

Agenda



Cabinet

Date: Wednesday, 12 October 2022

Time: 4.00 pm

Venue: Hybrid Meeting

To: Councillors J Mudd (Chair), D Batrouni, J Clarke, D Davies, Y Forsey, D Harvey, J Hughes, L Lacey and S Marshall

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 - 14)	
4	<u>July Revenue Budget Monitor</u> (Pages 15 - 36)	All Wards
5	<u>Capital Programme Monitoring Quarter 1 - 2022/23</u> (Pages 37 - 64)	All Wards
6	<u>Corporate Risk Register Update (Quarter 1)</u> (Pages 65 - 112)	All Wards
7	<u>Corporate Plan</u> (Pages 113 - 134)	All Wards
8	<u>Strategic Equality Plan Annual Report</u> (Pages 135 - 174)	All Wards
9	<u>Climate Change Plan Annual Report</u> (Pages 175 - 208)	All Wards
10	<u>Gwent Regional Partnership Board - Market Stability Report</u> (Pages 209 - 274)	All Wards
11	<u>NCC External Pressures Report</u> (Pages 275 - 280)	All Wards
12	<u>OneNewport - Summary of Business</u> Click here to open the link.	
13	<u>Work Programme</u> (Pages 281 - 288)	

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Date of Issue: 5 October 2022



Minutes

Cabinet

Date: 13 July 2022

Time: 4.00 pm

Present: Councillors J Mudd (Chair), D Batrouni, J Clarke, D Davies, D Harvey, J Hughes, L Lacey and S Marshall

1 Apologies for Absence

Councillor Forsey.

2 Declarations of Interest

Cllr Harvey declared an interest in Item 9, as Board Member of Newport Transport.

3 Minutes of the Last Meeting

The Minutes from 15 June 2022 were accepted as a true record.

4 2021/22 Revenue Budget Outturn

The Leader presented the report to Cabinet, which detailed the final outturn position of the Authority for the financial year 2021/22 that ended on 31 March 2022.

The revenue outturn showed an underspend of £18.4m, after planned transfers to and from earmarked reserves, which represented a 6% variance against budget.

The 2021/22 underspend of £18m had arisen, in the main, due to changes in service provision and working practices caused by Covid and the receipt of significant one-off Welsh Government funds over and above those amounts claimed via the Hardship Fund. Specifically:

- The financial assistance from the Local Government Emergency Hardship Fund, unexpected grant income received from Welsh Government late in the year resulted in core spend being displaced and funded via external grant; therefore, increasing the overall underspend. This additional funding was in the region of £6m.
- Significant underspends across all services in relation to staff savings resulting from recruitment delays and planned/normal services not being undertaken due to the prioritisation of Covid response work, and:
- Linked to the above, underspend against the general revenue contingency budget and the council tax reduction scheme, and a surplus in relation to council tax income. Unanticipated capital grants at the end of the year also impacted on the Council's borrowing requirement therefore creating an underspend against the capital financing budget. These were all non-service budget areas.

Whilst there was significant underspend overall, there were some one off and recurring issues that were raised within the report and would be addressed by officers, such as the delivery of savings. Whilst 94% of the savings target was achieved in 2021/22, there were delays in implementation due to the impact of Covid and robust plans were needed to ensure that these savings were fully delivered for 2022/23.

There are a number of risks being monitored by the Executive Team for 2022/23, which had the potential to impact upon the financial position in this year. Section 4 of the report explained in detail the areas that currently present the most significant risk.

As school variances were managed via individual school's balances, the overall underspend of £18m did not include the school's position. For 2021/22, schools collectively underspent by £6.1m which would see school balances increase from £9.6m to £15.7m as at the 31 March 2022. Schools made significant in year savings, mainly due to over £4.8m of unexpected grants being received late in the year.

The projected school balances improved significantly in 2021/22, largely due to that one off, non-recurring grant income. It was anticipated however, that schools would utilise a large proportion of their balances during 2022/23 to deliver upon the requirements of that grant funding. Schools would need to robustly monitor and manage their budgets effectively to ensure financial sustainability going forward within their core funding.

As part of this meeting, Cabinet were being asked to approve the use of this underspend.

Having this one-off funding available helped the city recover from the impacts of Covid and invest in other priorities. The full extent of the underspend would not be allocated at this point, consideration was given to a range of issues:

- Investing in local communities' infrastructure to encourage greater pride and cohesion, and
- Protecting the Council's financial resilience and achievement of its priorities by enhancing its risk mitigation reserves.

Following this overview of our financial position, section 5 of the report details how the £18m is to be utilised. In order to allow the Cabinet sufficient time to carefully consider the full extent of the in-year underspend a residual balance of almost £8m would be allocated by Cabinet during our September/ October meeting. The Leader mentioned a few of the one-off investments as they are really important:

£2.5m for parks and open spaces - In addition to the £300k permanent funding over two years to maintain play areas and equipment, agreed as part of the 2022/23 budget, additional resource was allocated to support the positive health benefits of being outdoors and spending time in green spaces.

£500k for domiciliary care support would be set aside to enable a response to increasing domiciliary care support service capacity through funding driving lessons and providing access to electric vehicles.

£7.5m was allocated to the existing MTFP reserve to support current and future budget risks.

The total reserves balance at 31 March 2022, following the transfers set out within the report would increase to £149m. The significant movements were summarised within section 5 of the report.

Comments of Cabinet Members:

- The Deputy Leader referred to Education saving and the grant funding settlement of £8M WG which came late in the year, therefore needed to robustly monitor the budget. Supportive approach was key to this and welcomed by the Deputy Leader.
- Councillor Lacey supported the proposal especially with regard to the community cohesion grant.
- Councillor Batrouni welcomed the budget and noted that the heavy investment going into parks showed the council's support for green spaces. It was also a prudent financial planning boosting reserves as we headed to winter, therefore the Cabinet Member supported the report.

Decision:

That Cabinet:

1. Noted the outturn position, which was subject to audit; and the major variances for the year (sections one to three);
2. Approved use of the underspend and other reserve transfers as set out in section five of the report, noting the resulting level of the Council's general and earmarked reserves;
3. Noted the school's outturn and the position on the individual and total school reserves (section three).

5 2021/22 Capital Outturn and Additions

The Leader informed colleagues that report provided an overview of the final outturn position and completed the annual monitoring cycle for capital.

Since the last report, received by Cabinet in January of this year, a number of additions and amendments were made to the programme, outlined in Appendix A. Most of these took the form of new grant funded schemes and their addition resulted in a total 2021/22 budget of £67.7m, compared to a budget of £57.5m as at November.

Included within these additions were grant allocations from Welsh Government for free school meal kitchen works and bus electrification, which required the Council to use this against existing expenditure, displacing the Council's planned funding in the process.

This displaced funding would be carried forward into 2022/23, for use in line with WG's planned intentions.

As well as these additions and amendments, slippage totalling £13.9m was reported at the end of the year. This slippage total also included the effect of the displaced funding just referenced.

This slippage was due to a number of reasons, including the effects of inclement weather, supply chain challenges and some overly optimistic profiling when schemes were initially added to the programme. Slippage for the whole year, including that approved earlier in the year, totalled £60m.

This resulted in a final budget of £53.791m, against which a final spend of £52.7m was recorded, reflecting a net underspend of £1.12m. This net underspend included some small overspends, more than offset by underspends, most of which were the result of not being able to fully utilise grant funding awarded by WG for specific schemes.

The report also outlined the current position in relation to the available capital headroom. Having been updated for several recently approved commitments, the total headroom now stands at £2.354m, comprised of the following:

- £57k borrowing headroom.
- £258k uncommitted capital expenditure reserve, after allowing for
- £2.040m of uncommitted capital receipts

In the case of the borrowing headroom, recent commitments against this included the increased budget for the Transporter Bridge project and the Information Station, as well as a decommitted renewable energy scheme, which was no longer deliverable. In addition, the provisional commitment for the Northern Gateway Scheme was removed and a provisional commitment for the Levelling Up Fund Round 2 bid was included.

Other potential commitments against the overall headroom include the Council's share of the demolition costs for Newport Centre and additional funding to take the overall Band B funding envelope to £90m.

This overall amount of headroom, which steadily reduced over recent years, would need to be carefully managed and monitored in order to ensure that it could be utilised when needed for the most critical issues prior to the new capital programme coming into existence in 2023/24.

The report also outlined the current total budget for 2022/23, which currently stands at £117m. This was considerably more than had been spent in previous years and would potentially be a challenge for the Council to deliver in full. Therefore, there was a significant risk of slippage and, in anticipation of that, work was currently ongoing to revise the current expenditure profile across all services, in the hope that a more realistic profile would result.

This would be an important piece of work, as it would inform the Council's actual borrowing for the year and ensure that the Council did not undertake borrowing earlier than actually required.

Comments of Cabinet Members:

- Councillor Batrouni emphasised the importance of the re-profiling exercise. The slippage was due to circumstances that every local authority has faced. It was also healthy to re-prioritise under the current climate what could be delivered to the residents in Newport and welcomed the report.

Decision:

That Cabinet:

1. Approved the additions to the Capital Programme requested in the report (Appendix A).
2. Approved slippage of £13.9m from the 2021/22 budget into future years, noting the re-profiling of the programme that this gave rise to.
3. Noted the capital expenditure outturn position for 2021/22.
4. Noted the available remaining capital resources ('headroom') and the earmarked usage of that resourcing.

6 **Shared Prosperity Fund**

The Leader presented the report to Cabinet colleagues.

In April 2022 the UK Government published details of the new £2.6bn Shared Prosperity Fund which sought to support the Government's Levelling Up objectives, these were:

- Boost productivity, pay, jobs and living standards by growing the private sector, especially in places where they were lagging,
- Spread opportunities and improve public services, especially in places where they were weakest,
- Restore a sense of community, local pride and belonging, especially in places where they had been lost, and
- Empower local leaders and communities, especially in those places lacking local agency.

In order to do this the Shared Prosperity Fund had three investment priorities:

- Communities and Place
- Supporting Local Business; and
- People and Skills

There was also a fund called Multiply, which sought to improve adult numeracy skills.

The primary goal of the UK Shared Prosperity Fund was to build pride in place and increase life chances across the UK. The fund was intended to align with, and complement the Levelling Up Fund, for which Newport's round 2 proposals to develop a National Technology Institute in the heart of our City were approved for submission by Cabinet in June.

The Shared Prosperity Funding was allocated to places across the UK on a needs basis and the 10 Local Authorities in the Cardiff Capital Region received a combined conditional allocation of over £230m and just over £48m for Multiply. Newport was expected to receive just over £27m for core spend and a further £5.6m for Multiply over the next three years.

In order to draw down this funding, all local authorities within the Cardiff Capital Region were required to develop one regional investment plan for the whole region. This investment plan would set the high-level framework of interventions which would be developed and delivered at the local level.

The Leader stressed that the development of the Regional Investment Plan was the beginning of the Shared Prosperity Fund process. It was a strategic plan which identified the overarching interventions that related to the three investment priorities of the Fund across the region. Not all regional interventions would be relevant to Newport, but this overarching strategy enabled us to start understanding what our local priorities were and develop a local delivery plan, in partnership with our communities and stakeholders.

The regional investment plan would need to be submitted to UK Government by 1 August. As part of this process there was a need to appoint one local authority to assume the role of the 'Lead Local Authority' for administration purposes and it was proposed that Rhondda Cynon Taff County Borough Council performed this role.

There was still much work to do in terms of some of the governance that sat alongside the administration of the funding, and this would be overseen by the Head of Law and Standards. What is clear was that Newport was set to benefit from significant funding for our communities, for our businesses and to ensure that our residents had the skills they need to prosper. Meaningful and inclusive engagement with our residents and communities would commence soon, to make sure we know what matters most to them. It was important that we as a Cabinet know what the priorities of our residents were and that we develop a Local Delivery Plan that supported those priorities.

This report marked the first step to securing the funding that Newport deserved.

Comments of Cabinet Members:

- Councillor Batrouni considered that Welsh should be fairly funded by Government and that a pragmatic approach be taken, as well as working together with all political groups to ensure positive outcome for Newport. An offer of £1.1Bn from UK Government should be provided as set out by WG

Decision:

That Cabinet:

1. Endorsed Rhondda Cynon Taff County Borough Council (RCT) as the Lead Local Authority for the UK SPF for the Cardiff Capital Region and submit the Regional Investment Plan by 1 August 2022.
2. Delegate powers to the Head of Law and Standards to agree the legal agreements associated with the UKSPF with the Lead Local Authority on behalf of Newport City Council.

7 RDLP - Vision, Issues and Objectives

The Cabinet Member for Strategic Planning and Regulation Housing presented this report.

Newport City Council had already agreed to start work on a replacement Local Development Plan and as colleagues may be aware, the process to adopt a new development plan took at least 3.5 years. There were many stages and tasks to complete before adoption was possible, but a really important part of the process was stakeholder engagement and consultation. We needed to know how people saw our City developing and functioning over the course of the next 15 years and the report before Cabinet outlined the most recent stage of engagement undertaken.

The Local Development Plan, like all strategies, needed a Vision. It needed a clear sense of direction to get us to the Newport we want to be in 2036. But in order to develop a Vision we must understand what our current context was and also take into account what changed since we adopted the last plan in 2015. We know a lot has changed. Climate change and active travel were not a focus of the existing plan but they were very important to us now. Similarly, whilst air quality and flood risk were an integral part of the current plan, there had been significant policy changes since 2015 which needed to be properly reflected in a new plan. All of these important issues were reflected in the proposed vision and objectives, but it was important that we asked stakeholders and residents the question, have we missed anything?

From January to March this year we worked with Planning Aid Wales to undertake a number of stakeholder engagement events with groups such as Community Councils, Developers and Environmental groups. We also held two public engagement events in our neighbourhood hubs across the city to ensure that we captured as many views as possible. As a result, 33 responses were received on our proposed Vision, Issues and Objectives, all of which were set out in detail in appendix A of your report. Planning Aid Wales also provided a really well presented feedback report which could also be found within appendix B of the report. People had taken the time to respond and share their views and it was important to acknowledge and thank everyone for taking the time and effort to participate in this process.

Overall, the response was positive and many recognised our City's potential as a national growth area. Other comments focussed on more detailed changes to wording but overall it was felt that people agreed with our level of ambition, flexibility and scope. However minor changes were made to reflect the feedback and these are set out for you in Appendix C.

The Council was still at the start of the replacement plan process and Cabinet would receive a number of updates and reports as each stage progresses. If Cabinet agreed to the Vision and Objectives as set out in the report, this will enable progression to the next stage which was the growth options stage. This was a very important stage and where the Council would start to develop more of the detail on where local growth should be, not only for housing but also for employment land. This was timely given the recent census data which showed Newport having the highest percentage of population increase in Wales since 2011. Hopefully Cabinet would be updated on this stage later this year, in the meantime, the Cabinet Member recommended that Cabinet approved the proposed Vision and Objectives.

Comments of Cabinet Members:

- Deputy Leader agreed with the Cabinet Members presentation and considered that Newport was a gateway city into Wales and it was important that residents had ownership of this vision and they and their families could be proud of this city. The focus was also on carbon reduction and sustainability was fundamental to all of this, which was an excellent vision going forward.
- Councillor Batrouni highlighted the importance of Appendix C, which showed that the Council did make changes, such as air and water quality and emphasis on ecology within Newport. Whilst this was hard, it was key for financing the economy and ecology.
- Councillor Harvey supported Councillor Clarke on his presentation and fully supported the report.

Decision:

Cabinet noted the consultation comments received on the Draft Vision, Issues and Objectives and endorsed the proposed responses.

8 Welsh Language and Annual Report

The Leader introduced the report advising colleagues that Council was required to report annually on its progress in complying with the Welsh Language Standards under the Welsh Language (Wales) Measure 2011.

The annual report provided an overview of the Council's progress in meeting the Standards, included information required by law to be published on an annual basis, a summary of key achievements during the year, and priority areas for future work.

Highlights for 2021-22 included:

- Our work with our refugee, migrant, and minority ethnic communities to better embed Welsh language as part of a shared sense of identity across the city, particularly in the context of the development of our fourth Welsh medium primary school.
- We improved, developed, and began to deliver a new Welsh Language Skills Policy. Processes have now been implemented and put in place to allow delivery next year.
- We engaged and consulted with key stakeholders and our communities to inform the development of our new five year Welsh Language Strategy which was passed with the full support of Council.
- We developed creative partnership arrangements outside of the public and voluntary sector to raise the profile of the Welsh language across Newport. This included working with the Dragons Rugby and Newport County AFC to promote the Welsh language.

The report also identified priorities for the next reporting period, including:

- Continued work with stakeholders and partners to deliver the new five year Welsh Language Strategy and embed a performance monitoring framework to assess delivery of objectives
- Further engagement with Newport's diverse communities to promote the Welsh language, raise awareness and visibility of the language, and continue to develop Welsh medium education and the inclusivity of the language
- Embed our new performance management structure across the council
- Roll out of newly developed Welsh language training videos to all staff
- Continued scope and consideration of Welsh language courses for lapsed speakers, or those that needed a confidence boost

The Leader invited Councillor Hughes to say a few words.

Sylwadau Cabinet y Cynghorydd Hughes

'Fel yr Hyrwyddwr Aelod Etholedig dros y Gymraeg am y llynedd rwy'n falch o gefnogi gwaith ein swyddogion wrth hyrwyddo'r Gymraeg ac wrth godi proffil y Gymraeg o fewn y cyngor ac ar draws ein cymunedau.

Drwy fod yn rhan o'r broses Grant Cymraeg yn y Gymuned roedd yn arbennig o galonogol gweld faint o ddiddordeb a cheisiadau eithriadol gan grwpiau cymunedol ledled Casnewydd i gynyddu'r defnydd o'r Gymraeg, ei hymwybyddiaeth a'i gwelededd ar draws holl ddinasyddion Casnewydd gan gynnwys y rhai sy'n newydd i'r Ddinas a Chymru.

Mae'r adroddiad yn tynnu sylw at rai meysydd o gynnydd gwirioneddol ynghyd â rhai blaenoriaethau allweddol ar gyfer y flwyddyn nesaf a thu hwnt ac edrychaf ymlaen at weld sut mae'r Gymraeg yn cael ei chroesawu gan holl ddinasyddion Casnewydd, a sut mae ein gweledigaeth o 'Gweld, Clywed, Dysgu, Defnyddio, Caru' yn cefnogi'r Gymraeg fel iaith fyw ym mhob rhan o fywyd ar draws y Ddinas'

'As Elected Member Champion for Welsh language for last year I am proud to support the work of our officers in promoting the Welsh language and in raising the profile of Welsh within the council and across our communities.

Through being involved with the Welsh in the Community Grant process it was especially encouraging to see the amount of interest and exceptional applications from community groups across Newport to increase the use, awareness, and visibility of the Welsh language across all Newport citizens including those new to the City and Wales.

The report highlights some areas of real progress along with some key priorities for the next year and beyond and I look forward to seeing how the Welsh Language is embraced across all Newport citizens, and how our vision of 'See, Hear, Learn, Use, Love' supports Welsh as a living language in all parts of life across the city'

Comments of Cabinet Members:

- Councillor Batrouni commended Councillor Hughes on his role as previous champion for the Welsh Language. As current Champion for the Welsh Language, Councillor Batrouni hoped that the Welsh Language would be delivered to the City. Additionally, the 'Say Something in Welsh' App was available.
- The Deputy Leader commended the work of officers and education officers for the tremendous work that had gone into this report. Extremely positive work had also come from the Welsh Language Officers.

Decision:

Cabinet approved the final monitoring report and published it on the Council's website, in accordance with statutory deadlines.

9 Welsh Government Consultation, One Network, One Timetable, One Ticket: Planning buses as a public service for Wales - NCC Response

The Leader presented the report informing Cabinet that this was a response to a Welsh Government Consultation related to the bus industry, titled One Network, One Timetable, One Ticket – Planning Bus Services in Wales

The Welsh Government in their strategic planning approach, including Llwybr Newydd, the transport strategy for Wales, was continuing their effort to support and encourage us all to travel more sustainably, through promoting active travel, and the use of public transport. Cabinet supported those aims, and noted the benefits they would bring to our climate emergency work.

The bus industry was primarily a commercial industry, but was subsidised by Welsh Government and local authorities. The public funding for the industry did not mean that there was a significant level of control on service provision, although in Newport, Cabinet worked well with our operators. To align with Welsh Government aspirations, the consultation related to proposed changes to the industry, from a commercial operation to a franchised system.

Cabinet was happy to contribute to the consultation, however, with the information to date, was concerned that there were a number of significant risks. There was potential for the public sector to have increased financial risk, a potential for a reduction in service provision and local accountability and potential consequences for home to school transport operations and with our municipal transport operator. There were also risks to the future of the business. The white paper had limited detail that related to how these risks would be practically mitigated.

Within the consultation, there was a regulatory impact assessment, and there were concerns with the values within that assessment. Work with our colleagues in Cardiff Capital Region was in progress, and involvement with a piece of work being undertaken by KPMG to interrogate the assessment, and it was intended to incorporate that into our response to Welsh Government.

These concerns did not mean that Cabinet did not support the aspirations in the consultation. Cabinet completely supported the improvement of services and improvements to the passenger experience within the bus industry. It was felt however that presently, more detail and information was needed to ensure we could all be comfortable with any change, and that any changes to services would be beneficial for all stakeholders and communities.

The Leader advised Cabinet that since the report was drafted, the Welsh Government published their legislative timetable for the forthcoming year. Introduction of the Bus Bill was deferred into the following year, which would increase the uncertainty for all stakeholders.

Comments of Cabinet Members:

- Councillor Lacey considered that the proposed model was a financial risk. There was not a one size fit model and local knowledge was vital. Wales was a varied country, with a different population size across its areas. In addition, there was no provision in this paper for home to school transport. The municipal bus company within Newport was effective, with this in mind, it was hoped that Newport Transport would be appropriately considered within the consultation. That said, whilst a franchise could be useful Newport City Council would want to keep open dialogue with WG to ensure the outcome was a positive one.

Decision:

Cabinet noted the issues identified and progressed to date in preparing Newport Council's response and delegate Authority to the Leader and Cabinet Member to amend and approve the final consultation submission once supporting information was available.

10 Post EU Transition and Key Issues

The Leader presented the report to Cabinet providing a summary of the work the Council undertook alongside its partners and communities to respond and recover from the Covid Pandemic, the external impacts on the economy and the post EU Transition position of our communities.

Over the last few months, Covid transmission rates remained low across communities. In the last couple of weeks, however, Covid cases started to increase again due to two new variants.

Settings such as hospitals were taking action to prevent transmission and protect vulnerable people through reintroducing face masks and other necessary measures. It was important for residents to remain vigilant and if they were experiencing Covid symptoms to take necessary action to self-isolate and to take a Covid test. Additionally, those eligible or have not taken up their vaccination were being encouraged to do so.

The Council was continuing to operate a hybrid approach for Members and staff to work from home and not to visit the Council if they suspect that they had Covid symptoms or tested positive for Covid.

This was the last time reporting the Council's activities against the Strategic Recovery Aims which this Cabinet committed to back in July 2020.

Regular reports would continue to be presented to Cabinet on the ongoing delivery of the Council's work and response to the external impacts on our communities and businesses.

The Council had experienced an unprecedented time, but Councillors, officers, schools, volunteers and communities demonstrated how we collaborated to support our most vulnerable residents, enable our businesses to continue to operate and provide new opportunities for people to improve their lives.

Areas of Delivery included:

- EdTech programme which supported schools, pupils, and families with over 9,000 devices disseminated to enable home schooling and support for the administration of Free School Meals to vulnerable children.
- Supporting the NHS with the roll out of the vaccine programme and delivering the Test, Trace and Protect system.
- Supporting over 1,000 office-based staff with ICT equipment and office furniture to enable home / remote working.
- Supporting front-line workers across Social Services, City Services, and other departments to continue delivery of vital services and support for our most vulnerable Newport residents.
- Financial support to hundreds of businesses across Newport.
- Enabling community groups through Participatory Budgeting to access funding to support their communities in Newport.

Cabinet was continuing to deliver and support key projects and initiatives across our Wards and communities in Newport.

Emerging out of the Pandemic, there continued to be ongoing economic and global impacts affecting the economy, including the cost of living for businesses and households. Many businesses and households were facing unprecedented inflationary rises in the cost of food, fuel, energy and general living. It was going to continue to be a very challenging time over the next 12 months.

Newport Council was supporting the Welsh Government's initiatives in the administration of Council Tax Relief, Business Rate Relief and the distribution of voucher schemes and grants.

Newport Council was also working with GAVO to support Community Food Organisations with opportunities to obtain capital grant funding to support their initiatives.

Newport was and would always be, a city that welcomed people of all nationalities, faiths, and beliefs. Having a diverse and cohesive city was important in the continuing development and growth of our communities, economy and prosperity.

Newport was continuing to welcome Ukrainian families into the city, who were displaced by the conflict in their country, supporting them to find safe, secure accommodation to rebuild their lives.

