabinet Member for Social Services
Linked Theme	<ul style="list-style-type: none"> Theme : Aspirational People Theme: Resilient Communities (Social Care)
Linked Corporate Objective	<ul style="list-style-type: none"> WBO 3. Healthy, Independent & Resilient SRA 3. Supporting Health & Well-being of Citizens



20 **6**
Inherent Risk Score Target Risk Score



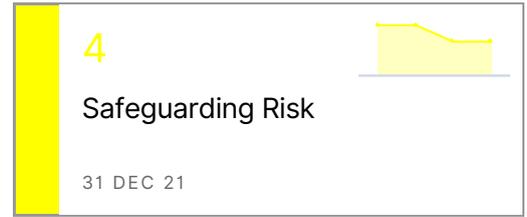
Direction of Risk

	DoR	Comment
Pressure on the Delivery of Children Services	➔	Referrals in September were at the highest level recorded. There were particular pressure points after weekend resulting in considerable pressure at the beginning of each week. In addition work from private court cases is increasing. The complexity of the presenting work is immensely challenging. Moving cases through and to the world of earlier interventions is proving challenges because of the waiting lists in these areas and the number of referrals being received for mental health support for children and families.

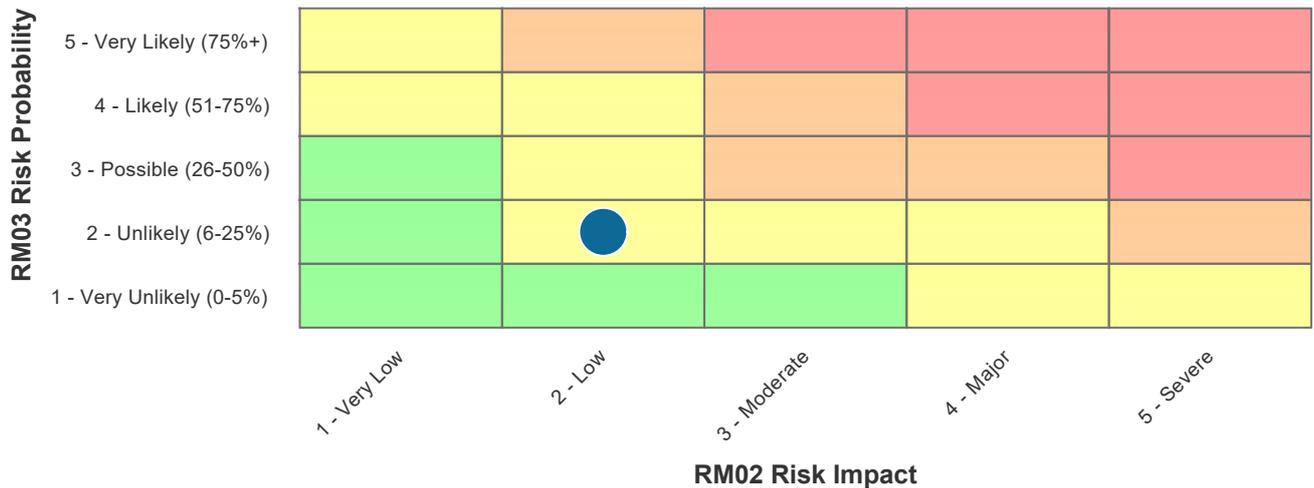
Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Complete & Implement Welsh Government Recommendations for LAC Reduction	Completion and implementation of Welsh Government action plan to work towards reducing the numbers of looked after children	★
<input checked="" type="checkbox"/> Continue Development of Residential Provision	Continue with the development of the residential provision (including Windmill Farm) across Newport in order to increase the number of children who can be cared for safely in Newport	●
<input checked="" type="checkbox"/> Continue the Work Started with GDAS to Base Multi-agency Staff in Front line Teams	Continue the Work Started with GDAS to Base Multi-agency Staff in Front line Teams	★
<input checked="" type="checkbox"/> Continuing to Increase Housing Options for Care Leavers	Increased housing options for care leavers. Currently Newport has a limited range of choices for housing for care leavers especially with a range of suitable support. This action will seek to address this gap. Work has already commenced and will continue.	●
<input checked="" type="checkbox"/> Develop a Sustainable Model to Deliver Local and Multi-Agency Response to All Age Safeguarding	To develop a sustainable model to deliver a consistent, coordinated, local and multi-agency response to all age safeguarding, early intervention and prevention at the front door of CS. This work will involve the consideration of systems, processes and resources of partner agencies to develop a model that reflects contributions from key agencies.	★
<input checked="" type="checkbox"/> Explore Sustainability Options for the Early Intervention Project within the Prevention' Team 21/20	Explore sustainability options for the Early Intervention Project within the Preventions Team for post March 2021.	★
<input checked="" type="checkbox"/> Review our Existing Arrangements for Family Time to Improve the Offer for Children & Families	In light of the learning during lockdown we will review our existing arrangements for family time to improve the offer for children and families: i) To develop a comprehensive framework of all aspects of family time; ii) Continue to deliver family time virtually as a positive for families.	★

Safeguarding Risk

Short Description	To ensure the Council safeguards adults, children and carers as part of its statutory duty.
Risk Owner	Mary Ryan
Overseeing Officer	<ul style="list-style-type: none"> Chief Education Officer Chief Executive Head of Adult and Community Services Head of Children and Family Services Head of Regeneration, Investment and Housing
Lead Cabinet Member(s)	Cabinet Member for Social Services
Linked Theme	Theme: Resilient Communities (Social Care)
Linked Corporate Objective	<ul style="list-style-type: none"> WBO 3. Healthy, Independent & Resilient SRA 3. Supporting Health & Well-being of Citizens



20 **4**
Inherent Risk Score Target Risk Score



Direction of Risk

	DoR	Comment
Safeguarding Risk	➔	Due to the completion of the whole council self assessment safeguarding audit, the risk has reduced due to all areas having completed the self-assesment audit tool and are clear on service responsibilities and processes.

Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Build on Contextual Safeguarding Research	Build on work on Contextual harm and exploitation, safeguarding research, and embed new approaches to understanding, and responding to young people's experiences of significance.	
<input checked="" type="checkbox"/> Complete & Deliver Actions Agreed in Post Safeguarding Joint Inspection Action Plan	Complete and deliver actions agreed in the post safeguarding joint inspection action plan	
<input checked="" type="checkbox"/> Delivery of Safeguarding Programmes 2020-22	Deliver safeguarding programmes and measures that protect citizens from victimisation and to measure the impact of regulatory interventions.	
<input checked="" type="checkbox"/> Embed the implementation of the new national 'safeguarding toolkit' for schools.	Embed the implementation of the new national 'safeguarding toolkit' for schools.	
<input checked="" type="checkbox"/> Empower Citizens Through the Adult Safeguarding Process	To continue to support and empower citizens through the adult safeguarding process.	
<input checked="" type="checkbox"/> To implement new processes for Liberty Protection Safeguards.	Mental capacity Act requires the authority to implement the deprivation and liberty safeguards for citizens of Newport. We have an established regional and local process to delivery on DoLS. However, the legislation changes in October 2020 requiring the Council to have processes in place for the new LPS Liberty Protection Safeguards. This action is to implement the new process for the Council.	

Schools Finance / Cost Pressures

Short Description	In year cost pressures of schools are not met resulting in increased deficit budgets
Risk Owner	Deborah Weston
Overseeing Officer	<ul style="list-style-type: none"> Chief Education Officer Chief Executive
Lead Cabinet Member(s)	<ul style="list-style-type: none"> Cabinet Member for Education and Skills Leader of the Council & Cabinet Member for Economic Growth & Investment
Linked Theme	Theme : Aspirational People
Linked Corporate Objective	WBO 1. Skills, Education & Employment

12

Schools Finance / Cost Pressures

31 DEC 21

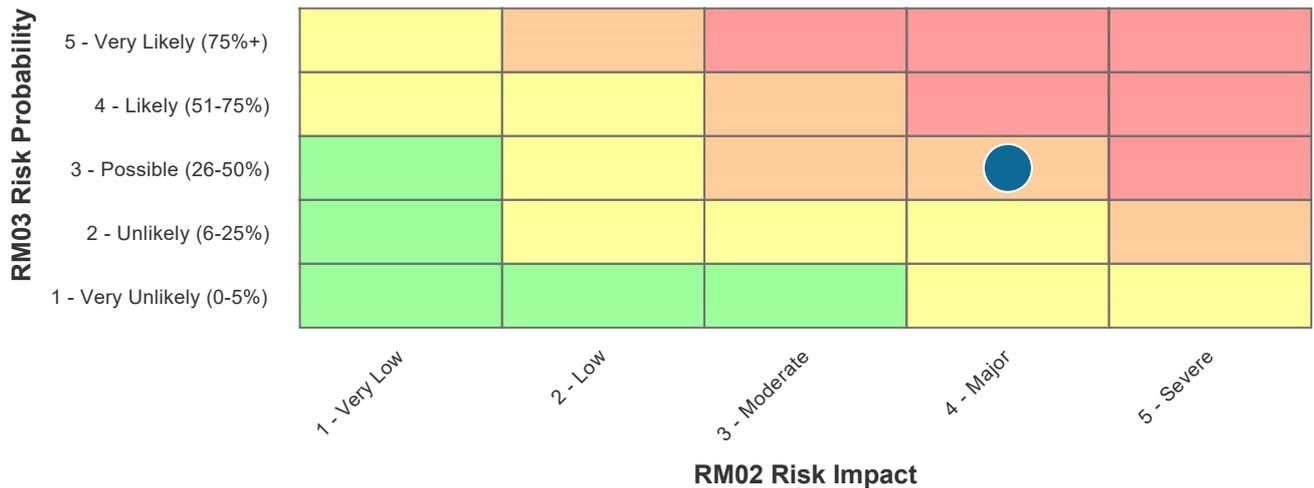


20

Inherent Risk Score

6

Target Risk Score



Direction of Risk

	DoR	Comment
Schools Finance / Cost Pressures	➔	<p>Deborah Weston:</p> <p>There are now only three schools with a licenced deficit agreed for the 2021/22 financial year. Two of these schools are projecting an in-year surplus and a return to a closing surplus position by the end of the 2023/24 financial year. In terms of other schools, Headteachers have been asked to outline reasons for any in-year overspends in the current financial year, with a view to identifying whether these costs are recurrent or one-off, and using this as an early warning around schools who may project closing deficits in future financial years. Detailed analysis will continue over the autumn term.</p>

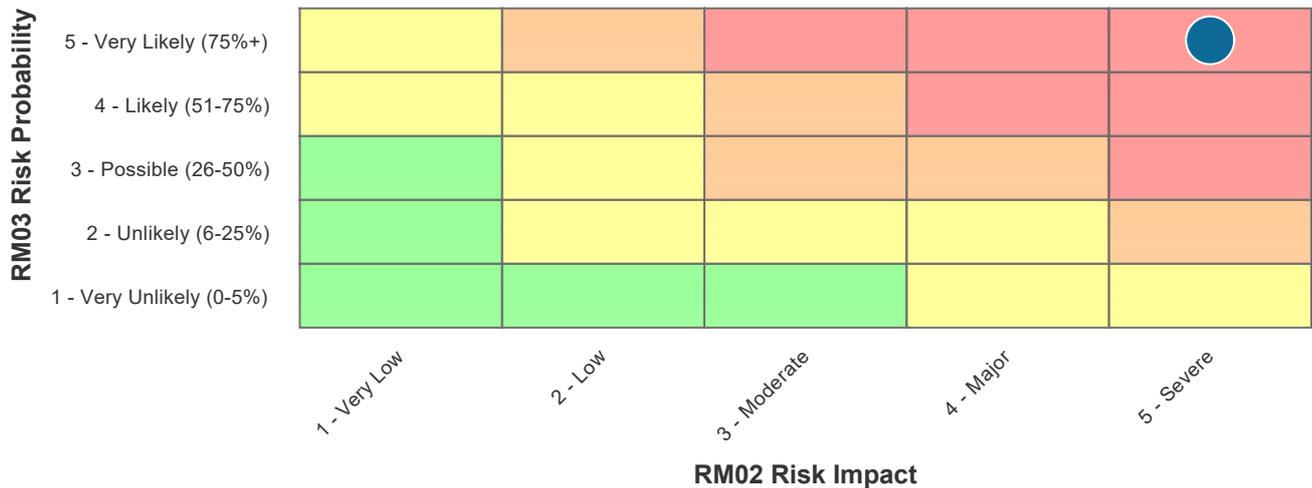
Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Managing School Budget	The local authority will monitor school budgets to ensure that Headteachers and Governing Bodies are: a) Maintaining a balanced budget; b) Addressing in year overspends to reduce the risk of moving in to deficit positions; c) Where deficit budgets occur, deficits are licensed with full recovery plans. d) Where in year deficits are still arising following substantial review, further mitigation may be through the medium term financial plan.	
<input checked="" type="checkbox"/> Monitor In-Year School Budgets to Ensure Budgets are Managed Effectively	Monitor In-year School budgets to ensure budgets are: • Managed effectively and taking necessary actions to prevent overspending. Effectively taking necessary actions to prevent overspending. Schools that have deficit budget recovery plans are implementing the necessary actions to reduce their overall budget deficits.	
<input checked="" type="checkbox"/> Monitoring of Primary, Secondary & Special Schools In-Year Budgets	Monitoring of primary, secondary and special schools in-year budgets: • To prevent overspending and take necessary mitigating action(s). Schools with deficit budget recovery plans are implementing the necessary actions to reduce their budget deficits	

Stability of Social Services Providers

Short Description	The Council requires support from external providers to deliver care packages for children and adults (residential / Non Residential). The current marketplace for external providers is volatile due to the increasing costs to provide care, maintain homes, staffing meeting legislative and regulatory requirements.
Risk Owner	Jenny Jenkins
Overseeing Officer	Head of Adult and Community Services
Lead Cabinet Member(s)	Cabinet Member for Social Services
Linked Theme	Theme: Resilient Communities (Social Care)
Linked Corporate Objective	<ul style="list-style-type: none"> ▪ WBO 3. Healthy, Independent & Resilient ▪ SRA 3. Supporting Health & Well-being of Citizens



20 **6**
Inherent Risk Score Target Risk Score



Direction of Risk

	DoR	Comment
Stability of Social Services Providers	➔	No change this quarter.

Action Name	Action Description	Dec 2021
<input checked="" type="checkbox"/> Assess Impact of Covid 19 on Long Term Sustainability of Service Providers	Assess the impact of Covid 19 on the long term future sustainability of service providers ensuring that the market is able to offer sufficient market capacity and diversity.	

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Report

Cabinet

Part 1

Date: 9 March 2022

Subject Climate Change Plan 2022-27

Purpose To approve the council's organisational Climate Change Plan 2022-27

Author Senior Policy & Partnership Office (Climate Change)

Ward All wards

Summary Climate Change is one of the defining global challenges of our generation and there is an urgent need for the world to decarbonise, to limit global temperature rise and avert the worst impacts of climate change.

Newport City Council Climate Change Organisational Plan sets out themes, priorities, actions and milestones that we need to take as a Council over the next five years to:

- Reach net zero as an organisation by 2030.
- Review the services we provide to ensure they support the city's journey to net zero and adaptation to climate change.

Proposal To approve the attached draft council organisational Climate Change Plan.

Action by Strategic Director, Environment & Sustainability
Strategic Director, Transformation & Corporate

Timetable As set out in the plan

This report was prepared after consultation with:

- Leader
- Cabinet Member for Sustainable Development
- Overview and Scrutiny Management Committee
- Public
- Staff
- Chief Financial Officer
- Monitoring Officer

Signed

Background

Climate Change is one of the defining global challenges of our generation and there is an urgent need for the world to decarbonise, to limit global temperature rise and avert the worst impacts of climate change.

There is also a need for the world to adapt to the impacts of climate change now and in the future. The accumulating impacts of climate change including rising sea levels, poor air quality and extreme weather events are already putting many people at risk both locally and across the globe.

As an organisation we have made a good start and have already made a substantial reduction in our carbon emissions in line with targets set out in our Carbon Management Plan. This has resulted in a 29% reduction of scope 1 and scope 2 emissions over the past 3 years. However, there is still much more that we need to do.

In November 2021 the Council proposed a political motion and declared an Ecological and Climate Emergency. The declaration stated:

- Newport City Council will continue the good work that we have started and reduce our carbon emissions to net zero carbon by 2030.
- Review the services we provide to ensure they support the city's journey to both net zero carbon and adapting to the impacts of climate change by 2050.
- Develop a clear Climate Change Organisational plan, in consultation with our citizens, for the next five years that will set out the actions we need to take to achieve this.
- Develop a city-wide Local Area Energy Plan, in collaboration with experts from the public, private and third sector to develop innovative solutions to decarbonise heat, electricity and local transport and realise local renewable energy production.
- Work with One Newport partners and the public to develop a city-wide Climate Strategy to enable city-wide net zero carbon and adaptation to climate change by 2050.
- Integrate best ecological practice into each area of the council's activity, allowing us to lead the city by example.
- Publicise this declaration of an ecological and climate emergency to residents and businesses in Newport and support and influence action by partners through partnerships and support and enable action by citizens to reduce their own carbon emissions.

The Plan

The Aim of the plan is to:

- Reach net zero as an organisation by 2030.
- Review the services we provide to ensure they support the city's journey to net zero and adaptation to climate change.

A consultation draft of the plan was developed by staff and managers across the council using the [Route Map for Decarbonisation Across the Welsh Public Sector](#) as a framework.

The consultation draft of the Climate Change Plan was presented to the Overview and Scrutiny Management Committee in October 2021 and a public consultation period took place in November and December 2021. All responses were reviewed, and the Plan was amended accordingly.

The Plan sets out six key delivery themes: These are:

- Theme 1: Organisational Leadership & Culture
- Theme 2: Our Buildings
- Theme 3: Our Land
- Theme 4: Transport & Mobility
- Theme 5: The Goods & Services we Procure
- Theme 6: Our Wider Role

Each of the delivery themes sets out a 2030 vision, set of priorities, actions and milestones that we need to take over the next five years.

Delivery of the plan will commence in April 2022 and a progress and review report will be published annually.

Financial Summary (Capital and Revenue)

The Climate Change Plan will change the way we make spending decisions in the future. The Plan sets out a financial commitment to plan for the financial impacts of climate change, and to ensure that our medium to long term financial planning contributes to the delivery of the Council’s commitment to reduce carbon emissions where possible.

- Climate change and carbon reduction initiatives are to be considered within the council’s long term capital programme, revenue budget and medium-term financial plan, whilst also maximising the use of external funding where possible.
- Appropriate sources of external funding and innovative use of internal funds to drive the change required are to be explored, to achieve our aspiration to become net zero carbon by 2030.
- All business cases for the transformational change programme and projects are to consider carbon reduction financial and non-financial impacts.
- Provision of a Climate Change Team is also defined as part of the [Revision to Senior Leadership Structure Council Report June 2021](#).

Risks

Risk Title / Description	Risk Impact score of Risk if it occurs* (H/M/L)	Risk Probability of risk occurring (H/M/L)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
That the plan is not considered as an overarching plan of the council and is not aligned with the Corporate Plan and the strategic direction	Medium	Low	All services need to be engaged in the implementation of the plan. When the next Corporate plan is developed Climate Change mitigation and adaptation should be considered as an underpinning principle.	Strategic Director, Transformation & Corporate

for the organisation			The delivery and governance of the climate change plan and the corporate plan must be aligned.	
Short term planning instead of longer term working as part of the Climate Change Plan	Medium	Medium	Services are required to consider the long-term impact when making decisions as part of the WFG Act.	Strategic Director, Transformation & Corporate
Insufficient resources & funding	High	Medium	Climate change and carbon reduction initiatives to be considered within the council's long term capital programme and revenue budget and medium-term financial plan, whilst also maximising the use of external funding where possible.	Strategic Director, Environment & Sustainability Strategic Director, Transformation & Corporate

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Limiting climate change and reducing our carbon emissions are key to achieving all of our well-being objectives and the well-being goals. If we don't continue to reduce our carbon and tackle climate change our well-being objectives and the well-being goals will be difficult if not impossible to realise.

Options Available and considered

- 1) To approve the council organisational Climate Change Plan.
- 2) Not to approve the Climate Change Plan

Preferred Option and Why

To approve the council organisational Climate Change Plan.

The Plan will provide a framework for the council to work towards reaching net zero as an organisation by 2030 and review the services we provide to ensure they support the city's journey to net zero and adaptation to climate change.

Comments of Chief Financial Officer

The Climate Change Plan is an ambitious and wide-reaching plan for the Council, which will potentially give rise to a variety of financial implications. It will be critical that, as the actions contained within the plan are implemented, there is an identification and understanding of the financial impacts and then appropriate reporting of those impacts. A key part of this will be to incorporate carbon reduction planning as part of the wider medium term financial planning process, ensuring that additional costs or savings that arise are captured as part of that ongoing budget planning activity. In addition, there will potentially be a significant impact from a capital perspective, with the need to invest in reducing the carbon output of the numerous assets the Council owns and utilises. With the Council set to develop a new five-year capital programme from 2023/24, it will be vital that the impact of the carbon reduction agenda is reflected adequately within that programme, which will be developed over the next 12 months.

As well as the impact upon revenue and capital budgets, the Council will also need to consider the carbon impact of its treasury management and procurement activities. In the case of treasury management, consideration will need to be given to the investments the Council makes and ensuring that, wherever possible, investments are ethical and contribute towards the reduction of CO₂ emissions across the globe. In the case of identifying funding sources, as outlined in the report, the Council will need to be innovative in identifying funding sources to support the capital investment required, as well as ensuring the maximisation of external grant funding for carbon reduction initiatives. In the case of procurement activities, the Council will need to review its supply chains and look for opportunities to reduce the carbon footprint of its external contracting activities by working with partners and identifying ways to incentivise good practice amongst suppliers.

Comments of Monitoring Officer

There are no legal issues arising from the report, as this is a non-statutory plan. However, the Climate Change Plan is consistent with the Council's strategic corporate and well-being objectives, the Carbon Management Plan and the Climate Emergency declaration passed at full Council. Any legal issues will be addressed as part of the delivery of the individual actions within the Plan.

Comments of Head of People and Business Change

From an HR perspective there are no staffing implications.

A Fairness and Equality Impact Assessment has been completed which fully considers the Wellbeing of Future Generation (Wales) Act, Equality Act 2010, Socio-economic Duty and the Welsh Language (Wales) Measure 2011. As stated in the report mitigating and adapting to climate change will help to reduce the negative well-being impacts on our communities.

Scrutiny Committees

The consultation draft of the Climate Change Plan was presented to the Overview and Scrutiny Management Committee on 29th October 2021 before the public consultation period in November and December 2021.

Fairness and Equality Impact Assessment:

- **Wellbeing of Future Generation (Wales) Act**
- **Equality Act 2010**
- **Socio-economic Duty**
- **Welsh Language (Wales) Measure 2011**

The council has a number of legislative responsibilities to assess the impact of any strategic decision, proposal or policy on people that may experience disadvantage or inequality. A copy of the Fairness and Equality Impact Assessment (FEIA) is attached.

Summary of impact – Wellbeing of Future Generation (Wales) Act

The Climate Change Plan will have long term benefits for current and future generations by reducing carbon emissions and supporting the prevention of some of the impacts of climate change.

The Plan takes an integrated approach and support the achievement of all our well-being objectives and the well-being goals.

Staff and managers from across the council collaborated on the development of the draft Plan and a public consultation took place in November and December 2021.

Summary of impact – Equality Act 2010

Age

The impact of climate change on younger people and future generations are likely to be greater than other sections of the community as temperatures are likely to rise as time goes on.

Extremes in weather tend to impact more greatly on the most vulnerable and those with existing health conditions so older people could also be impacted more greatly. There is a higher risk of heat related illness and mortality and older people are more susceptible to poor air quality and wildfire smoke. However, warmer winters are projected to decrease cold related deaths.

Disability

Extremes in weather tend to impact more greatly on the most vulnerable and those with existing health conditions so disabled people are likely to be impacted to a greater degree by climate change. There will be negative impacts on some conditions such as mental health problems, cardiovascular and respiratory disease, and diabetes. In addition, those with respiratory conditions are more susceptible to poor air quality and wildfire smoke.

Race

There are no specific impacts for race. However, ethnic minorities in Newport tend to live in the most deprived areas in Newport.

Poor air quality combined with health impacts of deprivation interact to modify and strengthen associations with all-cause and respiratory disease mortality especially in the 'most' deprived areas where the most-vulnerable people live and where health needs are the greatest.

In addition, ethnic minorities tend to have poorer health outcomes, lower disability-free life expectancy and higher rates of cardiovascular disease and diabetes which are all negatively affected by the impacts of climate change.

There are no specific impacts on the other protected characteristics contained in the Equality Act.

The Climate Change Plan will support the mitigation and adaptation of the impacts of climate change in the local area so has the potential to have a positive impact or to reduce the likelihood of a negative impact.

Summary of impact – Socio-economic Duty

Public Health studies have shown that the impacts of climate change such as poor air quality, poor health, poor physical environment tend to have the biggest impacts in deprived areas.

For example, poor air quality combined with health impacts of deprivation interact to modify and strengthen associations with all-cause and respiratory disease mortality especially in the 'most' deprived areas where the most-vulnerable people live and where health needs are the greatest.

The Climate Change Plan will help to mitigate and adapt to these impacts.

Summary of impact – Welsh language

There are no specific impacts for the Welsh Language. The Climate Change Plan will be translated, and all associated promotional materials will also be available in Welsh.

Crime and Disorder Act 1998

Not applicable

Consultation

The consultation draft of the Climate Change Plan was presented to the Overview and Scrutiny Management Committee in October and a public consultation period took place in November and December 2021.

During the consultation period there were 168 online responses and 4 written responses. All feedback has been summarised and considered and changes have been made to the plan. A full consultation report including all the responses will be developed and added to the council website to allow full transparency.

Background Papers

Climate Change Plan 2022-27

Fairness & Equality Impact Assessment

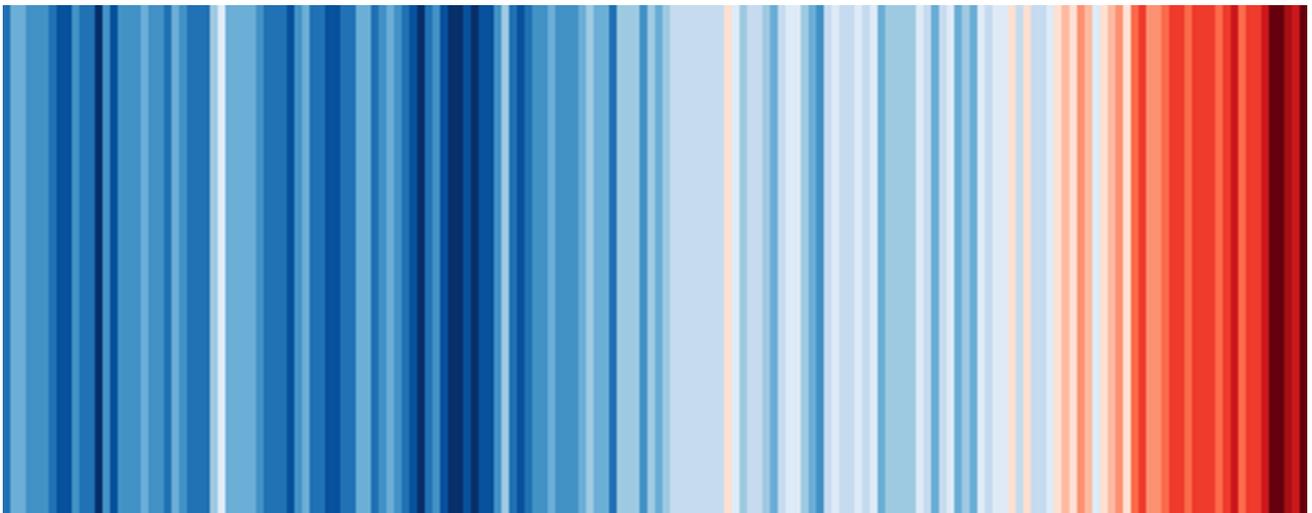
[Route Map for Decarbonisation Across the Welsh Public Sector](#)

[Revision to Senior Leadership Structure Council Report June 2021](#)

Dated: 1 March 2022

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Newport City Council Organisational Climate Change Plan 2022-27



This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

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1 FOREWORD

To be added



*Councillor Jane Mudd
Leader of the Council*



*Councillor Jason Hughes
Cabinet Member for
Sustainable Development*

2 SUMMARY

This is the Newport City Council Organisational Climate Change Plan that sets out the themes, priorities, actions, and milestones that we need to take as a Council over the next five years to:

- Reach net zero carbon as an organisation by 2030.
- Review the services we provide to ensure they support the city's journey to net zero and adaptation to climate change.

A 29% reduction of Council scope 1 and scope 2 carbon emissions has already been achieved in the last three years.

2.1 Key Delivery Themes

To deliver on this the plan six delivery themes have been identified:

THEME 1: ORGANISATIONAL CULTURE & LEADERSHIP

2030 Vision: The climate and nature emergency will be at the heart of all our work. In our decisions we will take positive action to minimise climate and ecological impacts. We will lead by example and empower our partners, communities, and individuals to tackle the climate emergency and prioritise nature-based solutions.

THEME 2: OUR BUILDINGS

2030 Vision: To achieve net zero carbon energy and support the nature recovery across our buildings by 2030.

THEME 3: OUR LAND

2030 Vision: A city which sustainably manages and increases its natural resources, protecting, enhancing, improving and connecting the natural environment in a carbon neutral and climate and ecological responsible manner.

THEME 4: TRANSPORT & MOBILITY

2030 Vision: A city with healthy and sustainable travel choices for the people.

THEME 5: THE GOODS & SERVICES WE PROCURE

2030 Vision: Sustainable procurement will be at the heart of ensuring that our external contracting minimises the climate and nature impact and also the carbon footprint of goods, works and services procured.

THEME 6: OUR WIDER ROLE

2030 Vision: Leading by example and proactively supporting our communities and partners towards society wide action for nature and climate recovery.

3 TERMS YOU WILL FIND IN OUR PLAN

Biodiversity is all the different kinds of life you'll find in one area—the variety of animals, plants, fungi, and microorganisms like bacteria that make up our natural world. Each of these species and organisms work together to maintain balance and support life.

Biological Carbon Sequestration (Capture) and Storage is the *storage* of carbon dioxide in vegetation such as grasslands, forests, soils and oceans.

Blue Infrastructure is a network of multi-functional blue space and blue features, which can deliver quality of life and environmental benefits for communities. It includes lakes, rivers, streams, canals and other water bodies.

Building Retrofit is changes to a building after construction to improve energy efficiency or decrease energy demand.

Carbon Literacy is an awareness of the carbon dioxide costs and impacts of everyday activities, and the ability and motivation to reduce emissions, on an

individual, community and organisational basis.

Carbon Neutral is a state of net zero carbon emissions.

A *Circular Economy* is achieved by designing products smartly with their whole life cycle in mind, re-using and repairing to extend their useful life, and then when their life is deemed over, remanufacturing to create new products from old.

Climate Change includes global warming and the “side effects” of warming, e.g. melting glaciers, heavier rainstorms, more frequent drought.

Climate Change Mitigation means avoiding and reducing greenhouse gas emissions and increasing greenhouse gas capture and storage.

Climate Change Adaptation is altering our behaviour and way of life to protect our families, our economies, and the environment in which we live from the impacts of climate change.

The *Climate Emergency* is a situation in which urgent action is required to reduce or halt climate change and avoid potentially irreversible environmental damage resulting from it.

Deep Retrofitting is a major or whole building retrofit to achieve a near net-zero energy building

A *District Heat Network* is a distribution system of insulated pipes that takes heat from a central source and delivers it to a number of domestic or non-domestic buildings.

Eco-literacy is the ability to understand the natural systems that make life on earth possible.

Ecological Footprint of Wales is a measure that shows how many planets would be needed if everyone in the world were to consume the same as Wales

Ecology is the relationship between living things and their environment.

Ecosystems are all the living things in an area and the way they affect each other and the environment.

Ecosystem Resilience is the capacity of an ecosystem to respond to a disturbance by resisting damage and recovering quickly.

Global Warming is the Earth's rising surface temperature and is one symptom of the much larger problem of human-caused climate change.

The *Greenhouse Effect* is a warming of Earth's surface caused by greenhouse gases.

Greenhouse gases (GHG) are the thin layer of gases surrounding the Earth. These gases include both naturally occurring and human-derived greenhouse gas such as carbon dioxide, methane, water vapour and nitrous oxide.

Green Infrastructure is a network of multi-functional green space and green features, which can deliver quality of life and environmental benefits for communities. It includes parks, open spaces, playing fields, woodlands, street trees, allotments, private gardens, green roofs and walls, SuDS and soils.

Natural Resources are natural assets or raw materials occurring in nature. Earth's natural resources include light, air, water, plants, animals, soil, stone, minerals, and fossil fuels.

Nature-Based Solutions are actions to protect, sustainably manage, and restore natural and modified ecosystems that address societal challenges effectively and adaptively, simultaneously providing human well-being and biodiversity benefits.

Net Zero is achieving a balance between the amount of greenhouse gas emissions produced and the amount removed.

Precipitation is any liquid or frozen water that forms in the atmosphere and falls back to Earth.

Procurement is the act of purchasing goods or services.

The *Re:fit Programme* is a support initiative for public bodies to implement energy efficiency measures and local energy generation schemes on their assets. These measures improve the energy performance, reduce carbon emissions and running costs.

Scope 1 Direct Emissions arise from sources that are owned or controlled by the Council including emissions from our plant and vehicle fleet and fuel.

Scope 2 Indirect Emissions arise from the generation of purchased electricity and heating. The energy is generated elsewhere, however as a user the Council is responsible for these emissions.

Scope 3 Indirect Emissions arise from sources that are not owned and not directly controlled by the Council, however, they are related to our activities. This includes emissions from the supply chain, such as goods we have purchased and services that we have outsourced. It also includes emissions from the water we consume, our waste services, employee commuting and business travel.

Solar PV (Solar Photovoltaics) is the generation of electricity using energy from the sun. Modern solar panels produce electricity from daylight and do not require direct sunlight, although more electricity is produced on bright sunny days.

Sustainable Drainage Systems (SuDS) are designed to manage stormwater locally, to

mimic natural drainage and encourage its infiltration and passive treatment. SuDS are designed to both manage the flood and pollution risks resulting from urban runoff and to contribute wherever possible to environmental enhancement and place-making.

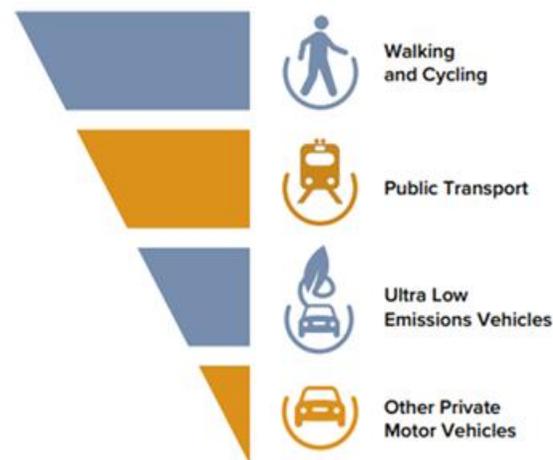
Sustainable Management of Natural Resources is the use of natural resources in a way and at a rate that maintains and enhances the resilience of ecosystems and the benefits they provide.

Sustainable Procurement is a process whereby organisations meet their needs for goods, services and works in a way that achieves value for money on a whole life basis and generates benefits not only to the organisation, but also to society, the economy and the environment. It considers the social, economic and environmental consequences of what is procured through all stages of its life-cycle. This includes considering design, resource extraction and sourcing, manufacturing and production, transportation, service delivery, operation and maintenance, reuse, recycling and disposal. It is also about questioning whether the purchase

requires to be made at all. It also considers the capacity of suppliers to address these consequences throughout the entire supply chain.

Sustainable Transport Options are walking, cycling, public transport and electric vehicles. Not all options are equally sustainable. See sustainable travel hierarchy below.

The *Sustainable Travel Hierarchy* guides planning decisions and gives priority to active travel and public transport vehicles, followed by ultra-low emissions and finally private vehicles. It is set out in Planning Policy Wales (PPW) 10.



Tonnes of Carbon Dioxide Equivalent (tCO₂e) is a measure used to compare the emissions from various greenhouse gases based upon their global warming potential. For example, the global warming potential for methane over 100 years is 21. This means that one million metric tons of methane emissions is equivalent to 21 million metric tons of carbon dioxide.

The 21st Conference of Parties (COP21) in Paris in 2015, was when 196 parties (countries) signed the latest legally binding international treaty on climate change.

Ultra-Low Emission Vehicles (ULEVs) are vehicles that emit less than 75g of CO₂ per km from the exhaust.

Well-To-Tank Emissions also known as upstream or indirect emissions, is an average of all the greenhouse gas emissions released into the atmosphere from the production, processing and delivery of a fuel or energy.

4 INTRODUCTION

This is the Newport City Council Climate Change Plan that sets out the themes, priorities, actions, and milestones that we need to take as a Council over the next five years to:

- Reach net zero carbon as an organisation by 2030.
- Review the services we provide to ensure they support the city’s journey to net zero and adaptation to climate change.

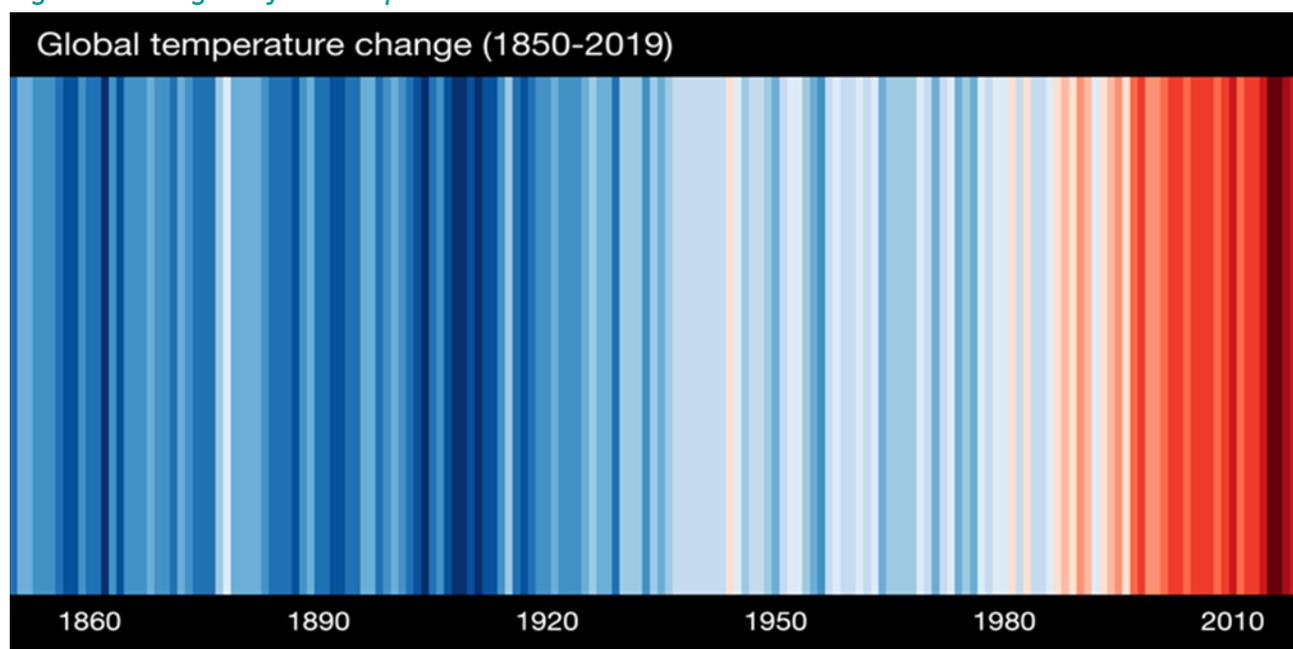
This is a key document for the Council and will shape the Council’s climate change mitigation and adaptation journey over the next five years.

4.1 What is Climate Change and Global Warming?

Climate change encompasses a wide range of changes to our climate, including average temperature and precipitation levels. It includes warming and the “side effects” of warming, for example, melting glaciers, heavier rainstorms, or more frequent drought.

Global warming refers to the Earth’s rising surface temperature which is one symptom of the much larger problem of human-caused climate change.

Figure i: Average Surface Temperatures



Warming Stripes. Source: WMO, 2020

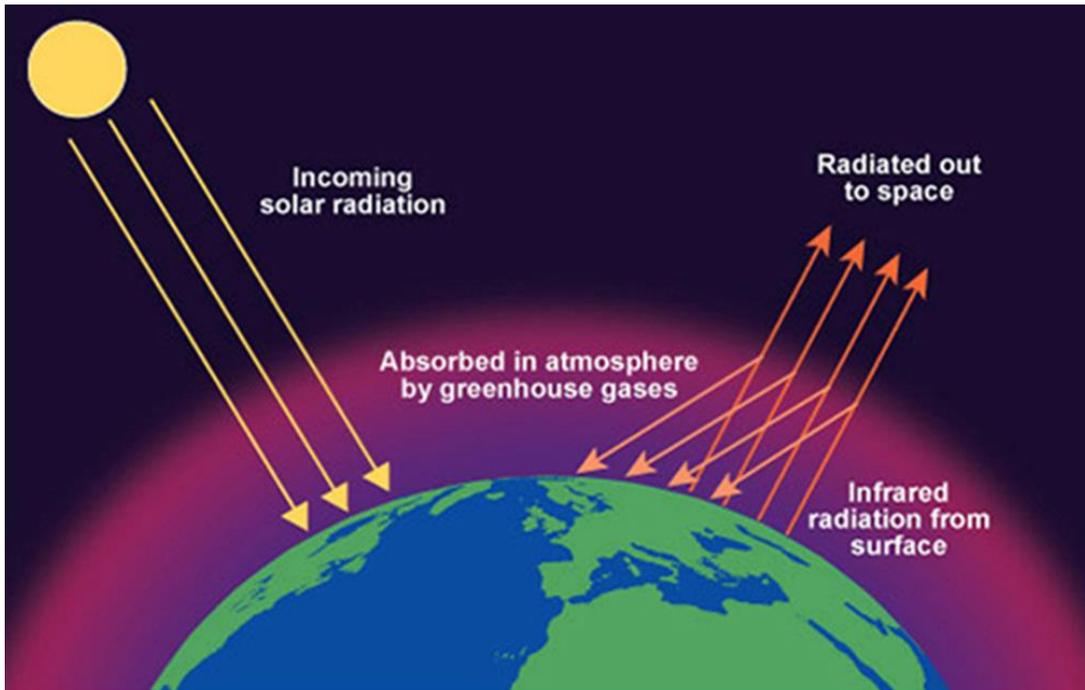
Over recent decades, we have seen a notable increase in the average surface temperature, as indicated in [figure i](#). Each stripe represents the average temperature difference of a single year compared with the 20th century average. The red lines indicate a warmer than average reading and blue indicating a colder than average reading, with the stronger colours corresponding to a larger difference. Together the stripes vividly show how, and to what extent, the global temperature has changed over the years.

4.2 What is Causing this Warming?

As we know, the Earth is surrounded by a thin layer of gases. These gases include both naturally occurring and human-derived “greenhouse gases” (GHG) such as carbon dioxide, methane, water vapour and nitrous oxide.

As solar radiation from the sun reaches the Earth, a proportion of it is absorbed by the GHG and the rest is reflected back into space.

Figure ii: Greenhouse Effect

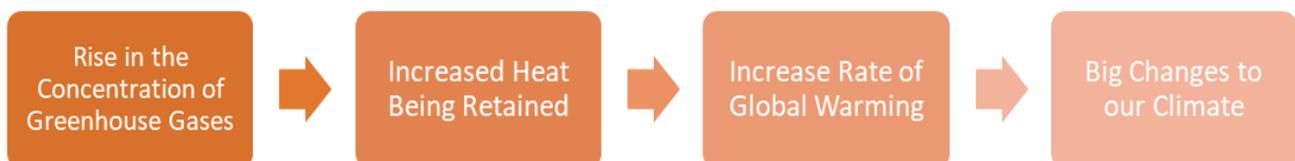


Greenhouse effect. Source: Open University, 2020

Source: <https://www.open.edu/openlearn/ocw/mod/oucontent/view.php?id=68980§ion=2.2>

Having the right quantity and balance of greenhouse gases in the atmosphere gives us the temperatures required to live comfortably on our planet. Without any greenhouse gases at all, the average temperature of the Earth would be -18°C .

Figure iii: Changes to our Climate

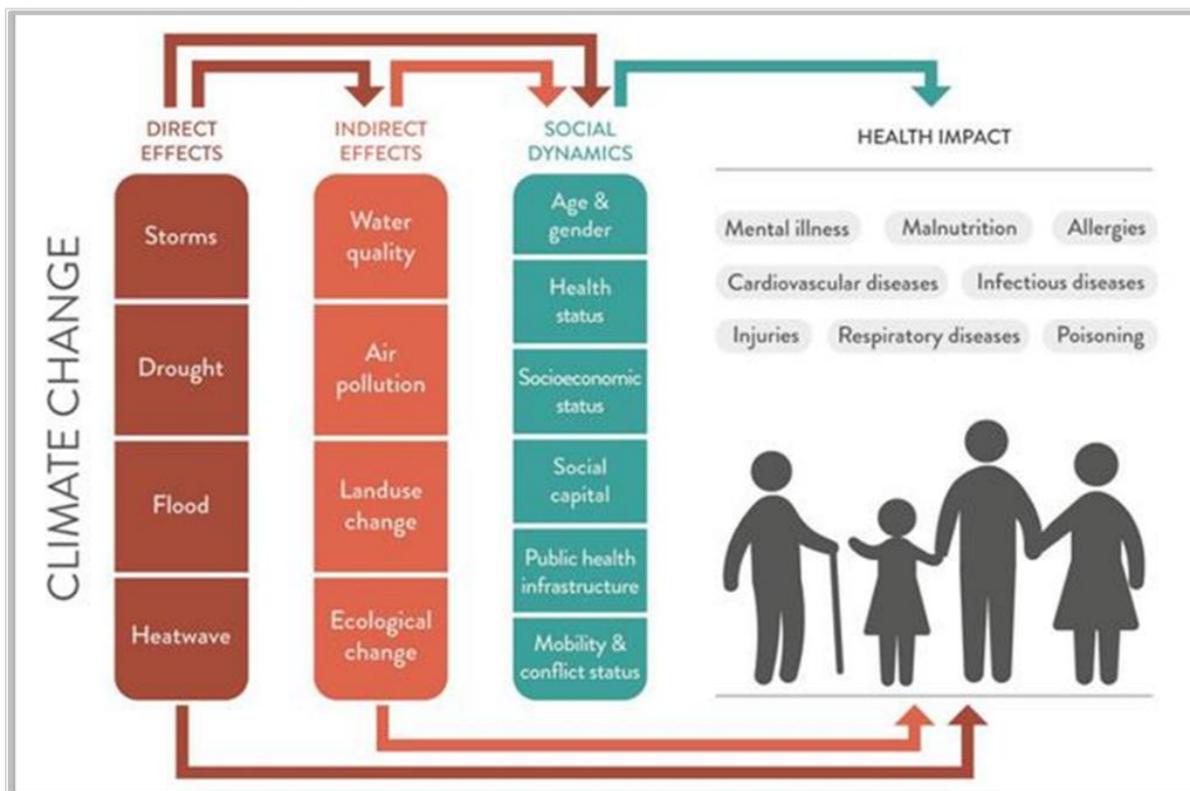


The rise in the concentration of greenhouse gases in the atmosphere is resulting in too much heat energy being retained, and an increased rate of global warming, resulting in significant changes to our climate.

4.3 What are the Impacts?

There are many direct and indirect effects of global warming and climate change.

Figure iv: Climate Change Impacts



Source: [Lancet Commission](#)

In the UK, it is forecast that we will experience changing weather patterns with stronger storms occurring more often, bringing an increased risk of flooding to local areas. During the summer months temperatures will continue to rise, bringing heatwaves and drought.

These changes will affect the quality of land, land use, and agriculture. Water and air quality will continue to worsen, and there will be changes to local ecology and wildlife biodiversity as a result of this, with some local species at risk of extinction.

With agriculture being affected, the cost of food will increase along with the cost of living. Damage to land and infrastructure will result in an increased strain on public services and local economies.

Changes in temperatures will also result in pests settling further north due to the warmer climate which will bring with them more diseases, not usually seen in the UK. Changes to the climate will also bring with it new forms of illnesses linked to extremes in temperatures, with the young and the elderly being most affected. The health system will continue to be put under even more pressure.

It is important to note that all these consequences are inter-connected and in the same way they can all be mitigated by doing all we can to keep climate change to a minimum.

4.4 Paris Agreement

In 2015, 196 parties at the 21st Conference of Parties (COP21) in Paris, signed the latest legally binding international treaty on climate change.

Figure v: Paris Agreement

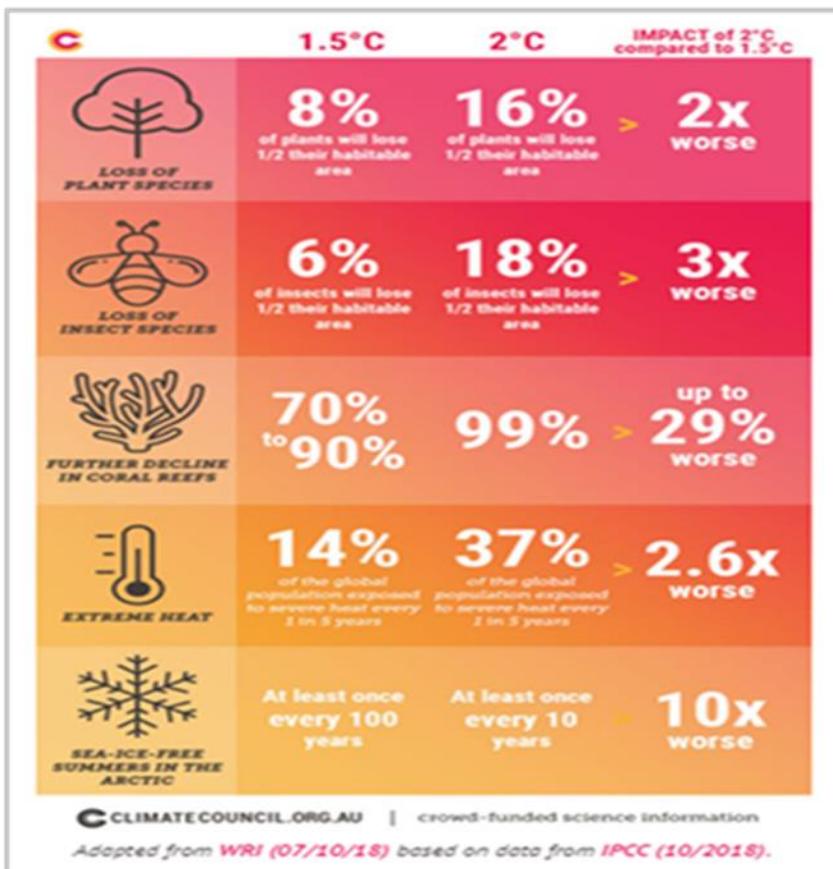


Source: sustainability.yale.edu

This treaty outlined three main objectives:

- To limit global warming to well below two degrees Celsius, compared to pre-industrial levels.
- To enhance resilience to climate impacts, which will be unavoidable due to the greenhouse gases already emitted.
- To align financial flows in the world with these objectives.

Figure vi: Climate Related Risks



Source: <https://www.climatecouncil.org.au/resources/infographic-the-difference-between-1-5-and-2-degrees-warming/>

The risks associated with the planet warming by 2 degrees Celsius are considerably worse than if global temperatures rose by only 1.5 degree Celsius. Those risks increase drastically if the planet warms to above 2 degrees Celsius.

If action is taken now, global warming of the planet may be limited to within 1.5 degrees Celsius by the middle of the century, drastically minimising the effects of climate change. If action is not taken soon, this deadline will be surpassed, and it will be too late.