Council services were once again going above and beyond to work together to ensure families were well supported and we have seen 100 approved visa applications issued to date.

Comments of Cabinet Members:

- Councillor Harvey thanked all council staff, all 800 services that kept the council and Newport running. The Cabinet Member also wanted to thank teachers who were dealing with mental health crisis of young people. Everyone that worked for Newport City Council therefore deserved thanks from Cabinet.
- The Deputy Leader supported Councillor Harvey's comments in relation to Newport schools and outlined the support which came from the Community hubs, family cohesion and funding for teachers for ELSA training. Food poverty and clothing had also been provided, which signified how important schools were for the community. In addition, the extended availability of Free School Meals for children from WG. It was also great to see breakfast clubs back in play.

Decision:

Cabinet considered and noted the contents of the report and would 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.

12 **Part 2 Exempt or Confidential Items**

To consider whether to exclude the Press and Public during consideration of the following item on the grounds that it will involve the likely disclosure of exempt or confidential information as defined in schedule 12A of the Local Government Act 1972 and exclusion outweighs the public interest in disclosure.

13 **Newport Indoor Market - Presentation**

The Head of Regeneration and Economic Development, Head of Finance/Deputy Head of Finance and the Head of Law and Standards shared in a presentation to Cabinet on the Indoor Market.

A request was submitted by developers for an extension to the Council's loan facility. Three options were considered by Cabinet. These options were outlined in the presentation, providing a financial summary to Cabinet, as well as the legal implications. Cabinet considered the options put before them and asked each officer to provide further detail in order to make a decision, with this in mind, Cabinet agreed with the officer recommendation.

Decision:

Cabinet agreed to the preferred option1, to extend the loan by a further £500k and agree to convert the loan to a five-year term loan, the interest to no longer be rolled up, with a monthly interest to be paid at a minimum interest rate of 5%.

Report

Cabinet

Part 1

Date: 12 October 2022

Subject **July Revenue Budget Monitor**

Purpose To highlight the current forecast position on the Council's revenue budget and the financial risks and opportunities that present themselves within the July position. This is the first Cabinet update of the 2022/23 financial year.

Author Head of Finance

Ward All

Summary The July 2022 revenue position forecasts an overspend of £3,150k; which excludes schools. This overspend is after use of all the revenue budget contingencies of £4,853k included in the 2022/23 revenue budget, as agreed by Cabinet in February 2022. Cabinet will remember that in addition to the base budget contingency, other revenue budgets were temporarily available to augment that for 2022/23 to the level shown above.

As well as the revenue budget contingency of £4,853k, further 'Covid contingency' was earmarked from re-purposed reserves at £1,820k and this is one-off funding only. This is not included/ used in this forecast and the HoF recommends that the Council manages the position down to the available revenue budget which will allow the reserve to be utilised for other potential future use, as much as possible.

A small number of significant issues gives rise to the position, as follows:

- Overspend on pay budgets. Impact of pay award (not yet final) which represents a total increase to salary budgets of around 8%, against a budgeted increase provision of only 4%, excluding schools. - £2,398k
- Overspend on Housing budgets. Homelessness provision - £2,719k
- Overspend in Children's social care. Placement costs - £2,886k

A further net £600k of overspending is also included in this forecast, which includes non-delivery of savings both this current year and previous year's savings. More detail is included in the report.

Schools are separately projected to overspend by £6,073k and this will reduce school reserves by that amount. As well as the impact of a higher pay offer compared to the budget increase allowed for, schools are drawing down on reserves built up over the previous two years as they move to catch up / strengthen provision after the impacts of Covid and catch up on maintenance/ related improvements. Robust monitoring needs to be maintained in this area, as whilst no schools have set a deficit budget, there are a number of schools that are at risk of entering a deficit position again, especially once the impact of the pay awards is reflected in individual school forecasts.

The overall overspend is a significant concern at this early part of the year. Even at this early part of the year, whilst forecasts are still liable to refinements, there is reasonable certainty on the key issues flagged up which gives rise to the overspending - homelessness costs and placement numbers for example. The position requires robust action requiring services to find ways to reduce pressures, identify in-year mitigating savings and, wherever possible, utilise any additional grant funding to offset overspend positions. Any overspend will require immediate funding from reserves at the year-end.

The appendices to the report are as follows:

Appendix 1	Overall budget dashboard – July 2022
Appendix 2	Revenue summary monitor – July 2022
Appendix 3	Projected school balances
Appendix 4	2022/23 projected reserve movements

Proposal That Cabinet:

- Note the overall budget forecast position resulting from the issues included in this report and the potential for an overspend position to exist at the end of the financial year.
- Agrees that the Chief Executive and the Executive Board instigate specific measures to manage the overall forecasts within the core revenue budget, including revenue budget contingencies.
- Note the risks identified throughout the report and in the HoF comments, particularly in relation to the Teachers and NJC pay awards for 2022/23, homelessness and the lasting impacts of the pandemic.
- Note the forecast movements in reserves.
- Note the overall position in relation to schools, when compared to previous years, but also note the risk that deficit positions could emerge in the future if good financial planning and management is not undertaken.

Action by Cabinet Members / Head of Finance / Executive Board:

- Chief Executive and Executive Board instigate a review of the issues resulting in the current position and put in place, with HoS, robust action to manage overall forecasts in line with available core revenues budgets, including revenue contingencies.
- Cabinet Members discuss financial forecasts and issues in their portfolio areas and agree recommended action to bring those back in line with available budgets, as much as is possible.
- HoS deliver agreed 2022/23 and previous year budget savings as soon as practically possible, but by the end of the financial year at the latest.
- Cabinet Members and HoS promote and ensure robust forecasting throughout all service areas.

Timetable Immediate

This report was prepared after consultation with:

- Leader of the Council
- Chief Executive
- Strategic Directors
- Head of Finance
- Head of Law and Standards
- Head of People, Policy and Transformation

Signed

1 Background

1.1 As reflected in the 2022/23 Budget Report, and 2021/22 Outturn Report, this financial year presented the potential for more stability, relative to the last two years', with the effects of the COVID-19 pandemic potentially set to ease. However, it was known that the Welsh Government (WG) Hardship Fund would end and, therefore, any costs associated with recovery from the pandemic would fall upon the Council. It was also likely that the challenges experienced in achieving historic income levels would continue. Therefore, on that basis, Cabinet agreed a package of mitigation in terms of a mix of temporary and permanent base budget provision and reclassification of one-off specific earmarked reserves, as follows.

Revenue budget provision - £4,853k

- existing permanent base budget contingency budget for normal financial risks - £1,373k
- temporary headroom in Capital Financing budget - £2,000k
- temporary headroom in city centre investment budget - £980k
- new permanent budget provision for 2022/23 for in-year mitigation as well as any more permanent budget adjustments required for future years - £500k

Reserves - £1,820k

In addition to the above revenue budget provision, uncommitted reserves were repurposed for 2022/23. These total £1,820k, are one-off and will be reprioritised if not required.

1.2 Having established reasonable budget contingencies for the 2022/23 year, we have seen legacy impacts relating to Covid within these forecasts, as expected, but also, crucially, two new issues have emerged since the budget was agreed:

- NJC and Teacher's pay offer for 2022/23 being higher than provision allowed for (+4% higher for NJC and +1% higher for Teacher's)
- Inflationary increases over the last 6 months which continue to increase. These have impacted on the Council's own direct budget e.g., fuel, and major external contracts such as school transport. Officers continue to manage these, as best as possible, in negotiations / discussions with suppliers.

A summary of the key areas contributing to the overall position, excluding schools, is below:

Children's Services overspend. Emergency & other placements.	£2,886k
Housing & Communities overspend. Homelessness provision	£2,719k
Other Service Area Variances	£867k
Impact of 2022/23 proposed pay award (non-schools)	£2,398k
Non-Service - Council Tax, CTRS and other Non-Service budgets	(£867k)
SUB-TOTAL – OVERSPEND BEFORE CONTINGENCIES	£8,003
Core budget - general revenue budget contingency	(£1,373k)
Temporary / new revenue budget contingency	(£3,480k)
TOTAL	£3,150k

1.3 As shown, the combination of the factors outlined above is a total projected overspend of £3,150k, excluding schools. This overspend is after use of all the revenue budget contingencies of £4,853k.

2 Key Areas Contributing to Position

2.1 Appendices 1 and 2 provide detail regarding the composition of the overall position above and the issues that have led to that.

2.2 The following section details some of the key areas that feature within the position. As any under or overspend within schools is dealt with through a transfer to or from school reserves, the overall impact is neutralised within the overall position, and does not affect the bottom line:

- (i) Risk-based areas net overspending
- (ii) Other budget areas
- (iii) Non-service variances
- (iv) Undelivered budget savings

(i) Risk-based areas net overspending

2.3 Collectively, areas that have been agreed as requiring a risk-based approach to monitoring are projecting an overspend of £2,139k. This is shown in Appendix 1. Notable individual areas include:

- Children's Out of Area placements £1,018k overspend where 22 placements are forecasted based on current known and trend-based placements with the budget affording only 15.
- Children's Emergency placements £1,868k overspend reflecting a substantial increase in demand for these high-cost placements and challenges in identifying suitable accommodation. Forecast based on current known placements and a modest allowance of £338k for new placements based on historical trends.
- Education SEN transport £222k overspend reflecting higher operator's costs due to inflation and Infrastructure car parking income shortfall of £255k.

A number of risk-based areas are underspending and contribute to some mitigation of areas overspending of which the most significant is:

- Education primary free school meals (£1,028k) underspend largely due to the uptake in free school meals being lower than anticipated and additional grant funding from WG in the form of an administrative payment for the universal provision of free school meals. The uptake on meals will continue to be closely monitored following the start of the new term.

Full details of each 'risk-based budget area' and their forecasts and variance are shown in Appendix 1.

(ii) Other budget areas

2.4 The main issue within non-risk-based areas is the significant pressure evident within Housing & Communities, in relation to homelessness. An overspend of £2,888k is being forecast here, with the overall service area showing a slightly smaller overspend of £2,719k due to minor mitigation underspends elsewhere.

The main issues are:

- The continuing large number of individuals/ households accommodated in temporary accommodation from the Covid period.
- The lack of suitable accommodation options resulting in significant use of hotel and B&B options at much higher cost than more traditional options.
- The inability of Housing Payments to cover these costs as it is capped for short term accommodation - the differential per week can exceed £500 and is not afforded/ being paid by those accommodated.

2.5 The WG Hardship Fund has covered these heightened costs over the last two years and understanding this was not available in 2022/23 – further base budget funding was put into this service of c£400k plus a new WG grant of c£750k and continuation of Housing Benefit (HB) contributions. However, the continuing high numbers accommodated in high-cost options,

exceeding the HB contributions significantly, results in the current forecast and is based on current numbers continuing.

- 2.6 Whilst a sustainable option to deal with this issue may be longer term in nature, the impact of this is the real risk of it becoming embedded in the Council's cost base. In that respect, it is a high risk for medium term financial planning and therefore requires a significant review, which is on-going. The pressure is unlikely to ease in the short term and could potentially worsen with the cost-of-living crisis.
- 2.7 Other issues, in other service areas, include a £651k overspend within Infrastructure in relation to fleet maintenance. This is the product of rising fuel prices, as well as increasing costs associated with maintenance. A further new pressure, totalling £275k, is within People, Policy & Transformation and is connected with Estate Management. This is mainly due to the costs associated with temporary boiler hire.

(iii) Non-service variances

2.8 The key variances in relation to Non-Service include:

- NJC pay award overspend resulting from an average 8% offer versus provision of only 4% in the budget, for non-school staff £2,398k
- HB technical errors and other unrecoverable overpayments from DWP £657k
- Council Tax income shortfall based on current collection rates £250k
- Council Tax Reduction scheme underspend (£1,166k)

Both the core revenue contingency budget and the other temporary contingencies are within non-service. The NJC pay award issue above will be shown against service areas, as appropriate in future monitoring reports.

(iv) Undelivered budget savings

- 2.9 Although the much better than anticipated settlement from WG meant that the budget for 2022/23 could be balanced without the requirement to find new savings for this financial year, other than those already agreed, close monitoring of this area continues to be required, given the impact that the pandemic has had on the delivery of savings. Whilst the delay in implementation last year was unavoidable, most of the undelivered savings from previous years were deemed deliverable this year.
- 2.10 The position of delivery of savings is shown within Appendix 1, with an overview provided in the table that follows. The performance on forecast delivery of 2022/23 savings suggests being achieved by year-end are 95% of target. This represents a shortfall of £44k which will need to be addressed during the remainder of the year. More significantly than the savings shortfall for 2022/23 are the unachieved savings from previous years. This shortfall amounts to £585k, with only £12k of the target having been identified as achievable to date. Directors and Heads of Service have been tasked with identifying the actions that need to be taken to ensure that these savings are achieved, as intended, or permanently mitigated via another means.

Summary by Portfolio	Social Services	Environment & Sustainability	Transformation & Corporate	Non Service	Total
2022/23 MTRP Target (£) Total	380	100	52	280	812
Total Savings Realised by Year End 2022/23	380	70	38	280	768
Variation to MTRP Target	0	-30	-14	0	-44
Variation % to MTRP Target	0%	-30%	-27%	0%	-5%
Undelivered Savings from Previous Years	-254	-41	-90	-200	-585
Total Undelivered Savings	-254	-71	-104	-200	-629

- 2.11 In terms of the specific savings unachieved to date, these relate to a range of services, including non-service. The largest unachieved saving relates to interest income generation, intended to be

achieved via investment in longer-term riskier funds. This hasn't been pursued to date because of the risk with tying up funds during the pandemic period and the uncertain economic environment. Some of that uncertainty remains, however the target has been possible to fully mitigate via increased interest returns on existing investments, partly facilitated by recent interest rate rises, meaning that this unachieved target isn't actually impacting upon the overall position.

3 Schools

- 3.1 There was a significant improvement in school balances at the end of last year resulting in the overall school reserves increasing from £9.6m to £15.7m. The £6.1m underspend that led to that increase was mainly due to over £4.8m of unexpected grants being received late in the year. The outcome of this meant that only two schools had a negative balance position at the end of the 2021/22 financial year. Whilst school balances improved significantly in 2021/22, this was largely due to one off, non-recurring grant income which is being utilised during 2022/23 as intended. However, in addition, schools are required to meet the cost of the higher than anticipated pay awards for both teaching and non-teaching staff. This is adding an in-year pressure of £2.2m.
- 3.2 As a result of the factors outlined in the previous paragraph, overall, schools are anticipating a net overspend of £6.1m. This projection is based on expenditure forecasts against governor approved budgets. The impact of the pay award is not currently allocated against individual schools and is shown as a single figure at the bottom of Appendix 3. A similar approach has been taken to incorporate an assumption that £1m of additional grant funding will be received from WG during the year. Should this not materialise, the position will worsen, and school balances reduce further than anticipated.
- 3.3 Appendix 3 highlights the impact that the projected overspend will have upon aggregate school balances, with balances projected to total £9.7m by the end of the year. For 2022/23, no individual schools set a deficit budget. However, once the impact of the pay award is fully worked through, there is a risk that some schools may enter a deficit position.
- 3.4 A summary table of the position for each sector is shown below:

	Reserves balance 31/03/22	In year Under/(overspend)	Reserves Balance 31/03/23
	£	£	£
Nursery	127,060	(58,906)	68,154
Primary	10,523,965	(3,261,145)	7,262,820
Secondary	4,561,437	(1,384,793)	3,176,645
Special	524,514	(166,196)	358,318
Total	15,736,976	(4,871,040)	10,865,936
Assumed grant and other compensation		1,000,000	1,000,000
Pay Award Pressure		(2,202,351)	(2,202,351)
Total	15,736,976	(6,073,391)	9,663,585

4 Use of Reserves

- 4.1 Appendix 4 illustrates the planned movements in reserves throughout the year. Cabinet should note the opening balance as at 31st March 2022, forecast planned transfers in/(out) of reserves in 2022/23 and the forecast balance as at 31st March 2023. Current projections suggest that 9.6% of the Council's reserves will be utilised by the end of the financial year, which is in line with planned and expected use.
- 4.2 The General Fund Reserve is projected at the previously agreed minimum level required (£6.5m) representing only 2.9% of the overall net budget, excluding school net budgets who have their own ring-fenced reserves. It should be noted that the minimum balance of the General Fund

Reserve has been at the same level for some time and, because of increases in the total net budget, means that the level of coverage provided by this balance is reducing proportionately each year. Any overspend at the end of the year would need to be funded from reserves, but this is not shown currently with the aim that the current position will be managed down to within available core budget and contingencies.

- 4.3 The Council currently has a good level of reserves and, whilst these are nearly all earmarked for specific purposes, they do ultimately provide, in the last resort, some mitigation for overspending. This includes the aforementioned £1.8m held as a COVID contingency, as well as £1.4m held in relation to pay. If reserves were to be used to cover off overspending, future projects which were to be funded from these reserves may not be able to progress or in using other reserves, budgetary provision would need to be made to 'repay' these, creating further pressure on the Council's Medium Term Financial Plan (MTFP). There are no easy, impact free solutions through reserves but they do ultimately provide some cover in the last resort and in the short term.

5 Outlook for the remainder of the year and way forward

- 5.1 As the first reported revenue monitor of the year, it is clearly subject to change as the year progresses and new issues and opportunities emerge. At this point, the issues that give rise to individual significant overspending are known with certainty and the values attributed are realistic.
- 5.2 Potential upside opportunities are the possibility of further WG funding, and this has been discussed at an all-Wales level. No funding is currently available but may become available at the year-end though WG budgets are also currently under some challenge from similar issues such as rising inflation and the Ukraine scheme. This therefore should not be relied upon. Forecasts are normally pessimistic at this stage of the year and therefore we may expect some improvements as the year progresses.
- 5.3 The downsides (further deterioration) risks are more numerous and include:
- The current inflationary crisis continues to increase and to date, this is the actual experience of this. Council direct budgets and key suppliers' budgets are under significant strain and may increase.
 - The Council has numerous demand led budgets and costs and the legacy of the Covid restrictions period are impacting on those already and will continue to do so.
 - The cost-of-living crisis and potential economic downturn will put increasing pressure on individuals and households. This can manifest itself through more demand for Council services – social care placements, housing, council tax collection and demand for council tax reduction, for example.
 - The on-going response to the Ukraine crisis could also impact upon demand for services. Whilst any direct costs of this are expected to be funded via a combination of UK Government and WG, there may be some costs, indirectly, that have to be borne by the Council. In addition, WG's redirection of funding towards the Ukraine response could impact upon the availability of additional grants later in the year, which could reduce the scope for mitigation against the current overspend.
- 5.4 Because of the risks that may materialise over the remainder of the year, there is a need to reduce the overspend and achieve a balanced position. Ideally, this should be achieved without resort to the one-off reserves set aside to manage risks here as there are other potential demands for these resources. This will require services to robustly review their forecasts and identify ways to mitigate the overspends, such as by identifying in-year savings or utilising additional grant funding to offset existing pressures. In addition, any new pressures will need to be managed within existing resources as much as is practically possible.

Timetable

Ongoing

Risks

Detailed financial risks are included in the report and appendices where applicable

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?
Risk of overspending, due to increased demand, cost increases or unforeseen costs.	H	H	Regular forecasting and strong financial management. Services to identify ways to absorb pressures within existing budgets. Existence of contingency budgets to provide mitigation.	CMT / SFBPs and budget holders HoF
Poor forecasting	M	M	A revised approach to forecasting in non-service areas to avoid significant cost being reported late in the financial year, as has occurred in previous years. Review and refinement in service areas of risk-based modelling. Chief Executive and Cabinet setting out clear expectations of budget manager and HoS responsibilities for robust forecasting and financial management.	Asst. HoF SFBPs and budget managers CX / Leader

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Managing the in-year financial position within available resources is a key requirement for the Council and a key component of sound financial management. The medium-term challenges being faced by all councils heightens the need for the Council to avoid an overspend within this financial year.

Options Available and considered

In terms of the overall forecast position and financial management there are no options – the Council needs to operate within its overall budget.

Preferred Option and Why

To note the challenging financial position being reported and the actions being taken to reduce the overspend position and manage within the overall budget.

Comments of Chief Financial Officer

The monitoring position outlined in this report reflects a projected overspend of £3,150k. This is a significant overspend and represents a challenging position, unlike any experienced in recent years. In the circumstances of the first year following Covid restrictions, it is not unexpected, and mitigation was put into the overall budget. However, the scale of the impact and the new issues such as pay award are issues that were not expected and means the Council is now likely to overspend, without action.

Whilst this is the first monitor, it is half-way through the year and many issues are now known. There are a relatively small number of significant issues which give rise to the position and their impacts have been reasonably forecasted at this point. There are still a number of downside risks such as the cost of living and other factors.

An overspend of this magnitude, should it not reduce, will need to be funded and will, therefore, impact upon the Council's level of reserves going forward. The Council's General Fund Balance is only £6.5m and, therefore, provides a relatively low level of cover for such a large financial challenge. Any use of the General Fund Balance would impact upon future years, as there would be a need to replenish this balance in full the next year to provide on-going mitigation over the longer term. Because of this, it would be unduly risky to use only this balance as mitigation and, therefore, specific earmarked reserves would have to be used. This, in itself, will create issues insofar as the purposes for which those reserves were initially created may not be able to be fulfilled. It should also be noted that the challenging medium term financial position being faced by the Council necessitates the need to avoid an overspend in this financial year and not weaken the Council's financial position as it heads into a challenging financial period.

To avoid having to utilise reserves, as outlined above, it is imperative that services take action in order to reduce their overspends. This will include, but not be limited to, wherever possible, ceasing non-essential spend, managing further emerging issues within existing budgets, identifying in-year savings as mitigation and utilising in-year grant funding to offset service pressures before incurring expenditure on new initiatives. As part of this requirement, Strategic Directors and Heads of Services will need to prioritise a robust review of overspending areas with a view to reporting a significantly improved position in the next Cabinet report.

Comments of Monitoring Officer

There are no legal issues arising from the report.

Comments of Head of People, Policy and Transformation

The report notes the forecasted financial position of the Council for 2022/23, which currently projects a significant overspend and the need for management action to address this. Also noted is the challenging medium-term situation the Council expects to face.

The Well-being of Future Generations Act requires public bodies to apply the five ways of working to any financial planning, which will balance short-term priorities with the need to safeguard the ability to meet long-term needs. With this in mind, the analysis and review of reserves, which is critical for financial resilience over the long term, is regularly undertaken by the Head of Finance and is detailed in this report.

There are no HR implications arising directly from this report.

Scrutiny Committees

N/A

Fairness and Equality Impact Assessment:

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

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, with its purpose being to update Cabinet on the current year financial performance against the budget agreed for the year. However, fairness and equality are considered as part of service delivery and will feature in annual finance reports, such as the Budget Report and Capital Strategy.

In terms of the Wellbeing of Future Generations (Wales) Act, and the five ways of working contained within it, this report highlights examples of these being supported. For example, whilst this report is

focussed on the current year, there are references to the longer-term impact, via medium term financial planning, and on taking preventative action, to ensure that financial problems existing now are addressed as quickly as possible, to ensure they do not have a detrimental impact in future years. Analysis and review of reserves, which are critical for financial resilience over the long term, is regularly undertaken by the Head of Finance and detailed in this report.

In the case of the Welsh Language, the service will continue to ensure that, wherever possible, services or information is available in the medium of Welsh.

Consultation

N/A

Background Papers

Dated:

Appendix 1

Budget Monitoring Position – July 22

Position by Directorate	Current Budget £'000	Forecast £'000	Variance £'000
Social Services	88,735	91,277	2,542
Education	15,759	15,011	(748)
Regeneration & Economic Development	5,700	5,707	8
Environment & Sustainability	31,149	35,086	3,937
Transformation & Corporate	24,064	24,177	113
Service Area Budget	165,407	171,259	5,853
Schools	122,267	128,341	6,073
Service Area Budget (inc Schools)	287,674	299,600	11,926
Schools - transfer to reserve	0	(6,073)	(6,073)
Non Service	53,966	52,635	(1,330)
Total Budget (excluding contingency)	341,640	346,162	4,522
General Contingency	1,373	0	(1,373)
Total Budget (including contingency)	343,012	346,162	3,150

Position Summary

- The revenue forecast reflects an overspend of £3,150k. This is largely due to the impact of the proposed pay awards, increased demand in services such as Children’s Services and Housing & Communities (in relation to out of area placements, emergency placements and temporary accommodation for homeless people) and the impact of inflation in Infrastructure.
- The impact of service area overspending and the pay awards is being partly offset by underspending in non service areas:
 - Underspend against general contingency (£1,373k)
 - Underspend against COVID contingency (£3,298k)
 - Underspend against CTRS (£1,166k)

Detailed explanations can be found within service area dashboards



Undelivered Savings:

- 2022/23 - £44k
- Previous years - £585k
- Overall, projected undelivered savings are resulting in forecast overspend against budget of £629k.