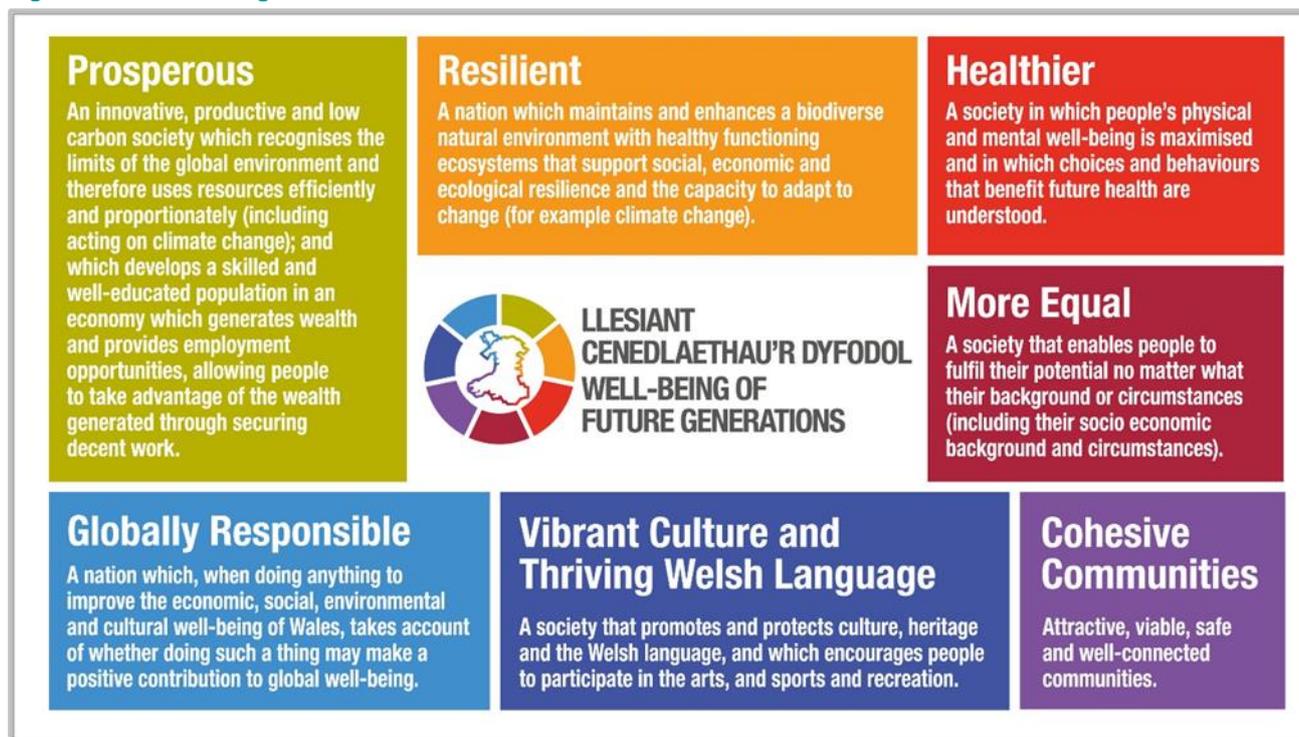
4.5 Wales Context

4.5.1 Well-being of Future Generations (Wales) Act 2015

The [Well-being of Future Generations Act](#) is comprehensive legislative approach to strengthening action on sustainable development in Wales, with a legal link to the [UN Sustainable Development Goals](#). The Act sets out a well-being duty on the Council and other specified bodies to carry out sustainable development and improve the well-being of Wales in accordance with the sustainable development principles.

The Act puts in place seven well-being goals which encompass a vision to improve well-being, including striving to reduce the impacts of climate change for the future.

Figure vii: Well-being Goals



The sustainable development principle means that a body must act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

[46 national indicators](#) help tell a story of progress against the well-being goals. In addition, the Welsh Government are currently consulting on a set of national milestones to provide a mechanism for monitoring national progress towards the seven well-being goals.

There are several measures that are directly related to climate change and carbon reduction.

Milestone 7: Indicator Number 14 - Ecological Footprint of Wales

Milestone 8: Indicator Number 41 - Emissions of Greenhouse Gases within Wales

Milestone tba: Indicator Number 44 - Status of Biological diversity of Wales

4.5.2 Environment (Wales) Act 2016

The [Environment Act](#) shows how the UN priorities can be implemented at a state and regional level including climate change targets, biodiversity duty and the sustainable management of natural resources. The Act sets out a minimum reduction in emissions of 80% by 2050. This target has since been revised and increased to 100% by 2050.

In Wales, our nature, land, water, and air are our ultimate resource. However, demands on these natural resources are increasing and one of the greatest challenges we face is to find a way to secure healthy, resilient, and productive ecosystems for the future whilst still meeting the challenges of creating jobs, housing, and infrastructure. The Environment Act helps us to meet this challenge.

4.5.3 The Climate Emergency and Net Zero 2050

In 2019, the Welsh Government was the first parliament in the world to declare a climate emergency. That same year, all UK government administrations agreed to raise the emissions target further and set a carbon zero target by 2050 (apart from Scotland who aims to get there 5 years earlier). In 2021, the Welsh Government set out a legal commitment to achieve net zero by 2050 but is striving to “get there sooner”.

4.5.4 Net Zero Welsh Public Sector 2030 and the Route Map to Decarbonisation

To reach this goal, the public sector has been tasked with becoming net zero carbon by 2030. The Council is fully committed to addressing the climate emergency and is currently working towards the ambition of becoming a net zero carbon organisation by 2030 and supporting Wales to be net zero carbon by 2050.

The [Route Map to Decarbonisation](#) guides the development of the Welsh public sector’s contribution to future all Wales low carbon delivery plans and is an overview of the actions and milestones needed to reach net zero greenhouse gas emissions by 2030. It sets out framework for action:

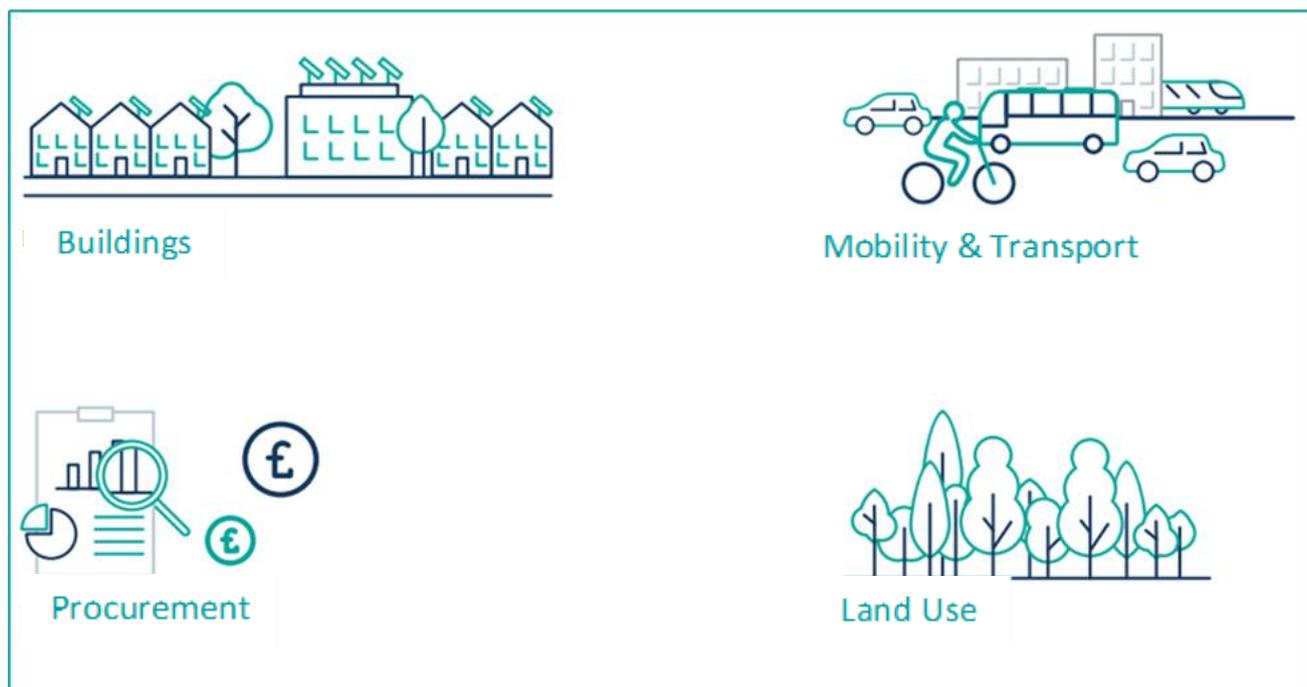
Figure viii: Route Map to Decarbonisation Vision

“by 2030 choosing zero carbon will be the routine, culturally embedded and self-regulating across the Welsh public sector”

Figure ix: Route Map to Decarbonisation Journey to Net Zero



Figure x: Route Map to Decarbonisation Areas of Action



It also states that the public sector has a wider role in shaping our society-wide low carbon journey. The Council Climate Change Plan will use the route map as a framework for delivery.

4.5.5 South East Wales Transport Commission

The First Minister for Wales established the [South East Wales Transport Commission](#) (SEWTC) to investigate sustainable ways to tackle congestion on the M4 in South East Wales. The Commission has set out a set of [recommendations](#) structured around the concept of a network of transport alternatives.

4.5.6 Air Quality

The World Health Organisation (WHO) developed air quality standards for a range of pollutants to protect human health. Air quality standards have been written into UK and Welsh legislation, namely Part IV of the Environment Act 1995 and The Air Quality Standards (Wales) Regulations 2010. The legislation makes the UK Government, the Welsh Government, and local authorities responsible for tackling air pollution. The responsibility of the local authority is to identify and monitor areas within its district that may exceed the air quality objectives. If an exceedance is found the area must be declared as an air quality management area (AQMA) and an action plan be developed to improve.

Within the UK the main pollutants of concern covered under this legislation are nitrogen dioxide (NO₂) and particulate material (PM₁₀ and PM_{2.5}).

In Newport we currently have 11 AQMAs:

- Caerleon
- Malpas Road, south
- Chepstow Road / Clarence Place / Caerleon Road
- Cefn Road
- Caerphilly Road
- George Street

AQMAs along the M4:

- Royal Oak Hill
- Basseleg Road, Glasllwch
- St Julians
- Glasllwch Road, High Cross
- Malpas Road, Shaftesbury

Priorities and actions identified in the Climate Change Plan will support the work that is underway to improve air quality in Newport.

4.5.7 Equality Act 2010

The Equality Act 2010 legally protects people from discrimination, and it is against the law to discriminate against someone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race, religion or belief
- sex
- sexual orientation.

The council must consider how decisions may impact on people differently because of the protected characteristics above, and how any negative impact could be reduced.

The impact of climate change on younger people and future generations are likely to be greater than other sections of the community as temperatures are likely to rise as time goes on.

In addition, extremes in weather tend to impact more greatly on the most vulnerable and those with existing health conditions so older people and those with disabilities could also be impacted more greatly.

There are no specific impacts for race. However, ethnic minorities in Newport tend to live in the most deprived areas in Newport. Public health studies have shown that the impacts of climate change tend to be the biggest in deprived areas. For example, poor air quality combined with health impacts of deprivation interact to modify and strengthen associations with all-cause and respiratory disease mortality especially in the 'most' deprived areas where the most-vulnerable people live and where health needs are the greatest.

Also, ethnic minorities tend to have poorer health outcomes, lower disability-free life expectancy and higher rates of cardiovascular disease and diabetes which are all negatively affected by the impacts of climate change.

The Climate Change Plan will support the mitigation and adaptation of the impacts of climate change in the local area so has the potential to have a positive impact or to reduce the likelihood of a negative impact.

4.5.8 Socio-economic Duty

The Socio-economic Duty is set out in the Equality Act 2010, and requires the council, when making strategic decisions, to pay due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage. Inequalities of outcome are felt most acutely in areas such as health, education, work, living standards, justice and personal security, and participation.

As mentioned above public health studies have shown that the impacts of climate change tend to be the biggest in deprived areas.

The Climate Change Plan will help to mitigate and adapt to these impacts.

4.6 Local Authority Context

4.6.1 Ecological & Climate Emergency

In November 2021 the Council proposed a political motion and declared an Ecological and Climate Emergency. The declaration stated:

Newport City Council will continue the good work that we have started and:

- Reduce our carbon emissions to net zero carbon by 2030.
- Review the services we provide to ensure they support the city's journey to both net zero carbon and adapting to the impacts of climate change by 2050.
- Develop a clear Climate Change Organisational plan, in consultation with our citizens, for the next five years that will set out the actions we need to take to achieve this.
- Develop a city-wide Local Area Energy Plan, in collaboration with experts from the public, private and third sector to develop innovative solutions to decarbonise heat, electricity and local transport and realise local renewable energy production.
- Work with One Newport partners and the public to develop a city-wide Climate Strategy to enable city-wide net zero carbon and adaptation to climate change by 2050.
- Integrate best ecological practice into each area of the Council's activity, allowing us to lead the city by example.

- Publicise this declaration of an ecological and climate emergency to residents and businesses in Newport and support and influence action by partners through partnerships and support and enable action by citizens to reduce their own carbon emissions.

4.6.2 Local Well-being Plan

The Well-being of Future Generations (Wales) Act 2015 establishes a Public Services Board (PSB) for each local authority area in Wales. The PSB includes public and third sector partners from the local area.

Each PSB must publish a Local Well-being Plan which sets out well-being objectives which must improve the economic, social environmental and cultural well-being of the area. The current [Local Well-being Plan for Newport](#) runs from 2018-23 and the Well-being Objectives are:

- *Everyone feels good about living, visiting, and investing in our unique city.*
- *Everyone has the skills and opportunities they need to develop, prosper, and contribute to a thriving sustainable city.*
- *Everyone belongs to resilient, friendly, connected communities and feels confident and empowered to improve their well-being.*
- *Newport has healthy, safe, and resilient environments with an integrated sustainable travel network.*

Supporting the climate and nature recovery and reducing our carbon emissions are key to achieving these well-being objectives.

The Local Well-being Plan also pledges to develop and deliver on a city-wide Climate Strategy which is currently in the very in the early stages.

4.6.3 Corporate Plan

The Council's [Corporate Plan 2017-22](#) has four well-being objectives which were set to maximise the Council's contribution to achieving the Well-being of Future Generations Act Well-being Goals. The Well-being Objectives are:

- *To improve skills, educational outcomes & employment opportunities*
- *To promote economic growth and regeneration whilst protecting the environment*
- *To enable people to be healthy, independent & resilient*
- *To build cohesive & sustainable communities*

Limiting climate change and reducing our carbon emissions are key to achieving all of our well-being objectives.

The Climate Change Plan will sit alongside the Corporate Plan and will be a key driver when developing and implementing the next Corporate Plan for the period of 2022-27. Delivery and annual reporting of the two plans will be co-ordinated and aligned.

4.6.4 Local Development Plan

The [Local Development Plan](#) (LDP) is the development plan for Newport and is the basis for land use planning within the local authority area. The current plan 2011-26 was adopted in 2015 and has a number of objectives that will support the delivery of the Climate Change Plan. These are:

- **Objective 1 – Sustainable Use of Land:** To ensure that all development makes the most efficient use of natural resources by seeking to locate development in the most sustainable locations, minimise the impact on the environment and make a positive contribution to local communities.
- **Objective 2 – Climate Change:** To ensure that development and land uses in Newport make a positive contribution to minimising, adapting to or mitigating against the causes and impacts of climate change, by incorporating the principles of sustainable design, changes to travel behaviour, managing the risks and consequences of flooding, and improving efficiency in the use of energy, waste and water.
- **Objective 6 – Conservation of the Natural Environment:** To protect and enhance the quality of the natural environment, including landscape, protected habitats and species of principal importance for biodiversity in Wales (regardless of greenfield or brownfield status) and the protection of controlled waters.
- **Objective 10 – Waste:** To ensure that waste management choices are based on the proximity principle, where appropriate, and a hierarchy of reduce, reuse, recovery and safe disposal, and that there is adequate provision for facilities to enable this to happen.

Planning of our communities will be key to supporting the city's journey to net zero and adaptation to climate change.

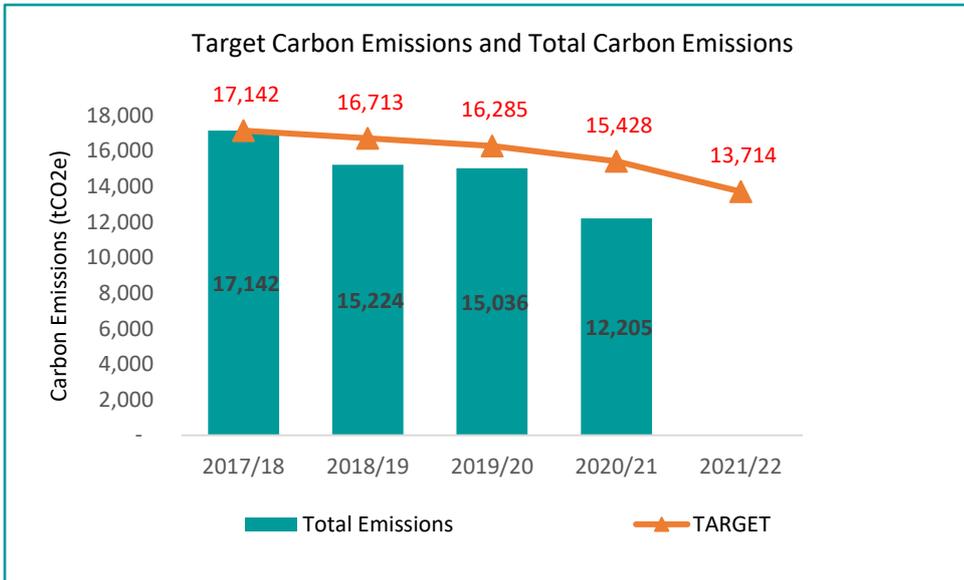
4.6.5 Carbon Management Plan

The Council's [Carbon Management Plan 2018-22](#) which was focussed on carbon emissions from scope 1 and 2 has already started the Council's journey to net zero carbon and will be reviewed in 2022. The reviewed and updated Carbon Management Plan will provide more detail and support the delivery of the Climate Change Plan.

5 WHERE ARE WE NOW?

The Council, along with all public sector organisations in Wales, has made a commitment to become carbon neutral by 2030.

Figure xi: Council Carbon Emissions



Great strides have been made to reduce carbon emissions in line with the targets that were set out in our [Carbon Management Plan](#). From Figure xi, it is clear that we have continued to reduce our total emissions below the target values each year. This has resulted in a 29% reduction of scope

1 and scope 2 emissions compared to the baseline year that was initially set as 2017/2018.

5.1 Measures to Reduce Emissions Across the Council

The Council has taken a variety of approaches to reduce carbon across the organisation, including:

5.1.1 LED Streetlighting

Completing a project to convert all older inefficient streetlights to modern LED alternatives. The project involved the conversion of over 14,000 lights across the city resulting in a 56% reduction in consumption and associated carbon emissions.

5.1.2 Building Energy Efficiency Measures

Reducing utility energy consumption via operational improvements and behaviour change and a range of energy efficiency measures have been implemented. These include, draught proofing, insulation, improved heating controls, solar panels, and LED lighting to name a few. The standard of new Council buildings and extensions has also been improved to reduce energy and carbon emissions.

5.1.3 Gwent Healthy Travel Charter



Signing up to the [Gwent Healthy Travel Charter](#) which contains a series of commitments to support staff and visitors to reduce travel, walk and cycle more, take public transport, and switch to electric vehicles. The Gwent public sector Healthy Travel Charter was launched in November 2020. 23 Public Services Board Organisations across Gwent have signed up to the which commits to 15 actions over three years.

5.1.4 Electric Vehicles and Charging



The introduction of electric vehicles, which were first used to deliver Council services in 2018, has increased significantly, with the Council now aiming to have replaced all cars and light vans with electric alternatives by April 2022. Electric vehicle chargers have also been installed across multiple Council sites to support the transition away from fossil fuelled vehicles by 2030.

In 2021, the Council was the first Welsh Local Authority to invest in a fully electric refuse collection vehicle (RCV). Six refuse vehicles will be electric by April 2022, and the entire fleet of RCVs will be fully electric by the end of the decade.

5.1.5 Roof-Mounted Solar PV



At the time of writing, the Council has the largest roof mounted solar panel array on any building in Wales with a 500kWp system, which was installed at The Geraint Thomas National Velodrome of Wales in September 2020. This formed part of a wider roll-out of 2.3 MW of roof mounted solar panels working with Egni Coop community energy cooperative across 27 buildings in total. The solar panels can

generate over 2 Giga Watt hours of renewable electricity per year, significantly reducing the carbon emissions associated with importing electricity from the grid.

5.2 Measures to Reduce Emissions Across the City

The Council has taken a variety of approaches to reduce carbon across the city, including:

5.2.1 Sustainable Travel

Implementing numerous active travel schemes to promote walking and cycling. The Council has installed 50 public electric vehicle charge points across the city, mostly in Council run public car parks. The next phase of EV charging installations will include on-street residential chargers and rapid charging hubs.

5.2.2 Low Carbon Housing

Approving two low carbon housing developments, where the developers have agreed not to use any fossil fuel to provide heating. The developments have also included sustainable drainage systems (SuDS) planted with a wet meadow mix of flora, including nut and berry bearing trees and shrubs to provide foraging opportunities and habitats for wildlife. The Council is also in the process of developing a new Local Development Plan to ensure that any new developments align with the city's requirement to be net zero carbon by 2050.

5.3 Future Plans

5.3.1 Building Energy Efficiency Measures

To achieve the carbon reductions required to achieve net zero carbon by 2030, extensive building retrofits will be required. As well as continuing to deliver schemes in partnership with our property joint venture company Newport Norse Limited, the Council are also embarking on a multi-million pound retrofit programme in conjunction with a specialist energy services company through the Refit Programme of works. As well as reducing our consumption and generating our own electricity, one of the main objectives will be to remove or significantly reduce its reliance on gas boilers, replacing them with more efficient heat pump systems.

5.3.2 Renewable Energy Generation for Buildings

Solar PV is already installed on over 30 Council buildings across the city and we will continue to install solar PV wherever possible. Reducing existing consumption to a minimum will maximise the proportion of our usage that comes from on-site generated net zero carbon electricity. Converting our heating systems from fossil fuels such as oil and gas to electric heat pumps will not only save energy overall, but will increase our electricity consumption significantly, requiring large solar PV and battery storage systems to maximise carbon reductions.

5.3.3 Ground Based Solar PV

A small number of selected locations are being investigated for this technology. These larger systems can make a greater contribution to tackling the climate emergency. Options for direct charging of electric vehicles are being explored which would allow 100% zero emission Council vehicles to operate in the city.

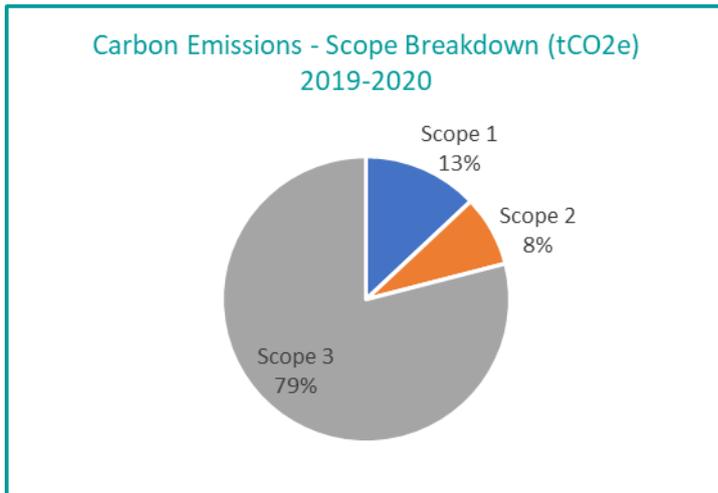
5.3.4 Local Area Energy Planning

A pilot project to develop a long term, city-wide energy plan for Newport is also underway. The Local Area Energy Plan pilot is a Welsh Government initiative which asks local authorities to set out a plan for how their area can meet energy needs through renewable and non-carbon sources. The plan will assess current energy systems, and detail both practical actions and a long-term vision towards creating a zero-carbon energy system for the city by 2050. The plan is currently under development and should be published in June 2022.

5.4 Baselineing our Carbon Emissions

Welsh Government has recently published [guidance](#) (May 2021) to public sector organisations to enable a consistent approach across Wales for reporting on their organisational carbon emissions. The new reporting methodology considers all emissions associated with activities performed by local authorities including fuel, energy, and water consumption, waste disposal, employee commuting, business travel, and land use. The addition of scope 3 emissions from waste, employee commuting, business travel and purchased goods and services has resulted in the Council's reported emission totals increasing considerably compared to previous years.

Figure xii: Breakdown of Carbon Emissions by Scope

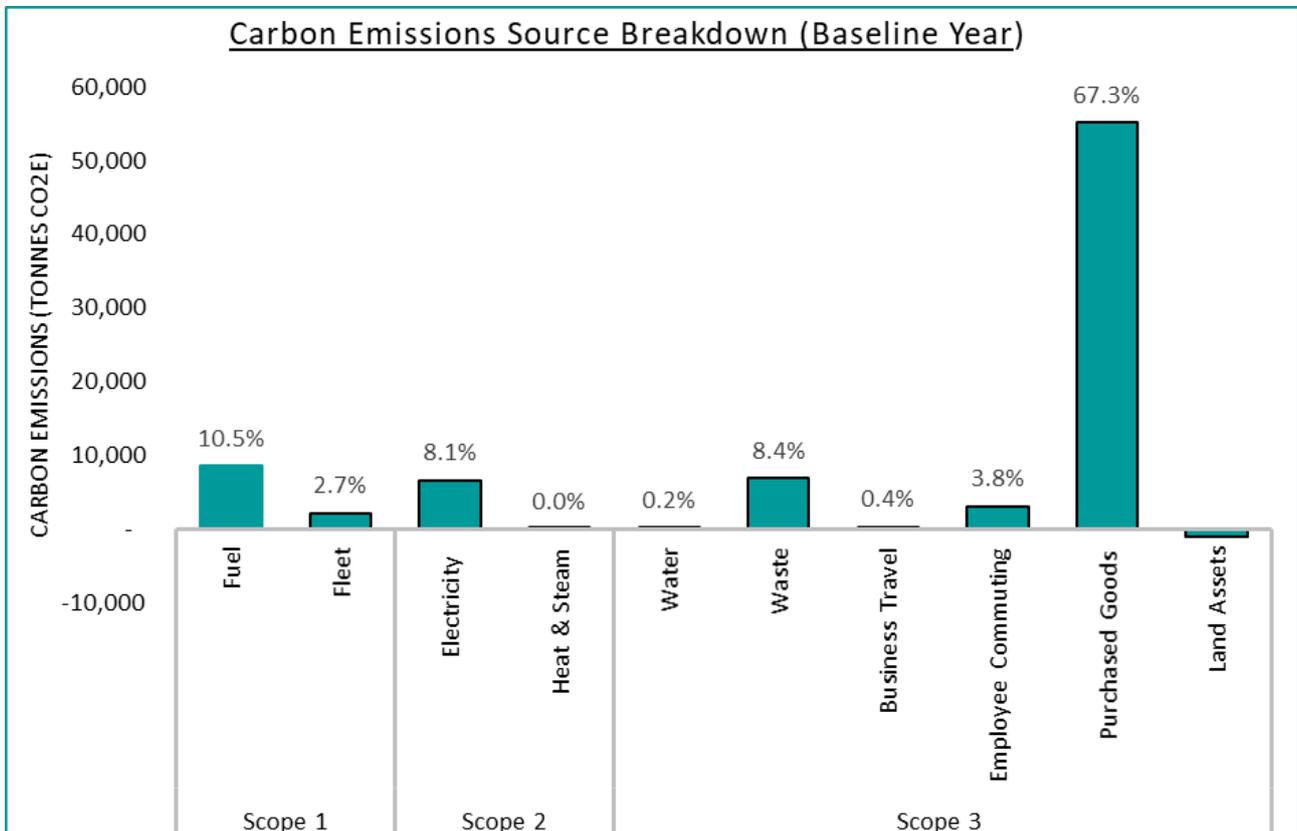


Well-To-Tank (WTT) emissions are being considered for the first time to demonstrate the true impact of the processes, considering the upstream Scope 3 carbon emissions associated with extraction, refining, and transportation.

in the current Welsh Government guidance, supply chain emissions associated with the procurement of goods and services are classed as indirect scope 3 emissions.

This is the area of biggest increase compared to previous years when this was not reported. The supply chain emissions are based on spend on a certain category and the emission factor associated with that category. It is recognised that this is an estimated assumption-based approach and does not give an accurate account of emissions. Welsh Government has stated that procurement is at best a rough estimate for the time being and will continue to be worked on to provide more accurate results. However, it is still useful to understand the categories of spend with the largest carbon emission totals associated with them.

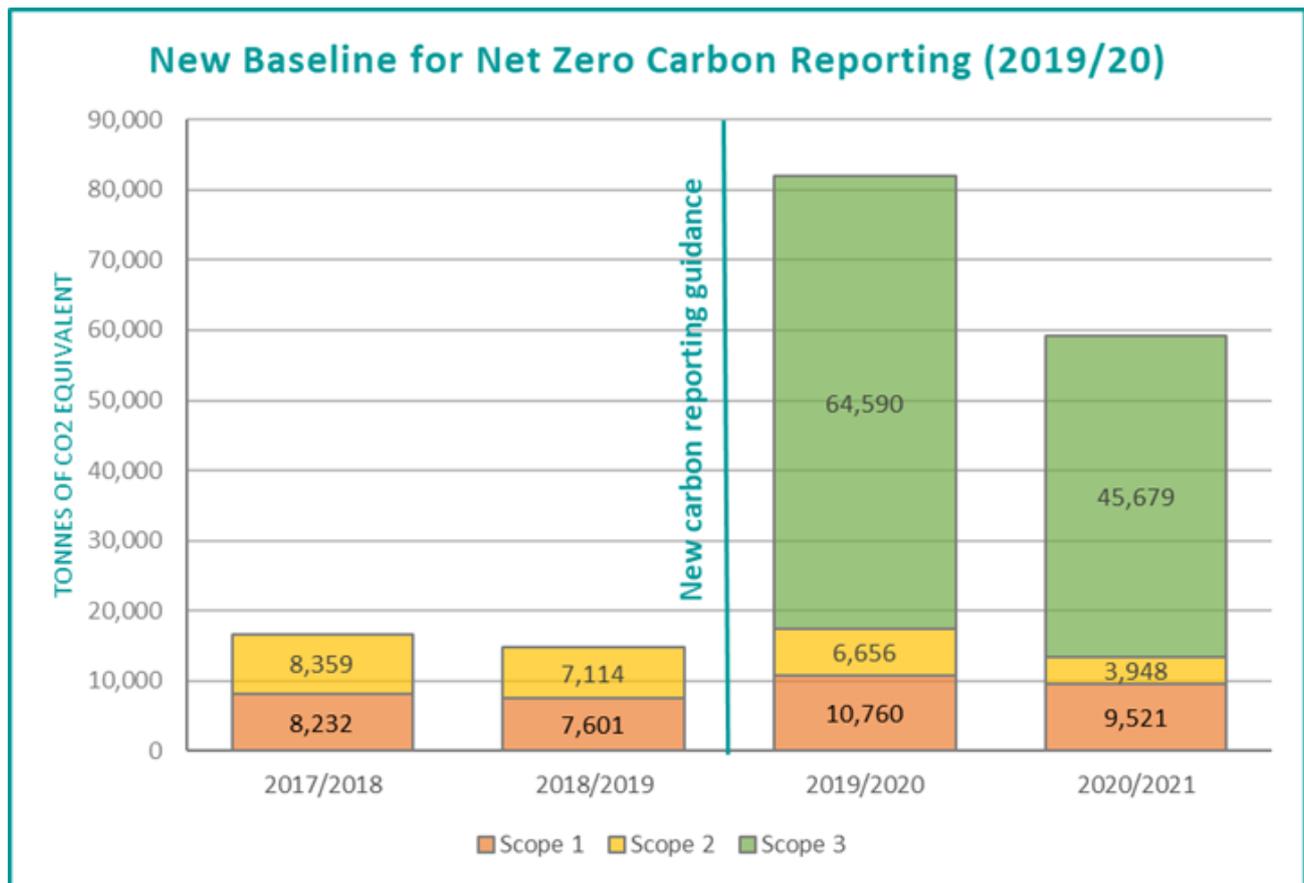
Figure xiii: The Baseline for Carbon Reporting



The baseline for the Council which aligns with the net zero carbon baseline for Welsh Government is for the financial year 2019-2020. The Council during that period emitted the equivalent of 82,006 tonnes of CO₂ into the atmosphere.

As we can see carbon emissions from the goods and services that we procure is a large proportion of the total and will need to be one of the areas of focus for the Council over the coming years. The plans for the addressing these emissions are covered in section 5.5 of this plan.

Figure xiv: Net Zero Carbon Reporting and the New Baseline



It should be noted that significant reductions were made the following financial year to the baseline due to COVID-19 restrictions reducing the number of staff working out of Council offices. We would be expecting to see a slight increase in overall tonnes of CO₂ equivalent emitted in 2021-22 due to some services returning to close to normal.

6 THE PLAN

6.1 How was the Plan Developed?

A Climate Change Project Board was set up to lead on the development of the plan. Staff and managers from across the Council were involved in writing of a consultation draft of the Plan using the [Route Map for Decarbonisation](#) as a framework.

A public consultation took place in November and December 2021. All responses were reviewed, and the Plan was amended accordingly.

6.2 Aims of the Plan

The Plan sets out the delivery themes, priorities, actions, and milestones that we need to take as a Council over the next five years to:

- ***Reach net zero carbon as an organisation by 2030.***
- ***Review the services we provide to ensure they support the city's journey to net zero and adaptation to climate change.***

6.3 Key Delivery Themes

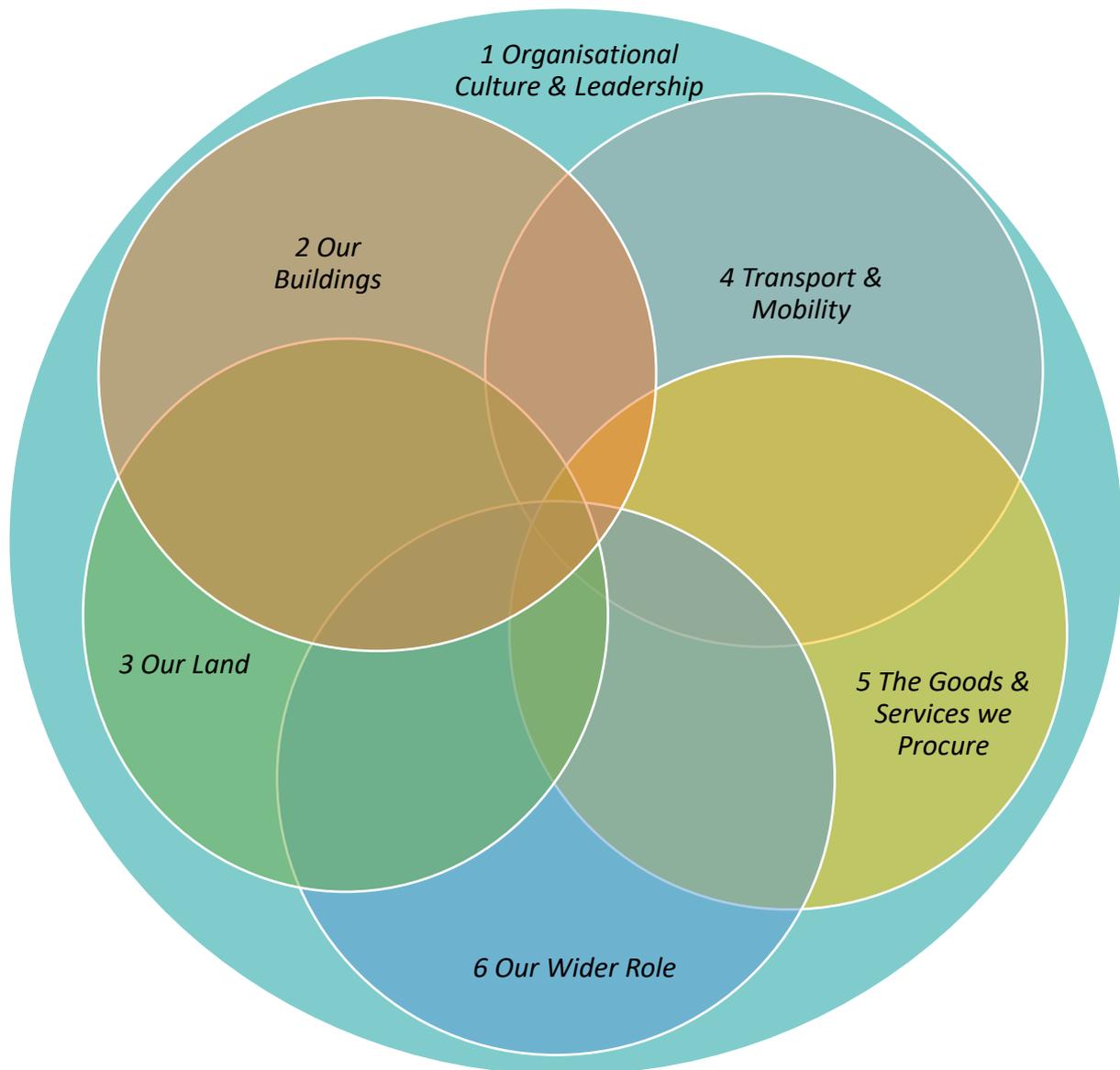
To deliver on this the plan six delivery themes have been identified similar to the those in the [Route Map for Decarbonisation](#).

The delivery themes are:

Theme 1				
<i>Organisational Culture & Leadership</i>				
<i>Theme 2</i>	<i>Theme 3</i>	<i>Theme 4</i>	<i>Theme 5</i>	<i>Theme 6</i>
<i>Our Buildings</i>	<i>Our Land</i>	<i>Transport & Mobility</i>	<i>The Good & Services we Procure</i>	<i>Our Wider Role</i>

The delivery themes are not distinct and are all interdependent and have interconnected and overlapping relationships linked together with Theme 1 as an overarching theme. This is illustrated in figure xv overleaf.

Figure xv: The Interconnected and Overlapping Relationships of the Plan Delivery Themes

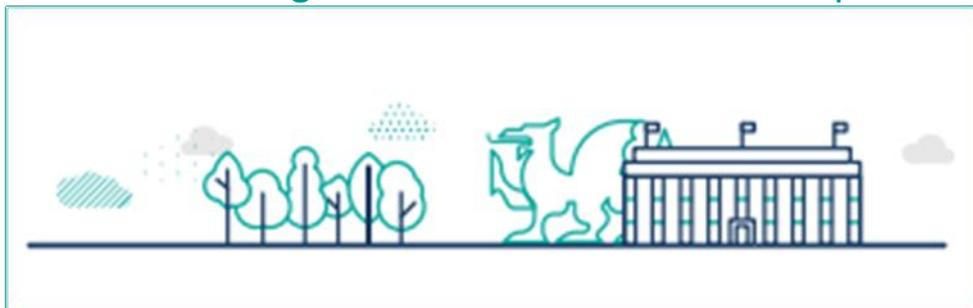


In the following chapter each of the themes sets out:

- 2030 Vision,
- Theme Priorities
- Action to Take
- Milestones and Timescales
- Measures of Success

7 DELIVERY THEMES

7.1 Theme 1: Organisational Culture & Leadership



7.1.1 2030 Vision

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The climate and nature emergency will be at the heart of all our work. In our decisions we will take positive action to minimise climate and ecological impacts. We will lead by example and empower our partners, communities, and individuals to tackle the climate emergency and prioritise nature-based solutions.

Behaviour change, improved understanding of our environmental impact, education and training will be key.

We want everyone to understand the emergency we face and respond to this in their day-to-day actions, decisions, and longer-term visions for our internal services and for the city as a whole. Raising awareness and understanding of the threat of climate change will help shape behaviours across the organisation to align with our net zero carbon aspiration.

Our new senior leadership structure recognises the importance of climate change by introducing a Strategic Director for Environment and Sustainability. The actions being committed to under the Organisational culture & Leadership theme will demonstrate a Council-wide commitment to net zero carbon. We will show leadership and accountability in delivering these priorities by embedding climate change-centric thinking into our policy-setting and decision-making processes.

7.1.2 Priorities

To reach our vision we have set out four priorities:

- 1) Behaviours & Role-Modelling:** Our elected members and workforce will be encouraged and supported to consider their individual contribution to becoming net zero carbon by 2030, and leaders will role model the Council's expectations.
- 2) Governance & Performance:** Our democratic and corporate functions will be committed to becoming net zero carbon by 2030, and our decision-making, governance framework and performance monitoring will reflect this commitment.
- 3) Promotion & Engagement:** Regularly publicise progress and achievements to embed aspirations to be net zero carbon by 2030
- 4) Financial Commitment:** To plan for the financial impacts of climate change, and to ensure that our medium to long term financial planning contributes to the delivery of the Council's commitment to reduce carbon emissions where possible.

7.1.3 Actions

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
1. <i>Behaviours & Role-Modelling:</i> Our elected members and workforce will be encouraged and supported to consider their individual contribution to becoming net zero carbon by 2030, and leaders will role model the Council's expectations.	i. Develop a programme of training for elected members, managers and staff.	Jun 2022	<ul style="list-style-type: none"> • % of elected members attending training. • % of senior managers attending training. • Achieving carbon literate accreditation as a Council (Bronze, Silver and Gold). • The Council's Induction programme will include information on climate change and carbon reduction. • Online tools, guidance and information provided to staff to help them work towards reducing their carbon footprint both in work and private life. • Content for staff newsletter (carbon reduction). • Promote schemes that support reducing carbon footprint e.g. cycling schemes, public transport incentives etc. • Climate change champions in each service area.
	ii. All elected members undertake eco and carbon literacy training within the first year after local elections with regular updates.	May 2023	
	iii. All senior managers (service manager and above) undertake mandatory eco and carbon literacy training.	May 2023	
	iv. Incorporate climate change vision and plan into the induction for every new member of staff in the Council.	Sep 2022	
	v. Provide mandatory climate and biodiversity awareness training for new / existing members of staff.	Start Sept 2022	
	vi. Provide staff with information and guidance on how they can support reducing their carbon footprint for their work/life choices.	Sep 2022	
	vii. Lead by example and demonstrate the commitment to challenge poor practice and behaviours where the ecological and climate emergency is not being properly considered in the actions of others.	Ongoing	
	viii. Embed net zero carbon, climate change and biodiversity action in our corporate values framework incorporating it into our people management activity such as recognition awards, performance management and behavioural frameworks.	Sep 2022	
	ix. Support and encourage the workforce to embed carbon reduction, climate change and biodiversity action across the Council by setting up a Climate Change Network.	Jun 2022	

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
2. Governance & Performance: Our democratic and corporate functions will be committed to becoming net zero carbon by 2030, and our decision-making, governance framework and performance monitoring will reflect this commitment.	i. All political and corporate decisions to evaluate the climate change, ecological and carbon reduction impacts as part of the decision-making process.	Jun 2022	<ul style="list-style-type: none"> Cabinet reports consider climate change and carbon reduction direct and indirect impacts. Scrutiny Committees required to challenge and assess climate change impacts. Change programme business cases to consider climate change and carbon reduction impacts.
		Sep 2022	
		Jun 2022	
	ii. Ensure the work to develop the next Corporate Plan 2022-27 considers the commitments made in this plan and embeds our aspiration to be net zero carbon and reduce the impacts of the climate and nature emergency through the projects and objectives.	Oct 2022	<ul style="list-style-type: none"> Next Corporate Plan 2022-27 supports vision and delivery of the Climate Change Plan. Service plans will support delivery of the Climate Change Plan. Progress against delivery plan objectives and actions will be monitored and reported as part of the mid and end of year review and Corporate Self-Assessment / Annual Report.
iii. Ensure performance measures include our organisational targets towards becoming net zero carbon and reducing the impacts of the climate and nature emergency.	Annually	<ul style="list-style-type: none"> Welsh Government performance measure and targets will be a key performance indicator for the Council. Similar to waste reduction targets, targets. Progress against performance measure will be reported regularly as part of the Corporate Self-Assessment and Annual Report. 	
iv. Review all policies and procedures to ensure that decarbonisation and climate and nature emergency are considered.	Sep 2022		

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
3. Promotion & Engagement: Regularly publicise progress and achievements to embed aspirations to be net zero carbon by 2030	i. Report on progress against the Climate Change Plan annually (See 1 above) as part of the Corporate Annual Report / Self-Assessment.	Annually	<ul style="list-style-type: none"> • Full fair assessment of progress to net zero and implementation of the Climate Change Plan is detailed in the Corporate Plan Annual Report. • Dedicated space in all our channels: <ul style="list-style-type: none"> - intranet, website, newsletters, social media, Newport Matters. • Awards incorporating climate change action. • What have staff done personally re the climate emergency.
	ii. Positively engage with our residents and communities on our journey to carbon zero. e.g. Newport Matters, messages from Leader/Cabinet Member/Chief Executive, social media, dedicated web page, interest groups etc	Sep 2022	
	iii. Recognise positive actions and behaviours demonstrated by the workforce and publicise these through our engagement channels. e.g. staff newsletter, dedicated Intranet page etc.	Sep 2022	
4. Financial Commitment: To plan for the financial impacts of climate change, and to ensure that our medium to long term financial planning contributes to the delivery of the Council's commitment to reduce carbon emissions where possible.	i. Consider the climate and nature emergency and carbon reduction initiatives within the Council's long term capital programme and revenue budget / Medium Term Financial Plan, maximising the use of external funding where possible.	Annually	<ul style="list-style-type: none"> • Finance invested in reducing tCO₂e emissions • Finance saved by reducing tCO₂e emissions
	ii. Commit to explore appropriate sources of external funding and innovative use of internal funds to drive the change required to achieve our aspiration to become net zero carbon by 2030.	Annually	
	iii. All business cases for transformational change programme and projects consider carbon reduction financial and non-financial impacts.	Annually	
	iv. Review all investments to ensure they are invested in ethically based funds.	2022	
	v. Use our influence to encourage the staff pension fund to invest in ethically based funds.	2022	

7.2 Theme 2: Our Buildings



7.2.1 2030 Vision

To achieve net zero carbon energy and support the nature recovery across our buildings by 2030

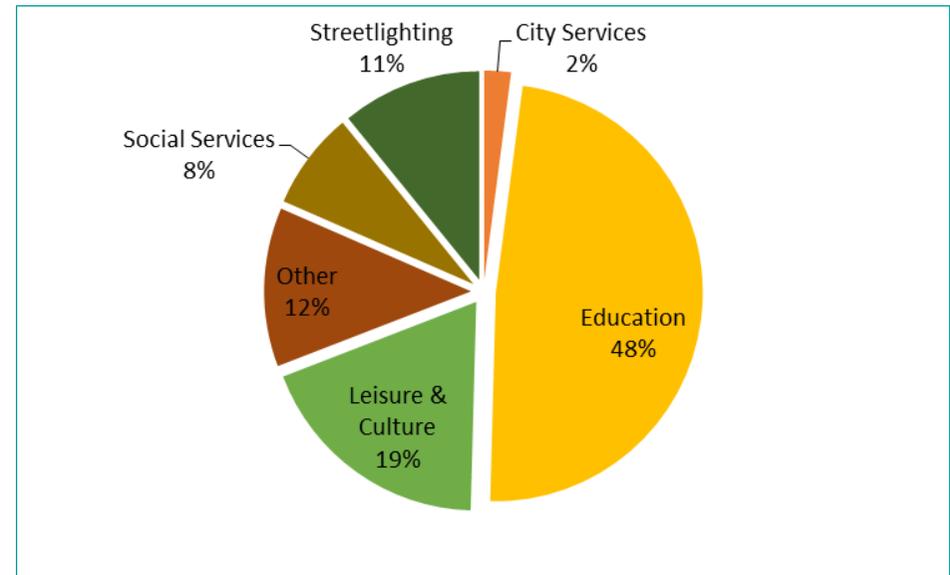
Our building emissions as a Council are estimated to be **15,231 tonnes of carbon dioxide equivalent (tCO₂e)** which equates to **18.6%** of our overall emissions.

This includes the emissions from fuel for heating, electricity, and district heat.

Buildings and assets related to education such as schools make up a large proportion of carbon emissions from our estate and are therefore a focus for the Council.

Significant investment is being made in our schools via the Welsh Government 21st Century Schools programme, and the Council are working with Welsh Government to ensure those schools are as near to net zero carbon as is affordable.

Figure xvi: Breakdown of total building emissions by building type



7.2.2 Priorities

To reach our vision we have set five priorities:

- 1) New Council Buildings:** All new building to be net zero carbon.
- 2) Building Retrofitting:** Deep retrofit to ensure creating net zero carbon energy buildings.
- 3) Renewable Heat:** Implementation of renewable heat in new buildings.
- 4) Natural Gas:** A commitment to significantly reduce or remove natural gas heating across the buildings.
- 5) Building Rationalisation:** Audit current assets to understand their long-term carbon impact with the aim of better strategic utilisation.

7.2.3 Actions

Priorities	To achieve this, we will...	By When	What will we measure? How will we know we have achieved it?
1. <i>New Council Buildings:</i> All new buildings will be net zero carbon.	i. Ensure commitment for building to be net zero carbon is clearly communicated to all stakeholders at the start of any new build project.	2022	<ul style="list-style-type: none"> Operational carbon emissions (tCO₂e). Costs for getting to net zero carbon (£ spent per tCO₂e saved) and (£/m²). Additional £ spent to achieve net zero carbon by the Council.
	ii. Include requirements for buildings to use net zero carbon energy in the project brief.	Immediately	
	iii. Include requirements for nature-based solutions and greening for all new buildings. For example, green roofs, green walls, SuDS etc	Immediately	
	iv. Ensure early engagement to help develop the overall net zero carbon heating strategy for new buildings.	Immediately	
	v. The Council to provide additional funding where reasonable to meet net zero carbon operational energy targets for new buildings.	Immediately	
2. <i>Building Retrofitting:</i> Deep retrofit to ensure creating net zero carbon energy buildings.	i. The Council will set appropriate business case parameters to allow the deep retrofit of suitable sites and to tackle a blend of challenging and more straight forward measures from the outset.	Immediately	<ul style="list-style-type: none"> % carbon reduction of each site post retrofit. % of the Council's electricity consumption met by solar PV. % of the Council's electricity consumption met by solar PV. % of site energy sources from onsite solar PV. kWh of electricity exported to the city.
	ii. Solar PV generation will be maximised to provide the highest proportion of consumed electricity as is viable per location.	Immediately	
3. <i>Renewable Heat:</i> Implementation of renewable heat in new buildings	i. Mandate within the project brief that only low carbon heating solutions are to be considered as heating sources.	Immediately	<ul style="list-style-type: none"> % of renewable heat as proportion to whole portfolio. % of project Staff that have received the training.
	ii. Ensure project team / building users have received necessary training on low carbon heating solution options.	2023	

Priorities	To achieve this, we will...	By When	What will we measure? How will we know we have achieved it?
	iii. Consider nearby buildings (Council owned / public / private) when determining energy strategy for the building heat networks.	Immediately	<ul style="list-style-type: none"> % of building occupants who have received awareness training.
4. <i>Natural Gas:</i> A commitment to significantly reduce or remove natural gas heating supplies across our buildings.	i. Demonstrate commitment to wider roll out, by trialling 1-2 demonstration projects in the first year of the strategy.	2022	<ul style="list-style-type: none"> Reduction in % of floor area heating by gas vs renewables. Increase in utility costs for sites that have moved to low carbon heating sources.
	ii. Develop communication strategy for explaining decision to move to low carbon heating, and how that will affect building occupants.	2022	
	iii. Subsidise short term increased revenue costs for sites that have transitioned from gas heating to low carbon alternatives	2022	
	<i>Building Rationalisation:</i> Audit current assets to understand their long-term carbon impact with the aim of better strategic utilisation.	i. Develop a prioritisation matrix for rationalising current assets owned by the Council to include: <ul style="list-style-type: none"> - Current utility costs - Costs for deep carbonisation 	2022
ii. Identify properties which have significant long term carbon impacts on the Council if retained.		2023	
iii. Identify properties that will require the largest investment to decarbonise.		2023	
iv. Carry out strategic review of assets.		2025	

7.3 Theme 3: Our Land



7.3.1 2030 Vision

A city which sustainably manages and increases its natural resources, protecting, enhancing, improving and connecting the natural environment in a carbon neutral and climate and ecological responsible manner

Our Council owned land and woodland is estimated to provide biological carbon storage of **1,041 CO₂e** which equates to an offset of **-1.3%**.

Biological carbon sequestration (capture) and storage is provided by the storage of carbon dioxide in vegetation such as grasslands, forests, soils and oceans.

Carbon capture and storage is an essential part of limiting the impact of climate change. Maintaining and expanding habitats such as woodland on our estate is key to protecting and enhancing carbon stored.