- Schools forecast position shows an overspend against available budget, which will be offset against surplus balances carried forward.
- Because of the challenging position, there is a requirement for services to robustly review their respective positions and take action to reduce overspending as much as possible. These actions may include the following:
 - Reduction in non-essential spend
 - Identification of in-year savings
 - Utilisation of additional grant funding to offset expenditure already incurred
 - Absorbing emerging pressures within existing resources
- It is important to note that the current national inflationary challenges have the potential to worsen during the remainder of the year, which could increase overspends in some services. Therefore, it is critical that services continually review emerging issues and take action to mitigate them as soon as possible.

Budget Monitoring Position – July 2022

Key Assumptions and Risks

- There are some key factors that are leading to the overspend position that is being forecasted and those have the potential to change during the remainder of the year, especially as the economic situation is so volatile and subject to change:
 - Demand for services – in most cases, the financial projections are based on current numbers, with some allowance for increased demand during the remainder of the year. Should demand exceed expectations, overspending may increase beyond current forecasts.
 - Pay award – the impact of both pay awards, as currently reflected in the position, is based on the proposed pay awards. Neither has yet been accepted and, therefore, there is the risk that the final agreed pay awards could be higher than currently assumed. This would add to the overspend.
 - Inflation – overspends being driven by the current inflationary challenges (e.g. fuel prices within Fleet Maintenance), are based on current known information. Should inflation, and therefore prices, continue to rise, this will add to the level of overspend being reported.
 - Cost of living crisis – a deficit is currently being projected in relation to Council Tax, on the assumption that debt recovery may be more challenging than in previous years. However, only a later point in the year will the true position be known. In terms of CTRS, a significant underspend is being reported. Should the cost of living crisis worsen further, it could result in more take up for CTRS, which will reduce the underspend currently being forecasted.
 - Grant funding – other than within Schools, there is no assumption of additional grant funding from WG during the year. Should this be received, wherever possible, this will be used to offset existing expenditure and should reduce overspends in certain services.
 - Use of reserves – no use of corporate reserves (e.g. COVID reserve or Pay Reserve) is currently being assumed within the position. This is because there remain further risks, which could necessitate the use of these reserves in order to balance the overall position at outturn.

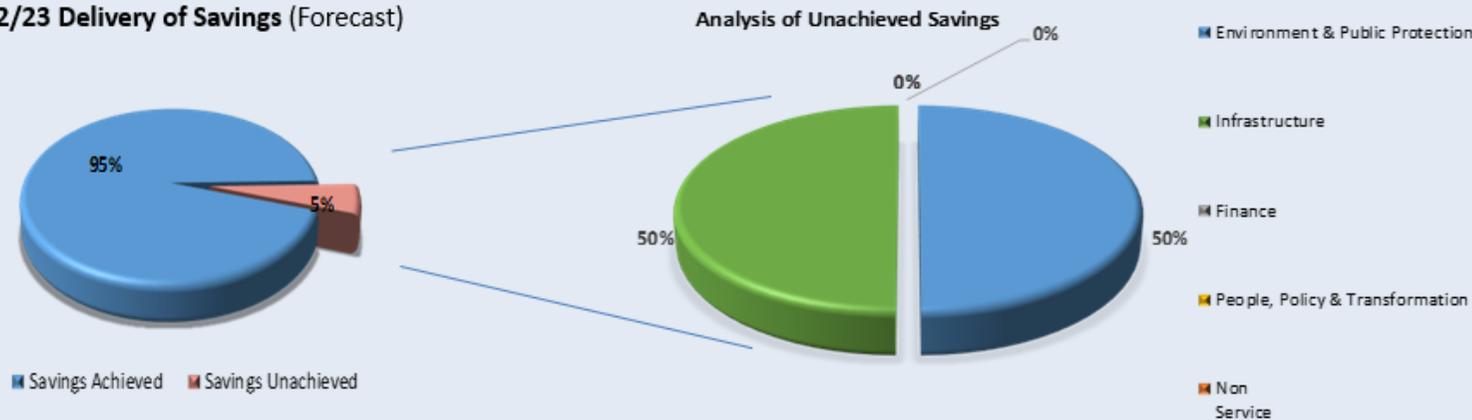
Budget Monitoring Position – July 2022

Staff Forecasts

Overall Staffing	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Budget (£'000)	74,306	74,306	74,306	74,685	74,685	74,685	74,685	74,685	74,685	74,685	74,685	74,685
Forecast (£'000)	74,306	74,306	77,388	77,904	77,904	77,904	77,904	77,904	77,904	77,904	77,904	77,904
Variance (£'000)	0	0	3,082	3,219	3,219	3,219	3,219	3,219	3,219	3,219	3,219	3,219

- The main reason for the overspend shown is the impact of the proposed 2022/23 pay awards. In addition, there are a number of vacancies across the Council and the challenges with recruiting to certain posts has resulted in in-year savings arising. In some cases, these savings are being offset by an increased requirement for additional staff time and agency staff.

2022/23 Delivery of Savings (Forecast)



- The first chart shows that 95% of the total savings are forecast for full delivery in 2022/23;
- The second chart illustrates the areas where savings are forecast not to be delivered (5% of overall target);
- The delivery of savings in 2022/23 has been significantly affected by the ongoing pandemic and the resulting overspends against budget have been reflected within the forecast;
- In addition to the £44k undelivered savings in 22/23 there remains £495k of undelivered savings from previous years. £254k within social care, £41k within Infrastructure and £200k in Non Service.

Overall Summary by Directorate	Social Services	Environment & Sustainability	Transformation & Corporate	Education	Regeneration & Economic Development	Non Service	Total
2022/23 MTRP Target (£) Total	380	100	52	0	0	280	812
Total Savings Realised by Year End 2022/23	380	56	52	0	0	280	768
Variation to MTRP Target	0	-44	0	0	0	0	-44
Variation % to MTRP Target	0%	-44%	0%	0%	0%	0%	-5%

Budget Monitoring Position – July 2022

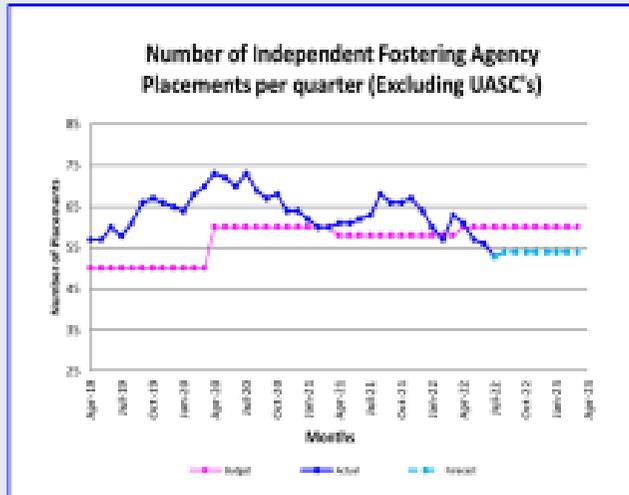
	Annual Budget £'000	Forecast £'000	Variance £'000
Risk Based Areas			
Children Services			
Independent Fostering Agencies	2,545	2,333	(212)
Out of Area Residential	2,889	3,907	1,018
In House Fostering	3,708	3,539	(169)
When I'm Ready	268	180	(88)
Special Guardianship Orders	1,174	1,365	191
Legal fees	780	780	0
In House Residential	2,043	2,188	145
Emergency Placements	200	2,068	1,868
Inter-Agency Adoption Fees	330	427	97
Direct Payments - Children Services	280	280	0
Adult Services			
Community Care - Residential Service	0	0	0
Community Care - Supported Living	0	0	0
Community Care - Non Residential Service	0	0	0
Community Care Income - Residential & Non Residential	0	0	0
Education			
SEN Out of County Placements	3,850	3,836	(14)
SEN Local Provision Development	931	1,110	179
Special Home to School Transport	881	1,104	222
SEN Transport	1,806	1,890	85
Catering FSM (Primary)	923	(106)	(1,028)
Catering FSM (Secondary)	101	170	69
Catering FSM (Special)	5	41	36
SEN Recoupment Income	(320)	(568)	(248)
Regeneration & Economic Development			
Development Control Fee Income	(742)	(861)	(119)
Housing & Communities			
Homelessness B&B Net Cost	530	TBC	TBC
Environment & Public Protection			
Commercial/ Asbestos Income	(1,306)	(1,351)	(45)
Infrastructure			
Home to School Transport - Primary	1,080	1,045	(35)
Home to School Transport - Secondary	1,279	1,409	130
Home to School Transport - College	128	56	(72)
CPE - Fines income	691	691	0
Car parking income	(1,564)	(1,309)	255
People, Policy & Transformation			
Commercial & Industrial Portfolio	1,406	1,280	(126)
Total Net Budget	23,895	25,504	2,139

- In 2022/23, there are over 25 budget areas identified as having the potential to be high risk or highly volatile. This list is reviewed on an on-going basis
- Although some of these areas are currently forecast underspent against budget, they will be continually monitored given the potential to have a significant impact should the forecast worsen.

Budget Monitoring Position – July 2022

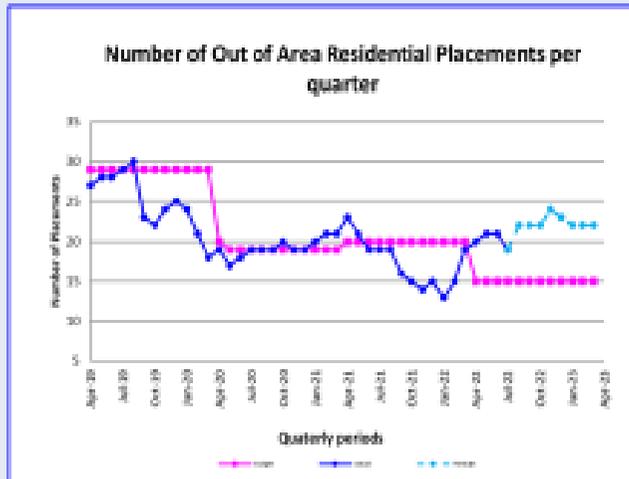
Risk Based Monitoring graphs

Independent Fostering Agencies



- The 2022-23 budget can afford 60 placements per month at an average monthly cost of £2,809 (£648 per week)
- The Service ended the 2021-22 financial year with 63 placements in Independent Fostering Agencies. The total number of placements reduced to 53 at the end of July 2022 compared to 56 at the end of June 2022.
- 3 trend placements included to bring the number of placements forecast at 54 by the end of March 2023.
- The individual placement cost can vary significantly per child reflecting individual care needs.
- 62.6% of current placements fall within the £727 to £900 per week price range. Over 80% of placements are costing more than the average weekly cost the budget can afford.

Out of Area (OOA) Residential Placements

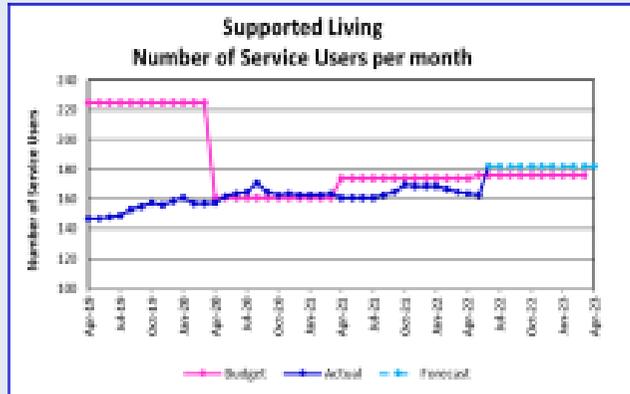


- The 2022-23 gross budget for out of area placements is £4,185,985 with a grant contribution of £1,297,000. This is sufficient to fund 15 placements per month at an average monthly cost of £22,533 (£5,200 per week).
- The Service ended the 2021-22 financial year with 19 placements. The total number of placements reduced to 19 at the end of July 2022 compared to 21 at the end of June 2022.
- 5 trend placements included to bring the number of placements forecast to 22 by the end of March 2023.
- The individual placement cost can vary significantly per child reflecting individual care needs.
- 15.79% of placements fall within £5,801 to £6,900 per week price range; 5.25% of placements fall within the £8,101 to £12,700 per week price range.
- There is a £135.5k expected contribution from Health and £124.8k internal recharge to Education included in the forecast that was not budgeted for.

Budget Monitoring Position – July 2022

Risk Based Monitoring graphs – no risk monitor for July

Community Care – Supported Living



- The 22/23 budget can support 176 service users at an average weekly cost of £1,487.79.
- With current demand for placements and the expected level of users transitioning from children's services and ageing carers, the forecasts show 37% or 67 service user placements have a placement cost higher than this average amount.

Community Care – Non Residential

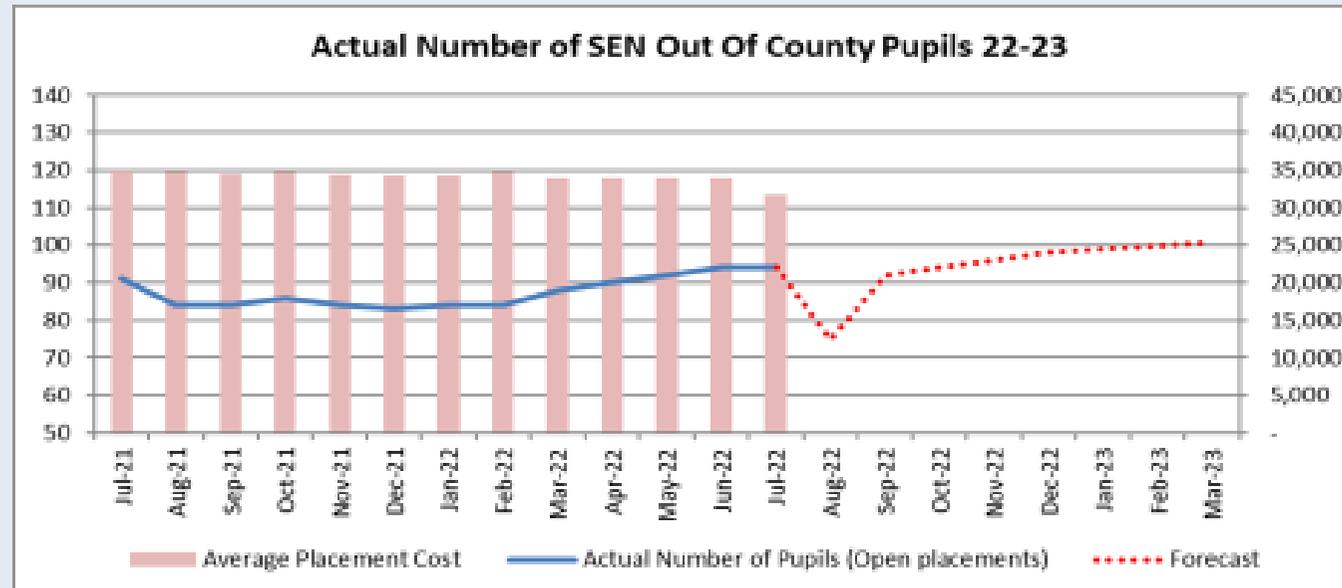


- Removing the Real Living Wage pressure applied to the budget for 22/23, the budget can afford 1022 users at an average cost of £269.47 per week.
- As of June 2022, there were 958 service users who were in receipt or awaiting a service.
- It is expected that there will be a high demand for care services throughout 22/23 and current numbers exceed the 21/22 average of 891.
- An MTRP saving for community opportunities of £150k for 22/23 will not be achieved following changes to the external provider market. The recent increases to fuel and cost of living have made it difficult to negotiate a change to provider contracts.
- There are currently 290 service users with a care package cost of over the current average weekly amount. This calculates to 30% of the current level users.

Budget Monitoring Position – July 2022

Risk Based Monitoring graphs

SEN Out of County Placements – Local Authority and Independent



- The actual number of pupils accessing Out of County (OOC) Education has decreased in comparison to prior financial years as Special Education Needs provision has increased within the City, however overall demand for SEN support/placements has increased over the past few years and the trend is expected to continue, in particular for pupils with Social and Emotional Behaviour Disorder (SEBD) needs, Autistic Spectrum Disorder (ASD) and Profound Multiple Learning Difficulties (PMLD). A new ASD base at Rogerstone was opened in 21/22. The base will retain pupils in County and avoid the higher Out of County costs. The team are also sourcing additional places within schools.
- The 2022-23 SEN OOC budget can accommodate 121 placements at an average cost of £31k. There are currently 94 open placements and Inclusion previously anticipated 101 placements by the end of the financial year.
- Placements ranging between £10k and £20k account for 15% of the total number of placements.
- There are 2 placements in excess of £100k per year due to the complex needs of the individuals.

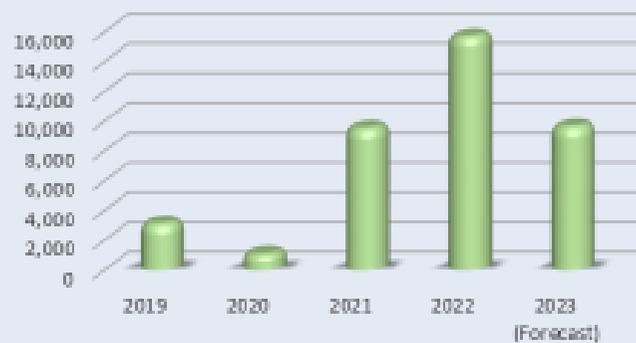
Budget Monitoring Position – July 2022

Schools

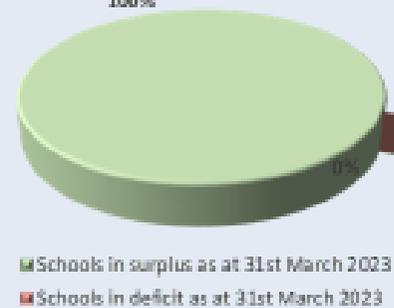
The projected in-year overspend as at June is £6,073m with 43 out of 56 schools have an in-year overspend in this financial year. Projected total school reserves are forecast to reduce from £15,737m to £9,664m with no schools anticipating a negative balance position at the end of the current financial year.

Whilst most of the in year overspends are one-off, a number of schools have low surplus balances and will need to be monitored closely over the medium term to avoid reporting a deficit position in future years.

Balances held by Schools as at 31st March



Proportion of Schools Forecasting Deficit as at 31st March 2023



APPENDIX 2 Revenue Summary Monitor – July 2022

	Current Budget	Projection	(Under) / Over
	£'000	£'000	£'000
Summary Revenue Budget 2022/23			
Social Services			
Children Services	27,928	30,257	2,328
Adult Services	58,844	59,040	196
Prevention & Inclusion	1,963	1,981	18
	88,735	91,277	2,542
Transformation & Corporate			
Finance	5,239	5,239	(0)
People, Policy & Transformation	14,264	14,321	58
Law & Standards	4,561	4,616	56
	24,064	24,177	113
Environment & Sustainability			
Housing & Communities	4,477	7,196	2,719
Environment & Public Protection	14,643	14,706	63
Infrastructure	12,029	13,184	1,155
	31,149	35,086	3,937
Chief Executive			
Regeneration & Economic Development	5,700	5,707	8
Education	15,759	15,011	(748)
Schools	122,267	128,341	6,073
	143,726	149,059	5,333
Capital Financing Costs and Interest			
Capital Financing Costs and Interest (Non-PFI)	14,455	14,455	(0)
Capital Financing Costs and Interest	7,920	7,920	(0)
Interest Payable	6,863	6,863	-
Interest Receivable	(327)	(327)	-
Public Finance Initiative (PFI)	9,007	9,007	-
	23,462	23,462	(0)
Sub Total - Service/Capital Financing	311,136	323,062	11,926
Contingency Provisions			
General Contingency	1,373	-	(1,373)
Covid Contingency	3,480	182	(3,298)
Centralised Insurance Fund	604	604	-
Non Departmental Costs	40	40	-
Other Income and Expenditure	2,865	6,025	3,160
	8,362	6,851	(1,511)
Levies / Other			
Discontinued Operations - pensions	1,651	1,376	(275)
Discontinued Operations - Ex Gratia Payments	3	3	(0)
Levies - Drainage Board, Fire service etc	9,416	9,416	-
CTAX Benefit Rebates	13,458	12,292	(1,166)
	24,528	23,087	(1,441)
Transfers To/From Reserves			
Base budget - Planned Transfers to/(from) Reserves	(1,015)	(1,015)	(0)
Earmarked reserves: Transfer to/(from) Capital	-	-	-
Earmarked reserves: Transfer to/(from) Schools	-	(6,073)	(6,073)
Earmarked reserves: Transfer to/(from) Schools Redundancy	-	-	-
Invest to Save Reserve	-	870	870
Invest to Save Reserve (from)	-	(870)	(870)
	(1,015)	(7,088)	(6,074)
Total	343,012	345,912	2,900
Funded By			
WG funding (RSG and NNDR)	(265,612)	(265,612)	-
Council Tax	(77,400)	(77,400)	-
Council Tax Deficit	-	250	250
Total	0	3,150	3,150

APPENDIX 3 Schools Funding and Balances

School Name	Opening Reserve 22/23	Final ISB Allocation (inc Post 16)	In Year U/(O) Spend March 23	Closing Reserve 31/03/23
	£	£	£	£
Bassaleg School	932,981	7,227,561	(595,629)	337,352
Newport High	567,967	5,038,998	(256,456)	311,511
Caerleon Comprehensive	279,815	6,235,576	150,686	430,502
The John Frost School	550,230	6,833,539	(264,473)	285,757
Llanwern High	296,723	4,700,119	(264,451)	32,272
Lliswerry High	(56,833)	5,080,293	436,156	379,323
St Josephs R.C. High	597,736	5,596,491	(172,948)	424,789
St Julians School	1,091,911	7,062,024	(440,261)	651,650
Ysgol Gyfun Gwent Is Coed	300,908	2,513,180	22,581	323,489
Sub Total	4,561,437	50,287,783	(1,384,793)	3,176,645
Always Primary	257,659	1,668,643	(188,780)	68,879
Caerleon Lodge Hill	255,388	1,377,093	2,891	258,278
Charles Williams CIW	620,879	1,913,953	(204,423)	416,456
Clytha Primary	102,111	891,556	(54,039)	48,071
Crindau Primary	253,609	1,483,067	(80,894)	172,715
Eveswell Primary	571,440	1,651,448	43,748	615,189
Gaer Primary	275,986	1,873,783	(157,327)	118,659
Glan Usk Primary	336,535	2,351,835	(63,752)	272,783
Glan Llyn Primary	231,043	1,813,034	104,020	335,062
Glasllwch Primary	116,351	903,064	(68,317)	48,034
High Cross Primary	78,684	989,845	(36,299)	42,385
Jubilee Park	281,615	1,483,968	28,154	309,769
Langstone Primary	242,091	1,246,347	(117,371)	124,721
Llanmartin Primary	167,842	794,522	(47,697)	120,145
Lliswerry Primary	226,510	2,172,637	(108,868)	117,642
Maesglas Primary	97,174	1,137,798	(44,805)	52,369
Maindee Primary	225,681	1,951,490	(217,358)	8,323
Malpas CIW Primary	158,433	1,125,305	(56,970)	101,463
Malpas Court Primary	138,272	1,262,937	(74,239)	64,033
Malpas Park Primary	226,501	941,447	15,104	241,605
Marshfield Primary	188,750	1,624,394	(129,708)	59,041
Millbrook Primary	187,728	1,248,052	(133,619)	54,109
Milton Primary	250,483	1,794,413	(98,056)	152,427
Monnow Primary	230,381	1,598,462	(135,584)	94,797
Mount Pleasant	105,385	938,778	(51,101)	54,284
Pentrepoeth Primary	173,703	1,736,091	(36,782)	136,920
Pillgwenlly Primary	69,023	2,334,519	(62,686)	6,337
Ringland Primary	149,982	1,097,558	(54,332)	95,650
Rogerstone Primary	97,972	2,393,433	90,666	188,637
Somerton Primary	136,211	641,704	(45,896)	90,315
St Andrews Primary	294,235	2,687,706	(247,558)	46,676
St Davids RC Primary	216,769	882,698	(55,634)	161,135
St Gabriels RC Primary	205,523	749,090	(55,436)	150,087
St Josephs RC Primary	117,732	806,043	26,300	144,032
St Julians Primary	697,925	2,320,881	(444,859)	253,066
St Marys Rc Primary	302,078	1,477,678	(86,906)	215,173
St Michaels RC Primary	192,218	858,754	(58,798)	133,420
St Patricks RC Primary	128,100	808,686	(43,159)	84,942
St Woolos Primary	93,178	1,273,375	(37,872)	55,306
Tredegar Park Primary	722,700	1,671,088	(342,141)	380,559
Ysgol Gym Bro Teyrnion	392,833	826,758	27,498	420,331
Ysgol Gym Casnewydd	369,166	1,429,954	(70,432)	298,734
Ysgol Gym Ifor Hael	214,689	761,957	(64,740)	149,949
Ysgol Gym Nant Gwenlli	123,397	414,395	176,914	300,312
Sub Total	10,523,965	61,410,241	(3,261,145)	7,262,820
Newport Nursery	127,060	274,686	(58,906)	68,154
Sub Total	127,060	274,686	(58,906)	68,154
Maes Ebbw	231,844	3,840,405	16,155	247,999
Bryn Derw	292,670	2,353,549	(182,351)	110,319
Sub Total	524,514	6,193,954	(166,196)	358,318
Assumed additional grant and other compensation			1,000,000	1,000,000
Pay Award Pressure			(2,202,351)	(2,202,351)
Grand Total	15,736,976	118,166,664	(6,073,391)	9,663,585