7.3.2 Priorities

To reach our vision we have set four priorities:

- 1) *Ecosystem Resilience:*** Sustainably restore, create and connect biodiversity and habitats by improving Council owned land and public realm
- 2) *Trees & Woodland:*** Improve human health, environmental quality, carbon reduction and capture by sustainably managing and increasing Newport's trees and woodland.
- 3) *Urban Greenspace:*** Increase green infrastructure in the urban/public realm to reduce environmental inequalities, for the multiple benefits of nature's recovery, human health and wellbeing, climate adaptation, cooling and flood alleviation, providing carbon reduction and clean air.
- 4) *Council Owned Leased Land:*** Support the nature recovery whilst reducing carbon emissions from Council owned farmland and any other leased land.

7.3.3 Actions

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
<p>1. <i>Ecosystem Resilience:</i> Sustainably restore, create and connect biodiversity and habitats by improving Council owned land and public realm</p>	i. Use green infrastructure mapping and assessment to change land management practices to create, maintain and restore biodiverse, climate resilient environments and provide carbon storage.	Dec 2023	<ul style="list-style-type: none"> • Carbon capture • Up to date biodiversity plan in place and being implemented. • Increase in biodiversity. • Hectares of improved biodiversity / habitat creation.
	ii. Review and adapt green infrastructure strategies to consider biodiversity, carbon reduction and natural flood management. (to link with urban forest strategy above).	Dec 2023	
	iii. Update the enhanced biodiversity and resilience of ecosystems plan on a regular basis in line with the Environment Act duty.	As per timescales in the Act	
	iv. Review the management of all Council owned land and public realm for improved quality of biodiversity and habitat creation (e.g. meadow and grassland improvement and creation etc).	Dec 2023	
	v. Manage blue infrastructure effectively to reduce the risk of flooding, provide cooling, improve air quality and provide carbon storage.	Sep 2022	
<p>2. <i>Trees & Woodland:</i> Improve human health, environmental quality, carbon reduction and capture by sustainably managing and increasing Newport's trees and woodland.</p>	i. Ensure an overall increase of tree cover by developing an urban tree strategy and reviewing and adapting existing tree planting policies to incorporate best practice.	Dec 2023	<ul style="list-style-type: none"> • Carbon capture. • iTreeEco to measure carbon and value <ul style="list-style-type: none"> - Number of trees. - % increase in trees. • Hectare of tree cover.
	ii. Improve baseline data of tree cover across the local authority area.	Dec 2022	
	iii. Identify suitable locations within Council land for tree planting including reallocation of land and replanting for losses in ash woodland.	Dec 2023	
	iv. Increase tree cover In line with the findings of the iTree study by 26,000 on Council owned land.	Mar 2030	

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
	v. Ensure the sustainability of tree stock by maximising opportunities to source stock of local provenance and origin.	Ongoing	
	vi. Work with city partners to provide suitable locations within the Council land portfolio for tree planting including reallocation of land and replanting for losses in ash woodland.	Ongoing	
	vii. Evaluate the need and consider taking on low value land to increase tree cover and biodiversity.	Dec 2023	
<p>3. <i>Urban Greenspace:</i> Increase green infrastructure in the urban/public realm to reduce environmental inequalities, for the multiple benefits of nature's recovery, human health and wellbeing, climate adaptation, cooling and flood alleviation, providing carbon reduction and clean air.</p>	<p>i. Create urban green spaces by reappropriating space and retrofitting innovations which could include:</p> <ul style="list-style-type: none"> • pocket parks. • Sustainable Drainage Systems (SuDS) / rain gardens. • roof top spaces. • green walls. • water features for cooling effects. • more porous pavements. • wildflower planting. • street trees and hedges in areas of high air pollution. • invest in trees to keep urban areas cool and provide shade to protect from heat, and flooding. 	Ongoing	<ul style="list-style-type: none"> • Woodland Trust Greenspace Access Standard. • Fields in Trust Index.
<p>4. <i>Council Owned Leased Land:</i> Support the nature recovery whilst reducing carbon emissions from Council owned farmland and any other leased land.</p>	i. Review Council owned land and identify opportunities to work with tenants to reduce carbon emissions and improve biodiversity and carbon capture.	Mar 2023	<ul style="list-style-type: none"> • Tenants engaged.
	ii. Make aware and encourage tenants to take up initiatives to reduce carbon emissions and improve biodiversity and carbon capture.	Mar 2023 and ongoing	

7.4 Theme 4: Transport & Mobility



7.4.1 2030 Vision

Page 164
A city with healthy and sustainable travel choices for the people

Our transport emissions as a Council are estimated to be **5,603 tCO₂e** which equates to **6.9%** of our overall emissions. This includes the emissions from our plant and fleet vehicles, how our staff travel to work and during their working day.

We also have a wider role to play working with our partners across the city to plan and provide an integrated, frequent, low carbon and accessible transport network that is affordable in line with the sustainable travel hierarchy.

This will reduce air pollution, promote environmental resilience whilst equalising opportunity.

7.4.2 Priorities

To reach our vision we have set nine priorities:

Council emissions

- 1) **Business (Grey) Mileage & Staff Commuting:** Reduce carbon emissions from employee commuting and grey mileage by implementing a policy of agile working, active travel and usage of public transport and ultra-low emissions vehicles (ULEVs).
- 2) **Fleet:** Reduce Council carbon emissions by moving to a ULEV fleet.

Wider Role

- 3) **Transport Network:** Managing the transport network to enable people to travel in a more sustainable way.
- 4) **Land Use Planning & Placemaking:** Ensure sustainable transport options are available from the outset in all new developments, including walking, cycling, public transport and electric charging infrastructure.
- 5) **Active Travel:** Reduce carbon emission by prioritising active travel across the city.
- 6) **Public Transport:** Encourage the use of public transport instead of car usage.
- 7) **Charging Point Infrastructure:** Increase charging capacity across the city.
- 8) **Schools:** Reduce carbon emissions from home to school travel.
- 9) **Taxis:** Implement policies to support the move to a low emission taxi fleet.

7.4.3 Organisational Actions

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
1. Business (Grey) Mileage & Staff Commuting: Reduce carbon emissions from employee commuting and grey mileage by implementing a policy of agile working, active travel and usage of public transport and ultra-low emissions vehicles (ULEVs).	i. Reduce commuting by single use car by implementing a new operating model including hybrid home working and use of local public sector hubs: <ul style="list-style-type: none"> Identified employees to work average of 40% work 60% home. 	Jun 2022	<ul style="list-style-type: none"> % of staff car commuting journeys. % of staff public transport commuting journeys. % of staff active travel commuting journeys. % staff working from home 1 day or more a week. % staff working remotely 1 day or more a week. % of grey mile car journeys. % of grey mile public transport journeys. % of grey mile active travel journeys. % ULEV used during the day. No. of staff engaging with bike hire scheme when in place. Estimated carbon reduction.
	ii. Increase participation in active travel including cycling, walking and use of public transport: <ul style="list-style-type: none"> Increase promotion of cycle to work scheme and extend to e-cycling bikes. Review potential to offer cycle to work scheme throughout year. Extend our discount schemes to all bus and train providers. Promote employee benefits scheme for active travel i.e. outdoor leisure shops that sell cycling/walking kit. Install/provide storage, showers/changing, lockers at main sites. Promote cycle hire/safe routes to work. Consider introducing car sharing and park and ride if beneficial. 	Mar 2023	
	iii. Review and update Travel & Subsistence Policy to promote carbon reduction initiatives: <ul style="list-style-type: none"> Hire cars should always be ULEV. Reduce car mileage allowance for petrol/diesel vehicles incrementally over 5-year period (but retain current mileage rates for ULEV). 	Jun 2022 Mar 2027	

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?	
Page 166 <i>Fleet:</i> Reduce Council carbon emissions by moving to a ULEV fleet.	<ul style="list-style-type: none"> Allow home to work claims to prevent unnecessary journeys to a workplace to start work (especially if ULEV). ULEV fleet vehicles to be used for business travel when required. Consider incentives for active travel including on street bike hire fees when in place. 	Sep 2022		
		Mar 2023		
		Dec 2022		
	iv. Develop and implement sustainable travel plans for key Council sites.	Mar 2023		
	v. Ensure sustainable transport options are available from the outset of a Council new builds.	Ongoing		
	i. Develop a 5-year plan for fleet renewal and charging capacity.	Sep 2022		<ul style="list-style-type: none"> No. of EV fleet & plant % of EV fleet & plant Carbon reduction
	ii. Replace vehicles and plant with ULEV as they come up for renewal.	Mar 2027		
	iii. Investigate the feasibility of the conversion of existing vehicles that are not due for renewal.	Jun 2022		
iv. Provide manual and electric bikes for staff to undertake site visits and inspections as part of Council fleet.	Jun 2022			
v. Increase charging capability at Council sites as the fleet increases.	Jun 2022			
vi. Investigate the feasibility of energy banks on site to store electricity for contingency.	Mar 2023			
vii. Link charging capability to solar source and other small-scale renewables.	Mar 2023			
viii. Develop a vehicle disposal policy.	Mar 2023			

7.4.4 Wider Role / City Wide Actions

Priorities	To achieve this, we will...	By When	What will we measure? How will we know we have achieved it?
3. <i>Transport network</i> : Managing the transport network to enable people to travel in a more sustainable way.	i. Prioritise walking, cycling and public transport in line with the sustainable travel hierarchy by: <ul style="list-style-type: none"> Tackling illegal parking (already in place). Apply for moving traffic offence powers. Tackle pavement parking in line with WG legislation. Adopting new hierarchy of road users as contained in the highway code. Implement 20 mile an hour limit. 	Ongoing Jun 2022 2022 Underway 2023	<ul style="list-style-type: none"> Illegal parking data No. of streets with 20mph speed limit No. of streets where pavement parking is being monitored
4. <i>Land Use Planning & Placemaking</i> : Ensure sustainable transport options are available from the outset in all new developments, including walking, cycling, public transport and electric charging infrastructure.	i. Ensure all new developments maximise sustainable travel opportunities.	Ongoing	<ul style="list-style-type: none"> % of major new developments approved with a sustainable travel plan. No. of developments permitted with an outstanding objection from City Services in relation to sustainable travel. No. / value of Section 106 agreements secured for improvements in public transport, cycling, walking.
	ii. Review the Local Development Plan and other planning guidance to strengthen sustainable travel policies.	Feb 2025	
5. <i>Active Travel</i> : Reduce carbon emission by prioritising active travel across the city.	i. Improve and expand the current active travel network across the city to connect communities.	Ongoing	<u>Active Travel Counters</u> <ul style="list-style-type: none"> No. of active travel journeys. % increase in active travel journeys. <u>Active Travel Routes</u> <ul style="list-style-type: none"> Kms of new / improved active travel routes. Successful active travel funding applications for schemes. Evaluation of schemes <u>Active Travel Engagement</u>
	ii. Engage with communities to develop the next Active Travel Network Map to inform the improvements and expansion priorities.	Dec 2021	
	iii. Use the Active Travel Network map to develop a new accessible public cycle map.	Jun 2022	
	iv. Promote active travel routes and choices across the city.	Ongoing	
	v. Implement a city-wide bike hire scheme (to include e-bikes).	Dec 2022	
	vi. Remove barriers to active travel:	Ongoing	

Priorities	To achieve this, we will...	By When	What will we measure? How will we know we have achieved it?
	<ul style="list-style-type: none"> a. Secure cycle parking / cycle hubs. b. Drop curbs. c. Illegal parking d. Safety 		<ul style="list-style-type: none"> • Active Travel Network Map consultation results
6. <i>Public Transport:</i> Encourage the use of public transport instead of car usage.	i. Improve travel information at bus stops to encourage the use of public transport.	Jun 2022	<ul style="list-style-type: none"> • Train station usage (entries & exits) • Bus trend use analysis. • No of ULE buses. • No. of solar powered bus shelters. • No. of additional bus routes provided due to support funding.
	ii. Implement the Flexi-pilot scheme (Demand responsive service).	In place	
	iii. Set up a regional bus network (Reference Network).	Mar 2025	
	iv. Continue to support the socially necessary bus network.	Ongoing	
	v. Continue to promote the use of public transport to reduce emissions.	Mar 2023	
	vi. Provide sustainably powered bus infrastructure (bus shelters solar powered) where possible.	Mar 2023	
	vii. Work in partnership on promoting and reducing the barriers to using public transport such as: <ul style="list-style-type: none"> a. Safety b. Cost c. Accessibility 	Ongoing	
7. <i>Charging Point Infrastructure:</i> Increase charging capacity across the city.	i. Increase public charging units across the city considering strategic sites to fit with the wider network.	Ongoing	<ul style="list-style-type: none"> • No. of public charging point units. • No. of sites where Council public charging is available. • No. charge units on the highway. • % of residents without off street parking that are within a 5-minute walk of a charging point.
	ii. Develop an on-street charging installation policy for Newport.	Dec 2021	
	iii. Increase the number of residents without off street parking that are in a 5-minute walk of a charging point.	Start 2022	
	iv. Work in partnership with the region to develop a regional approach to EV charge point infrastructure.	Mar 2023	
	i. Roll out active travel programmes schools as funding becomes available.	Ongoing	<ul style="list-style-type: none"> • No. of active travel programme in schools.

Priorities	To achieve this, we will...	By When	What will we measure? How will we know we have achieved it?
8. <i>Schools</i> : Reduce carbon emissions from home to school travel.	ii. Improve safe active travel links to schools.	Ongoing	<ul style="list-style-type: none"> No. of schools with traffic free streets scheme.
	iii. Roll out anti-idling campaigns at schools as funding becomes available.	Annually	
	iv. Pilot traffic free streets near schools.	Mar 2023	
	v. Utilise the public transport network for home to school transport where possible.	Ongoing	
	vi. Analyse results of home to school taxi and bus contract study to agree date when ULEV will become mandatory.	Mar 2026	
	vii. Ensure that sustainable transport options are available from the outset in all new schools, including walking, cycling, public transport and electric charging infrastructure.	Ongoing	
	Page 169 <i>Taxis</i> : Implement policies to support the move to a low emission taxi fleet.	i. Develop a ULEV taxi pilot.	
ii. Install charging points for taxis		Jun 2022	
iii. Reduce emissions from taxi fleet by implementing minimum requirement of Euro 6 vehicles for licencing.		Jun 2022	
iv. All new license taxis to be ULEV		Mar 2025	

7.5 Theme 5: The Goods & Services we Procure



7.5.1 2030 Vision

Page 170
Sustainable procurement will be at the heart of ensuring that our external contracting minimises the climate and nature impact and also the carbon footprint of goods, works and services procured

The emissions from the goods and services that we purchase and our supply chain as a Council are estimated to be **55,168 tCO₂e** which equates to **67.3%** of our overall emissions.

It should be noted that the recommended methodology for calculating these emissions is based on spend on a certain category and the emissions associated with that category (as set by Welsh Government). The result is an estimate of overall emissions for procurement. More accurate results are being worked on for the future reporting.

7.5.2 Priorities

To reach our vision we have set four priorities:

- 1) Measurement:** Gain a good understanding of our estimated tCO₂e per annum from procured goods and services, and its emissions profile and supplier base.
- 2) Guidance, Tools and Training:** Develop guidance, tools and training for the organisation to support staff to reduction of carbon throughout the procurement lifecycle.
- 3) Partnership:** Lead by example and work with our procurement strategic partners both public and private to align climate change, carbon reduction and circular economy aspirations.
- 4) Engagement:** Incentivise suppliers through proportionate evaluation criteria to proactively seek opportunities to reduce carbon and climate impacts.

7.5.3 Actions

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
1. Measurement: Gain a good understanding of our estimated CO ₂ e per annum from procured goods and services, and its emissions profile and supplier base.	i. Undertake initial baselining exercise to gain an estimation of the carbon emissions from procurement.	Jul 2021 (already complete)	<ul style="list-style-type: none"> Baselining complete.
	ii. Develop a measurement tool to give more detailed information of the areas of focus (could be facilitated via the social value tool below).	Sep 2022	<ul style="list-style-type: none"> Measurement tool developed and in use.
	iii. Work with suppliers to review and measure carbon footprint of existing contracts.	Oct 2022	<ul style="list-style-type: none"> Selected suppliers will have provided data on their current carbon footprint/emissions
	iv. Use this information gained in iii to inform future direction for new tender specifications, carbon questionnaires and TOMs requirements.	Oct 2022 earlier in some cases where possible	<ul style="list-style-type: none"> Data from existing suppliers will inform new contract specifications. Carbon questionnaires and the Welsh National TOMs are being used to capture data from tenderers and inform achievements to carbon net zero.
2. Guidance, tools and training: Develop guidance, tools and training for the organisation to support staff to reduction of carbon throughout the procurement lifecycle.	i. Develop and build on the Council's procurement gateway process to fully consider climate change, carbon reduction and sustainability.	Jun 2022	<ul style="list-style-type: none"> The revised gateway process will be in operation and detailing changes to reduce carbon within the contract, for approval in line with process.
	ii. Consider climate change and carbon reduction action at the early stage of the procurement planning process and contract development by: <ul style="list-style-type: none"> developing a new tender action timetable template and using annual forward work plans to help inform on upcoming tenders. 	Jun 2022 ongoing thereafter	<ul style="list-style-type: none"> Example tender timetables will be viewable on the intranet and annual procurement plans will be presented by service areas.

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 72</p>	iii. Implement a social value tool (e.g. National TOMs) that considers climate change and carbon reduction to assist with evaluation.	Sep 2022	<ul style="list-style-type: none"> The Welsh National TOMs is the embedded approach to measure carbon reduction through competitive tendering.
	iv. Provide appropriate training to undertake the new processes for: <ul style="list-style-type: none"> procurement staff staff/managers undertaking the procurement process gateway decision makers 	Oct 2022	<ul style="list-style-type: none"> All staff who make decisions on external spend, both requesters and approvers will be trained to ensure carbon reduction opportunities are maximised.
	v. Use networking and collaboration to seek out best practice and idea sharing.	Jun 2022 ongoing thereafter	<ul style="list-style-type: none"> Networking with peers in other organisations will have provided examples of achievements made and best practice solutions to areas of focus.
<p><i>Partnership:</i> Lead by example and work with our procurement strategic partners both public and private to align nature recovery, climate change, carbon reduction and circular economy aspirations.</p>	i. Ensure Newport Norse are fully engaged in this carbon net zero agenda and conduct procurements accordingly.	Jun 2022	<ul style="list-style-type: none"> Newport Norse is managing procurement in line with agreed Council protocol.
	ii. Consider if Newport Norse tendering requires the same carbon scrutiny in line with revised procurement gateway processes.	Jun 2021	<ul style="list-style-type: none"> Newport Norse will or will not be submitting gateway approval forms in line with internal procedures.
	iii. Engage with other key partners (including strategic suppliers) to seek out carbon reduction opportunities during the lifetime of contracts.	Jun 2022 ongoing thereafter	<ul style="list-style-type: none"> Ongoing contract arrangements will be delivering 'in term' solutions and improvements, with contract managers reporting on the reduction in carbon emissions.
	iv. Ensure collaborative contracts include carbon reduction measures and that collaborative contract management includes the ability to capture lifetime data and seek continuous improvements.	Jun 2022 ongoing thereafter	<ul style="list-style-type: none"> Collaborative contracting will be delivering the same outcomes as Council contracts. Measuring and reporting on carbon will be a built-in requirement.

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
4. <i>Engagement</i> : Incentivise suppliers through proportionate evaluation criteria to proactively seek opportunities to support the nature recovery and reduce carbon and climate impacts.	i. Use the Welsh National TOMs as scorable evaluation criteria in medium & high value tenders.	Jun 2022	<ul style="list-style-type: none"> The Welsh TOMs will be the standard approach for Council when including social value / carbon reduction measures into appropriate contracts.
	ii. Brief potential suppliers on the carbon reduction need for each procurement.	Jun 2022, ongoing thereafter	<ul style="list-style-type: none"> Suppliers will be briefed for each tender either through the tender process or early engagement supplier sessions.

7.6 Theme 6: Our Wider Role



7.6.1 2030 Vision

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Leading by example and proactively supporting our communities and partners towards society wide action for nature and climate recovery

The Council also has a wider role to play in supporting community wide climate change mitigation and adaptation through the services that we provide.

How we provide our services can support the city's journey to net zero carbon and adaptation to climate change.

For example:

- Planning for low carbon sustainable communities through planning and our local development plan.
- Working with the private sector to deliver local and regional renewable energy.

- Managing municipal waste to reduce carbon emissions.

Emissions from our waste services are estimated to be **6,908 tCO₂e** which equates to **8.4%** of our overall Council's emissions. It must be noted that at present it is difficult to distinguish between Council and City waste, therefore, this figure is representative of the waste produced by the city as a whole and collected by the Council. Reducing waste in the right way will reduce the carbon footprint of the city.

7.6.2 Priorities

To reach our vision we have six priorities:

- 1) Placemaking & Building Control:** Reduce carbon emissions and support nature recovery by focusing on sustainable, low carbon development, influencing low carbon energy and building resilient communities.
- 2) Energy:** Identify and implement the changes needed to the local energy system to decarbonise heat, electricity and local transport and realises local renewable energy production.
- 3) Flooding:** Build climate resilience and alleviate flooding across the city using a range of measures including natural flood defences.
- 4) Waste:** Reduce carbon emissions from managing waste to become a zero-waste city and nation by 2050.
- 5) Digital:** Utilise digital solutions effectively to reduce and monitor carbon emissions.
- 6) Partnerships & Communities:** Work collaboratively with partners and communities to promote the climate and nature recovery across the city.

7.6.3 Actions

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
1. <i>Placemaking & Building Control:</i> Reduce carbon emissions and support nature recovery by focusing on sustainable, low carbon development, influencing low carbon energy and building resilient communities	i. Ensure all developments are fully aligned with Planning Policy Wales 11, the Well-being of Future Generations (Wales) Act 2015 and the Placemaking Wales Charter.	Mar 2023	<ul style="list-style-type: none"> • % of major new developments approved with a sustainable travel plan. • No. of developments permitted with an outstanding Highways objection due to lack of sustainable transport initiatives. • No. / value of Section 106 agreements secured for improvements in public transport, cycling, walking. • No. and capacity of renewable energy developments permitted. • No. of developments including local heat networks. • No. of developments permitted in floodplain areas not meeting all tests.
	i. Ensure sustainable transport options are available from the outset in all new developments, including walking, cycling, public transport and electric charging infrastructure by: <ul style="list-style-type: none"> • Ensuring all new developments maximise sustainable travel opportunities. • Reviewing the Local Development Plan and other planning guidance to strengthen sustainable travel policies. 	Ongoing Mar 2025	
	ii. Encourage our partners to move towards carbon neutral new developments which consider the nature and climate emergency and incorporate nature-based solutions.	Already in place	
	iii. Encourage developments to include local heat networks within major developments.	Already in place	
	iv. Identify a renewable energy target for Newport and ensure sufficient land is allocated to meet that target.	Feb 2025	
	v. Ensure developers meet national flood risk requirements for new developments.	Already in place	
2. <i>Energy:</i> Identify and implement the changes needed to the local energy system to decarbonise heat, electricity	vi. Develop a Local Area Energy Plan for the Newport area which will inform, shape and enable the transition to net zero carbon energy for a whole area aligned with regional energy strategies and governance arrangements.	Jun 2022	<ul style="list-style-type: none"> • LAE Plan developed • Projects in the plan being implemented

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
and local transport and realises local renewable energy production.	vii. Deliver first phase of the Local Area Energy Plan, which indicates priority energy interventions to meet our power, heat and transport needs for the city.	Mar 2026	<ul style="list-style-type: none"> Carbon reduction from energy change across the city
	viii. Work to a single vision and plan with public and private sector partners to deliver on a range of projects across heat, power and transport to decarbonise the local area and region.	Mar 2030	
	ix. Support the Welsh Governments renewable local ownership energy target energy-generation-in-wales-2019	2030	
	x. Raise awareness and enforce the minimum energy efficiency standards for rental properties. (An Energy performance certificate (EPC) rating of E or above is required on these properties to comply with the law).	2022-2028	<ul style="list-style-type: none"> No. of rental residential properties with EPC below E. % of rental residential properties with EPC below E No. of rental residential properties with no EPC. % of rental residential properties with no EPC. Carbon reduction from improvement in energy efficiency of properties.
3. Flooding: Build climate resilience and alleviate flooding across the city using a range of measures including natural flood defences.	i. Develop a sustainable drainage strategy for Newport and maximise opportunities for SuDS.	Mar 2023	<ul style="list-style-type: none"> Flooding effectively managed and minimised. Sustainable drainage strategy developed and being implemented. Updated flood risk management plan and strategy in place and being implemented. Grant funding obtained. Flood asset database up to date.
	ii. Update flood risk management plan and strategy in line with national strategy.	Oct 2023	
	iii. Apply for Welsh Government grant funding for schemes as it becomes available.	Mar 2026	
	iv. Investigate any problems with existing assets and update the flood asset databases.	Ongoing	
	v. Work with partners Welsh Waters, NRW and other local authorities upstream to influence decision making relating to flood defences.	Ongoing	

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
4. Waste: Reduce carbon emissions from managing waste to become a zero-waste city and nation by 2050.	i. Lead by example and embed waste minimisation and circular economy principles and practice across the Council departments.	2027	<ul style="list-style-type: none"> • Waste to landfill • Reduction in waste • Reduction in avoidable food waste • Recycling rates
	ii. Continue to align with Welsh Government ambitions to reduce landfill waste and increase recycling	2027	
	iii. Work with the Welsh Government to ensure appropriate monitoring is in place to encourage reduction in all waste.	2027	
	iv. Replace refuse fleet vehicles with ULEV as they come up for renewal.	2030	
	v. Support our communities to become plastic free “Plastic free Newport”	2027	
Page 177 Digital: Utilise digital solutions effectively to reduce and monitor carbon emissions.	i. Develop a new digital strategy that fully considers the Council’s climate change commitments and net zero aspirations. <ul style="list-style-type: none"> - Actively considers climate change and associated actions - Supports the “new normal” way of working and associated actions. - Provide technology solutions that reduce the need for customer and staff travel. - Maximise the use of digital solutions to reduce paper usage including digitising paper records where possible - Minimise data storage to reduce infrastructure requirements and reduce energy consumption. 	Dec 2021	<ul style="list-style-type: none"> • Grey milage • Staff travel data • No. of face-to-face customer interactions • No. of online customer interactions • Reduction in data storage – reduction in rack space • Reduction in energy usage / tCO₂e emissions • IT waste, recycling and reuse data
	ii. Migrate to more energy efficient technology solutions including data centre and cloud provision taking advantage of economies of scale in terms of cooling efficiency.	Dec 2023	
	iii. Maximise the use of digital solutions such as Internet of Things (IoT) network to measure climate change action and	Mar 2027	

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
<p>carbon emissions. For example, air quality, flood risk, carbon emissions</p>	<p>iv. Providing information and data to facilitate organisational and individual informed decisions around climate change and carbon emissions.</p>	<p>Mar 2027</p>	
	<p>v. Work with IT Partner, Shared Resource Service (SRS) Wales to consider climate change measures across service delivery and take appropriate actions to reduce energy usage and reduce carbon and waste.</p>	<p>Mar 2023</p>	
	<p>vi. Consider climate impact and carbon reduction when purchasing IT equipment.</p>	<p>Mar 2023</p>	
	<p>vii. Embed reduce, reuse, recycle principles in IT policies and practices.</p>	<p>Mar 2023</p>	
	<p>Partnerships & Communities: Work collaboratively with partners and communities to promote the climate and nature recovery across the city.</p>	<p>i. Work with our partners to ensure communities feel connected to nature and have easy access to safe, quality green and blue spaces for health, well-being, play and recreation and empower communities to take an active role in decision making and managing local green spaces.</p>	
<p>ii. Ensure communities and One Newport partnership partners are fully engaged in the development and implementation of the Newport wide climate strategy.</p>	<p>Mar 2023</p>		
<p>iii. Ensure key stakeholders including local businesses are fully involved in the development of the Local Development Plan</p>	<p>Mar 2023</p>		
<p>iv. Work with partners and communities across Newport and Monmouthshire to ensure nature recovery, remembering that our natural resources have a key role to play in climate</p>	<p>2023</p>		

Priorities	To achieve this, we will...	By When	What will we measure? How will we know this has been achieved?
	change mitigation and adaptation and developing a Local Nature Recovery Action Plan (LNRAP)		
	v. Ensure all stakeholders including the industrial cluster and the residential sector are fully engaged in the development and implementation of the Local Area Energy Plan.	2022-2027	
	vi. Embed climate change mitigation and adaptation opportunities into the air quality action planning process with communities and stakeholders.	Sep 2021	

8 TIMESCALES

Aug-Oct 2021	Consultation Draft of the plan developed	Complete
29 Oct 2021	Reviewed by Scrutiny Committee	Complete
31 Dec 2021	Consultation closing date	Complete
Jan/Feb 2022	Consultation responses reviewed and Climate Change Plan updated	Complete
9 Mar 2022	Presented to Agreed and endorsed by Cabinet	
Mar 2022	Plan published	
Mar/Apr 2022	Development of a delivery, governance and performance framework	
Apr 2022	Start implementation of the plan	
Annually	Progress report to be published	
Annually	Review of the plan	
Apr 2026	Start to develop new plan for next period 2027-32	

Fairness and Equalities Impact Assessment (FEIA)

This is an integrated Impact Assessment which aims to ensure Newport City Council makes decisions which are fair, take account of relevant evidence, and seek to secure the best outcomes for our communities. **An FEIA should be used to inform the first steps of decision-making, at concept stage, not when a decision is already made, or at the point when it cannot be influenced.** This impact assessment considers our legislative responsibilities under:

- The Equality Act (2010), including the Socio-economic Duty
- The Wellbeing of Future Generations (Wales) Act (2015)
- The Welsh Language (Wales) Measure (2011)

The FEIA process is not intended to prevent decisions being made, but to ensure we have considered their potential impact. An FEIA also helps us to focus on how we can reduce any negative impacts, and provides us with evidence that we have met our legal duties.

For support to complete your FEIA, please contact the [Connected Communities Team](#)

What do we mean by Fairness?

The Newport Fairness Commission is an independent body which advises the council on the best use of resources and powers to achieve the fairest outcomes for local people. The Fairness Commission has established four **Principles of Fairness** which should be considered as part of any decisions that the council make – the questions below are useful to reflect on before you start your FEIA.

Equity	Are people being treated in a consistent way, whilst acknowledging their differences (for example, need, barriers to accessing services)?
	Will the gap between those with more, and those with less be reduced?
	Have the interests of different groups affected (including minority or disadvantaged communities) been taken into account?
Priority	Have the needs of the most disadvantaged and vulnerable across the city been given priority?
	Have you considered possible indirect consequences for minority/disadvantaged communities when other priorities are directing decisions?
Inclusion	Will the voices of all those affected by your decision be heard?
	Are people able to participate in and shape a service, as well as receiving it?
	Have you considered the impact of your decision on the relationship between communities, and the spaces they share?
Communication	Are decisions being made transparently and consistently?
	How will decisions be communicated to people who are affected in a clear way, with the opportunity for feedback?

Part 1: Identification

Name of person completing the FEIA	Emma Wakeham
Role of person completing the FEIA	Senior Policy & Partnership Officer
Date of completion	7th Oct 2021
Head of Service who has approved this FEIA	Paul Jones

1. What is being assessed? *(Please double click on the relevant box(es) (X) and select 'checked' as appropriate)*

- New or revised policies, practices or procedures (which modify service delivery or employment practices)
- Service review or re-organisation proposals which affect the community and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- Decisions affecting service users, employees or the wider community including (de)commissioning or revising services
- New project proposals affecting staff, communities or access to the built environment
- Public events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Service Boards
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- Other *please explain in the box below:*

2. Please describe the overall aims, objectives and intended outcomes of your decision

The Climate Change Plan once approved will shape the Council’s future climate change mitigation and adaptation journey over the next five years.

The plan sets out the proposed themes, priorities, actions and milestones that we need to take as a Council over the next five years to:

- Reach net zero as an organisation by 2030.
- Review the services we provide to ensure they support the city’s journey to net zero and adaptation to climate change.

3. Who are the main stakeholders who may be impacted by your decision and what data do you hold on them? Consider communities of place (people who live in the same geographic area) and communities of interest (people who share particular characteristics but may live in different geographic areas). Stakeholders may include residents, local businesses, community groups, staff or partners.

All community members

Staff and members

Partner organisations

Part 2: Engagement

When completing this section, you need to consider whether you have sufficient information about the views and experiences of people who your decision will impact upon. If you don't, you may need to undertake a period of engagement/consultation before continuing. An FEIA is a live document, so can be updated with consultation findings, and amended as needed during the decision-making process.

The council has a duty to consult and engage with people who may experience inequalities as a result of your decision. This includes people **who share Protected Characteristics** (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and people who **have lived experience of socio-economic disadvantage**. The council's Youth Promise also requires us to ensure **all young people in Newport are listened to and included in decisions affecting them**.

The council also has a duty to ensure that any consultation is available bilingually (in Welsh as well as English), and you may like to consider any other community languages that are spoken by people who may be impacted by your decision. Below are some questions that should be included in any public consultation relating to a decision which may impact on the use of Welsh language in Newport:

1. Do you believe that the proposed decision/policy will have a positive or negative effect on opportunities to use the Welsh language?
2. If you think it will have a negative effect, what steps could we take to lessen or remove this and improve positive effects?
3. Do you believe that the proposed decision/policy will treat the Welsh language less favourably than the English language?

1. How have you engaged with people who may be affected by your decision (the stakeholders you have identified)?

Managers and staff from across the council have been involved in the development of the consultation draft of the Plan.
A consultation draft of the plan was presented to the Overview and Scrutiny Management Committee on the 29th October 2021.
A formal consultation process took place in November and December 2021.

2. What do you know about the views or experiences of people who may be affected by your decision?

Responses received during the public consultation were mostly supportive of the plan.

Part 3: Assessment

This section requires you to assess the potential impact of your decision on a range of groups who may experience specific disadvantages. Your assessment should be supported by evidence – either from your own engagement/consultation, similar or previous engagement, what you already know about the people who access your service, or from local and national sources of information.

Useful documents which set out information about how communities are impacted by inequalities include [EHRC – Is Wales Fairer?](#) and the council’s [COVID-19 Community Impact Assessment](#). Your decision may have both positive and negative impacts – if this is the case, please place a cross in both boxes.

1. Impact on people that share Protected Characteristics

[Protected Characteristics](#) are defined under the Equality Act 2010, and describe groups of people who are protected from discrimination, either in the workplace, or through the provision of goods and services. The council must consider how decisions may impact on people differently because of a protected characteristic, and how any negative impact could be reduced. National guidance on assessing equality impacts and the Public Sector Equality Duty can be found [here](#). You can also access further advice and examples of positive and negative impacts [here](#).

Protected characteristic	Impact:			<p>Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to:</p> <ol style="list-style-type: none"> 1. Promote equal opportunity across different groups 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation
	Positive	Negative	Neither	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The impact of climate change on younger people and future generations are likely to be greater than other sections of the community as temperatures are likely to rise as time goes on.</p> <p>Extremes in weather tend to impact more greatly on the most vulnerable and those with existing health conditions so older people could also be impacted more greatly. There is a higher risk of heat related illness and mortality and older people are more susceptible to poor air quality and wildfire smoke. However, warmer winters are projected to decrease cold related deaths.</p>

Protected characteristic	Impact:			<p>Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to:</p> <ol style="list-style-type: none"> 1. Promote equal opportunity across different groups 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation
	Positive	Negative	Neither	
				The Climate Change Plan will support the prevention of the worst impacts of climate change so there could be a positive impact for these age groups.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Extremes in weather tend to impact more greatly on the most vulnerable and those with existing health conditions so disabled people are likely to be impacted to a greater degree by climate change. There will be negative impacts on some conditions such as mental health problems, cardiovascular and respiratory disease, and diabetes. In addition, those with respiratory conditions are more susceptible to poor air quality and wildfire smoke.</p> <p>The Climate Change Plan will support the prevention of the worst impacts of climate change so there could be a positive impact for disabled people.</p>
Gender Reassignment/ Transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no specific impacts for gender reassignment or transgender.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no specific impacts for those that are married or in a civil partnership.
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no specific impacts for those that are pregnant or on maternity.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no specific impacts for race. However, ethnic minorities in Newport tend to live in the most deprived areas in Newport.

Protected characteristic	Impact:			<p>Provide further details about the nature of the impact in the sections below, considering the Public Sector Equality Duty that the council has to:</p> <ol style="list-style-type: none"> Promote equal opportunity across different groups Promote community cohesion Help eliminate unlawful discrimination/ harassment/ victimisation
	Positive	Negative	Neither	
				<p>For example, poor air quality combined with health impacts of deprivation interact to modify and strengthen associations with all-cause and respiratory disease mortality especially in the 'most' deprived areas where the most-vulnerable people live and where health needs are the greatest.</p> <p>In addition, ethnic minorities tend to have poorer health outcomes, lower disability-free life expectancy and higher rates of cardiovascular disease and diabetes which are all negatively affected by the impacts of climate change.</p> <p>The Climate Change Plan will support the mitigation and adaptation of the impacts of climate change in the local area so has the potential to have a positive impact or to reduce the likelihood of a negative impact.</p>
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no specific impacts on religion, beliefs or non-beliefs.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no specific impacts on gender.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no specific impacts on sexual orientation.

2. Impact on Welsh Language

The Welsh Language (Wales) Measure specifies that for all policy decisions, the council must consider the effects (both positive and negative) on the Welsh language. For further guidance on Welsh language considerations see [here](#).

	Impact:			
	Positive	Negative	Neither	
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be no impact on the Welsh Language. All consultation materials were available in Welsh and the final plan will be translated in to Welsh.

1. Please describe how you have ensured your engagement has considered the view of Welsh speakers in Newport.

All consultation materials were available in Welsh and the final plan will be translated in to Welsh.

3. The Sustainable Development Principle

The Well-being of Future Generations Act puts in place a sustainable development principle which helps organisations consider the impact they could have on people living in Wales in the future, and ensure they are focused on tackling long-term challenges. Below, consider how your decision promotes, advances, or contradicts the [5 ways of working](#) which underpin the sustainable development principle. You can access further guidance on considering the sustainable development principle [here](#).

<p>Long term</p> 	<p><i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i></p>	<p>The Climate Change Plan will have long term benefits for current and future generations by reducing carbon emissions and reducing the impacts of climate change.</p>
<p>Prevention</p> 	<p><i>Putting resources into preventing problems occurring or getting worse</i></p>	<p>In the UK, it is forecast that we will experience changing weather patterns with stronger storms occurring more often, bringing an increased risk of flooding to local areas. During the summer months temperatures will continue to rise, bringing heatwaves and drought.</p> <p>These changes will affect the quality of land, land use, and agriculture. Water and air quality will continue to worsen, and there will be changes to local ecology and wildlife biodiversity as a result of this, with some local species at risk of extinction.</p> <p>With agriculture being affected, the cost of food will increase along with the cost of living. Damage to land and infrastructure will result in an increased strain on public services and local economies.</p> <p>Changes in temperatures will also result in pests settling further north due to the warmer climate which will bring with them more diseases, not usually seen in the UK. Changes to the climate will also bring with it new forms of illnesses linked to extremes in temperatures, with the young and</p>

		<p>the elderly being most affected. The health system will continue to be put under even more pressure.</p> <p>The Climate Change Plan will support the prevention of the worst impacts of climate change.</p>
<p>Integration</p> 	<p><i>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</i></p>	<p>Limiting climate change and reducing our carbon emissions are key to achieving all of our well-being objectives and the well-being goals.</p>
<p>Collaboration</p> 	<p><i>Working together to deliver objectives.</i></p>	<p>Staff and manages from across the council have worked together to develop the consultation draft of the Plan.</p>
<p>Involvement</p> 	<p><i>Involving those with an interest and seeking their view - ensuring that those people reflect the diversity of the area.</i></p>	<p>A formal consultation process took place in November and December 2021.</p>

4. Socio-economic Duty

The [Socio-economic Duty](#) is set out in the Equality Act 2010, and requires the council, when making strategic decisions, to pay due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage. Inequalities of outcome are felt most acutely in areas such as health, education, work, living standards, justice and personal security, and participation.

A 'strategic decision' is defined by Welsh Government as a decision **which affects how the council fulfils its statutory purpose over a significant period of time and does not include routine 'day to day' decisions**. Strategic decisions include:

- Corporate plans
- Setting wellbeing, equality and other strategic objectives
- Changes to, or development of public services
- Strategic financial planning
- Strategic policy development

If you do not think your decision meets this definition, and you do not plan on carrying out a Socio-economic Duty Assessment in this section, please provide your rationale below. Any decision which is presented to a Cabinet Member, at Cabinet or Council will be viewed as a strategic decision.

If your decision does meet the definition, please consider the impact of your decision on the socio-economically disadvantaged groups, and areas of inequality that may arise from socio-economic disadvantage contained in the matrix below. The groups listed are not exhaustive and you should consider any additional groups relevant to your decision who may experience socio-economic disadvantage in the following ways:

- **Low Income/Income Poverty** - cannot afford to maintain regular payments such as bills, food, clothing, transport etc.
- **Low and/or no Wealth** - enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future
- **Material Deprivation** - unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)
- **Area Deprivation** - where you live (rural areas), where you work (accessibility of public transport)

- Socio-economic Background – for example, parents’ education, employment and income

Indicate a positive or negative impact, or both where they apply, and the severity of this impact by coding the sections of the grid based on the below. *If there is no/neutral impact, please leave blank.*

Negative Impact		Positive Impact	
N1	Negative impact – mild	P1	Positive impact – mild
N2	Negative impact – moderate	P2	Positive impact – moderate
N3	Negative impact – significant	P3	Positive impact – significant
N4	Potential for negative impact (but unsure)	P4	Potential for positive impact (but unsure)

Areas of inequality that may arise from socio-economic disadvantage – definitions
Education :The capability to be knowledgeable, to understand and reason, and to have the skills and opportunity to participate in the labour market and in society
Work : The capability to work in just and favourable conditions, to have the value of your work recognised, even if unpaid, to not be prevented from working and to be free from slavery, forced labour and other forms of exploitation
Living Standards : The capability to enjoy a comfortable standard of living, in appropriate housing, with independence and security, and to be cared for and supported when necessary.
Justice, Personal Security and Community Safety : The capability to avoid premature mortality, live in security, and knowing you will be protected and treated fairly by the law
Health : The capability to be healthy, physically and mentally, being free in matters of sexual relationships and reproduction, and having autonomy over care and treatment and being cared for in the final stages of your life
Participation : The capability to participate in decision making and in communities, access services, know your privacy will be respected, and express yourself

Groups	Areas of inequality						
	Living Standards	Work	Health	Education	Justice and community safety	Participation	Physical Environment
Children living in poverty	P4		P4				P4
Low income households without dependent children	P4		P4				P4
Unemployed young people							
Long term unemployed							
Homeless households							
Refugees, migrants and asylum seekers							

Deprived neighbourhoods - WIMD rank in 10% most deprived LSOA	P4		P4				P4
People on Universal Credit / income related benefits	P4		P4				P4
Adults with no qualifications or low qualifications							
People living in low quality housing or in Houses of Multiple Occupation	P4		P4				P4

1. What evidence do you have about socioeconomic disadvantage and inequalities of outcome in relation to this decision?

The Climate Change Plan will support the mitigation and adaptation of the impacts of climate change in the local area so has the potential to have a positive impact or to reduce the likelihood of a negative impact.

Public Health studies have shown that the impacts of climate change such as poor air quality, poor health, poor physical environment tend to have the biggest impacts in deprived areas.

For example, poor air quality combined with health impacts of deprivation interact to modify and strengthen associations with all-cause and respiratory disease mortality especially in the 'most' deprived areas where the most-vulnerable people live and where health needs are the greatest.

2. Please describe how you have ensured your engagement has considered the views of people living in Newport who are affected by socio-economic disadvantage.

A two-month public engagement process took place during November and December.

3. Does this decision contribute to a cumulative impact?

No

Part 3: Actions and Outcomes

Considering any negative impacts that you have identified, indicate below how you will reduce these, and how you will monitor potential impact. Further guidance on how to complete your action plan can be found [here](#).

IMPACT ON PEOPLE THAT SHARE PROTECTED CHARACTERISTICS			
Summary of impact	Action to reduce negative impact	How this impact will be monitored	Owner
IMPACT ON WELSH LANGUAGE			
Summary of impact	Action to reduce negative impact	How this impact will be monitored	Owner
SOCIO-ECONOMIC IMPACTS			
Summary of impact	Action to reduce negative impact	How this impact will be monitored	Owner
SUSTAINABLE DEVELOPMENT PRINCIPLE			
Summary of impact	Action to reduce negative impact	How this impact will be monitored	Owner

Once your FEIA is complete, please forward to nccequality@newport.gov.uk



Report

Cabinet

Part 1

Date: 9 March 2022

Subject Newport City Council Covid-19 Response and Recovery Update

Purpose To present to Cabinet an update on the Council's progress being made towards recovering services and supporting Newport's communities as part of its Strategic Recovery Aims.

Author Chief Executive
Head of People Policy and Transformation

Ward All

Summary Following February's update to Cabinet, Wales has further eased restrictions to reflect the falling case rate across Wales. In Newport and Gwent the case rate across the community is also reducing but Covid continues to be prevalent. The Welsh Government's advice remains for people to self isolate and to also wear face masks in indoor venues such as shops.

Newport Council continues to monitor the situation and there continues to be services seeing disruption and ongoing demand on front line services. Newport Council continues to follow Welsh Government's guidance for staff to work from home unless it is required for their role.

The report also includes a summary of activity across Council services in February 2022.

Proposal To consider and note the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio.

Action by Corporate Management Team

Timetable Immediate

This report was prepared after consultation with:

- Gold Recovery Group
- Corporate Management Team

Signed

Background

Since the last Cabinet Report in [January 2022](#), Newport Council and its partners have continued to monitor the Covid-19 cases in the city through its role at the multi-agency Gwent Incident Management Team the Council's Emergency Response and Recovery Group (Covid Gold) and liaison with Welsh Government (WG), Public Health Wales (PHW) and ABUHB partners.

Wales Covid-19 Update (February)

Since the last Covid update, the reported case rate in Wales has continued to fall with an incidence rate at 400 cases per 100,000 population. However, it must be noted that the reported case rates do not include positive cases resulting from Lateral Flow Device tests and therefore, case rates within our communities remain at higher levels than at any other time of the pandemic. Further information can be obtained from the [Public Health Wales Dashboard](#).

The number of hospitalisations including those requiring intensive care, remain lower than previous waves of the pandemic. Hospital settings across Wales and Gwent continue to report significant pressures on services, as they manage the impact of Covid-19 aligned with other illnesses and winter pressures that are being faced across the whole the NHS system. These impacts on NHS services also impact the whole health and social care system.

The vaccination programme to boost and ensure those that haven't been vaccinated is continuing. To date in the region of 84% of those eligible have received their booster vaccination in Wales. In Gwent an average of 1000 vaccination doses are administered daily. Welsh Government announced children 5-11 will be able to receive Covid vaccine and the booster programme has been expanded to 16–17-year-olds.

Since 28th of January Wales continues to be at Coronavirus Alert Level 0. This means most of the rules regarding where we can go and who we can meet indoors and outdoors came to an end. At its press review on 10th February, Welsh Government announced changes to Covid passes for entertainment venues, nightclubs and large events will no longer be needed from 18th February. From the 28th February pupils are not be required to wear facemasks in classrooms and schools will have the autonomy to make their own rules regarding this issue.

The current self-isolation rules remain, however this will be considered at the next Welsh Government 21-day review on the 3rd of March. Despite the easing of restrictions, the Welsh Government continues to strongly advice wearing face coverings when entering indoor venues and/or on public transport, to complete a lateral flow test before mixing with others and to get tested and self-isolate if you begin to display signs of coronavirus. Mobile testing units remain in place across Newport to enable residents to take PCR tests and free Lateral Flow Device Testing kits are available from several locations across the Council, including Neighbourhood Hubs and Pharmacies.

Newport City Council Update

Since the last update the Council's Gold team has continued to respond and coordinate as necessary to the impacts of the pandemic and the response to the changes in restrictions. Through February, there have been early signs of a stabilisation in staffing levels across the Council resulting in less disruption to service planning and delivery, the situation is reviewed daily, with some operational service decisions still having to be taken at short notice. Some service areas remain vulnerable to the ongoing challenges caused by the continuing impacts of the pandemic, including Social Care services who experience a range of challenges which are exacerbated by staff shortages due to Covid-19 related absenteeism.

NCC and Welsh Government Support

Newport Council is continuing to provide support to households and businesses in Newport that may be struggling in the cost of living crisis. The Welsh Government, Newport Council and the third sector offer a range of services to households and businesses. Many of the Council's services can be found on the Newport Council [website](#). Some of these services include:

- **Food Bank Support** – The Council pledged an additional £100k for local foodbanks and community initiatives to apply.
- **Covid-19: Self-isolation support scheme** – supporting people on low income and cannot work from home who have to self-isolate.
- **Council Tax and Benefits** – The team is available to offer support to households and businesses struggling to pay their Council Tax, and also can assist in signposting to other organisations offering money / debt support
- **NDR Business Support** – Newport Council is offering Non Domestic Rate Grants and Welsh Government have announced a package of financial support for businesses and two of these schemes will be implemented by the Council’s Business support and revenues teams. Both schemes are now open with eligible businesses having to apply or register for support. Details are posted on the Council’s website with eligibility and application details.

A summary of the Council’s activity since the last Cabinet Report is outlined below with a full update provided in appendix 1.

Strategic Recovery Aim	Summary of Council’s activities to 1 st March 2022
Strategic Recovery Aim 1 – Supporting Education & Employment	<ul style="list-style-type: none"> • Central Hub Work & Skills held an event on 9th February focussing on the Care Sector to give people an insight into the industry and to give opportunities (both placement and training opportunities). • The Work & Skills team also partnered with Acorn Recruitment Agency at the end of January 2022 and held recruitment sessions in each of the Hubs. The event was a great success resulting in 62 engagements across the 4 Hubs. • Work has commenced relating to the recommissioning of Families First services, directed by the Children and Communities Grant (CCG) Board.
Strategic Recovery Aim 2 – Supporting the Environment and the Economy	<ul style="list-style-type: none"> • Indoor Market Redevelopment nearing practical completion. Formal opening scheduled for 10th March. • Award of 18 City of Newport Business Development grants • Award of 200 Emergency Restrictions Fund discretionary grants to micro/small businesses and sole traders
Strategic Recovery Aim 3 – Supporting the Health & Wellbeing of Citizens	<ul style="list-style-type: none"> • Full re-opening of all libraries from 28th February, operating standard hours. • Brokerage and Commissioning continue to secure contracts for our most vulnerable residents. • Brokerage and Commissioning secured emergency domiciliary care for the recent storms, employing domiciliary contract specifically for the evacuated residents with care needs within the hotel and their return home.
Strategic Recovery Aim 4 – Supporting Citizens post Covid-19	<ul style="list-style-type: none"> • Newport Council is working with Welsh Government to access financial support available for temporary accommodation after the hardship fund ceases. • Voting events are now being advertised to take place in late February/early March for Participatory Budget. Citizen participation will be held through zoom online events with alternative provision is being made available for those without digital connectivity or skills. • The Social Housing Grant Programme is funding the development of over 500 new affordable housing units with several schemes due to complete within the current financial year.

Financial Summary (Capital and Revenue)

The Council’s financial (revenue and capital) update is reported separately as part of the Council’s regular budget reports to Cabinet. The Covid-19 impact(s) are considered in the finance reports and are closely monitored as part of the Council’s financial management processes.

Risks

Through the Council’s Risk Management process, the Covid risk has been monitored every quarter to the Council’s Cabinet and Audit and Governance Committee. Below is the latest update taken from

Quarter 3 (October to December) 2021/22 risk report update. Quarter 3 update to be provided in December.

Risk Title / Description	Risk Impact score of Risk if it occurs* (1-5)	Risk Probability of risk occurring (1-5)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
Covid 19 Pandemic	5	4	See Report on action being undertaken by the Executive Board, CMT and Gold group to manage the Council's response.	Executive Board

Links to Council Policies and Priorities

Corporate Plan 2017-22
Strategic Recovery Aims

Options Available and considered

1. To consider and note the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio.
2. To request further information or reject the contents of the report

Preferred Option and Why

1. To consider and note the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio briefings.

Comments of Chief Financial Officer

Welsh Government have been supporting local authorities through the pandemic with a Hardship Fund intended to reimburse for all Covid related spend over and above existing budgets and within a set criteria. The fund also includes loss of income compensation; again, within a set criteria. The fund ran for the entire 2020/21 financial year and will continue until the end of March 2022, albeit with a reduced scope for the second half of this financial year. In addition, where relevant, Welsh Government have provided specific grant funding to fund particular costs arising. This means that, overall, the financial impact of the pandemic upon the Council has been largely mitigated and this remains the case while restrictions continue to be eased.