APPENDIX 4 Planned Movement in Reserves

Reserve	Balance at 31-Mar-22	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Balance at 31-Mar-23 (Forecast)
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Council Fund	(6,500)													(6,500)
Balances held by schools for future use	(15,737)												6,073	(9,664)
														-
Earmarked Reserves:														-
Music Service	(127)													(127)
Pay Reserve	(1,418)													(1,418)
Insurance Reserve	(1,162)													(1,162)
MMI Insurance Reserve	(602)													(602)
Education Achievement Service	(92)													(92)
Schools Redundancies	(1,098)													(1,098)
General Investment Risk Reserve <i>(see separate tab for detail)</i>	(2,631)													(2,631)
European Funding I2A & CFW	(1,398)												83	(1,315)
MTFP Reserve <i>(see separate tab for detail)</i>	(9,401)												3,099	(6,302)
GEMS Redundancies	(78)													(78)
Landfill (fines reserve)	(332)													(332)
COVID Risk Reserve	(1,820)													(1,820)
SUB TOTAL - RISK RESERVES	(20,159)	-	-	-	-	-	-	-	-	-	-	-	3,181	(16,977)
Capital Expenditure <i>(see separate tab for detail)</i>	(9,928)													(9,928)
Displacement Headroom	(10,279)													(10,279)
Capital Grants Unapplied	(3,210)													(3,210)
Invest to Save	(7,567)												1,151	(6,416)
Super Connected Cities	(170)												128	(42)
School Works	(27)													(27)
School Reserve Other	(929)													(929)
Schools ICT Sustainability	(50)													(50)
Feasibility Reserve	(54)													(54)
Chartist Tower	(256)													(256)
Usable Capital Receipts <i>(see separate tab for detail)</i>	(9,390)													(9,390)
Streetscene Manager Support	(11)													(11)
SUB TOTAL - ENABLING RESERVES	(41,871)	-	-	-	-	-	-	-	-	-	-	-	1,279	(40,592)
Municipal Elections	(180)												180	-
Local Development Plan	(515)												131	(384)
Strategic Development Plan	(110)													(110)
Glan Usk PFI	(1,607)													(1,607)
Southern Distributor Road PFI	(39,940)												452	(39,488)
Building Control	(124)												35	(89)
Loan modification technical reserve (IFRS 9)	(513)													(513)
Soft Loan interest equalisation reserve	(1,648)													(1,648)
Kingsway	(64)													(64)
SUB TOTAL - SMOOTHING RESERVES	(44,701)	-	-	-	-	-	-	-	-	-	-	-	798	(43,903)

Reserve	Balance at 31-Mar-22	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Balance at 31-Mar-23 (Forecast)
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Works of art	(21)													(21)
Theatre & Arts Centre	(232)													(232)
Environmental Health - Improve Air Quality	(49)													(49)
Apprenticeship Scheme	(7)													(7)
City Economic Development Reserve	(90)													(90)
Welsh Language Standards	(127)												39	(88)
Port Health	(20)												5	(15)
Financial System Upgrade	(600)												472	(128)
SS Covid recovery	(563)												563	-
Events	(275)												1	(274)
Voluntary Sector Grants	(27)													(27)
IT Development	(53)												53	-
Joint Committee City Deal Reserve	(662)													(662)
Civil Parking Enforcement	(193)												162	(31)
Community Covid Recovery Fund	(500)													(500)
City Services – refurbishment & cleansing of open spaces	(19)													(19)
Green Recovery Task Force	(1,000)												43	(957)
Business Support	(81)												81	-
Business Development Grants	(250)												250	-
Community Occupational Therapy	(53)												48	(5)
Directly Managed Community Centres Maintenance	(50)													(50)
Infrastructure (see separate tab for detail)	(647)												527	(120)
USB Contribution	(40)													(40)
COVID Reserve (see separate tab for detail)	(426)												195	(231)
Homelessness Prevention	(327)													(327)
Chief Education Grant	(568)													(568)
Home to School Transport - St Andrews	(499)													(499)
Housing Supply review	(25)													(25)
Anniversary tree planting / green canopy	(3)													(3)
Cariad Casnewydd	(170)												4	(166)
Community Gardening Schemes	(180)													(180)
Market Arcade owner contributions	(51)													(51)
Parks & Open Spaces	(2,500)													(2,500)
Discretionary Rate Relief	(900)													(900)
Domiciliary Care Service Capacity	(500)												500	-
Social Services PPE Reserve	(212)												212	-
St. Andrews Primary	(305)													(305)
Communications Corporate Requirement	(232)													(232)
Decarbonisation Projects	(90)													(90)
Prior Year Underspend - 21/22	(7,895)													(7,895)
SUB TOTAL - OTHER RESERVES	(20,442)	-	-	-	-	-	-	-	-	-	-	-	3,155	(17,287)
RESERVES TOTAL	(149,409)	-	-	-	-	-	-	-	-	-	-	-	14,487	(134,922)



Report

Cabinet

Part 1

Date: 12 October

Subject **Capital Programme Monitoring Qtr 1 – 2022/23**

Purpose To provide to Cabinet with a forecast of capital outturn against budget based on the activity incurred up to the end of July 2022.

To submit to Cabinet for approval, requests for new capital projects to be added to the Council's Capital Programme.

To update Cabinet on the current available capital resources ('headroom').

Author Chief Accountant

Ward All

Summary The Council has an extensive capital programme, investing across the authority in areas such as schools, heritage assets, energy efficiency schemes, invest to save programmes and in the regeneration of the city centre. This report updates the Cabinet on its capital programme and the predicted outturn for the 2022/23 financial year, and specifically.

- The starting capital programme budget for 2022/23 was £117.4m. Additions (largely grants) have increased the budget by net £15.8m and revisions/reprofiling of budgets into future years have reduced this year's budget by £51.8m, to provide a revised budget of £81.4m.
- Against this budget, costs are predicted to be £80.9m introducing a £0.5m net variance.
- Of this variance, service managers and budget holders have confirmed that £0.4m relates to delayed progress with schemes.
- Slippage approval is not being sought to revise the budget yet, as a trial to influence accountability and performance.

Proposal

1. **To approve the additions to the Capital Programme requested in the report (Appendix A).**
2. **To note the predicated capital expenditure outturn position for 2022/23.**
3. **To note the available remaining capital resources ('headroom') and the earmarked usage of that resourcing.**

Action by Assistant Head of Finance

Timetable Immediate

This report was prepared after consultation with:

- Service Budget Holders and Project Managers
- Capital Strategy and Asset Management Group (CSAMG)
- Norse Representatives

Signed

Background

The Council has a 5-year capital programme, with the current one ending in 2022/23. Figures provided to members commonly also include some 2023/24 and 2024/25 costs, but this merely reflects funding in relation to existing schemes that extend beyond our current 2022/23 programme end, for example the conclusion of the Council's 21st Century Schools Band B programme. Cabinet receive monitoring updates throughout the financial year and the Capital Programme has been updated to reflect changes as they are received i.e. additions and slippage (moving budget into future years).

These revisions and the changes made to the programme throughout the financial year are shown in summary form in the table below, the detail of which is shown in Appendix A.

Table 1: Current Capital Programme

	2018/19 - 2021/22 Outturn	2022/23 Budget	2023/24 Budget	2024/25 Budget	2025/26 Budget	2026/27 Budget	2027/28 Budget	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Initial Budget	139,703	117,386	34,699	5,647	0	0	0	297,434
July 22/23								
Revisions		-51,751	23,521	10,507	6,530	584	10,609	0
Additions/deletions		15,798	7,727	2,025	0	0	0	25,550
November 22/23								
January 22/23								
Revised budget	139,703	81,435	65,947	18,179	6,530	584	10,609	322,986

Revisions

Rolling forward budgets in the form of slippage approvals, during the current capital programme window, had the effect of significantly altering/increasing the volume of spend needing to be progressed in this financial year to a level that capacity and project management is unlikely to be able to facilitate. This is highlighted in Table 1, which agrees to the programme outturn for 2021/22, reported to Cabinet in June 2022, with the "Initial Budget" line demonstrating the initial level of expenditure planned for 2022/23.

Mindful of the scale of planned spend in this year, an exercise has recently been completed with Heads of Service to robustly review capital budgets and reprofile projects/expenditure into subsequent years. The budget changes and their associated funding are summarised above, and detailed in Appendix A, and introduce a budget reduction in 2022/23 with a corresponding increase in later years.

The reprofiling exercise also had some of significant consequences,

- the cost profile provided by service colleagues in respect of Schools Band B was circa £4m above the current £84m envelope formally agreed by Welsh Government and reflected in the original programme. The reason for the additional costs contained within the revised profile is because of cost increases in relation to certain schemes and the previously reported inclusion of an additional scheme. Officers are in continuous dialogue with Welsh Government regarding the increased programme scope and a commitment

against the Council's existing capital headroom to match fund in anticipation of the Band B envelope increasing at a point in the future has been previously agreed. It is important to note that Welsh Government regard their support as indicative until they agree the detailed business cases for each scheme in the programme. This difference will need to be addressed and/or confirmed in due course and so a balancing adjustment (credit) of £4m has been attributed to Band B in 2023/24 in Appendix B to reflect this position and ensure the reprofiling exercise was neutral in terms of total spend.

- to extend the programme window table by 3 years to accommodate revised dates for Llanwern Village school completion. This will necessitate colleagues getting further Welsh Government agreement to carry forward the grant award element.
- the last significant change introduced by the reprofiling exercise was an appreciation that Cardiff City Region (CCR) capital activities aren't as prevalent as per historic funding assumptions, so those budgets have been adjusted in conjunction with CCR colleagues and both the annual contribution and cost of carry consequences have been reprofiled to the back end of the extended capital programme window.

Additions

The growth to the capital programme is materially affected by the volume of extra grants secured by colleagues and reflects the usual annual bidding process, predominantly with Welsh Government.

The following table summarises the source of funding for the additions and Cabinet is requested to note and approve the amendments detailed in Appendix A.

<u>Nature</u>	<u>Value £'000</u>
New Grants and Contributions	13,433
Schools band B (mixture of grant and Council financing)	9,000
Section 106 afforded	6
Service/Council afforded	112
Capital Receipts afforded	500
Reserve afforded	2,500
Total	25,550

Change to the 2022/23 Capital Monitoring Approach

Following the additions, amendments and reprofiling detailed earlier in the report, the 2022/23 capital programme budget now totals £81.4m.

Traditionally, the budget total gets recast on a monthly basis based on service managers' prediction/estimation of costs likely at outturn. The variance between budget and outturn prediction is traditionally slipped forward into the following year where we have control of the financing (i.e. not in-year specific grant) and where the project costs are anticipated to continue into the following year.

Unfortunately, this creates a very "fluid/movable" budget upon which to judge performance against and apply accountability to, which isn't ideal when getting towards the end of current Capital Programme window given its conflating effect on following years.

It is commonplace for service managers to make optimistic predictions of progress early in the financial year and retreat from those as the year goes on. Factors affecting scheme progress can include for instance

- capacity issues where budget holders have had to manage other priorities/aspirations introduced during the year,
- the effect of inclement weather during winter months,
- missing a window to do work at schools whilst pupils are absent during holiday periods,
- supply chain management complications affecting materials or sub-contractors' availability,
- and, more recently, inflation volatility impacting upon whether projects can proceed as originally anticipated and within the approved budget.

Following the reprofiling exercise undertaken with Heads of Service, we can be more confident than traditionally that the budget for the year reflects spending aspirations. Consequently, as a new approach, this report won't recommend members approve early slippage and regular budget movements, but instead will highlight the cause of variances against a "set" budget for the year, culminating in slippage requests being provided to members in only the last quarter of financial year. This is an attempt to introduce simpler messaging and facilitate performance improvements through enhancing accountability.

Spending/Outturn 2022-23

Against a budget of £81.4m, costs predicted to be incurred total £80.9m, introducing a £0.5m net variance.

The following table reflects the recent restructuring of services and replaces the traditional departmental analysis.

Service Area	Adjusted Budget 2022/23 £000's	Outturn £000's	Variance £000's	Slippage £000's	(Under)/Over Spend £000's
Education	36,930	37,432	502	416	85
Environment & Public Protection	2,727	2,517	(210)	(210)	-
Housing & Communities	44	44	(0)	-	-
People, policy & transformation	3,782	3,782	0	-	-
Prevention & inclusion	3,176	2,918	(258)	-	(258)
Regeneration & economic development	18,375	17,826	(549)	(549)	-
Social care	832	890	58	-	58
City Services	15,569	15,488	(82)	(90)	8
TOTAL	81,435	80,896	(539)	(433)	(106)

The £0.5m variance should not be regarded as an underspend this early in financial year, as it relates to schemes that span more than one financial year, and so is more likely to necessitate a slippage request subsequently. The column of “true” over and underspends that service managers will be eradicating or afforded throughout the year are reflected in the last column and total only £106k net underspend at the moment, and which is largely the net effect of grant that is unlikely to be used in full.

Helpfully, the Head of Service consensus at the end of first quarter remains largely consistent with the reprofiling exercise in most projects, with the level of slippage identified subsequent to the conclusion of that exercise relatively low.

Of particular note within the first quarter assessment,

- **Disabled facilities grants** – the traditional DFG budget (£1.3m) shows limited activity to date, but this is because colleagues are focussed on using the resourcing provided by Intermediate Care Fund (extra £600k) first and they have achieved a spend of £270k by end of July. They still anticipate a full spend on both DFG budgets in year. They are also working through a proposal that would remove means testing element from the approval process, which if successful could be expected to have a twofold effect of accelerating spend against the budget where recipients would instead have traditionally contributed and simplifying administration is likely to impact a greater throughput of cases being submitted and considered.
- **Leisure Centre** – this project and budget profile will be affected by a Cabinet report to be considered separately, in October 2022. In the interim, a spend of only £4.5m is anticipated during 2022-23, reflecting a £9.2m reduction on the initial expected spend for the year.
- **Transporter Bridge** – Cabinet received an update of costs at their April 2022 meeting, and this resulted in the financing underpinning the scheme being increased to accommodate increased costs. Delays experienced to date resulted in a reduction in the profiled spend to £10m. Whilst this is currently regarded as being achievable, there remains a risk that slippage could emerge and, therefore, this remains a project requiring close monitoring throughout the year.
- **Market Arcade** – the updated service prediction of spend is £537k below the levels communicated as part of the reprofiling exercise, which represents a significant proportion of the total budget for the year.
- **Education Maintenance Grant** – service predictions introduce an overspend of £900k this year. Conversations with service colleagues indicate that this is an acceleration of works anticipated to have been undertaken in 2023/24, and so the response to that is likely to involve moving budget from 2023/24 to supplement this 2022/23 spending and remove the variance.
- **Other** – there is a £422k variance against the Open Schools Outside Hours grant scheme and a £200k variance against Refit energy efficiency works.

Policy on available capital resources ('Capital Headroom')

Since February 2018, the Council has been working within a framework which maximises capital expenditure whilst keeping within the level of capital resources and planned borrowing funded within the Council's Medium Term Financial Plan. The framework agreed that:

- Funding from sources other than borrowing needs to be maximised, by securing grant funding whenever possible and maximising capital receipts,
- Regeneration schemes would be funded from ringfencing the capital expenditure reserve only and Joint Venture funds. Other kinds of support through making of loans etc. would then be considered to support schemes, where it was needed and appropriate, in particular taking account of existing loans already confirmed/approved and the risk profile this represents at any point in time.
- Any change and efficiency schemes or schemes which save money requiring capital expenditure would be funded by netting off the savings achieved.
- Schemes and projects which generate new sources of income would need to fund any capital expenditure associated with those schemes.

The framework seeks to limit the revenue pressures resulting from increased borrowing as far as possible, whilst maximising capacity to generate capital resources for use.

During 2021/22 budget setting, the Council prudently anticipated that there would be a need to provide some headroom to afford new costs/schemes before the end of this current capital window. As a result, borrowing of headroom of £4.5m was financed to allow for this need. This borrowing headroom sits alongside uncommitted balances in the Capital Expenditure Reserve and uncommitted capital receipts to form the total headroom outlined below.

Borrowing, Capital Reserves & Receipts Headroom to 2024/25	£'000
Borrowing Headroom	57
Unallocated Capital Receipts	2,039
Unallocated Capital Expenditure Reserve	1,775
<u>Potential Commitment - subject to change, not in the capital programme</u>	
21st Century Schools - SOP Extension	-1,267
NCC share - Newport Centre demolition costs	-250
Total NCC Headroom	2,354
Unallocated JV monies	2,216
Total Headroom, including JV monies	4,570

The utilisation of the borrowing headroom, to date, is detailed in the table below.

Borrowing Headroom to 2024/25	£'000
Level of Borrowing Approved as per 2021/22 Capital and TM Strategy	4,500
<u>Total Committed to Date</u>	
Transporter Bridge	-365
Rose Cottage Sewerage Works	-23
St Andrews Demountables	-349
Education Accessibility Works - Phase Two	-372
Newport Indoor Market	-1,000
Additional Transporter Bridge Costs	-2,921
Central Library works for staff displaced from Infostation	-140
<u>Potential Commitment - subject to change, not in the capital programme</u>	
Levelling up round 2 bid match funding potential	-1,000
<u>Decommitments</u>	
Solar Farm budget	1,727
Amount Remaining	57

The table above shows that the extra borrowing capital headroom is now largely exhausted, with only £57,000 of headroom remaining. Therefore, any future capital capacity to agree new schemes or additional costs will, in the near term, likely need to focus on the Capital Expenditure Reserve and capital receipt balances. In addition, there is c£8m of the 2021/22 revenue budget underspend waiting to be allocated/earmarked.

As noted above, a further report on the new leisure centre is likely to come to October Cabinet and, alongside that, consideration will also be required on other programmes/budgets which may impact on the available resources noted here.

Update on Capital Receipts

Appendix D provides details of the receipts received this year to date, which together with the unallocated balance brought forward provides headroom of £2.0m to afford new capital aspirations.

That table also shows capital receipts held for the NCC/WG 'Joint Venture funds' totalling £2.2m. In relation to these receipts, the Council doesn't have unilateral decision in their use. Commonly, it will involve engagement with Welsh Government and, as previously reported to Cabinet, these funds tend to be "ringfenced" for city centre regeneration given the original asset sales involved.

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)	Risk Owner
Overspend against approved budget	M	L	Regular monitoring and reporting of expenditure in accordance with the timetables set by Cabinet/Council should	Corporate Directors / Heads of Service / Head

			identify any issues at an early stage and allow for planned slippage of spend.	of Finance
Programme growing due to unforeseen events	M	M	Good capital monitoring procedures and effective management of the programme should identify issues and allow for plans to defer expenditure to accommodate urgent works. Priority asset management issues are now being dealt with through a specific programme allocation.	Corporate Directors / Heads of Service / Head of Finance
Excessive levels of slippage between financial years	M	H	Regular monitoring of capital expenditure takes place and slippage is identified at the earliest stage possible. A more robust approach will be taken when schemes are added to the programme to ensure that a realistic profile is initially captured in the programme.	Corporate Directors / Heads of Service / Head of Finance

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

The programme supports a large number of the Council's aims and objectives.

Options Available and considered

- To approve the changes to the Capital Programme and note the projected outturn position as set out in the report, including the use of capital receipts.
- To note the current available headroom and prioritise future capital expenditure in order to maintain spend within the current affordability envelope.
- The Cabinet has the option not to take forward some or all of the changes to the Capital Programme set out in the report.

Preferred Option and Why

- To approve the changes to the Capital Programme and note the projected outturn position as set out in the report, including the use of capital receipts.
- Agree to prioritise capital expenditure to maintain spend within the current affordability envelope, recognising that the revenue pressures from future borrowing can add to any budget gap reflected in the MTFP.

Comments of Chief Financial Officer

This report provides an overview of progress against the Capital Programme, including the success in accessing external grant funding, which accords with the agreed framework designed to mitigate/manage borrowing levels and, therefore, the impact upon the revenue budget.

However, the extent of grant funding also contributes additional pressure to deliver, as many of those bids are annual or time limited in nature. Despite the reprofiling exercise undertaken with Heads of Service recently, a programme of £81.4m expenditure remains significantly above the Council's traditional capacity to deliver and is anticipated a very challenging programme to achieve.

A change of emphasis is being trialled to avoid requesting approval from members to accept "early" slippage. This change is designed to improve performance reporting, but it is recognised that slippage necessity will likely still be a consequence. A significant level of slippage gives rise to a number of risks, some of which are captured within this report, such as the risk that grant funding will be foregone and returned to the awarding body. In addition, where capital expenditure is planned to be funded via borrowing, there is a risk that the Council undertakes borrowing when not required, incurring interest costs in the process.

Therefore, going forward, it is essential that programme management arrangements are strengthened and that the accuracy and realism applied to expenditure profiling is increased. Officers have held a workshop to discuss this and a revised governance and reporting arrangement is being developed. By achieving this, it means that the Council can take informed treasury management decisions and ensure the impact upon the revenue budget is managed appropriately.

Comments of Monitoring Officer

There are no legal issues arising from this report.

Comments of Head of People, Policy & Transformation

Good capital monitoring procedures and effective management of the programme should form a basis for sound and sustainable investment in Council assets and the estate. There are no direct HR implications associated with the report. Further budget additions will need to continue to be considerate of the requirements of the Wellbeing of Future Generations Act.

Scrutiny Committees

N/A

Fairness and Equality Impact Assessment:

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

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, with its purpose being to update Cabinet on the prior year financial performance against the approved Capital Programme. However, fairness and equality are considered as part of service delivery and will feature in annual finance reports, such as the Budget Report and Capital Strategy.

An effective capital programme enables the Council to support long term planning in line with the sustainable development principle of the Wellbeing of Future Generation (Wales) Act

Long-term - This capital programme looks at both short and long term and links with the Corporate Plan and its priorities. It considers the overall capital programme in terms of the Council's Treasury Management activities and its associated costs, both short and long term to the Council.

Prevention – The capital programme, where possible, acts to prevent problems occurring or getting worse by considering the overall Council estate and how that can best be managed and maintained.

Integration - This report meets a number of wellbeing goals and, in addition, supports three of Newport City Council's wellbeing objectives;

- To promote economic growth and regeneration while protecting the environment
- To enable people to be healthy, independent and resilient
- To build cohesive and sustainable communities

Collaboration - The capital programme is developed and updated through engagement across the Council and certain projects are also being delivered in collaboration with other external bodies which helps the Council meet its Wellbeing objectives.

Involvement – Due to the variety of projects which are within the capital programme, there is involvement from a variety of stakeholders across the Council and the city which seeks to ensure that there is a key focus on sustainability, community benefit and wellbeing of citizens.

The Equality Act 2010 contains a Public Sector Equality Duty, which came into force on 06 April 2011. The Act identifies a number of 'protected characteristics', namely age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; marriage and civil partnership. The new single duty aims to integrate consideration of equality and good relations into the regular business of public authorities. Compliance with the duty is a legal obligation and is intended to result in better-informed decision-making and policy development and services that are more effective for users.

The development and the monitoring of the Capital programme will ensure it does not discriminate but promotes equality and delivers the objectives of the corporate plan.

Consultation

N/A

Background Papers

Capital Strategy and Treasury Strategy - February 2022

Capital Outturn report 2021/22

Reprofiling workbook 2022/23

Dated: 6th September 2022

Appendix A – Additions and changes to the Programme

Funding Source	Narrative	Previous Years' Budget 2018/19 - 2021/22	2022/23 Budget	2023/24 Budget	2024/25 Budget	2025/26 Budget	2026/27 Budget	2027/28 Budget	TOTAL Budget for this Capital Plan Duration
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	April 22 Budget Position	139,703	117,386	34,699	5,647	0		0	297,435
	REVISIONS								
Reprofiling	Iscoed Secondary Band B		53	(53)	0	0	0	0	0
Reprofiling	Bassaleg Secondary Band B		(3,792)	6,168	682	0	0	0	3,059
Reprofiling	Caerleon Secondary Band B		(8,094)	3,992	5,103	0	0	0	1,001
Reprofiling	Whiteheads Primary Band B		(6,899)	8,441	658	0	0	0	2,200
Reprofiling	Maesglas Primary Band B		(252)	(248)	500	0	0	0	0
Reprofiling	Maindee Primary B		(412)	(2,011)	135	0	0	0	(2,289)
Reprofiling	Glan Llyn - Fixtures and Fittings Band B		(3)	0	0	0	0	0	(3)
Reprofiling	Llanwern Village Primary Schools Band B		(1,278)	0	800	400	46	30	(1)
Reprofiling	St Andrews Demountables Band B		0	0	0	0	0	0	0
Reprofiling	21st Century Schools - Band B		0	(3,966)	0	0	0	0	(3,966)
Reprofiling	Welsh Medium Primary School		(1,921)	(1,863)	2,624	1,159	0	0	(0)
Reprofiling	Pentrepoeth - site accessibility		(210)	210	0	0	0	0	0
Reprofiling	St Mary's Urgent Capital repairs grant		(3,194)	1,716	1,478	0	0	0	0
Reprofiling	Education Maintenance Grant - 20/21		(834)	834	0	0	0	0	0
Reprofiling	Education Maintenance Grant - 21/22		(803)	803	0	0	0	0	0
Reprofiling	Education Accessibility Studies - Phase 2		(569)	569	0	0	0	0	0
Reprofiling	Free school meals capital works		(528)	528	0	0	0	0	0
Reprofiling	Refit		(335)	335	0	0	0	0	0
Reprofiling	IT Replacement Schemes		(242)	95	95	52	0	0	0
Reprofiling	Cardiff City Region Deal		(7,682)	5,052	2,528	0	0	103	0
Reprofiling	Cardiff City Region Deal - Cost of Carry		(1,850)	(9,987)	(4,096)	4,919	538	10,476	(0)
Reprofiling	Central Library - Structural Works		(518)	518	0	0	0	0	0
Reprofiling	Transporter Bridge - Phase 2 Delivery		(1,889)	1,889	0	0	0	0	0
Reprofiling	Placemaking capital projects		(1,450)	300	0	0	0	0	(1,150)
Reprofiling	Leisure centre New build		(9,150)	9,150	0	0	0	0	0
Reprofiling	Placemaking capital projects		100	1,050	0	0	0	0	1,150
	Sub Total Revisions & Reprofiling	0	(51,751)	23,521	10,507	6,530	584	10,609	0

Funding Source	Narrative	Previous Years' Budget 2018/19 - 2021/22	2022/23 Budget	2023/24 Budget	2024/25 Budget	2025/26 Budget	2026/27 Budget	2027/28 Budget	TOTAL Budget for this Capital Plan Duration
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	<u>ADDITIONS / DELETIONS</u>								
Grant/Contribution	Bassaleg Secondary Band B		605						605
Grant/Contribution	Llanwern Village Primary Schools Band B		704						704
Schools Band B	St Andrews Demountables		900	6,075	2,025				9,000
Grant/Contribution	Charles Williams Renovations		720	352					1,072
Council funded	Maindee Primary LED Lighting Upgrade		72						72
Grant/Contribution	Open Schools Outside Hours		1,022						1,022
Council funded	Pillgwenlly Primary ICT Replacement		40						40
Sc 106	Screens Bassaleg Demountables		6						6
Grant/Contribution	Local Places for Nature Grant		250						250
Reserves	Parks Improvements		700	400					1,100
Reserves	Cemeteries Improvements		500	900					1,400
Grant/Contribution	DFG ICF Backlog Funding		595						595
Grant/Contribution	ENABLE Adaptations Grant		247						247
Grant/Contribution	Childcare - Flying Start		103						103
Grant/Contribution	Flying Start Capital Grant 22/23		225						225
Capital Receipts	Indoor Newport Market		500						500
Grant/Contribution	Transforming Towns Griffin House		246						246
Grant/Council	Transporter Bridge - Phase 2 Delivery		2,087						2,087
2021/22 extra revenue support grant	City Services Annual Sums		2,055						2,055
Grant/Contribution	Newport Station Footbridge		1,697						1,697
Grant/Contribution	20 mph core allocation		251						251
Grant/Contribution	Active Travel - Core Allocation 22/23		740						740
Grant/Contribution	Resilient Roads		1,485						1,485
Grant/Contribution	Safe Routes in communities 22/23		50						50
	Sub Total Net Additions	0	15,798	7,727	2,025	0	0	0	25,550
	REVISED BUDGET	139,703	81,435	65,947	18,178	6,530	584	10,609	322,986

Appendix B – Detailed Budget Breakdown of the 7(+3) year Programme

	Outturn 18/19 £'000	Outturn 19/20 £'000	Outturn 20/21 £'000	Outturn 21/22 £'000	Budget 22/23 £'000	Budget 23/24 £'000	Budget 24/25 £'000	Budget 25/26 £'000	Budget 26/27 £'000	Budget 27/28 £'000	Total £'000
21st Century Schools - School Reorganisation proposals (Caerleon Lodge Hill)	4,198	94	1	-	-	-	-	-	-	-	4,293
Welsh Medium Secondary Expansion	1,346	755	28	-	-	-	-	-	-	-	2,129
21st Century Schools - Special Sector Maes Ebbw	2,502	371	1	-	-	-	-	-	-	-	2,874
Iscoed Secondary Band B	84	659	2,267	7,719	7,584	399	-	-	-	-	18,712
Bassaleg Secondary Band B	230	436	928	3,216	17,001	9,612	682	-	-	-	32,105
Caerleon Secondary Band B	152	58	16	67	168	5,937	5,103	-	-	-	11,500
Whiteheads Primary Band B	162	-	205	166	1,230	11,754	683	-	-	-	14,200
Maesglas Primary Band B	-	-	-	7	-	1,260	533	-	-	-	1,800
Maindee Primary B	-	-	-	8	-	750	242	-	-	-	1,000
St Woolos Primary B	8	-	-	-	-	-	-	-	-	-	8
Glan Llyn - Fixtures and Fittings Band B	38	559	5	33	17	-	-	-	-	-	652
Llanwern Village Primary Schools Band B	-	-	-	2	-	-	800	400	46	30	1,278
St Andrews Demountables Band B	-	-	-	447	1,453	6,075	2,025	-	-	-	10,000
21st Century Schools - Band B	-	-	-	-	-	(3,966)	-	-	-	-	(3,966)
Jubilee Park - Fixtures, Furniture & Equipment	13	-	-	-	-	-	-	-	-	-	13
Welsh Medium Primary School	-	150	44	1,233	153	437	2,624	1,159	-	-	5,800
Blaen-y-Pant Bungalow (Educational Use)	52	(0)	14	-	-	-	-	-	-	-	65
St Mary's Toilet Refurbishment.	-	42	-	-	-	-	-	-	-	-	42
Somerton Primary - ICT Equipment	11	-	-	-	-	-	-	-	-	-	11
Feminine hygiene hardware & toilet facilities.	34	-	-	-	-	-	-	-	-	-	34
Gaer Annexe Education Use	-	416	95	(16)	-	-	-	-	-	-	495
Lliswerry High (S106 Funds)	110	80	1	6	-	-	-	-	-	-	198
Lliswerry IT Replacements	53	-	-	-	-	-	-	-	-	-	53
Maesglas Reducing classroom size	-	64	109	422	-	-	-	-	-	-	595
Llanmartin Primary ICT	10	-	-	-	-	-	-	-	-	-	10
Malpas Park Primary	11	0	-	-	-	-	-	-	-	-	11
Reducing Classroom size bids (St Woolos)	-	61	647	22	-	-	-	-	-	-	730
Bassaleg Demountables	-	116	102	(0)	-	-	-	-	-	-	217

	Outturn 18/19 £'000	Outturn 19/20 £'000	Outturn 20/21 £'000	Outturn 21/22 £'000	Budget 22/23 £'000	Budget 23/24 £'000	Budget 24/25 £'000	Budget 25/26 £'000	Budget 26/27 £'000	Budget 27/28 £'000	Total £'000
ICT Equipment Lease (Clytha Primary)	-	20	-	-	-	-	-	-	-	-	20
ICT Equipment Lease (St Mary's Bassaleg ICT)	-	11	-	-	-	-	-	-	-	-	11
Ringland Perimeter Fence	-	69	-	-	-	-	-	-	-	-	69
St Patricks ICT	-	0	85	-	-	-	-	-	-	-	86
Bassaleg Demountable - year 7 Admission	-	12	-	-	-	-	-	-	-	-	12
ED Tech Grant	-	-	765	14	-	-	-	-	-	-	779
ICT Equip Lease Ysgol Gymraeg Ifor Hael	-	-	202	84	76	-	-	-	-	-	362
Maindee Primary Toilets	-	10	-	-	-	-	-	-	-	-	10
Charles Williams Renovations	-	-	177	-	-	-	-	-	-	-	177
Lliswerry Safeguarding	-	-	104	32	2,204	352	-	-	-	-	2,693
Milton IT replacement	-	-	51	2	-	-	-	-	-	-	54
ST Michaels IT	-	-	25	-	-	-	-	-	-	-	25
Pentrepoeth - site accessibility	-	-	16	-	-	-	-	-	-	-	16
St Mary's Urgent Capital repairs grant	-	-	-	135	349	210	-	-	-	-	694
Education Maintenance Grant	-	-	-	-	396	1,716	1,478	-	-	-	3,590
Education Maintenance Grant - 1920	-	1,470	574	49	-	-	-	-	-	-	2,093
Education Maintenance Grant - 20/21	-	-	732	352	672	-	-	-	-	-	1,755
Education Maintenance Grant - 21/22	-	-	-	132	1,550	834	-	-	-	-	2,516
Education Accessibility Studies - Phase 1	-	-	-	-	1,875	803	-	-	-	-	2,678
Education Accessibility Studies - Phase 2	-	-	2	47	248	-	-	-	-	-	298
Free school meals capital works	-	-	-	-	63	569	-	-	-	-	632
Lliswerry High laptop refresh	-	-	-	-	750	528	-	-	-	-	1,278
Maindee Primary LED Lighting Upgrade	-	-	-	33	-	-	-	-	-	-	33
Rogerstone Primary Floodlights	-	-	-	-	72	-	-	-	-	-	72
Open Schools Outside Hours	-	-	-	22	-	-	-	-	-	-	22
Pillgwenlly Primary ICT Replacement	-	-	-	-	1,022	-	-	-	-	-	1,022
Screens Bassaleg Demountables	-	-	-	-	40	-	-	-	-	-	40
	-	-	-	-	6	-	-	-	-	-	6

	Outturn 18/19 £'000	Outturn 19/20 £'000	Outturn 20/21 £'000	Outturn 21/22 £'000	Budget 22/23 £'000	Budget 23/24 £'000	Budget 24/25 £'000	Budget 25/26 £'000	Budget 26/27 £'000	Budget 27/28 £'000	Total £'000
Education Asset Improvements - balance to be drawn down	1,055	200	1	-	-	-	-	-	-	-	1,256
Prior Year Scheme - Various	(38)	(39)	(3)	-	-	-	-	-	-	-	(80)
Education - Sub total	10,031	5,613	7,196	14,233	36,930	37,271	14,170	1,559	46	30	127,079
Renewable Energy Investment	-	2	-	-	-	-	-	-	-	-	2
Refit	-	-	-	65	1,000	935	-	-	-	-	2,000
Low Carbon Heat Grant NISV	-	-	-	321	-	-	-	-	-	-	321
Low Carbon Heat Grant Caerleon Comp	-	-	-	119	-	-	-	-	-	-	119
Low Carbon Heat Grant Kimberley Nursery	-	-	-	91	-	-	-	-	-	-	91
Low Carbon Heat Grant Rogerstone Primary	-	-	-	482	-	-	-	-	-	-	482
Nature Networks - Monkey Island	-	-	-	4	85	-	-	-	-	-	88
Nature Networks - Shaftsbury Allotments	-	-	-	2	51	-	-	-	-	-	53
Nature Networks - Old Tredegar Golf Course	-	-	-	58	15	-	-	-	-	-	73
Tredegar Park Cycle improvements	-	3	62	44	45	-	-	-	-	-	153
Lighthouse Inn gateway to the levels	-	-	-	94	82	-	-	-	-	-	176
Local Places for Nature Grant	-	-	-	-	250	-	-	-	-	-	250
EVCI grant	-	-	-	200	-	-	-	-	-	-	200
Parks Improvements	-	-	-	-	700	400	-	-	-	-	1,100
Cemeteries Improvements	-	-	-	-	500	900	-	-	-	-	1,400
Environment & public protection - Sub total	-	5	62	1,479	2,727	2,235	-	-	-	-	6,507
Gypsy/Traveller Site Development	2,993	78	10	30	44	-	-	-	-	-	3,155
Housing & communities - Sub total	2,993	78	10	30	44	-	-	-	-	-	3,155
IT Replacement Schemes	94	9	-	423	150	95	95	52	-	-	917
Asset Management Programme	1,066	1,245	1,801	1,936	1,901	-	-	-	-	-	7,949
Civic Centre / Info Station Service Relocations	116	121	-	-	29	-	-	-	-	-	266
Information Station	-	-	141	-	248	-	-	-	-	-	389
Library (infostation move)	-	-	-	47	1,454	-	-	-	-	-	1,501

	Outturn 18/19 £'000	Outturn 19/20 £'000	Outturn 20/21 £'000	Outturn 21/22 £'000	Budget 22/23 £'000	Budget 23/24 £'000	Budget 24/25 £'000	Budget 25/26 £'000	Budget 26/27 £'000	Budget 27/28 £'000	Total £'000
Corporate EDMS Rollout	-	13	-	-	-	-	-	-	-	-	13
Flexiprint	-	-	-	54	-	-	-	-	-	-	54
CRM	250	276	246	134	-	-	-	-	-	-	907
I-trent Development	-	91	164	-	-	-	-	-	-	-	255
Print 2010- Managed Printer Service	131	-	50	-	-	-	-	-	-	-	181
People, policy & transformation - Subtotal	1,656	1,756	2,402	2,594	3,782	95	95	52	-	-	12,432
Disabled Facilities	898	1,092	784	909	1,259	-	-	-	-	-	4,943
DFG ICF Funding	-	-	-	48	-	-	-	-	-	-	48
DFG ICF Backlog Funding	-	-	-	-	595	-	-	-	-	-	595
Safety at Home	364	375	243	401	378	-	-	-	-	-	1,761
ENABLE Adaptations Grant	197	197	197	197	247	-	-	-	-	-	1,035
Homelessness Prevention Grant	98	-	-	-	-	-	-	-	-	-	98
FS Maintenance 1819 / 1920	31	38	-	-	-	-	-	-	-	-	69
FS Shaftsbury Community Centre	183	0	-	-	-	-	-	-	-	-	183
Childcare - Flying Start	-	546	256	925	473	-	-	-	-	-	2,201
City Wide Maintenance & Repair of Premises	-	-	59	72	-	-	-	-	-	-	131
Improvements to Flying Start Facilities	-	-	116	(3)	-	-	-	-	-	-	112
All Wales Play Opportunities	-	-	144	0	-	-	-	-	-	-	144
Castle Kids Refurbishment Works	-	-	17	-	-	-	-	-	-	-	17
Flying Start Capital Grant 21/22	-	-	-	301	-	-	-	-	-	-	301
City Wide Equipment Replacement	-	-	-	105	-	-	-	-	-	-	105
FS East Hub ROSPA Inspection	-	-	-	24	-	-	-	-	-	-	24
FS Hubs City Wide Redecoration & Repair	-	-	-	90	-	-	-	-	-	-	90
Childcare Offer IT	-	-	-	48	-	-	-	-	-	-	48
Childcare Offer Capital COVID	-	-	-	65	-	-	-	-	-	-	65
All Wales Play Opportunities 21-22	-	-	-	144	-	-	-	-	-	-	144
Gaer/Ringland -Upgrade storage facilities	-	-	-	15	-	-	-	-	-	-	15
Maintenance work various FS settings	-	-	-	37	-	-	-	-	-	-	37
IT equipment new laptops	-	-	-	20	-	-	-	-	-	-	20
Flying Start Capital Grant 22/23	-	-	-	-	225	-	-	-	-	-	225
Prevention & inclusion - Sub total	1,772	2,249	1,816	3,397	3,176	-	-	-	-	-	12,410

	Outturn 18/19 £'000	Outturn 19/20 £'000	Outturn 20/21 £'000	Outturn 21/22 £'000	Budget 22/23 £'000	Budget 23/24 £'000	Budget 24/25 £'000	Budget 25/26 £'000	Budget 26/27 £'000	Budget 27/28 £'000	Total £'000
LTF Sustainable Transport	25	309	-	-	-	-	-	-	-	-	334
Smaller Bins - MTRP BC	70	1,177	-	-	-	-	-	-	-	-	1,247
Riverside Park	20	-	-	-	-	-	-	-	-	-	20
Road Safety Capital 2018/19	-	1,379	-	(0)	-	-	-	-	-	-	1,379
Tredegar Park Car Park	-	-	12	-	-	-	-	-	-	-	12
Bus Stop Enhancements	-	24	375	-	-	-	-	-	-	-	399
CCTV	-	37	8	-	-	-	-	-	-	-	45
Core ATF Allocation	-	340	-	-	-	-	-	-	-	-	340
Inner City Links	-	684	249	7	-	-	-	-	-	-	940
Llisbury Road (81)	-	9	-	-	-	-	-	-	-	-	9
28-30 Stow Hill (11/0269)	-	7	-	-	-	-	-	-	-	-	7
Forbisher Road (15/0720)	-	9	-	-	-	-	-	-	-	-	9
Festive lighting	-	109	-	-	-	-	-	-	-	-	109
Improving Flats Recycling Towards 70%	-	344	-	-	-	-	-	-	-	-	344
Increased Recycling at Docks Way	-	86	-	-	-	-	-	-	-	-	86
Plastic Waste Prevention Project	-	30	-	-	-	-	-	-	-	-	30
Road Refurbishment Grant Scheme 2020/21	-	-	711	(4)	-	-	-	-	-	-	707
Road Refurbishment Grant Scheme 2021/22	-	-	-	715	-	-	-	-	-	-	715
Park Square Lights	-	-	71	-	-	-	-	-	-	-	71
Implementation of Household Collections AHP Waste	-	202	-	-	-	-	-	-	-	-	202
Safe Routes - St Davids RC Primary Year 2	-	-	21	20	-	-	-	-	-	-	40
Sustainable Transport Improvements Year 2	-	-	208	77	-	-	-	-	-	-	285
Upgrading and Replacement of Bus Stops	-	-	128	-	-	-	-	-	-	-	128
Road Safety Capital A48 Llandeud	-	-	74	0	-	-	-	-	-	-	74
Green Infrastructure	-	-	35	198	-	-	-	-	-	-	233
Resilient Roads	-	-	65	-	-	-	-	-	-	-	65
Carnegie Court Emergency River Works	-	-	1,096	12	154	-	-	-	-	-	1,263
Local sustainable transport measures in response to Covid	-	-	499	13	-	-	-	-	-	-	513
Western Corridor-Inner City Links	-	-	536	1,144	-	-	-	-	-	-	1,680
Monkey Island Bridge Yr. 2	-	-	587	225	-	-	-	-	-	-	812

	Outturn 18/19 £'000	Outturn 19/20 £'000	Outturn 20/21 £'000	Outturn 21/22 £'000	Budget 22/23 £'000	Budget 23/24 £'000	Budget 24/25 £'000	Budget 25/26 £'000	Budget 26/27 £'000	Budget 27/28 £'000	Total £'000
Core Allocation Yr. 2	-	-	69	21	-	-	-	-	-	-	90
Ultra Low Emission Grants	-	-	205	615	-	-	-	-	-	-	820
Creation of a Reuse+Repair Hub	-	-	456	57	-	-	-	-	-	-	513
Increased Recycling - Bag Sorting at Household Waste Recycling Centre	-	-	-	25	-	-	-	-	-	-	25
Velodrome Lights	-	173	128	36	-	-	-	-	-	-	337
Repair & Reuse Newport Makerspace	-	-	69	-	-	-	-	-	-	-	69
Green Recovery (Ash Die Back)	-	-	190	-	-	-	-	-	-	-	190
Newport Fflesci Demand Responsive Bus Pilot Scheme	-	-	-	968	-	-	-	-	-	-	968
Core Allocation Yr. 3	-	-	-	1,134	-	-	-	-	-	-	1,134
Bettws and Maplas Canal Link	-	-	-	1,008	-	-	-	-	-	-	1,008
Eastern Links	-	-	-	19	-	-	-	-	-	-	19
Bus Stop Enhancements - Yr. 2	-	-	-	808	-	-	-	-	-	-	808
A467 Improvements Resilient roads	-	-	-	11	-	-	-	-	-	-	11
EV Development and Infrastructure	-	-	-	651	-	-	-	-	-	-	651
Road Safety Traffic Enforcement Cameras	-	-	-	136	-	-	-	-	-	-	136
SRIC & Road Safety Grant	-	-	-	192	-	-	-	-	-	-	192
Local Places for Nature Grant	-	-	-	109	-	-	-	-	-	-	109
Depot Infrastructure Charging	-	-	-	293	-	-	-	-	-	-	293
Allotment Support Grant	-	-	-	36	-	-	-	-	-	-	36
City Centre Active Travel Infrastructure	-	-	-	31	-	-	-	-	-	-	31
Community Cycle Hub	-	-	-	52	-	-	-	-	-	-	52
Electric Vehicle grant aided replacement	-	-	-	-	320	-	-	-	-	-	320
Private sector bus electrification	-	-	-	-	6,323	-	-	-	-	-	6,323
20 mph core allocation	-	-	-	-	251	-	-	-	-	-	251
ATF Core Allocation 22/23	-	-	-	-	740	-	-	-	-	-	740
Resilient Roads	-	-	-	-	1,485	-	-	-	-	-	1,485
Safe Routes in communities 22/23	-	-	-	-	50	-	-	-	-	-	50
Lliswerry Recreation Ground Changing Rooms	4	339	-	-	-	-	-	-	-	-	343
Parry Drive Play Area Improvements	-	-	19	-	-	-	-	-	-	-	19

	Outturn 18/19 £'000	Outturn 19/20 £'000	Outturn 20/21 £'000	Outturn 21/22 £'000	Budget 22/23 £'000	Budget 23/24 £'000	Budget 24/25 £'000	Budget 25/26 £'000	Budget 26/27 £'000	Budget 27/28 £'000	Total £'000
Brecon Road Play Area Improvements	-	-	3	-	-	-	-	-	-	-	3
Improvements to Throwing Facilities at Newport Athletics Stadium	-	-	156	-	-	-	-	-	-	-	156
Improvements to Marshfield Village Sports Pitches	-	-	14	13	-	-	-	-	-	-	27
Pentonville Development (Sorrell Hill, Barack Hill and Allt-yr-yn)	-	-	26	-	26	-	-	-	-	-	52
Upgrade of Facilities NISV	-	-	-	238	-	-	-	-	-	-	238
Beechwood Park Tennis Court Refurb	-	-	-	45	-	-	-	-	-	-	45
Road Safety and Training	455	-	-	-	-	-	-	-	-	-	455
Peterstone Sewage Scheme	1	28	(13)	322	274	-	-	-	-	-	612
Kingsway car park operation - Expansion of car park services to take on the operation of Kingsway Car Park	-	-	343	73	-	-	-	-	-	-	417
Placemaking capital projects	-	-	-	-	100	1,050	-	-	-	-	1,150
Prior Year Scheme - Various	(11)	(0)	-	-	-	-	-	-	-	-	(11)
City Services - Sub total	7,317	12,955	9,552	20,816	15,569	1,050	-	-	-	-	67,260
TOTAL EXPENDITURE	29,466	31,358	26,210	52,669	81,435	65,947	18,178	6,530	584	10,609	322,986
Financed By:											
General Capital Grant	(4,754)	(3,858)	(4,107)	(2,030)	(2,827)	(1,173)	(37)	-	-	-	(18,787)
Supported Borrowing	(4,058)	(4,077)	(4,097)	(4,072)	(3,736)	(525)	-	-	-	-	(20,565)
Unsupported Borrowing	(2,125)	(5,787)	(1,771)	(1,387)	(10,035)	(26,020)	(6,121)	(5,027)	(558)	(10,589)	(69,419)
Prudential Borrowing	(84)	(123)	-	-	(40)	-	-	-	-	-	(247)
External Grants	(12,911)	(13,055)	(15,174)	(43,158)	(46,906)	(26,196)	(10,742)	(1,503)	(26)	(20)	(169,692)
S106	(868)	(523)	(410)	(1,216)	(489)	(3,670)	(328)	-	-	-	(7,504)
Other Contributions	(242)	(268)	(75)	(1)	(793)	(82)	-	-	-	-	(1,461)
Capital Receipts	(3,136)	(820)	(25)	(18)	(2,659)	(1,834)	(950)	-	-	-	(9,443)
Revenue Contributions	(75)	(68)	(38)	(489)	(800)	-	-	-	-	-	(1,470)
Reserves	(1,081)	(2,777)	(464)	(169)	(13,150)	(6,447)	-	-	-	-	(24,089)
Finance Lease	(131)	-	(50)	(128)	-	-	-	-	-	-	(308)
TOTAL	(29,466)	(31,358)	(26,210)	(52,669)	(81,435)	(65,947)	(18,178)	(6,530)	(584)	(10,609)	(322,986)