Close monitoring of the financial issues arising, as a result of Covid, will continue between this point and the end of the financial year, with the overall impact during 2021/22 to be reported as part of the Outturn Report. All activities detailed in this report have either been funded via core budgets, specific grants or the Hardship Fund. To date, and in a similar vein to 2020/21, an overall underspend against the revenue budget is being projected. However, the underlying reasons for the underspend are not solely due to the effects of the pandemic and are largely one-off in nature. Also, there are a number of service pressures contained within the position and, therefore, this means that aspects of the medium term outlook remain challenging.

The release of the draft settlement for local authorities took place on 21st December 2021 and confirmed that the Hardship Fund will end as at 31st March 2022, with local authorities expected to manage the continuing financial impact of the pandemic from within existing resources. Therefore, as part of the budget setting and medium term planning process, consideration was given to the potential ongoing financial impact, both in terms of additional expenditure and loss of income, beyond the 2021/22 financial year. The 2022/23 budget reflects the outcome of those discussions with resources allocated on both a one-off and recurring basis, to be reviewed on an annual basis as clarity regarding the permanent financial impact is achieved. A process for internally managing the additional costs and lost income during 2022/23 is currently being determined.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report, which provides an update on the actions taken to deliver the Council's Covid-19 Response and Strategic Recovery Aims and progress since the previous report. Any legal issues will be picked up at the appropriate time as part of the operational delivery of the individual actions, within service areas. The move to alert level zero and the phased relaxation and removal of most restrictions has significantly reduced the work of Environmental Health and Trading Standards teams in managing clusters, containing transmission, and enforcing compliance with the Covid Regulations. Environmental Health continue to provide support for care settings and schools but there will be a phased transfer of responsibility to Public Health Wales, as the virus response becomes more of a public health measure as opposed to a pandemic emergency. As testing is scaled back, and self-isolation rules are relaxed, then the numbers of cases being referred to TTP for track and trace has also decreased significantly. Trading Standards officers will continue to advise business premises on risk assessments, but the one remaining legal restriction relating to the wearing of face coverings in certain indoor premises is a matter for the Police. Therefore, Public Protection staff are gradually returning to their other statutory work, particularly in relation to food inspections, as the Covid-related support and enforcement work is scaled-back.

Comments of Head of People and Business Change

There are no HR related issues arising directly from this report.

Continuing to adopt the rate relief scheme is in line with the Council's strategic recovery aims and its Well-being Objective to "Promote economic growth and regeneration whilst protecting the environment" and will support the "Newport Offer" intervention within Newport's Well-being Plan.

The Scheme is funded by Welsh Government and will enable businesses that are in the retail, hospitality, or leisure sector to assist them in recovering from the impact of the Covid-19 pandemic. These sectors are of major importance to the local economy and labour market and taking up the available support would be in the Council's interests. Being able to assist businesses in this way could help prevent business decline and support the economy for the immediate and longer terms.

Scrutiny Committees

Not Applicable

Fairness and Equality Impact Assessment:

The areas covered in this report demonstrate the progress being made against the Strategic Recovery Aims which also support the Council's Corporate Plan 2017-22.

In consideration of the sustainable development principle, 5 ways of working:

Long Term – The progress reported against the Strategic Aims support the long term aims of the Council to improve people's lives.

Preventative – The preventative work outlined in the report support the Council's approach to minimising future Covid 19 outbreaks and as necessary provide targeted support to those that need it. Re-establishing services in line with necessary legislation and regulation enables the Council to operate in the new normal.

Integration – The Strategic Recovery Aims have been integrated with the Council's Wellbeing Objectives set in the Corporate Plan as well as Service Plans. Recommendations from the Community Impact Assessment will also shape how the Council can improve the delivery of services across communities.

Involvement – Included in this report are actions to involve Newport's communities to provide assurance and shape the way in which services are being delivered by the Council. Their feedback and involvement in the process will enable the Council to consider how services are delivered in the long term.

Collaboration - The actions in the report are being undertaken in collaboration with partners from the Council's Public Services Board but also strategic partners within each service area. The collaborative work enables the Council to share resources and build expertise and knowledge.

Consultation

Not Applicable

Background Papers

Cabinet Report (Strategic Recovery Aims) – July 2020

[Corporate Plan 2017-22](#)

Strategic Recovery Aims

[Responding to the 'New Normal' Report to Overview and Management Scrutiny Committee](#)

Dated: 28th February 2022

Appendix 1 – Progress of Delivery against Strategic Recovery Aims (to 1st March 2022)

<p>Strategic Recovery Aim 1 – Supporting Education & Employment. Understand, and respond to, the additional challenges, which Covid19 has presented, including loss of employment, impact on business and on the progress, achievement and wellbeing of both mainstream and vulnerable learners.</p> <p>Supports Wellbeing Objective 1 – To improve skills, education and employment opportunities.</p>									
<p>Strategic Aim Step March 2022 Update (By Exception)</p>									
<p>Support schools and other educational establishments to safely reopen for staff and pupils.</p>	<p>Schools remain open to all learners. Schools are following guidance from Welsh Government that was last updated in late January 2022 https://gov.wales/schools-coronavirus-guidance</p> <p>In line with direction from Welsh Government, the supermarket voucher scheme will continue to be used to cover the fourth coming two-week Easter holiday period. Given that the Covid hardship fund is due to end on 31st March 2022, we are awaiting further information in relation to whether provision will continue into the summer term. We continue to wait for further information of the continuation of provision into the summer term regarding holiday periods and instances where eligible pupils are unable to attend school due to being Covid positive or having to self-isolate.</p> <p>Aligned to the planned cessation of the Covid hardship scheme, work is being undertaken to ensure that all school meals and breakfast club services can return to pre-pandemic arrangements from April 1st, 2022 in the majority of settings.</p> <p>Officers continue to monitor all periphery functions, although to date no significant issues have been reported.</p>								
<p>Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners.</p>	<p>High levels of pupil absence still remains across school settings, with numbers in attendance falling each week since the start of the Spring Term.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2">Average % of pupils who were in attendance</th> </tr> </thead> <tbody> <tr> <td>10/01/2022 to 14/01/2022 (r)</td> <td>89.1</td> </tr> <tr> <td>17/01/2022 to 21/01/2022 (p) (r)</td> <td>85.7</td> </tr> <tr> <td>24/01/2022 to 28/01/2022 (p)</td> <td>83.7</td> </tr> </tbody> </table> <p>(r) Revised (p) Provisional</p>	Average % of pupils who were in attendance		10/01/2022 to 14/01/2022 (r)	89.1	17/01/2022 to 21/01/2022 (p) (r)	85.7	24/01/2022 to 28/01/2022 (p)	83.7
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Strategic Recovery Aim 1 – Supporting Education & Employment.

Understand, and respond to, the additional challenges, which Covid19 has presented, including loss of employment, impact on business and on the progress, achievement and wellbeing of both mainstream and vulnerable learners.

Supports Wellbeing Objective 1 – To improve skills, education and employment opportunities.

Strategic Aim Step	March 2022 Update (By Exception)
	Education Welfare Officers continue to work closely with schools to identify pupils who are persistent absentees and provide support to help improve rate of attendance.
Support schools to enhance and develop digital skills; digital teaching and learning platforms; and enhanced support for digitally excluded learners.	Issues with broadband connectivity remain and continue to pose concerns for many schools in Newport. The Welsh Government PSBA team continues to work closely with BT and local authorities across Wales to address these issues. The Welsh Government has instigated a full review of this incident with the interim report expected shortly. The project to move school users of @newport.gov.uk emails to Hwb using the @newportschools.wales domain is ongoing with 29 schools having migrated to date.
Support and enable people that are digitally excluded to access community IT programmes, council services and other public services.	Requests for devices for younger children needing access to speech and language sessions are being met. Digital services remain available for service users with lack of IT equipment. Language line is accessed for those families who require language support.
Support people who have been affected by unemployment to access new opportunities through training and re-employment required for post Covid 19 businesses.	Central Hub Work & Skills held a small event on 9 th February focussing on the Care Sector to give people an insight into the industry and to give opportunities (both placement and training opportunities) that would enable them to earn more money as a result of the completion of the AWIF principles and values. <u>Aim of the event:</u> <ol style="list-style-type: none">1. Free informal Advice on working in the industry2. Opportunity to gain some knowledge through a placement3. Opportunity to gain AWIF Principles and values (accredited training) giving participant the chance to register with Social Care Wales and to earn a higher hourly rate.4. Opportunity to be referred to one of our Partners to gain employment (Through our partners we can place both drivers and Non Drivers) The Work & Skills team also partnered with Acorn Recruitment Agency at the end of January 2022 and held recruitment sessions in each of the Hubs. Acorn are one of the largest, most established agencies in the UK and consequently have a huge variety of Jobs available. Job seekers were given the chance to register with Acorn and to consider a range of flexible working opportunities.

Strategic Recovery Aim 1 – Supporting Education & Employment.

Understand, and respond to, the additional challenges, which Covid19 has presented, including loss of employment, impact on business and on the progress, achievement and wellbeing of both mainstream and vulnerable learners.

Supports Wellbeing Objective 1 – To improve skills, education and employment opportunities.

Strategic Aim Step	March 2022 Update (By Exception)
	The event was a great success resulting in 62 engagements across the 4 Hubs.
Ensure our diverse communities are appropriately supported through tailored interventions specific to their needs, including consideration of language, culture and points of access.	<p>Work has commenced relating to the recommissioning of Families First services, directed by the Children and Communities Grant (CCG) Board. A task and finish group will begin scoping specifications in order to tender via Sell2Wales.</p> <p>Expressions of Interest have been invited from existing CCG partners for Early Help funding which is available for 2022/23 only. The aim of the funding is to address the waiting lists which have accrued as a result of Covid, and ensure the families, children and young people receive the support they require sooner.</p> <p>Arrangements are in place for play schemes to be delivered across all hubs during February half term, including complex needs provision. A specialist Health Visitor has also been appointed to support infant feeding.</p>

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Strategic Recovery Aim 2 – Supporting the Environment and the Economy

Understand and respond to the impact of Covid19 on the city's economic and environmental goals to enable Newport to thrive again.

Supports Wellbeing Objective 2 – To promote economic growth and regeneration whilst protecting the environment.

Strategic Aim Step	March 2022 Update (By Exception)
Maintain our focus on regenerating Newport to deliver existing and new investment projects.	<ul style="list-style-type: none"> • Indoor Market Redevelopment nearing practical completion. Formal opening scheduled for 10th March. • Majority completion of the Market Arcade restoration project • Award of 18 City of Newport Business Development grants • Award of 200 Emergency Restrictions Fund discretionary grants to micro/small businesses and sole traders
Enable and support the construction industry to re-establish the supply of new and affordable housing.	<p>The authority continues to work with Housing Association partners to facilitate the delivery of affordable housing via the Social Housing Grant Programme. Increased costs of materials and contractor availability continues to present challenges.</p> <p>Hill Street units were delivered to site under permitted development. Planning application for permanent retention expected soon.</p>

Strategic Recovery Aim 2 – Supporting the Environment and the Economy

Understand and respond to the impact of Covid19 on the city's economic and environmental goals to enable Newport to thrive again.

Supports Wellbeing Objective 2 – To promote economic growth and regeneration whilst protecting the environment.

Strategic Aim Step	March 2022 Update (By Exception)
Enable and support businesses to re-establish normal operations whilst maintaining the health and safety of their workers and customers.	<p>In relation to COVID restrictions, through the last few weeks the restrictions have eased, and businesses were provided with compliance advice regarding the regulations and interventions continued. One nightclub was issued a Premises Improvement Notice for failures; but improved soon after.</p> <p>Officers have continued with the Illegal Tobacco Enforcement Campaign. This has seen several 'illegal pop-up shops' closed using ASB closure powers and investigations continue in relation to groups carrying out significant criminality. Officers continue to carry out business enforcement work; issues under scrutiny; licensed premises adherence to conditions; rogue traders active at people's homes; and age restricted products to children and others. Routine food standards work continues; the emerging threat is a high proportion of businesses failing to deploy an adequate allergens protection system.</p> <p>Following a lengthy investigation, the 4 February 2021, saw the execution of a warrant on a suspected unlicensed dog breeder. In total 20 officers from across our enforcement partners were involved in the raid. 26 dogs were recovered from the premises. This included "breeding bitches" and puppies. They are now being cared for at an animal rescue. Assets belonging to members of the OCG, to the value of £0.5 million, were frozen pending ongoing investigations. Officers have responded to UK intelligence alerts warning of the dangers of unsafe vaping products on general sale. Multiple visits have been made. Since November 620 dangerous products have been identified at 17 Newport shops, with a combined value of £5,800. The products were removed from the marketplace.</p> <p>During February officers were again testing whether shops would sell age restricted products to children. Vaping products were under scrutiny. The supply of such products to children are banned; and of the 11 shops tested, 4 made illegal sales.</p> <p>Officers hope to improve support to businesses wishing 'to get things right' and plan to run food allergen training and launch a responsible retailer scheme in the coming months.</p> <p>Three nightclubs suspected of breaching licensing conditions have agreed to a voluntary action plan. Improvements to be made will see a reduction in drinking time and closing time and staff carrying out counterterrorism training.</p>
Enable and support businesses to prepare for future trade arrangements resulting from Brexit negotiations.	The Council is continuing to monitor and report the Council's response since the UK left the EU. A separate update is reported to Cabinet on the Council's progress.
Protect and improve the environment, including air quality and decarbonisation of the city for its residents, businesses, and visitors.	Progress on the delivery of the Carbon Management Plan was considered by Scrutiny Committee on 28 th February.

Strategic Recovery Aim 2 – Supporting the Environment and the Economy

Understand and respond to the impact of Covid19 on the city's economic and environmental goals to enable Newport to thrive again.

Supports Wellbeing Objective 2 – To promote economic growth and regeneration whilst protecting the environment.

Strategic Aim Step	March 2022 Update (By Exception)
Continuing support and safe delivery of the Council's City services including waste, cleansing and highways.	There have not been any significant changes to City Services since the last report and services continue to operate as normal.

Strategic Recovery Aim 3 – Supporting the Health & Wellbeing of Citizens

Promote and protect the health and wellbeing of people, safeguarding the most vulnerable, and building strong, resilient communities

Supports Wellbeing Objective 3 – To enable people to be healthy, independent and resilient

Strategic Aim Step	March 2022 Update (By Exception)
Support people to remain living independently in their homes and communities.	<p>The number of current packages of care outstanding for Newport residents on 21/02/2022 requires brokering for 30 packages of care, a total of 320.75 hours. 21 long term Residential/Nursing placements and 8 respite, 29 in total. This number of POC appears to be a stable figure for the last couple of months.</p> <p>Brokerage and Commissioning continue to secure contracts for our most vulnerable residents and were also able to secure emergency domiciliary care for the recent storm Eunice, employing domiciliary contract specifically for the evacuated residents with care needs within the hotel and their return home.</p> <p>The pressure within the wider workforce/commissioned services with recruitment to the workforce is still a factor in our ability to provide further packages of care.</p>
Fully restore Children and Adult Services, supporting partners that have been impacted by Covid 19 and ensuring service users and staff are supported and protected.	<p>There is continued pressure within the internal workforce for the recruitment of qualified staff and social care staff with our cared for services. Continual management hours juggle our residential care homes to ensure staff coverage. This is for two main reasons, staff absence due to Covid and isolation rules, secondly an inability to recruit from the population.</p> <p>Additional funding through WG Covid pressures funding and the RPB winter pressures money required to ensure we are directly working with our most vulnerable and creating pathways for citizens to stay in their own homes. National recruitment pressures to all social care/work posts continue.</p>
Assess the impact and the long-term sustainability of the social care sector in Newport informing future service requirements.	<p>We have continued to work pro-actively with our commissioned services, to ensure they are supported and are resilient for our future citizens needs in Newport.</p> <p>Individual evaluations for each brokered service have been completed to ensure we get the tailored provision required when commissioning services that fits assessed needs. Smaller specialist services that are required are actively sustained to ensure citizens have choice and that their individual needs are met.</p>

Strategic Recovery Aim 3 – Supporting the Health & Wellbeing of Citizens

Promote and protect the health and wellbeing of people, safeguarding the most vulnerable, and building strong, resilient communities

Supports Wellbeing Objective 3 – To enable people to be healthy, independent and resilient

Strategic Aim Step	March 2022 Update (By Exception)
	<p>The National driver for sustainable workforce across social care continues to have the highest priority, locally regionally and nationally. Looking at strategic delivery of services to ensure robust services are available to maintain citizens well-being in the community.</p>
<p>Safeguard and support children and young people to remain safely with their families.</p>	<p>Referrals to both adults and children front doors requiring immediate safeguarding intervention continue to be high but manageable by services. This continues to require full partnership engagement to ensure safety in the community by all who work across our communities within health and social care and complete 'duty reports' where there is concern.</p>
<p>Improve opportunities for Active Travel and work towards improved air quality.</p>	<p>Following the submission of the Active Travel Network map we were informed that Newport had been awarded £750K of Core Allocation fund to develop and improve active travel routes across the city. In addition to this funding we have applied to the Main Active Travel Fund for other money to complete schemes developed this financial year.</p> <p>Work is now progressing on the Devon Place Bridge over the railway with the fabrication of the steps and ramps and the ground works for the foundations into which the ramp supports will be fixed.</p> <p>Surfacing works were completed on the Gaer fort route and the lighting installation will commence shortly. The route will be available for use while the lighting is being installed.</p> <p>The surfacing work for the Bettws Canal link has commenced and the towpath will have to be closed intermittently over the next two months, for works to be undertaken. In January a new bridge design (for implementation next year) will be submitted for planning permission. Work has started on the Tredegar to St David's link as have ground investigation works for the fourteen locks bridge.</p> <p>Design works for links at NISV, Lliswerry Ponds, Sorrel Drive, Albany street, Bassaleg school, Queenshill, Mill street connections, City Centre Cycle ways and storage facility (GAP project) are underway with schemes moving towards implementation in the new financial year.</p>
<p>Regulate businesses and support consumers / residents to protect and improve their health.</p>	<p>In relation to COVID restrictions, through the last few weeks the restrictions have eased, and businesses were provided with compliance advice regarding the regulations and interventions continued. One nightclub was issued a Premises Improvement Notice for failures; but improved soon after.</p> <p>Officers have continued with the Illegal Tobacco Enforcement Campaign. This has seen several 'illegal pop-up shops' closed using ASB closure powers and investigations continue in relation to groups carrying out significant criminality. Officers continue to carry out business enforcement work; issues under scrutiny; licensed premises adherence to conditions; rogue traders active at people's homes; and age restricted products to children and others. Routine food</p>

Strategic Recovery Aim 3 – Supporting the Health & Wellbeing of Citizens

Promote and protect the health and wellbeing of people, safeguarding the most vulnerable, and building strong, resilient communities

Supports Wellbeing Objective 3 – To enable people to be healthy, independent and resilient

Strategic Aim Step	March 2022 Update (By Exception)
	<p>standards work continues; the emerging threat is a high proportion of businesses failing to deploy an adequate allergens protection system.</p> <p>Officers have responded to UK intelligence alerts warning of the dangers of unsafe vaping products on general sale. Multiple visits have been made. Since November 620 dangerous products have been identified at 17 Newport shops, with a combined value of £5,800. The products were removed from the marketplace.</p> <p>During February officers were again testing whether shops would sell age restricted products to children. Vaping products were under scrutiny. The supply of such products to children are banned; and of the 11 shops tested, 4 made illegal sales.</p>
<p>Work with key partners to safely re-open cultural and leisure facilities including the promotion of the city's parks, open spaces and coastal paths.</p>	<p>Full re-opening of all libraries from 28th February, operating standard hours.</p>
<p>Sustain a safe, healthy and productive workforce.</p>	<p>Newport Council is still following Welsh Government guidance for staff to work from home unless required by their role. There is ongoing work as part of the New Normal project for staff work hybrid from both their homes, Council offices or other suitable locations.</p>

Strategic Recovery Aim 4 – Supporting Citizens post Covid-19

Provide people with the resources and support that they need to move out of the crisis, considering in particular the impact that Covid 19 has had on our minority and marginalised communities.

Supports Wellbeing Objective 4 – To build cohesive and sustainable communities

Strategic Aim Step	March 2022 Update (By Exception)
<p>Work together with our partners to reduce poverty, address homelessness and support our most vulnerable people as a priority.</p>	<p>Welsh Government hardship funding continues to be used to support the additional pressures on temporary accommodation due to WG guidance for authorities to accommodate anyone presenting as homeless. These expectations are expected to continue into 22/23 and the authority is working with WG to access financial support available for temporary accommodation after the hardship fund ceases. We continue to work in partnership with Registered Social Landlords to provide suitable, affordable move on accommodation, however supply remains a challenge.</p>

Strategic Recovery Aim 4 – Supporting Citizens post Covid-19

Provide people with the resources and support that they need to move out of the crisis, considering in particular the impact that Covid 19 has had on our minority and marginalised communities.

Supports Wellbeing Objective 4 – To build cohesive and sustainable communities

Strategic Aim Step	March 2022 Update (By Exception)
	<p>Take up of WG additional funding to prevent homelessness for those living in the private rental sector who have rent arrears due to the pandemic has been low to date. However, eligibility for this scheme has been widened and the authority is working with RSL partners to assist those who have accrued rent arrears as a result of the pandemic.</p> <p>There are delays relating to the construction of Social Housing Grant funded schemes developed in partnership with Housing Associations due to labour and material issues. This is also impacting on the delivery of the Disabled Facility Grant programme with longer contractor/material lead times.</p> <p>£100k has been made available to foodbanks and food projects across Newport with the fund currently being open to bids. The Council is working in partnership with GAVO to recruit a Food Sustainability Co-ordinator to look at longer term preventative work in relation to food poverty, working closely with third sector partners.</p>
<p>Assess and address the inequalities that Covid 19 has highlighted or contributed to within our communities.</p>	<p>Inequalities highlighted by COVID-19 are included in the focus of work ongoing to embed the socio-economic duty in council decision making processes. The Covid Recovery Fund participatory budgeting programme is progressing on plan. Enough applications have been received to give sufficient choice in voting which should ensure the full allocation of the available funds. Voting events are now being advertised to take place in late February/early March. Whilst most citizen participation will be held through zoom online events, alternative provision is being made available for those without digital connectivity or skills. Once the current programme is completed, over £5 million in funding for Covid recovery work would have been allocated by the community through participatory budgeting.</p>
<p>Identify, develop and seek to sustain any positive developments emerging during the crisis.</p>	<p>As above the Council alongside its strategic partners is leading on the delivery of the Covid Recovery Fund to support community based projects. The Council is also supporting and administering various Welsh Government and local grants to support vulnerable and disadvantaged households through the cost of living crisis.</p>
<p>Developing opportunities for people to access suitable and affordable housing.</p>	<p>The Social Housing Grant Programme is funding the development of over 500 new affordable housing units with several schemes due to complete within the current financial year. However, delivery schedules continue to be impacted by issues with materials and labour, along with associated increased costs. This is being closely monitored.</p>
<p>Deliver a community cohesion programme that effectively</p>	<p>The Council's connected Communities Team continues to meet regularly with policing and other partner colleagues to monitor and respond to emerging community tensions. Funding from the community cohesion work programme has</p>

Strategic Recovery Aim 4 – Supporting Citizens post Covid-19

Provide people with the resources and support that they need to move out of the crisis, considering in particular the impact that Covid 19 has had on our minority and marginalised communities.

Supports Wellbeing Objective 4 – To build cohesive and sustainable communities

Strategic Aim Step	March 2022 Update (By Exception)
<p>responds to community tensions and creates a shared sense of identity across the city.</p>	<p>been utilised to support the second round of Participatory Budgeting and the team have engaged with communities across the city to ensure they are able to access and engage with the programme and its funding opportunities.</p> <p>EU and Welsh Language community grant schemes are now in place with funds allocated to support grassroots groups to build resilience, cultural awareness and promote positive community relations across the city.</p>
<p>Prevent and address instances of antisocial behaviour (ASB) impacting upon the residents and the business community of Newport.</p>	<p>Licensing Officers remain active improving the practices of businesses that facilitate drunken misbehaviour in communities and the city centre. Meetings and audits have been carried out at key venues.</p> <p>Youth Justice Service (YJS) continues its involvement on the Operation Ashton Panel and is waiting for further information of the possibility of a pop-up shop in the town centre to operate a 'drop in' venue for children to divert them away from antisocial behaviour. M4 Property Consultants has indicated that they may be able to assist in this venture. Partners have been identified in the form of Newport Live, the Police, exploitation worker and YJS volunteers.</p> <p>YJS are meeting to review projects focusing on domestic abuse. The aim is to target the younger age group of year 6 primary schools and work with them around appropriate relationships, and to re-establish our Roma group with Maindee Primary School along with other identified schools. YJS to meet with the Education safeguarding Lead, to consider supporting teachers with antisocial behaviour partnerships to divert children away from such behaviour rather than opting for a Duty to Report option which could be dealt with at a lower level.</p>
<p>Re-establish Community Regeneration facilities and services where it is safe to do so for staff and its service users.</p>	<p>All hubs open and operating in accordance with risk assessments. Hubs continue to deliver a range of services, many of which are delivered on an appointment basis. Community centres are operational, similarly on a risk assessed basis.</p>
<p>Develop opportunities for community involvement participation and engagement.</p>	<p>The Covid Recovery Fund participatory budgeting programme is progressing on plan. Enough applications have been received to give sufficient choice in voting which should ensure the full allocation of the available funds. Voting events are now being advertised to take place in late February/early March. Whilst most citizen participation will be held through zoom online events, alternative provision is being made available for those without digital connectivity or skills. Once the current programme is completed, over £5 million in funding for Covid recovery work would have been allocated by the community through participatory budgeting.</p> <p>The Council is also developing its Participation Strategy that will support the Council's programme to improve how the Council engages and promotes participation in the democratic process. The current consultations the Council is leading on can be found here.</p>



Report

Cabinet

Part 1

Date: 9 March 2022

Subject Post EU Transition Update for Newport City Council

Purpose To present an update to Cabinet on developments since the UK left the European Union on Newport Council services and Newport's communities and economy.