Appendix C – Capital Programme 2022/23

	Adjusted Budget 2022/23	Projected Outturn	Variance (- favourable)	Potential slippage	(Under)/ Over Spend
	£000's	£000's	£000's	£000's	£000's
21st Century Schools - Special Sector Maes Ebbw	-	79	79	-	79
Iscoed Secondary Band B	7,584	7,584	0	-	-
Bassaleg Secondary Band B	17,001	17,000	(1)	(1)	-
Caerleon Secondary Band B	168	149	(19)	(19)	-
Whiteheads Primary Band B	1,230	1,101	(129)	(129)	-
Glan Llyn - Fixtures and Fittings Band B	17	47	29	29	-
St Andrews Demountables	1,453	1,485	32	32	-
Welsh Medium Primary School	153	157	4	-	4
ED Tech Grant	76	76	(0)	-	-
Charles Williams Renovations	2,204	2,204	-	-	-
Pentrepoeth - site accessibility	349	326	(23)	(23)	-
St Mary's Urgent Capital repairs grant	396	396	-	-	-
Education Maintenance Grant - 1920	672	684	13	13	-
Education Maintenance Grant - 20/21	1,550	2,296	747	747	-
Education Maintenance Grant - 21/22	1,875	2,031	157	157	-
Education Accessibility Studies - Phase 1	248	258	10	10	-
Education Accessibility Studies - Phase 2	63	37	(26)	(26)	-
Free school meals capital works	750	800	50	50	-
Maindee Primary LED Lighting Upgrade	72	72	(0)	-	-
Open Schools Outside Hours	1,022	600	(422)	(422)	-
Pillgwenlly Primary ICT Replacement	40	42	2	-	2
Screens Bassaleg Demountables	6	6	(0)	-	-
Education - Sub total	36,930	37,432	502	416	85

	Adjusted Budget 2022/23	Projected Outturn	Variance (- favourable)	Potential slippage	(Under)/ Over Spend
	£000's	£000's	£000's	£000's	£000's
Refit	1,000	800	(200)	(200)	-
Nature Networks - Monkey Island	85	85	-	-	-
Nature Networks - Shaftsbury Allotments	51	51	(0)	-	-
Nature Networks - Old Tredegar Golf Course	15	15	0	-	-
Tredegar Park Cycle improvements	45	35	(10)	(10)	-
Lighthouse Inn gateway to the levels	82	82	0	-	-
Local Places for Nature Grant	250	250	-	-	-
Parks Improvements	700	700	-	-	-
Cemeteries Improvements	500	500	-	-	-
Environment & Public Protection	2,727	2,517	(210)	(210)	-
Sub total					
Gypsy/Traveller Site Development	44	44	(0)	-	-
Housing & Communities - Sub total	44	44	(0)	-	-
IT Replacement Schemes	150	150	0	-	-
Asset Management Programme	1,901	1,901	0	-	-
Civic Centre / Info Station Service Relocations	29	29	-	-	-
Information Station	248	248	-	-	-
Library (infostation move)	1,454	1,454	(0)	-	-
People, policy & transformation - Sub total	3,782	3,782	0	-	-
Disabled Facilities	1,259	1,259	0	-	-
DFG ICF Backlog Funding	595	595	-	-	-
Safety at Home	378	378	0	-	-
ENABLE Adaptations Grant	247	247	-	-	-
Childcare - Flying Start	473	215	(258)	-	(258)
Flying Start Capital Grant 22/23	225	224	(0)	-	-
Prevention & inclusion - Sub total	3,176	2,918	(258)	-	(258)

	Adjusted Budget 2022/23	Projected Outturn	Variance (- favourable)	Potential slippage	(Under)/ Over Spend
	£000's	£000's	£000's	£000's	£000's
Market Arcade Townscape Heritage Scheme	737	200	(537)	(537)	-
Cardiff City Region Deal	315	315	(0)	-	-
Mill Street Development Loan	261	261	(0)	-	-
Chartist Tower	256	256	-	-	-
TRI Thematic Funding	632	632	(0)	-	-
Clarence House Loan	702	702	-	-	-
Transforming Towns Griffin House	246	246	-	-	-
Central Library - Structural Works	9	9	(0)	-	-
Transporter Bridge - Phase 2 Delivery	10,000	10,000	(0)	(0)	-
Medieval Ship	4	4	-	-	-
Placemaking capital projects	200	200	-	-	-
Leisure centre New build	4,512	4,500	(12)	(12)	-
Regeneration & economic development - Sub total	18,375	17,826	(549)	(549)	-
Telecare Service Equipment	32	0	(32)	-	(32)
Windmill Feasibility Study	160	250	90	-	90
Rose Cottage Sewerage Works	3	3	0	-	-
Rosedale Annexes	471	471	(0)	-	-
Social Care - Sub total	832	890	58	-	58
City Services Annual Sums	2,670	2,457	(214)	-	(214)
Fleet Replacement Programme	1,428	1,428	(0)	-	-
Newport Station Footbridge - LTF	1,697	1,697	-	-	-
Gwastad Mawr Flood Attenuation Works	52	60	8	-	8
Carnegie Court Emergency River Works	154	154	0	-	-
Electric Vehicle grant aided replacement	320	320	-	-	-
Private sector bus electrification	6,323	6,323	-	-	-
20 mph core allocation	251	251	-	-	-
ATF Core Allocation 22/23	740	740	-	-	-
Resilient Roads	1,485	1,485	-	-	-
Safe Routes in communities 22/23	50	50	-	-	-
Pentonville Development (Sorrell Hill, Barack Hill and Allt-yr-yn)	26	26	-	-	-

	Adjusted Budget 2022/23 £000's	Projected Outturn £000's	Variance (- favourable) £000's	Potential slippage £000's	(Under)/ Over Spend £000's
Peterstone Sewage Scheme	274	488	214	-	214
Placemaking capital projects	100	10	(90)	(90)	-
City Services - Subtotal	15,569	15,488	(82)	(90)	8
Total	81,435	80,896	(539)	(433)	(106)

Appendix D – Recent Capital Receipts Activity

Unallocated Capital Receipts	Receipts Received in Year £'000	Total Available Receipts 2022/23 £'000
GENERAL CAPITAL RECEIPTS		
Balance b/f from 2021/22		7,174
Sales		
Vehicle sales	52	
Land next to Ringland Health Centre	256	
		308
Commitments		
Fleet Replacement Programme	-1,428	
Replacement for Education maintenance grant funding 20/21 used on general activities	-1,566	
New Leisure Centre	-1,000	
St Mary's Primary School	-950	
Newport Market Loan	-500	
		-5,443
Total Amount Uncommitted		2,039
NEWPORT UNLIMITED		
Balance b/f from 2020/21		2,216
Sales		
None		0
Usage		
None	0	0
Commitment		
None	0	0
Total Amount Uncommitted		2,216
TOTAL NCC RECEIPTS (Uncommitted)		4,255

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Report

Cabinet

Part 1

Date: 12 October 2022

Subject **Quarter 1 2022/23 Corporate Risk Register Update**

Purpose To present the Council's Corporate Risk Register for the end of quarter 1 (1st April to 30th June 2022).

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 one, there were 16 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 quarter one there were no corporate risks closed.

Overall, there are 8 Severe risks (risk scores 15 to 25); 8 Major risks (risk scores 7 to 14); that are outlined in the report. In comparison to the quarter four Corporate risk register, there were no new and/or escalated risks, and no risks were closed. One risk increased in risk score; one risk had decreased in risk score; with the remaining 14 risks remaining the same score. No risks were escalated or de-escalated in quarter one.

As set out in the Council's Risk Management Policy, Cabinet reviews the Corporate Risk Register on a quarterly basis ensuring procedures are in place to monitor the management of significant risks. The Register is likely to change following the approval of the new Corporate Plan and priorities for service delivery.

Proposal Cabinet is asked to consider the contents of the quarter one 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. As a public body, Newport Council is also responsible for delivering services (statutory and non-statutory) to residents, businesses, and visitors across Newport. We will inherently encounter opportunities and risks that may prevent, disrupt, impact or enhance the delivery of the Council services and achieve the objectives in the Corporate Plan. How the Council responds and manages these opportunities and risks is important to ensure resources are being used efficiently and effectively to maximise value for money and to minimise and/or prevent the risk impacting services, communities, and citizens in Newport.

The Council's Risk Management Policy provides an overview of the Council's approach and its appetite for managing opportunities and risk. To provide assurance on the Council's Risk Management approach, the Corporate Risk Register provides assurance on the most significant risks that the Council was managing in the last quarter.

Officers across the Council regularly manage risk in the course of their duties whether this is health and safety risks, civil contingencies including Covid-19, safeguarding risks to children, young people, adults and carers or risks to assets, buildings, and Council employees. The relevant service area(s) and professional disciplines will be assessing and managing these risks as required and reporting these through their own reporting mechanisms.

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 Executive Board for decision.

Corporate Plan and Council Re-structure Risk Summary

In 2022/23, Newport Council will be developing and launching its new Corporate Plan 2022-27. The Council is also moving from eight to 11 service areas. To support the delivery of the new Corporate Plan, service areas will be developing new service plans and will be reviewing their risk registers to identify new and emerging risks as well as reviewing the existing risks that are currently reported. Risk registers will be updated to reflect these changes and to support the new service area delivery. Further progress will be reported in the Quarter 2 Corporate Risk Register update.

Appendix three of the report, provides an overview of the Council's overall risks reported at the end of quarter one. This includes corporate and service area risks across the Council's service areas. In summary, the Council had 44 risks of which:

Total Risks at Quarter 1	Risk Scores Increased since Q4	Risk Scores Decreased since Q4	No Change since Q4	New Risks Since Q4	Closed Risks Since Q4	Escalated Risks ¹	De-escalated Risks ²
44	4	2	38	0	0	0	0

Newport Council Corporate Risk Register Summary

At the end of quarter one, the Council's Corporate Risk Register included 16 of the 44 risks that are considered to pose the most risk to the delivery of Council services and achievement of its Corporate Objectives. The 16 Corporate Risks consisted of:

- 8 Severe risks (15 to 25)
- 8 Major Risks (7 to 14)

In comparison to the quarter four Corporate risk register, there were no new and/or escalated risks, and no risks were closed. One risk increased in risk score; one risk had decreased in risk score; with the remaining 14 risks remaining the same score. No risks were escalated or de-escalated in quarter one.

Change in direction of risk score (Quarter One)

Risk	Service Area / Cabinet Member	Q3 Risk Score	Q4 Risk Score	Commentary
Balancing the Council's Medium-Term Budget	Finance (Lead) / All service areas Leader of the Council / Cabinet	9	12	The Medium-Term Financial Plan has recently been updated for the first time since the 2022/23 revenue budget was set. Due to the current inflationary crisis, it is evident that cost pressures will increase substantially in comparison with the original assumptions. Costs such as pay, energy and commissioned services are all forecast to increase in price significantly. In addition, services have identified pressures in a number of areas, especially those connected with demand and capacity within services. The funding assumptions remain largely unchanged and, therefore, there is the potential for a significant budget gap. This budget gap will be very challenging to address, especially in light of the level of savings that have already been identified and achieved in previous years.
Covid-19 Pandemic	People, Policy & Transformation (Lead) / All service areas Leader of the Council / Cabinet	16	12	While Covid is still a risk and monitored through the Council's strategic GOLD group, the overall impact on services has reduced. At the end of Quarter 1 the risk has reduced to reflect this however we still monitor the impact on staff absences.

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

Appendix 2 – Quarter 1 NCC Service Area Risk Summary.

Appendix 3 – Newport Council's Quarter 1 Corporate Risk Register (Attached separately).

Glossary – Risk Management terminology and Risk Score Assessment

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 itself. 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 fourth quarter with just one risk increasing in score and another risk decreasing. 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 monitoring and MTFP arrangements.

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. However, Governance & Audit Committee are responsible for reviewing and assessing the Council's risk management, internal control and corporate governance arrangements. The report confirms that there have been no significant changes in the risk profile during the first quarter of this financial year, as compared with the final quarter of last 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 1 risk scores being increased and 1 being decreased. The risk register will need to be updated in due course to reflect the new Corporate Plan and the new service areas.

Comments of Head of People, Policy and Transformation

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.

Governance and Audit Committee (GAC)

GAC have been provided risk management training and Quarter 1 risk update to the committee in September 2022.

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, 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.

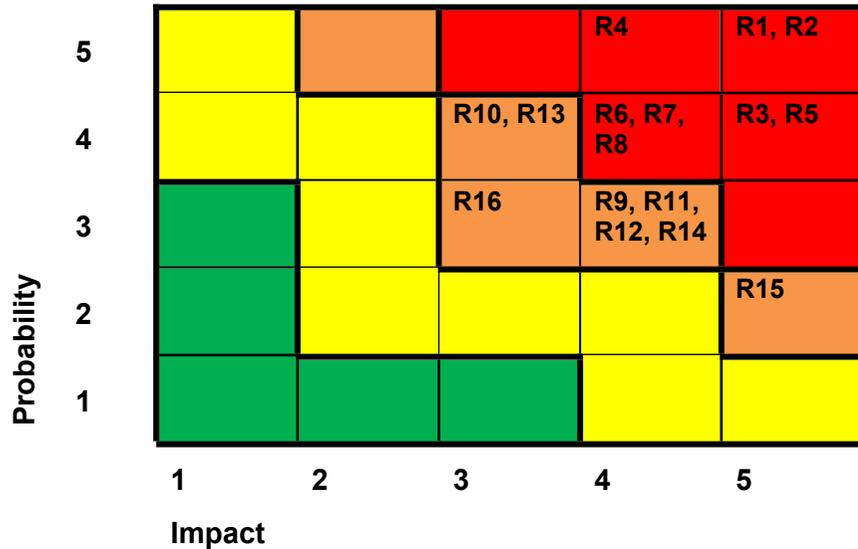
Background Papers

[Quarter 4 Corporate Risk Report \(June 2022\)](#)

[Risk Management Policy 2020-22](#)

Dated: 5 October 2022

Appendix 1 – Quarter 1 2022/23 Risk Heat Map



Corporate Risk Heat Map Key (Quarter 1 2022/23)	
R1 - Stability of Social Services Providers	R9 - Balancing the Council's Medium-Term budget
R2 - Pressure on Adult & Community Services	R10 - COVID-19 Pandemic Outbreak
R3 - Highways Network	R11 - Demand for ALN and SEN support
R4 - Pressure on the delivery of Children Services	R12 - Educational Out of County Placements
R5 - Pressure on Housing and Homelessness Service	R13 - Climate Change
R6 - Ash Die Back Disease	R14 - Post EU Transition
R7 - Cyber Security	R15 - City Centre Security and Safety
R8 - Newport Council's Property Estate	R16 - Schools Finance / Cost Pressures

Risk Score Profile between Quarter 2 2021/22 and Quarter 1 2022/23

Risk Reference	Risk	Lead Cabinet Member(s)	Risk Score Quarter 2 2021/22	Risk Score Quarter 3 2021/22	Risk Score Quarter 4 2021/22	(Current) Quarter 1 2022/23	Target Risk Score
R1	Stability of Social Services Providers	Cabinet Members for Social Services	25	25	25	25	6
R2	Pressure on Adult & Community Services	Cabinet Members for Social Services	25	25	25	25	10
R3	Highways Network	Cabinet Member for Infrastructure & Assets	20	20	20	20	15
R4	Pressure on the delivery of Children Services	Cabinet Members for Social Services	20	20	20	20	6
R5	Pressure on Housing and Homelessness Service	Cabinet Member for Strategic Planning, Regulation & Housing	16	16	20	20	6
R6	Ash Die Back Disease	Cabinet Member for Climate Change & biodiversity	20	16	16	16	6
R7	Cyber Security	Cabinet Member for Organisational Transformation	16	16	16	16	10
R8	Newport Council's Property Estate	Cabinet Member for Infrastructure & Assets	16	16	16	16	9
R9	Balancing the Council's Medium-Term budget	Leader of the Council / Cabinet	16	9	9	12	10
R10	COVID-19 Pandemic Outbreak	Leader of the Council / Cabinet	20	20	16	12	6
R11	Demand for ALN and SEN support	Deputy Leader & Cabinet Member for Education & Early Years	16	16	12	12	6
R12	Educational Out of County Placements	Deputy Leader & Cabinet Member for Education & Early Years	12	12	12	12	5
R13	Climate Change	Cabinet Member for Climate Change & Biodiversity	12	12	12	12	10

Risk Reference	Risk	Lead Cabinet Member(s)	Risk Score Quarter 2 2021/22	Risk Score Quarter 3 2021/22	Risk Score Quarter 4 2021/22	(Current) Quarter 1 2022/23	Target Risk Score
R14	Post EU Transition	Leader of the Council / Cabinet	12	12	12	12	10
R15	City Centre Security and Safety	Cabinet Member for Infrastructure & Assets	10	10	10	10	8
R16	Schools Finance / Cost Pressures	Deputy Leader & Cabinet Member for Education & Early Years	12	12	9	9	6

Appendix 2 – Quarter 1 NCC Service Area Risk Summary

Service Area	Directorate	Total Q1 Risks	Risk Scores Increased since Q4	Risk Scores Decreased since Q4	No Change since Q4	New Risks Since Q4	Closed Risks Since Q4	Escalated Risks* ₁	De-escalated Risks* ₂
Adult & Community Service	Social Services	3	0	0	3	0	0	0	0
Children & Young People Service	Social Services	3	0	0	3	0	0	0	0
City Services	Environmental & Sustainability	4	0	0	4	0	0	0	0
Education	Chief Executive	7	0	0	7	0	0	0	0
Environment & Public Protection	Environmental & Sustainability	5	0	0	5	0	0	0	0
Finance	Transformation & Corporate	5	3	0	2	0	0	0	0
Housing & Communities	Environmental & Sustainability	1	0	0	1	0	0	0	0
Law & Standards	Transformation & Corporate	1	0	0	1	0	0	0	0
People, Policy and Transformation	Transformation & Corporate	12	1	2	9	0	0	0	0
Prevention & Inclusion* ₃	Social Services	0	0	0	0	0	0	0	0
Regeneration & Economic Development	Chief Executive	3	0	0	3	0	0	0	0
Total		44	4	2	38	0	0	0	0

*1 – **Escalated Risks** – Risks that have been escalated from Service area risk registers to Corporate Risk Register

*2 – **De-escalated Risks** – Risks that have been de-escalated from Corporate Risk Register to service area risk register

*3 – **Prevention & Inclusion** – This is a newly created service area and no risks were transferred from other service area. P&I are developing their service plan and risk register. This will be updated once completed.

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 75	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
4	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 76	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.	Some superficial injuries. (Linked to Financial / Reputational Impacts)	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.

Corporate Risk Register

2022/23 Quarter 1 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	<ul style="list-style-type: none"> Head of Environment & Public Protection Strategic Director: Environment & Sustainability
Lead Cabinet Member(s)	Cabinet Member for Climate Change & Bio-diversity
Linked Theme	Theme : Thriving City
Linked Corporate Objective	<ul style="list-style-type: none"> WBO 2. Economic Growth & Regeneration WBO 4. Cohesive & Sustainable Communities

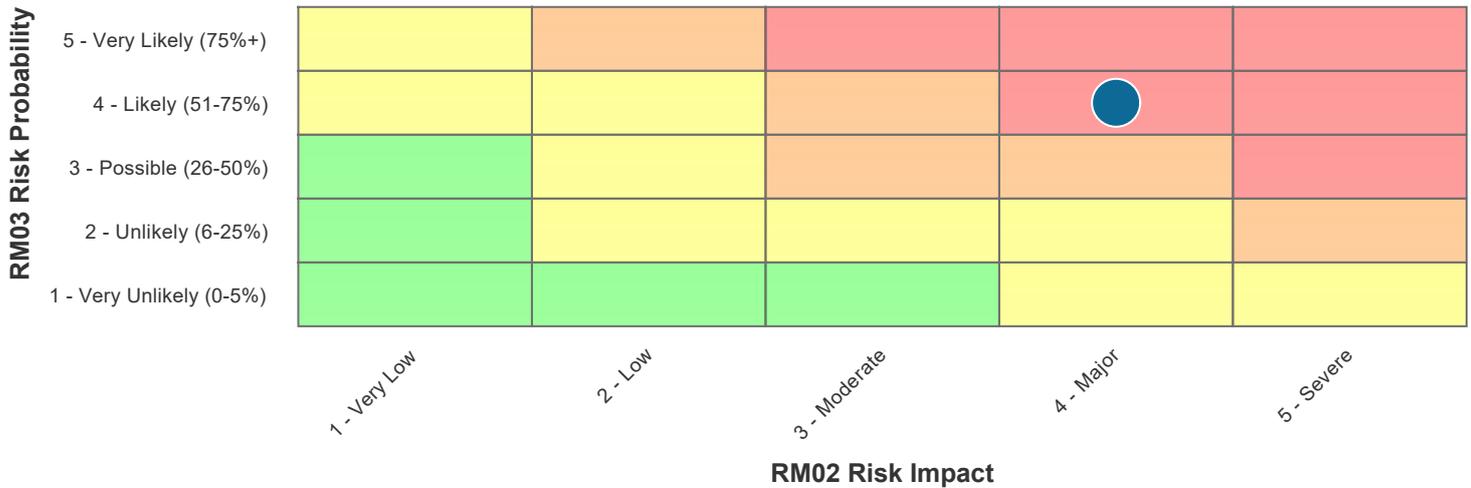


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Inherent Risk Score

6

Target Risk Score



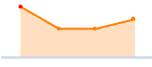
Direction of Risk

	DoR	Comment
Ash Die Back Disease	➔	Scale of work remains the same as canal surveys identified greater spread than anticipated.

Action Description	Period	Value
To undertake works removing diseased Ash trees that are owned by NCC.	Jun 2022	★

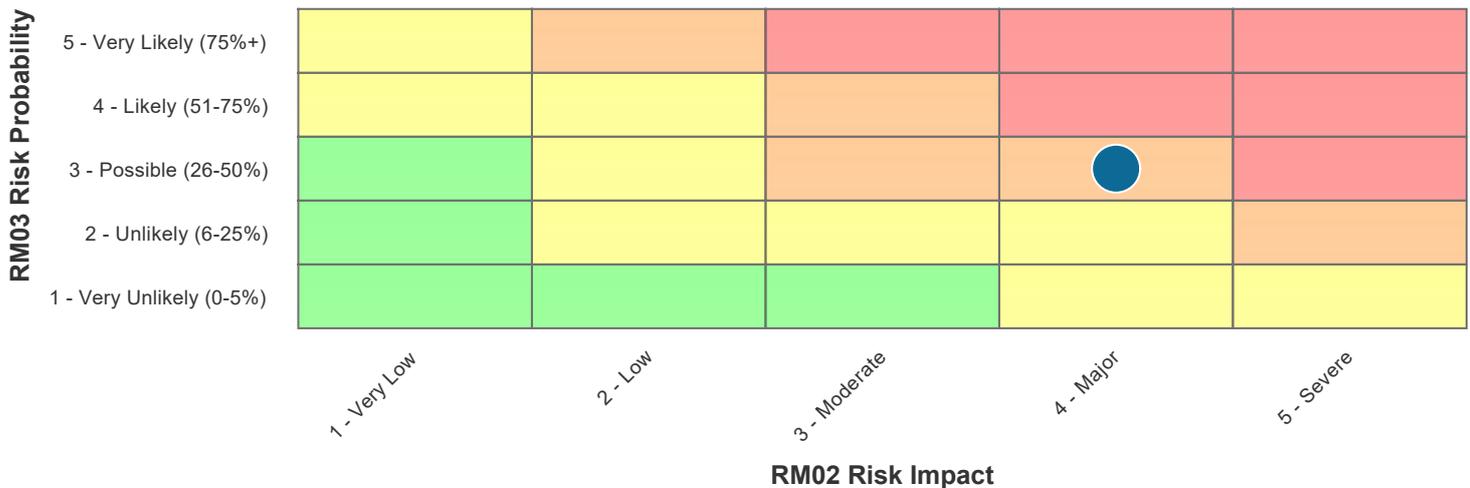
Balancing the Council's Medium Term Budget

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"> All Heads of Service Strategic Directors
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

12


Balancing the Council's Medium Term Budget
30 JUN 22

16 10
 Inherent Risk Score Target Risk Score



Direction of Risk

	DoR	Comment
Balancing the Council's Medium Term Budget	✘	The Medium-Term Financial Plan has recently been updated for the first time since the 2022/23 revenue budget was set. Due to the current inflationary crisis, it is evident that cost pressures will increase substantially in comparison with the original assumptions. Costs such as pay, energy and commissioned services are all forecast to increase in price significantly. In addition, services have identified pressures in a number of areas, especially those connected with demand and capacity within services. The funding assumptions remain largely unchanged and, therefore, there is the potential for a significant budget gap. This budget gap will be very challenging to address, especially in light of the level of savings that have already been identified and achieved in previous years.

Action Description	Period	Value
Accountancy team to review corporate (non-service area) budgets and resources for any opportunities to identify savings or alternative approaches of utilising resources e.g. earmarked reserves.	Jun 2022	
As a member of the Society of Welsh Treasurers, via Welsh Local Government Association, budget challenges, issues and pressures are escalated to Welsh Government, particularly the need for additional funding. Regular surveys of member local authorities to allow for comparisons of assumptions being made e.g. future pay awards.	Jun 2022	
Deliver weekly budget meetings with the Council's Executive Board.	Jun 2022	
Finance (Accountancy Business Partner teams) to support and review service area savings plans and business cases.	Jun 2022	
Finance service area business partners to robustly review service area financial monitoring positions with the aim of identifying emerging issues that could impact upon the medium term outlook.	Jun 2022	●
Finance undertake challenge reviews of finance pressures submitted by service areas and to support service areas to reduce, remove and/or identify alternative approaches to address funding requirements.	Jun 2022	
Procurement to support service area contract managers to review and challenge inflationary increases to contract arrangements to ensure value for money for the Council.	Jun 2022	
Through Finance networks, we will regularly discuss with neighbouring and similar authorities regarding the finance assumptions being made in their budget planning, to ensure that NCC does not under/overstate inflationary pressures or omit potential solutions.	Jun 2022	

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	Stephen Jarrett
Overseeing Officer	Strategic Director: Transformation & Corporate
Lead Cabinet Member(s)	Cabinet Member for Infrastructure & Assets
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

10

City Centre Security & Safety

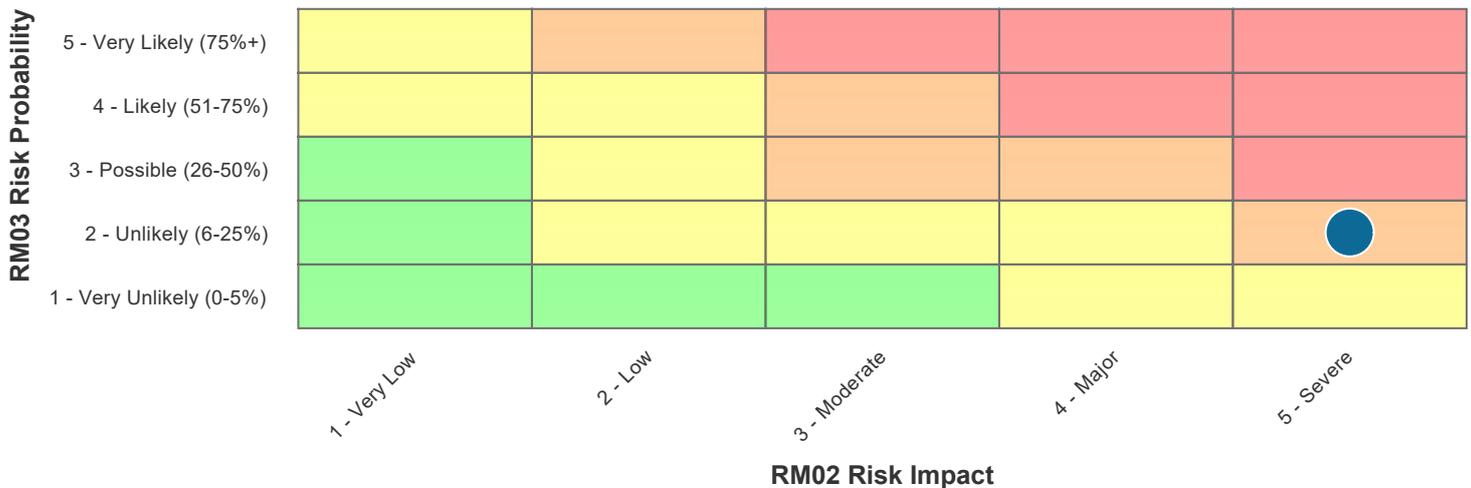
30 JUN 22

20

Inherent Risk Score

8

Target Risk Score



Direction of Risk

	DoR	Comment
City Centre Security & Safety	➔	No change to risk at present.

Action Description	Period	Value
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.	Jun 2022	
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.	Jun 2022	●

Climate Change Risk

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	<ul style="list-style-type: none"> Head of Environment & Public Protection Strategic Director: Environment & Sustainability
Lead Cabinet Member(s)	Cabinet Member for Climate Change & Bio-diversity
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

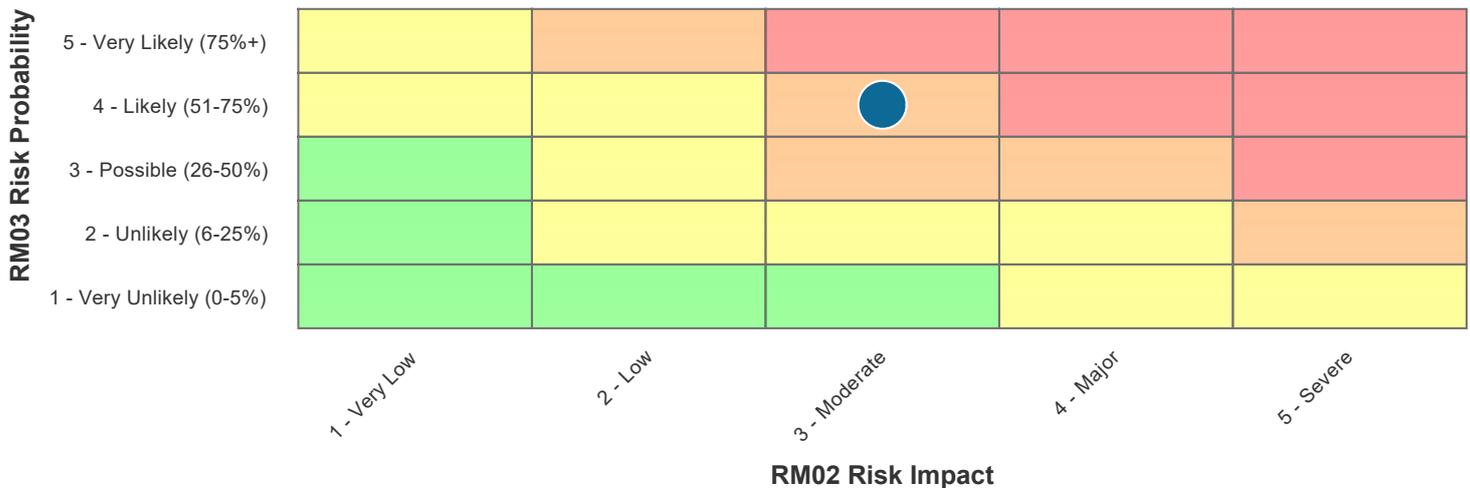


16

Inherent Risk Score

10

Target Risk Score



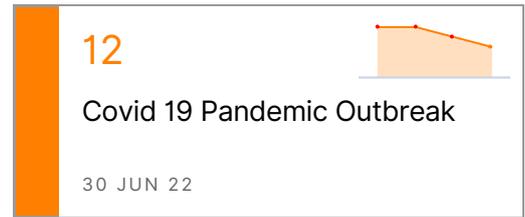
Direction of Risk

	DoR	Comment
Climate Change Risk	➔	No change to risk score for Quarter 4 2021/22.

Action Description	Period	Value
Ebbw West Solar Farm Development	Jun 2022	
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.	Jun 2022	
Select a building decarbonisation delivery partner (Via RE:Fit) and complete a phase of decarbonisation works on the NCC estate.	Jun 2022	
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.	Jun 2022	

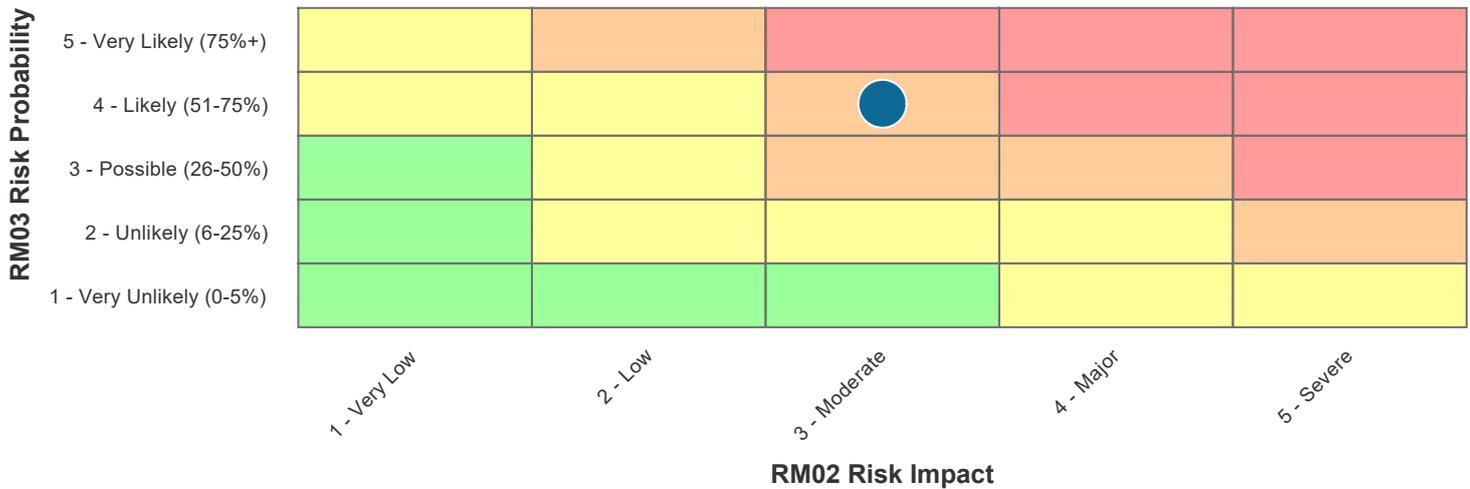
Covid 19 Pandemic Outbreak

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



25
Inherent Risk Score

6
Target Risk Score



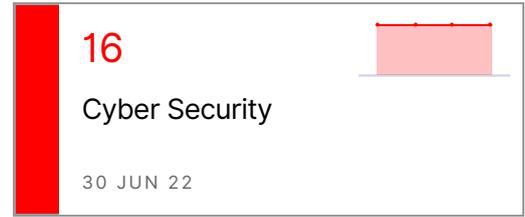
Direction of Risk

	DoR	Comment
Covid 19 Pandemic Outbreak	✓	While Covid is still a risk and monitored through the Council's strategic GOLD group, the overall impact on services has reduced. At the end of Quarter 1 the risk the risk has reduced to reflect this however we still monitor the impact on staff absences.

Action Description	Period	Value
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.	Jun 2022	★
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.	Jun 2022	★
Manage and deliver the Civil Contingencies response to the COVID-19 pandemic	Jun 2022	●
To ensure that People, Policy & Transformation has an efficient, effective structure to meet future demands.	Jun 2022	●

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	<ul style="list-style-type: none"> ■ Head of People, Policy & Transformation ■ Strategic Director: Transformation & Corporate
Lead Cabinet Member(s)	Cabinet Member for Organisational Transformation
Linked Theme	Theme : Modernised Council
Linked Corporate Objective	

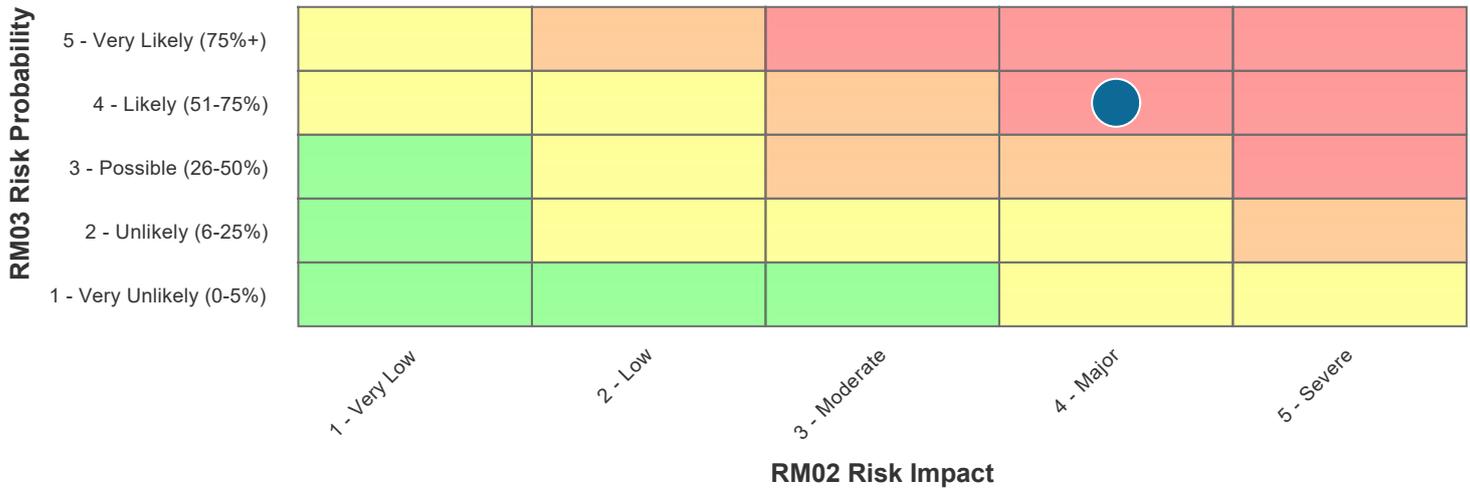


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Inherent Risk Score

10

Target Risk Score



Direction of Risk

	DoR	Comment
Cyber Security	➔	Risk remains high especially given international tensions due to war in Ukraine. Various mitigations in place including various technical and organisational measures.

Action Description	Period	Value
Development of a new Digital Strategy that supports the future direction of IT services and infrastructure of the Council.	Jun 2022	★
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.	Jun 2022	★

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)	Deputy Leader & Cabinet Member for Education & Early Years
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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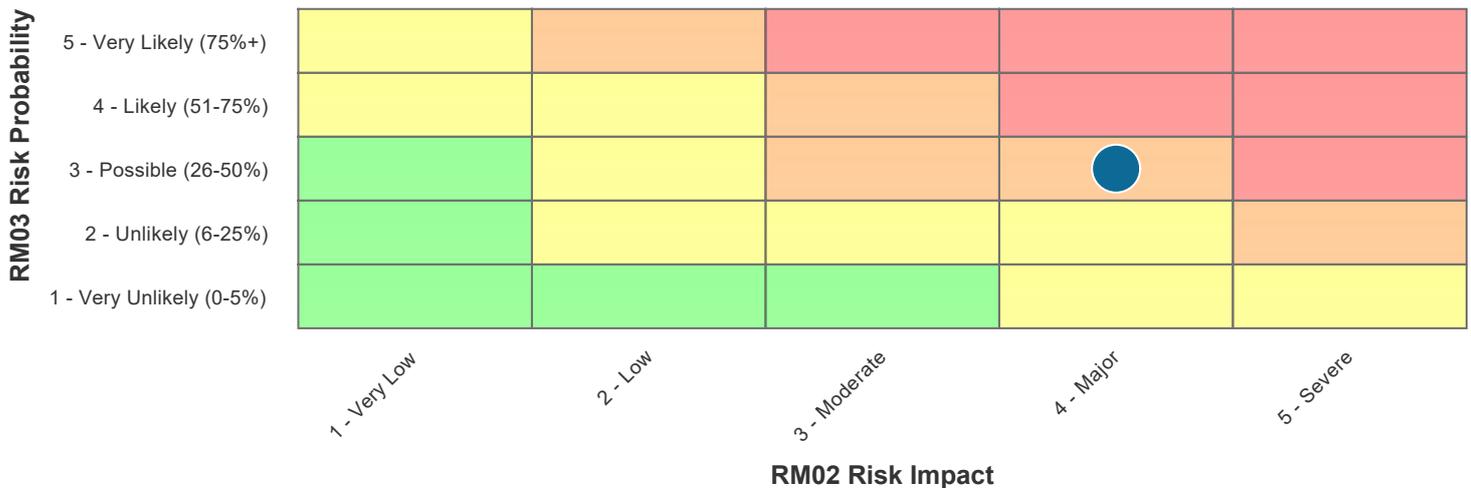

Demand for ALN and SEN support
30 JUN 22

20

Inherent Risk Score

6

Target Risk Score



Direction of Risk

	DoR	Comment
Demand for ALN and SEN support	➔	The new ALN funding formula agreed by School's Forum was implemented for 2022-23 financial year. Additional local authority officers have been appointed to support Schools to build capacity in order to retain pupils within mainstream Schools. Schools are developing their universal, targeted and specific provisions which are tracked through the EduKey system however referrals for LA Individual Development Plans (IDPs) are starting to increase along with referrals for specialist placements due to the effect of the pandemic on delaying requests/identification of these pupils.

Action Description	Period	Value
(Estyn Rec 5) Ensure that Welsh Medium (WM) provision is established to support pupils with Additional Learning Needs	Jun 2022	★

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)	Deputy Leader & Cabinet Member for Education & Early Years
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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Educational Out of County Placements

30 JUN 22

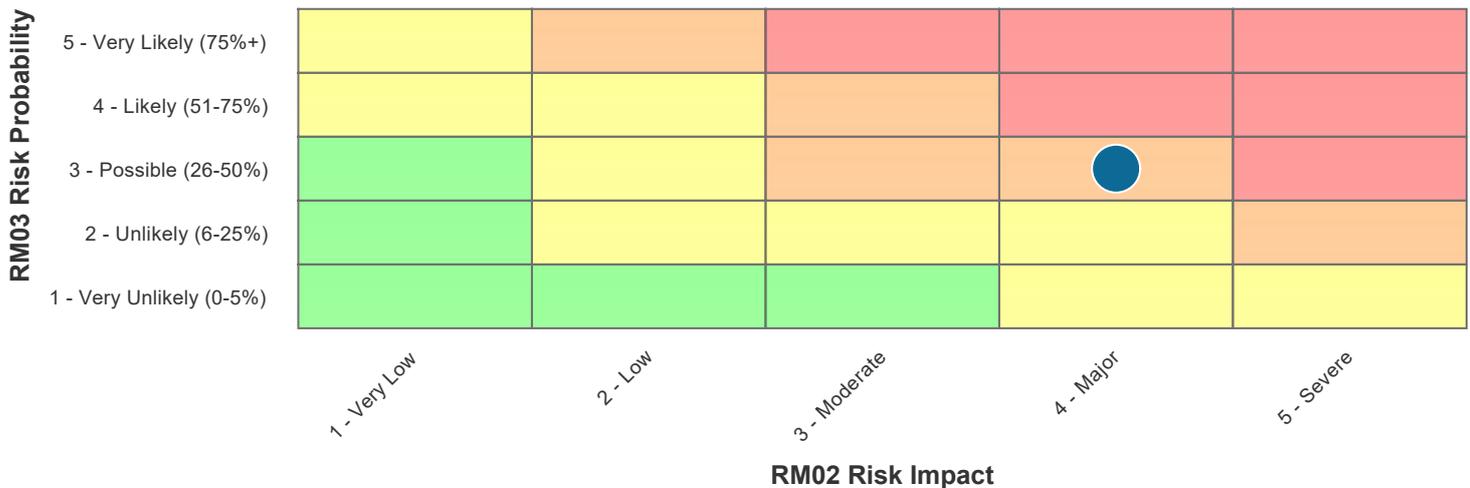


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4

Inherent Risk Score

Target Risk Score



Direction of Risk

	DoR	Comment
Educational Out of County Placements	➔	Although there has been a consistent number of OOC placements throughout 2021-22, we started to see an increase of OOC placements from 83 to 88 at the end of the financial year and this has continued to rise to 94 placements. This is due to the lack of local specialist Social Emotional Behavioural Difficulties (SEBD) and secondary Autism Spectrum Disorder (ASD) placements. An SEBD provision tender process took place for primary aged pupils however the secondary tender had to be delayed for a year due to a lack of local providers this will be retendered in spring 2023.

There are no actions associated with this Risk

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 City Services
Lead Cabinet Member(s)	Cabinet Member for Infrastructure & Assets
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

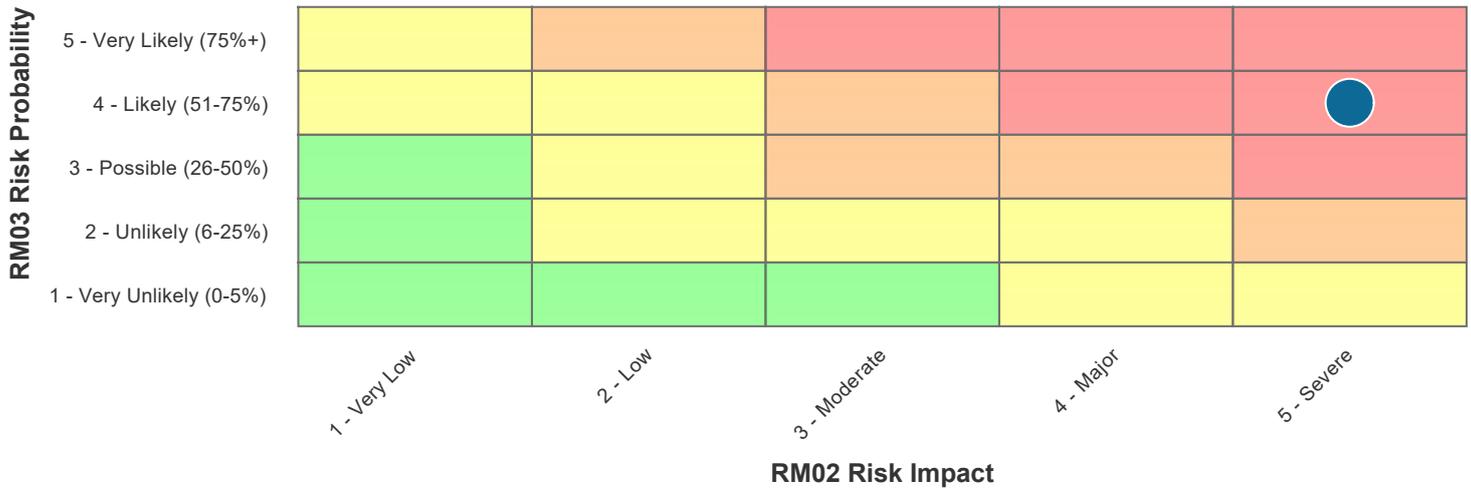


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Inherent Risk Score

15

Target Risk Score



Direction of Risk

	DoR	Comment
Highways Networks	➡	No change to risks in this quarter

There are no actions associated with this Risk

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"> Head of People, Policy & Transformation Strategic Director: Transformation & Corporate
Lead Cabinet Member(s)	Cabinet Member for Infrastructure & 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

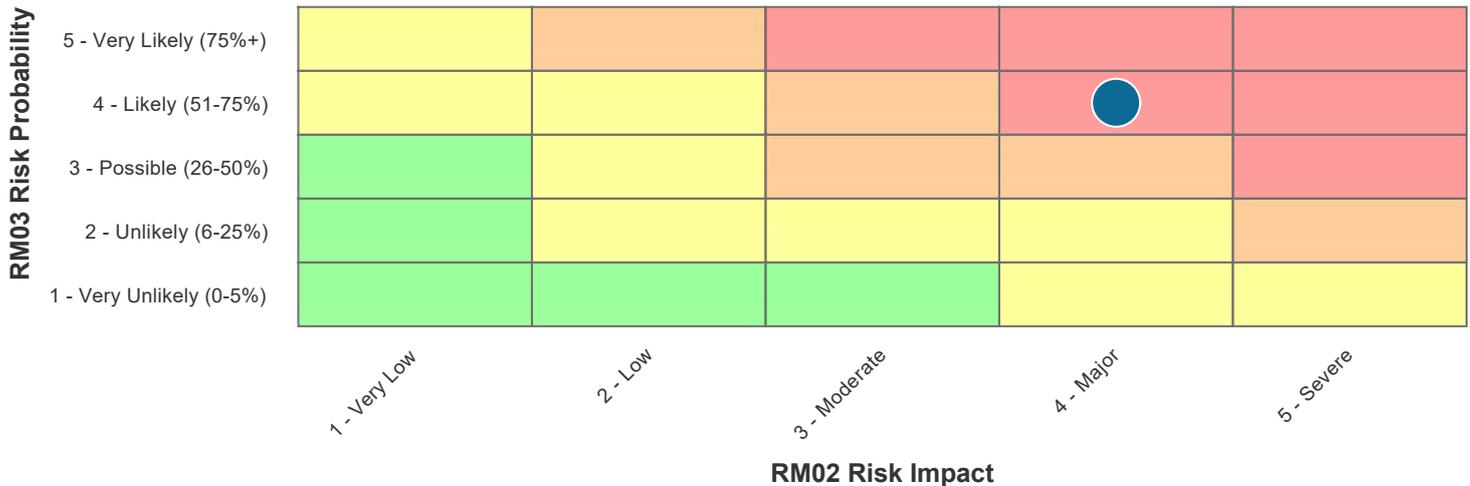


16

Inherent Risk Score

9

Target Risk Score



Direction of Risk

	DoR	Comment
Newport Council's Property Estate	➔	There have been no significant changes to the estate that would warrant a change in the risk score. The state of the estate is down to its age and lack of investment. The Council have to decide on a significant rationalisation process and investment programme to reduce this risk score

Action Description	Period	Value
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.	Jun 2022	★
Adherence to the Corporate Landlord Policy and ensuring that all Premises Managers are accountable and responsible.	Jun 2022	★
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.	Jun 2022	●

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

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Post EU Transition

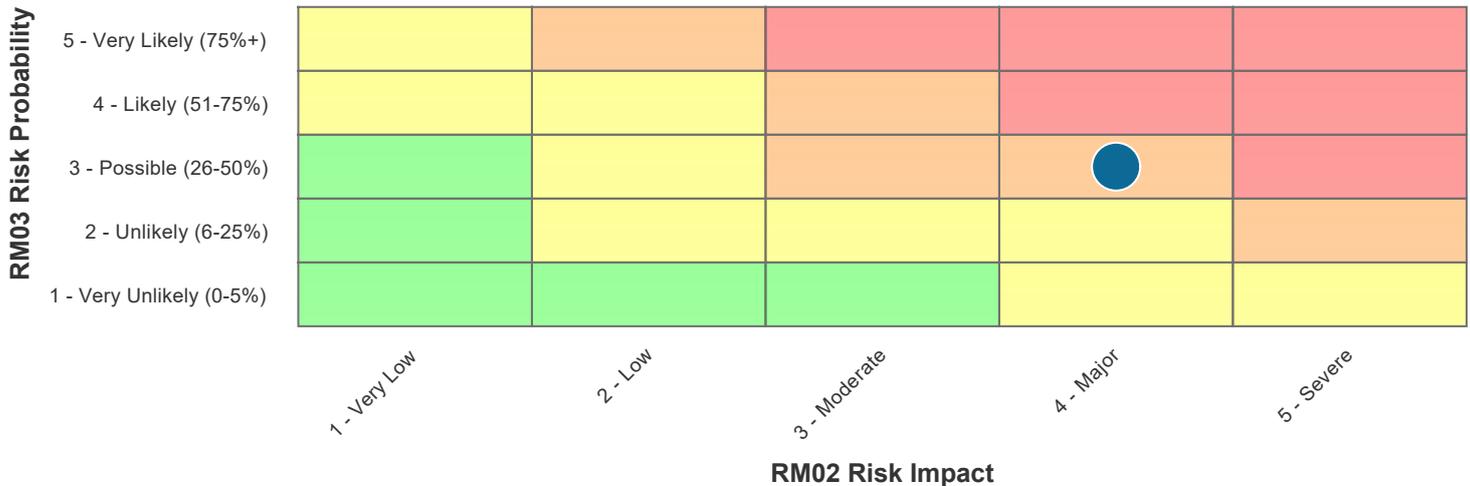
30 JUN 22

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Inherent Risk Score

10

Target Risk Score



Direction of Risk

	DoR	Comment
Post EU Transition	➔	Newport Council is continuing to monitor the post EU arrangements alongside other global factors such as Ukraine humanitarian crisis, cost of living and economic impacts which are impacting residents and businesses in Newport. The Council's Community Cohesion team continues to support residents with late EU Settled Status applications and any immigration issues.