Author Chief Executive
Head of People, Policy and Transformation

Ward All

Summary Since the UK left the European Union in December 2020 the UK and Wales has been adjusting to the trade arrangements and reacting to the wider global economic impacts and Covid restrictions. For businesses and households across Newport and Wales the last year has been very challenging as it has seen the overall cost of living increase. These impacts are affecting low-income households with the cost of living due to increases in the cost of food, goods, and energy prices. In response the Council's Cabinet has committed £100k to support food banks in Newport. The Welsh Government also announced a £51.7m Winter package that will give households on certain benefits a contribution to mitigate some of these costs.

Newport Council continues to face ongoing pressures on the cost of goods and services as increases in costs are being passed onto the consumer. The Council alongside other sectors are also facing pressures on staffing and recruiting staff into key roles especially in Social Services, housing & support, and City Services.

Proposal To consider and note the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio.

Action by Corporate Management Team

Timetable Immediate

This report was prepared after consultation with:

- Heads of Service and officer 'Task and Finish' group.

Signed

Background

Since the last report to Cabinet in February 2022, there continues to be positive and negative impacts on the UK economy following the UK's departure to the EU, the continuing global economic impacts of the Covid pandemic and other global impacts such as the tensions in eastern Europe. For businesses and households in Wales there continues to be increasing costs on the price of goods, services and energy. Despite these challenges the [UK economy](#) continues to grow slowly at 1.0% in the last Gross Domestic Product release between October and December 2021. The key economic facts in March 2022:

- The [inflation rate \(Consumer Price Index\)](#) is at 4.8% at the end of December 2021. The index shows that the inflation rate has increased as a result of rising energy prices, fuel, and food. Businesses are also passing on costs to the consumer in hospitality.
- ONS has published its [average weekly earnings in Great Britain](#) showing that wage growth was continuing to lag behind the rising cost of living
- The [employment rate \(aged 16 to 64 to November 2021\)](#) for Wales is at 74.5% which remains lower than the UK average of 75.5%.
- [Vacancies](#) for November 2021 to January 2022 has seen a slow down across all industry sectors to over 1.298 million with hospitality continuing to experience large number of vacancies.
- The [unemployment rate](#) is 3.1% in comparison to the UK rate of 4.1%. The inactivity rate (16- to 64-year-olds) in Wales (23.1%) remains higher than the UK rate of 21.2%.

Newport Council continues to face ongoing pressures on the cost of goods and services as increases in costs are being passed onto the consumer. The Council alongside other sectors are also facing pressures on staffing and recruiting staff into key roles especially in Social Services, housing & support, and City Services.

Newport Council and its partners are continuing to support households that are struggling to meet the cost of living crisis and further announcements from the Welsh Government will provide households living in bands A to D properties £150 rebate on their Council Tax bills in 2022/23 as well as the £200 discount on energy costs that was announced by the UK Government. Newport Council continues to support the city's foodbanks across the city. Below are some of the services offered by Newport Council and partners found on Newport Council's [website](#). Some of these services include:

- [Covid-19: Self-isolation support scheme](#) – supporting people on low income and cannot work from home who have to self-isolate.
- [Council Tax and Benefits](#) – The team is available to offer support to households and businesses struggling to pay their Council Tax, Non Domestic Rates and also can assist in signposting to other organisations offering money / debt support.

Since the deadline passed for EU and EEA citizens to apply for EU Settled Status, the Home Office (31st October 2021) has received 6.2m applications and have concluded 5.9m applications. 52% of applications have been granted Settled status with 42% granted Pre-settled Status. The remaining 7% have either been refused, withdrawn or invalid claims. There is no data available for the current status of claims in Newport.

Newport City Council Brexit Task & Finish Group

At the end of March the Welsh Government Local Association will bring to a close its EU advisory group and Brexit Co-ordinators group as the majority of the work is moving into business as usual. Newport Council's Brexit Task & Finish group has been coordinating the Council's response over the last three years assisting in the delivery of EUSS, supporting service areas to prepare leaving the EU and also examining the impacts of Brexit on Newport's economy, businesses and residents.

The group is considering a number of options on how Newport Council can continue to support EU/EEA residents as well as supporting communities, disadvantaged and vulnerable groups across the city that are now having to manage the cost of living crisis and post EU transition. Funding received from the WLGA that has already been allocated towards initiatives will be continued into 2022/23 but there will not be any additional funding after it has been fully spent.

Position of Non-UK Citizens living in Newport and Wales

Newport Council recognises the benefits that all of residents that have come to live, work and contribute towards making Newport a multi-cultural place to live. The value that citizens from the EU and the wider world have contributed towards public, private and not for profit organisations has and will continue to be vital for our economic and cultural growth.

For the city's EU citizens and communities, the requirement to obtain EU Settlement Scheme (EUSS) status has been challenging but Newport has seen a high number of residents obtaining either settled or pre-settled status. The Home Office continue to receive late applications from any EU citizen who has 'reasonable grounds' for missing the deadline. Reasonable grounds include a serious medical condition, where a parent or guardian has failed to apply on behalf of a child, or where a person is isolated or digitally excluded and has not been able to access the application system.

The latest [Home Office statistics](#) to 31st January 2022 show that a total of 6,441,800 applications have been received. 386,600 applications were received after 30th June 2021 deadline. 6,126,500 applications were concluded with:

- 51% (3.15 million) granted settled status
- 41% (2.5 million) granted pre-settled status
- 4% (0.2 million) refused
- 4% (0.2 million) withdrawn or void

EU citizens who were resident in the UK after the 31st December but haven't made an application no longer have their rights protected, including the right to live, work, study and access benefits and services in the UK. If an EU citizen is identified by someone in Immigration Control who may be eligible for the EUSS, they will be given 28 days to make a late application. From mid-September Department of Work and Pensions also suspended benefits for all EEA citizens who do not apply for EUSS within 28 days of reminder letters.

It is anticipated that the number of families and individuals presenting as needing support due restrictions of their rights and entitlements will continue to increase over the coming months. The council have established a multi-disciplinary hardship solutions group to respond to this demand, as well as other cases where people have no recourse to public funds due to precarious migration status (for example, asylum seekers who have received a negative decision on their claim).

The council's Connected Communities team continue to support and signpost EU/EAA citizens and their family members to specialist support services that are able to make late applications to the EUSS, challenge negative decisions and provide advice around rights and entitlements. The team co-ordinate on a weekly multi-agency drop in at Community House, Eton Road, and over the coming months plan to deliver Rights and Entitlements sessions to communities using local schools as a base, and develop an online information session for professionals.

Services, provided by voluntary sector organisations including CAB, TGP Cymru, Newport Mind, Settled and Newfields Law are funded by the Welsh Government and Home Office until the end of March 2022. There has been an indication from both the Welsh Government and the Home Office that funding may be extended to September-December, which is welcomed, however the council recognises that demand for advice services is escalating, cases are increasingly complex, and this is likely to continue post-December.

Concerns continue to be raised through local networks about the vulnerability of EU citizens and their family members, including the risk of exploitation due to restricted rights, discrimination or hardship. The Connected Communities Team has developed a referral pathway for partners and council colleagues to access migration advice from the team and is currently mapping out services which can be accessed for a range of support across the city.

Financial Summary (Capital and Revenue)

As part of the Council's financial monitoring process, the Council's Finance team are identifying, monitoring and reporting where appropriate, any impacts on budgets due to Covid-19 and Brexit.

Risks

The Council's Post EU Transition risk is recorded on the Council's Corporate Risk Register which is presented to Cabinet and Audit Committee every quarter. The Quarter three risk score is detailed below:

Risk Title / Description	Risk Impact score of Risk if it occurs* (1-5)	Risk Probability of risk occurring (1-5)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
Post EU Transition	4	3	See Report.	Head of People, Policy and Transformation

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Corporate Plan
Strategic Recovery Aims

Options Available and considered

1. To consider and note the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio.
2. To request further information or reject the contents of the report

Preferred Option and Why

1. To consider and note the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio.

Comments of Chief Financial Officer

As commented in previous reports, the lasting financial impact of Brexit is still uncertain, however, there are emerging issues, as referenced in this report, which have the potential to impact upon both capital and revenue budgets. Whilst no significant financial impact has been explicitly reported to date, increased costs and delays to schemes have been identified as part of the Capital Programme, which are partly due to increased costs of materials and challenges with the availability of labour. Between now and the end of the financial year, any impacts, on the in-year revenue budget in particular, will need to be managed from within existing resources and the overall Council underspend, supplemented by earmarked reserves, if required.

Looking ahead to the next financial year, budget managers will be expected to continue to monitor the impact of leaving the EU and will need to work with Finance colleagues to escalate any material financial implications and report them where relevant. Any material impacts will need to be factored into medium term financial planning and the development of the new capital programme.

The report identifies two specific issues that will need monitoring for their potential impact. The first is the implementation of the Winter Fuel Payments, which will require oversight and administration by Council services, albeit there should be no net cost upon the Council, as this is fully funded by Welsh Government. The second issue is the ending of the grant funding currently being utilised by voluntary sector organisations to support those impacted by the EU exit. Whilst there is the potential for the funding to be extended, it will be important to monitor this situation to ensure there is no financial impact

upon the Council. Linked to this, officers will continue to explore the possibilities of accessing any grant funding that is being made available to public bodies in supporting the impact of the new arrangements.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report, which provides an update for Cabinet regarding the Council's Brexit preparations. The specific risks associated with the withdrawal have now been mitigated by the belated trade deal, subject to ratification by the member states. However, despite the agreement regarding no tariffs and quotas on imported and exported goods, there is still remaining uncertainty regarding the impact on other areas, such as services and data security. Any legal implications for existing contracts for supplies, services and care provision, data security matters and any regulatory enforcement issues, particularly in relation to port health, will be addressed once the details of the trade agreement are clarified and implemented in national legislation. Despite the non-imposition of tariffs and quotas, additional port health checks will be required in terms of certifying compliance with new Regulations. Environmental Health officers have now been trained to undertake import and export food health certificate checks, and this will have significant resource implications once the port activity increases. Local business advice and support is also being provided in relation to Brexit compliance. The UK Shared Prosperity Fund and the implementation of the Internal Markets legislation will have implications in terms of public sector contracts and procurement also equivalent state-aid, fair competition requirements.

Comments of Head of People and Business Change

The Council's Brexit Task and Finish officer group is continuing to monitor the people aspects of support required and regular updates will continue to be provided by finance, regulatory and other supporting services. The Council and its partners remain committed to support EU/EAA citizens as outlined in the Report.

Scrutiny Committees

The Council's Audit Committee receives regular risk register updates on the Council's Risk Register which includes the Brexit Risk.

Fairness and Equality Impact Assessment:

Not applicable as this is an information only report

Wellbeing for Future Generations

There is potential long-term impacts of post EU and single market Trade Negotiations which could affect the future demand on our services to provide the necessary support, advice and guidance. There may also be opportunities that could arise, and the Council will need to make preparations to accordingly. In preparation we have been working collaboratively across the Council and with our partners to make sure that our services to prevent any scenario where services are disrupted and to provide resilience across the City and to our local partners.

We have also been involving our stakeholders and where necessary providing the necessary advice and guidance to those that need our support. We will continue to monitor and report where necessary any impacts which Brexit could have on the delivery of our services.

Consultation

Not Applicable

Background Papers

Welsh Government website '[Preparing Wales to leave the EU](#)'

Welsh Local Government Association '[Brexit Website](#)'

Newport City Council's '[Brexit Webpage](#)'

Dated: 28th February 2022

Appendix 1 – Summary of ongoing Council Activity

Theme	Progress of Activity completed by Newport Council to 1 st March 2022
Social Services and Education	<ul style="list-style-type: none"> • Education Welfare Officers and schools were reminding parents to apply to EUSS prior to the deadline. In September Education Welfare Officers will be supporting schools to identify any pupils that have not returned to school as a result of returning to their home country. • All schools were reminded to inform EU families of the need to apply and offered further support from Newfield's Law who have been commissioned by Welsh Government to work within schools • The council has engaged Newport MIND to support all eligible children who are looked after to apply to the EUSS • Maindee Primary School collaborating with Compass to deliver a project supporting Roma children and their families to improve their understanding and knowledge of the Roma community, their history and traditions. This work is also supporting the identification of community leaders and influencers to support this work.
Policy and Partnership Team	<ul style="list-style-type: none"> • The Council received additional funding for 2021/22. This funding is being used to support two officers to support Migration work and additional work related to Brexit. • Remaining funding will be used to support services with any Brexit / Covid work in 2022/23.
Local Community (Community Cohesion) <ul style="list-style-type: none"> • EU Settled Status / EU communities • Food Poverty • Homelessness (EU Citizens) • Community cohesion 	<ul style="list-style-type: none"> • The Council continues to lead a city-wide food project network and has engaged with a range of foodbanks to assess current and expected demand over the winter period. Foodbanks report an increase in demand as a result of energy price rises and changes to Universal Credit as well as continued challenges associated with the pandemic. The council has committed £100,000 to support food projects to meet additional demand over the winter months. • The Connected Communities Team worked with local Hungarian, Polish, Czech, and Slovak communities in early December to celebrate St Nicholas Day. Community events across the city reached around 200 families who were signposted to appropriate support and received information on the EUSS. A community survey on perceptions of the city and council services was also distributed. • The work of our Community Cohesion officers continues to focus on post-Brexit rights and access to key services in the City for EU citizens • Complex migration cases continue to present to the council for support, and this is expected to continue • The council are aware of a growing number of EU and non-EU nationals who are finding themselves with no recourse to public funds as a result of EUSS outcomes, and the hidden demand for support which is at present masked by extended COVID duties which require LAs to house people with no recourse to public funds, as well as the current restrictions on private evictions. • We continue to provide free school meals to any family that is identified as having no recourse to public funds • Hardship Group has been established to consider complex migration cases and develop organisational policy in relation to NRPF • A weekly partnership drop in for EU communities continues to be co-ordinated and supported by the council • A bi-monthly EU Citizens forum continues to bring services providing support to EU citizens to maintain a cohesive response to emerging issues.

Theme	Progress of Activity completed by Newport Council to 1 st March 2022
	<ul style="list-style-type: none"> • Some delays with the construction of Social Housing Grant funded schemes developed in partnership with Housing Associations. Increased labour and material costs impacting the delivery of Disabled Facilities Grant Programme and possible impact on affordable housing in the city. • EU Community Grant Scheme launched and awarded 4 projects with funding • EU citizens' rights cards distributed to community venues across Newport • Rights and entitlements sessions for communities and professionals planned for Spring 2022.

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Report

Cabinet

Part 1

Date: 9 March 2022

Subject Cabinet Work Programme

Purpose To report and agree the details of the Cabinet's Work Programme.

Author Governance Team Leader/Cabinet Office Manager

Ward All Wards

Summary The purpose of a work programme is to enable Cabinet to organise and prioritise the reports and decisions that are brought to each meeting. Effective forward planning by Cabinet also impacts positively upon the Council's other Committees, in particular Scrutiny, because work needs to be coordinated on certain reports to ensure proper consultation takes place before a decision is taken.

The current work programme runs to May 2022, but it is a working document. It is important that the work programme is owned and prioritised by Cabinet Members directly, so each month the Cabinet Office Manager brings a report updating Cabinet on any changes, so that the revised programme can be formally approved.

The updated work programme is attached at Appendix 1.

Proposal To agree the updated work programme.

Action by Cabinet Office Manager /Governance Team Leader

Timetable Immediate

This report was prepared after consultation with:

- Chief Officers
- Monitoring Officer
- Head of Finance
- Head of People and Business Change

Background

The purpose of a work programme is to enable Cabinet to organise and prioritise the reports and decisions that are brought to each meeting. Effective forward planning by Cabinet also impacts positively upon the Council's other Committees, in particular Scrutiny, because work needs to be coordinated on certain reports to ensure proper consultation takes place before a decision is taken.

The Wales Audit Office's Corporate Assessment of Newport City Council, published in September 2013, highlighted the need to "strengthen committee work programming arrangements to ensure they are timely, meaningful, informative, transparent, balanced, monitored, and joined up". Since that report was published, these monthly reports have been introduced to provide Cabinet with regular updates on its work programme, and the opportunity to comment upon and shape its priorities as an executive group. The Democratic Services team have also been working to improve the links between this and other work programmes under its management (e.g. Council, Scrutiny, Audit) to ensure the various programmes are properly coordinated.

The current work programme runs to May 2022, but it is a working document. It is important that the work programme is owned and prioritised by Cabinet Members directly, so each month the Cabinet Office Manager brings a report updating Cabinet on any changes, so that the revised programme can be formally approved.

The updated work programme is attached at Appendix 1.

Financial Summary

There is no direct cost to adopting a programme of work.

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?
No action taken	M	L	Work programming arrangements are in place to ensure they are timely, meaningful, informative, and transparent, balanced, monitored, and joined up.	Head of Democratic Services
The process is not embraced by report authors and members	M	M	If there is proliferation of unplanned or late items, the opportunity to ensure work programming is timely, meaningful, informative, and transparent, balanced, monitored, and joined up will diminish	Head of Democratic Services

Links to Council Policies and Priorities

These proposals will help the Council provide the best possible service to members and will provide information to the public and elected members.

Options Available and considered

- To adopt the process and adopt or amend the work programme
- To consider any alternative proposals raised by Cabinet members
- To take no action

Preferred Option and Why

To adopt the proposals which should help to ensure work programming arrangements are timely, meaningful, informative, and transparent, balanced, monitored, and joined up.

Comments of Chief Financial Officer

There are no financial implications in adopting a programme of work.

Comments of Monitoring Officer

There are no legal implications in adopting a programme of work.

Staffing Implications: Comments of Head of People and Business Change

There are no specific staffing implications in adopting a programme of work.

Comments of Cabinet Member

The Chair has approved the report for consideration by cabinet.

Local issues

There are no local issues as this report relates to the Council's processes

Scrutiny Committees

Monthly update reports allow the Scrutiny and Cabinet work programmes to be better coordinated. The Scrutiny team and Members are currently developing new ways of working through the new Committees, and continually reviewing the work programmes to focus more on risk, and ensure all scrutiny activity has a defined purpose and constructive outcome.

Equalities Impact Assessment and the Equalities Act 2010

This does not apply to this procedural report.

Children and Families (Wales) Measure

This procedural report does not impact on Children and Young People although certain reports contained in the programme may do and will need appropriate consultation and comment when they are presented to cabinet.

Wellbeing of Future Generations (Wales) Act 2015

This is a procedural report but reports contained within the programme will need to show how consideration has been given to the five things public bodies need to think about to show they have applied the sustainable development principle put into place by the Act.

Crime and Disorder Act 1998

This does not apply to this procedural report

Consultation

As set out above

Background Papers

[Newport City Council Corporate Assessment](#), Wales Audit Office (September 2013)

[Newport City Council – Corporate Assessment Follow Up 2015](#), Wales Audit Office (May 2015)

Dated: 2 March 2022

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Cabinet

Work Programme: June 2021 to May 2022

Meeting	Agenda Items	Lead Officer
Cabinet 02/06/21	<ul style="list-style-type: none"> ▪ School Reorganisation Proposal to Expand Bassaleg School ▪ Corporate Risk Register Update (Q4) ▪ Welsh Language Annual Report ▪ Levelling Up Fund ▪ UK Community Renewals Fund ▪ Covid Update Report ▪ Brexit Update Report ▪ Work Programme 	<ul style="list-style-type: none"> ▪ CEo ▪ HP&BC ▪ HP&BC ▪ HRIH ▪ HP&BC ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Council 29/06/21	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Management Restructure Report ▪ PSPO 	<ul style="list-style-type: none"> ▪ DSM ▪ CX ▪ HL&R
Cabinet 07/07/21	<ul style="list-style-type: none"> ▪ 2020/21 Treasury Management Year End Report ▪ 2020/21 Revenue Budget Outturn ▪ 2020/21 Capital Outturn and Additions ▪ Responding to the New Normal Report ▪ MIM Strategic Partnership Agreement ▪ Covid Update Report ▪ Brexit Update Report ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HoF ▪ HP&BC ▪ CEo ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Council 20/07/21	<ul style="list-style-type: none"> ▪ Council Appointments ▪ 2020/21 Treasury Management Year End Report ▪ Regional PSB Report 	<ul style="list-style-type: none"> ▪ DSM ▪ HoF ▪ HP&BC
Cabinet 08/09/21	<ul style="list-style-type: none"> ▪ Revenue Budget Monitor ▪ Capital Budget Monitor ▪ Corporate Risk Register Update (Quarter 1) ▪ Annual Safeguarding Report ▪ Covid Update Report ▪ Brexit Update Report ▪ PSB Summary of Business ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HP&BC ▪ SD People ▪ CX/HP&BC ▪ CX/HP&BC ▪ HP&BC ▪ GTL
Council 28/09/21	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Scrutiny Annual Report 	<ul style="list-style-type: none"> ▪ DSM ▪ HL&R
Cabinet 13/10/21	<ul style="list-style-type: none"> ▪ Corporate Plan Annual Report ▪ Replacement LDP – Feedback on Integrated Sustainability Appraisal and proposed next steps ▪ Strategic Equality Plan Annual Report ▪ Covid Update Report 	<ul style="list-style-type: none"> ▪ HP&BC ▪ HRIH ▪ HP&BC ▪ CX/HP&BC

	<ul style="list-style-type: none"> ▪ Brexit Update Report ▪ PSB Summary of Business ▪ Work Programme 	<ul style="list-style-type: none"> ▪ CX/HP&BC ▪ HP&BC ▪ GTL
Cabinet 10/11/21	<ul style="list-style-type: none"> ▪ Revenue Budget Monitor ▪ Capital Budget Monitor and Additions ▪ Annual Report on Compliments, Comments and Complaints Management 2020 ▪ Covid Update Report ▪ Brexit Update Report ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ Customer Services Mgr ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Council 23/11/21	<ul style="list-style-type: none"> ▪ Council Appointments ▪ City Centre PSPO ▪ Strategic Equality Plan Annual Report ▪ Democratic Services Annual Report ▪ Standards Committee Annual Report 	<ul style="list-style-type: none"> ▪ DSM ▪ HL&R ▪ HP&BC ▪ HL&S ▪ HL&S
Cabinet 15/12/21	<ul style="list-style-type: none"> ▪ Treasury Management Report ▪ Corporate Risk Register Update (Quarter 2) ▪ AW Certificate of Compliance ▪ New Normal Report ▪ Director of Social Services Annual Report ▪ Covid Update Report ▪ Brexit Update Report ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HP&BC ▪ HP&BC ▪ HP&BC ▪ SD - People ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Cabinet 14/01/22	<p><u>Budget:</u></p> <ul style="list-style-type: none"> ▪ 2022/23 Revenue Draft Budget and MTFP: Final Proposals ▪ Revenue Budget Monitor ▪ Capital Budget Monitor ▪ Welsh National TOMs for Social Value ▪ Mid-Year Performance Analysis 2020/21 ▪ Update report on CCR/CJC working arrangements ▪ Welsh in Education Strategic Plan – 2021/2025 ▪ Brexit Update ▪ Covid Recovery ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HoF ▪ HoF ▪ HP&BC ▪ CX/SDT&C/HL&R/ HoF/PPIM ▪ CEo ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Council 25/01/22	<ul style="list-style-type: none"> ▪ Council Appointments ▪ 2021/22 Treasury Management 6 monthly report ▪ Council Tax Reduction Scheme ▪ Director of Social Services Annual Report ▪ Gambling Act 2005 – Statement of Principles ▪ Schedule of Meetings 2022/23 ▪ Mayoral Nomination 2022/23 	<ul style="list-style-type: none"> ▪ DSM ▪ HoF ▪ HCS ▪ SD – People ▪ HL&S ▪ GTL ▪ GTL

Cabinet 18/02/22	<ul style="list-style-type: none"> ▪ 2022/23 Capital Strategy and Treasury Management Strategy ▪ 2022/23 Revenue Budget and MTFP: Final Proposals ▪ Verified Key Stage 4 and 5 Pupil Outcomes ▪ 21st Century Schools - deferred ▪ Welsh Language Five Year Strategy ▪ Western Gateway ▪ Covid Recovery Update ▪ Brexit Update ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ CEdO ▪ CEdO ▪ HP&BC ▪ HRIH ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Council 01/03/22	<u>Budget:</u> <ul style="list-style-type: none"> ▪ Council Appointments ▪ 2022/23 Council Tax and Budget ▪ 2022/23 Capital Strategy and Treasury Management Strategy ▪ National Non-Domestic Rates: Discretionary Relief: High Street Relief Scheme 2022-23 ▪ Welsh Language Five Year Strategy ▪ Regional Population Needs Assessment – Social Services and Wellbeing Act 	<ul style="list-style-type: none"> ▪ DSM ▪ HoF ▪ HoF ▪ HoF ▪ HP&BC ▪ SD: SS
Cabinet 09/03/22	<ul style="list-style-type: none"> ▪ EAS Business Plan 2022/25 ▪ Revisions to the SEW EAS Collaboration and Members Agreement (the CAMA) ▪ Corporate Risk Register Update (Quarter 3) ▪ Climate Change Plan ▪ Covid Recovery Update ▪ Post EU Transition Update ▪ Work Programme 	<ul style="list-style-type: none"> ▪ CEdO ▪ CEdO ▪ HPP&T ▪ HPP&T/D: E&S ▪ CX/HPP&T ▪ CX/HP&BC ▪ GTL
Cabinet 06/04/22	<ul style="list-style-type: none"> ▪ Pay and Reward Statement 2022/23 ▪ Annual Corporate Safeguarding Report ▪ Replacement LDP Feedback on Growth Options and Vision/Objectives ▪ National Collaborative Welsh Adopting/Fostering Services ▪ Local Government and Elections (Wales) Act 2021 – Corporate Self-Assessment ▪ Covid Recovery Update ▪ Post EU Transition Update ▪ PSB Summary Document (for information/awareness) ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HPP&T ▪ HC&YPS ▪ HRIH ▪ SD: SS ▪ HPP&T ▪ CX/HPP&T ▪ CX/HPP&T ▪ For info ▪ GTL
Council 26/04/22	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Pay and Reward Statement 21/22 	<ul style="list-style-type: none"> ▪ DSM ▪ HP&BC
May 2022	Local Elections	
Council 17/05/22	<u>AGM:</u> <ul style="list-style-type: none"> ▪ Council Appointments ▪ IRP Annual Report 	<ul style="list-style-type: none"> ▪ DSM ▪ HL&R

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