Action Description	Period	Value
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.	Jun 2022	★
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.	Jun 2022	★

Pressure on Adult & Community Services

Short Description	There is increased pressure on Adult Services to deliver services to adults with complex and long lasting needs. 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. There are also additional statutory requirements to safeguard adults in our care and prevent risk of harm, injury or a loss of life.
Risk Owner	Jenny Jenkins
Overseeing Officer	Head of Adult 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

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Pressure on Adult & Community Services

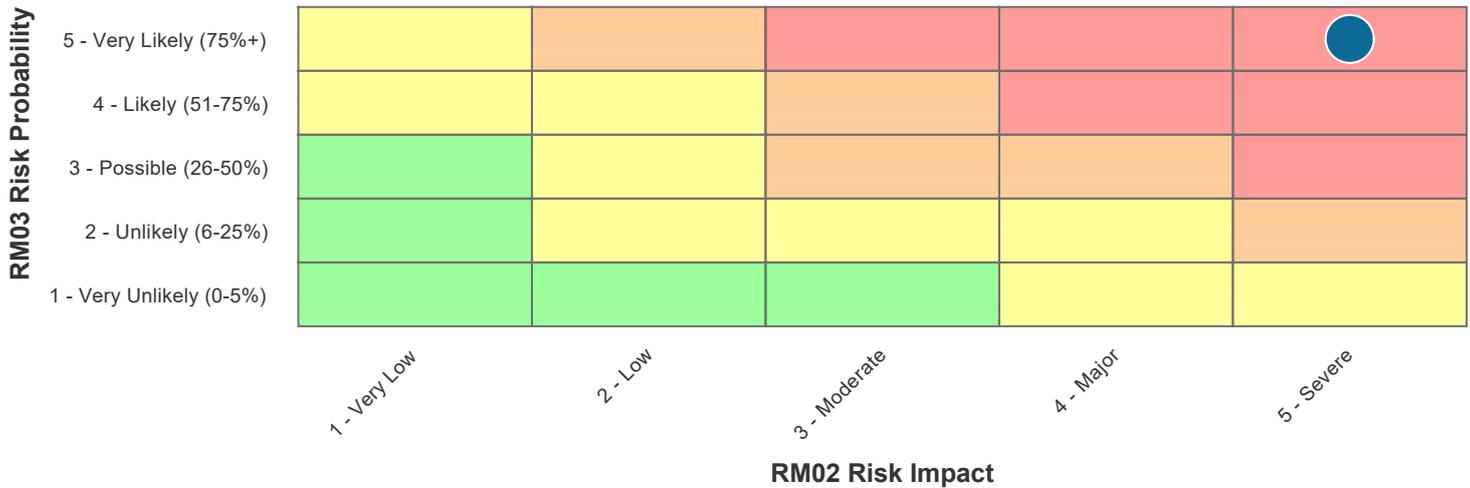
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Inherent Risk Score

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Target Risk Score



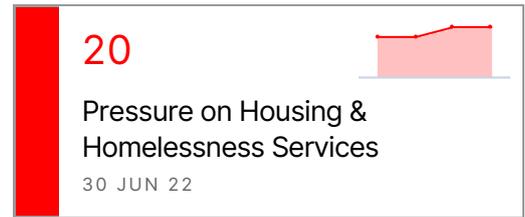
Direction of Risk

	DoR	Comment
Pressure on Adult & Community Services	➔	The ability to source domiciliary care packages continues to be challenging due to poor capacity in the market. Residential placements are slowing down because of staff shortages. Waiting lists are in place and the teams are prioritising care needs to mitigate the risks..

Action Description	Period	Value
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.	Jun 2022	
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.	Jun 2022	
To improve the support available for young people with learning disabilities to transition from Children Services into Adults Services. ·	Jun 2022	

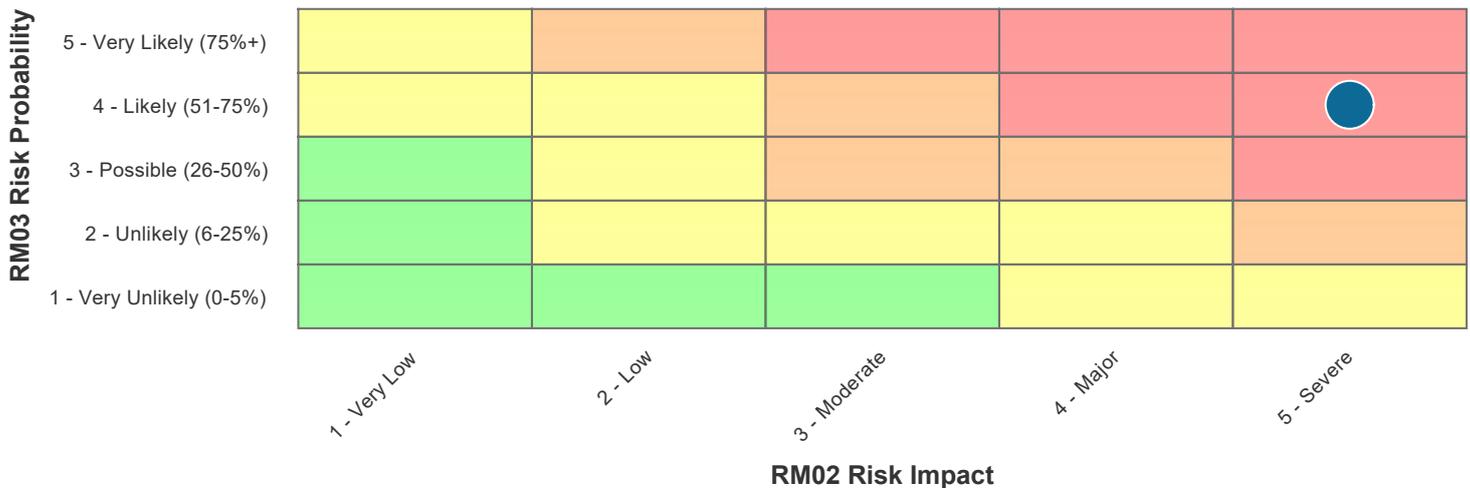
Pressure on Housing & Homelessness Services

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	Strategic Director: Environment & Sustainability
Lead Cabinet Member(s)	Cabinet Member for Strategic Planning, Regulation & Housing
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



20 **6**

Inherent Risk Score Target Risk Score



Direction of Risk

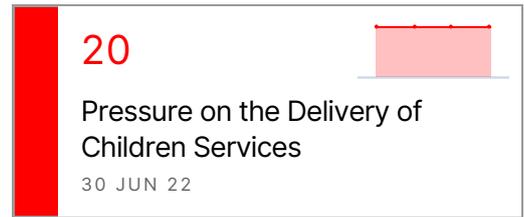
	DoR	Comment
Pressure on Housing & Homelessness Services	➔	Pressure on homelessness services continues at pandemic levels. It is anticipated that the Ukrainian situation, cost of living crisis and an increased number of private sector landlords potentially giving notice to their tenants in advance of the Renting Homes Wales Act coming into force will exacerbate the demand for temporary accommodation. The authority is working with Housing Associations and the private sector to try to prevent homelessness and increase the stock available for temporary and move-on accommodation

Action Description	Page 104	Period	Value
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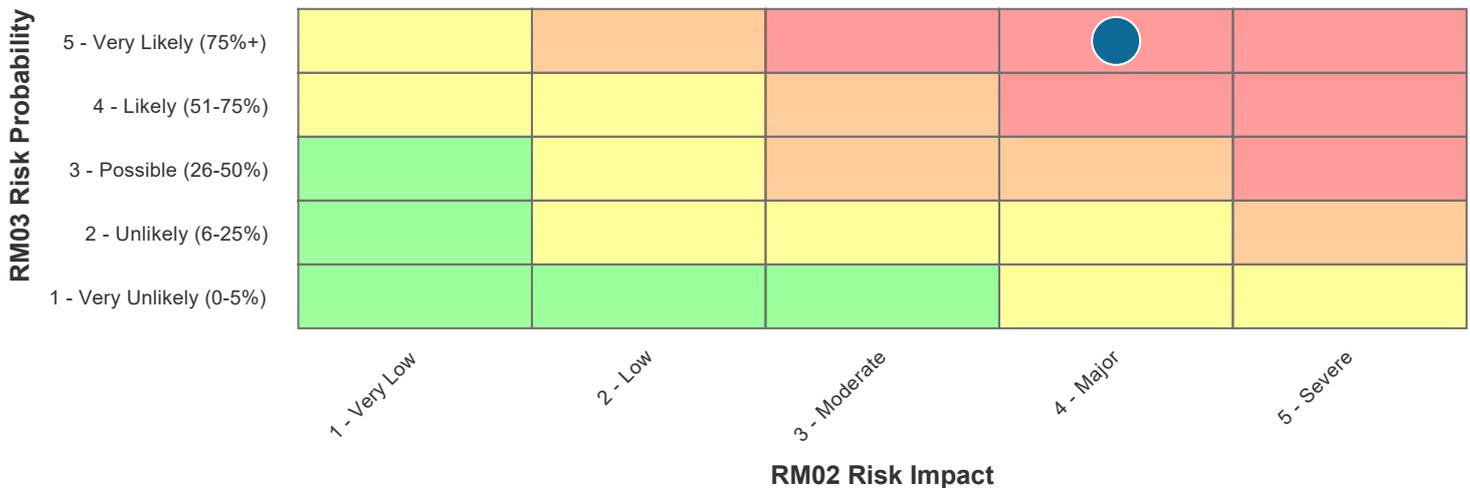
Action Description	Period	Value
Develop a strategy framework for private sector housing, bringing together the Adaptations Policy, Private Sector Leasing scheme, Housing Loans Policy	Jun 2022	●
Review of the Community Housing Protocol to ensure that it remains fit for purpose and delivers the expected outcomes.	Jun 2022	●
Undertake a review of the Housing Allocation Policy.	Jun 2022	●

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	Natalie Poyner
Overseeing Officer	Strategic Director: Social Services
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	➔	The demand and complexity remains high and is staff are struggling to meet the need due challenges in recruitment and retention. This is not just a Newport risk but a UK wide concern.

Action Description	Period	Value
Completion and implementation of Welsh Government action plan to work towards reducing the numbers of looked after children	Jun 2022	★
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	Jun 2022	★
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.	Jun 2022	★
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.	Jun 2022	★

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)	Leader of the Council & Cabinet Member for Economic Growth & Investment
Linked Theme	Theme : Aspirational People
Linked Corporate Objective	WBO 1. Skills, Education & Employment

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Schools Finance / Cost Pressures

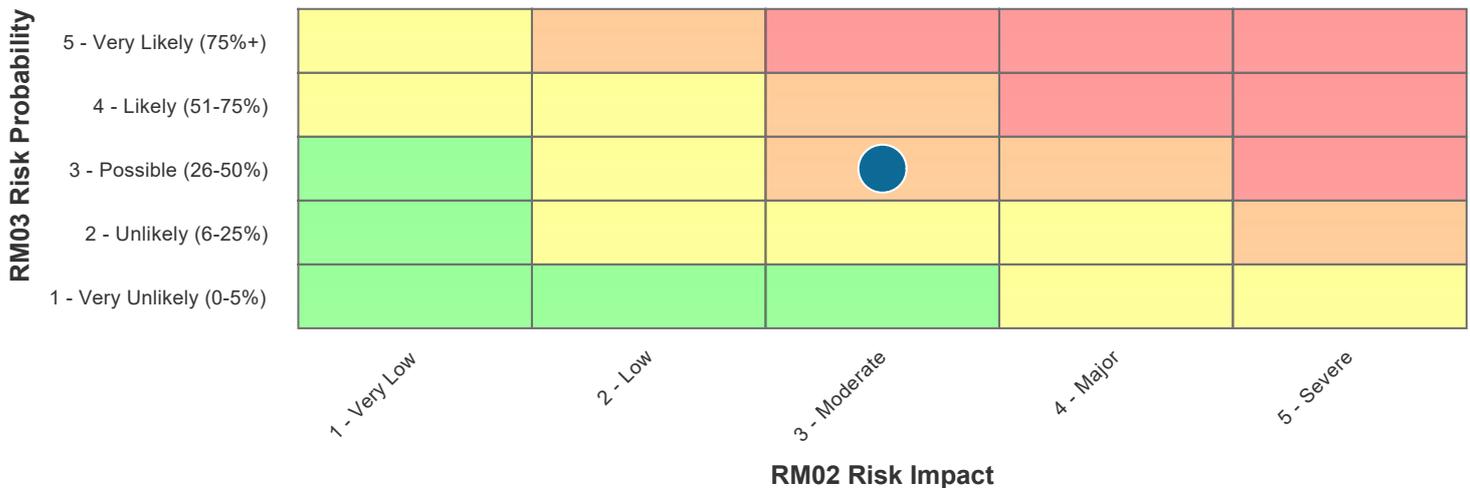
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Inherent Risk Score

6

Target Risk Score



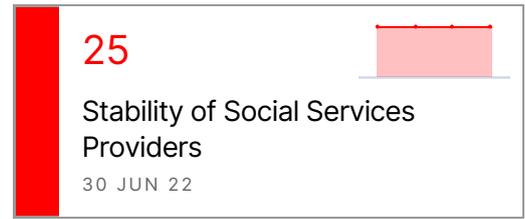
Direction of Risk

	DoR	Comment
Schools Finance / Cost Pressures	➔	No school has found it necessary to apply for a licenced deficit for the 2022/23 financial year. This is primarily due the late WG grant notifications received at the end of the 2021/22 financial year which inflated the year end closing position. The situation going forward remains fragile therefore. New systems and processes have begun to be implemented to support early identification and mitigation of potential financial difficulties.

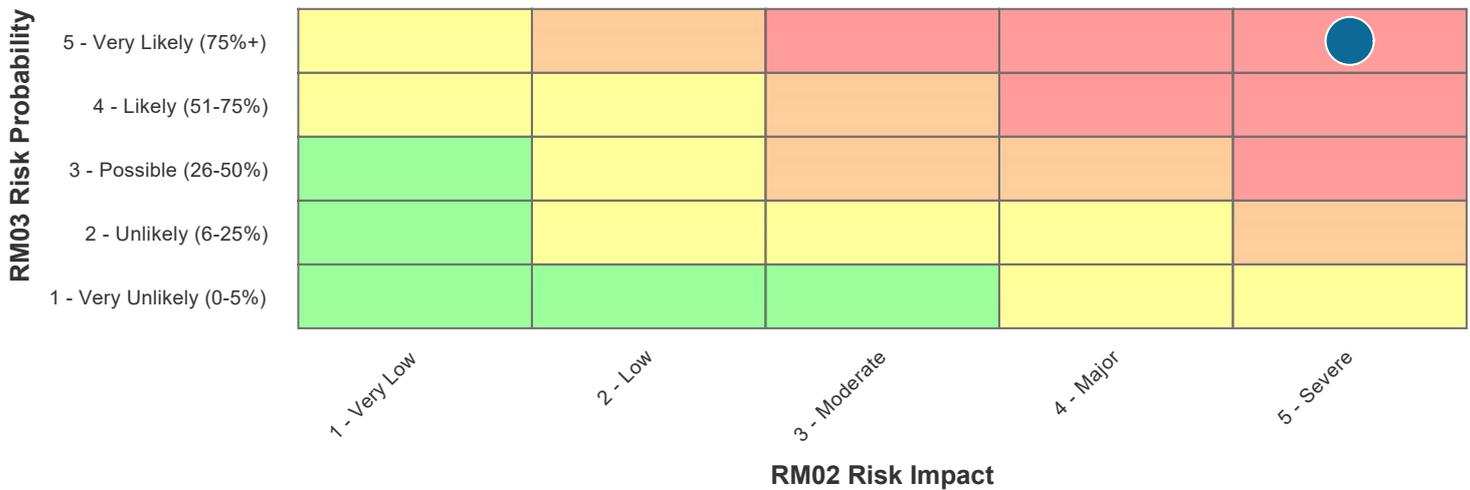
Action Description	Period	Value
Monitor In-year School budgets to ensure budgets are: • Managed effectively and taking necessary actions to prevent overspending. Effectively taking necessary actions to prevent overspending. Schools that have deficit budget recovery plans are implementing the necessary actions to reduce their overall budget deficits.	Jun 2022	●
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	Jun 2022	●
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.	Jun 2022	●

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 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	➔	All fee negotiations are completed for 22/23 but the financial stability of providers continues to be high risk in the current economic climate. The stability of the staff group also provides a risk as more of the workforce are seeking alternative employment where they can achieve higher rates of pay.

Action Description	Period	Value
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.	Jun 2022	

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Report

Cabinet

Part 1

Date: 12 October 2022

Subject Corporate Plan 2022-2027

Purpose To provide an update on the development of the Council's Corporate Plan.

Author Executive Board
Head of People, Policy and Transformation

Ward All

Summary The Well-being of Future Generations Act requires all public bodies to carry out sustainable development to improve Wales' economic, social, environment and cultural well-being. To meet this statutory requirement, Newport City Council must set and publish its Well-being Objectives to maximise its contribution to each of Wales' Well-being Goals through its Corporate Plan. The Plan also builds upon the achievements of the last Corporate Plan and the Council's response to the challenges faced by Newport as we move forward from the Covid pandemic, respond to the cost of living crisis, and creating new opportunities for communities across Newport.

This report provides an update to Cabinet on the development of the Corporate Plan considering the comments and recommendations of the Overview and Scrutiny Management Committee (OSMC) and consultation work.

Proposal To agree the key principles of the draft Corporate Plan and its ongoing development in preparation for consideration by Cabinet and Council in November.

Action by Executive Board
Corporate Management Team

Timetable Immediate

This report was prepared after consultation with:

- Cabinet
- Overview Scrutiny Management Committee
- Public
- Strategic Directors
- Corporate Management Team

Signed

Background

The [Well-being of Future Generations Act](#) requires all public bodies to carry out sustainable development to improve Wales' economic, social, environment and cultural well-being. To meet this statutory requirement, Newport Council must set and publish its Well-being Objectives to maximise its contribution to each of Wales' Well-being Goals. There are seven Well-being Goals set out in the Act:

1. A Prosperous Wales
2. A Resilient Wales
3. A Healthier Wales
4. A More Equal Wales
5. A Wales of Cohesive Communities
6. A Wales of Vibrant Culture and Thriving Welsh Language
7. A Global Responsible Wales

In addition to this, Newport City Council is also required to fulfil other statutory and non-statutory roles to support citizens, businesses and other stakeholders in Newport. To prioritise the Council's long term strategic focus and to meet the requirements of the Well-being Act, the Council publishes a five year Corporate Plan. This report provides an overview of the Council's Corporate Plan 2022-27 and why it has decided on the four Well-being objectives to focus on over the next five years.

Corporate Plan 2017-22 / Annual Corporate Well-being Self Assessment Report 21/22

The Previous [Corporate Plan](#) was agreed in 2017 with a commitment to Build on Success and Build a Better Newport. The Plan was delivered against four Well-being objectives. In the last two years of the Plan's delivery, Covid and more recently the cost of living crisis has significantly impacted and changed the way the Council delivers its services but also the needs and expectations of citizens, businesses and other stakeholders in the services to support them. The Council's annual Corporate Well-being Self-Assessment report provides an overview of how the Council has performed against the delivery of this Plan. This report will be presented to the Council's Overview and Scrutiny Management Committee and Governance and Audit Committee in October. The Report will be presented to Cabinet in November for approval and publication.

Corporate Plan 2022-27 Development

The development of the Corporate Plan has been undertaken through a series of workshops with senior officers, the Council's Cabinet to identify and understand the short and long term opportunities and risks of the Council, its residents, economy and environment. The development considered the impacts of the Covid pandemic and the current cost of living issues. Additionally, the Plan has considered priorities at:

- **National** – Welsh Government Programme of Governance, legislation changes (Welsh Government and UK Government).
- **Regional** – Cardiff Capital Region, Gwent Regional Public Services Board, Regional Partnership Board and Western Gateway.
- **Local** – Cabinet priorities, Newport Council strategic plans such as Climate Change Plan, Digital Strategy, Strategic Equalities Plan as examples.

Through this work, the Council has drafted four Well-being Objectives that are focused on the following areas:

1. Newport is a thriving and growing city that offers excellent education and aspires to provide opportunities for all.
2. A city that seeks to protect and enhance our environment whilst reducing our carbon footprint and preparing for a sustainable and digital future.
3. Newport is a supportive city where communities and care are at the heart of what we do.
4. Newport City Council is an inclusive organisation that places social value, fairness and sustainability at its core.

For each Well-being Objective, there will be strategic priorities which the Council's service areas and partners will be focusing on over the next 5 years. These are outlined in the appendix attached.

Public Consultation on Well-being Objectives

As part of the development of the Corporate Plan Objectives, the Council undertook a survey with residents through the Council's Citizen Panel (SNAP Survey) and also Bus wifi in September. 865 residents (266 Citizens Panel and 599 Bus wifi) responded to the survey. Residents were asked the how important each theme was for Newport over the next 5 years. Out of 865 residents, the percentage of respondents stated the objectives were either very important and important for Newport over the next 5 years:

Well-being Objective 1 – 74.7%
Well-being Objective 2 – 72.7%
Well-being Objective 3 – 71.25%
Well-being Objective 4 – 70.7%

Throughout the delivery of the Corporate Plan, the Council will continue to involve and engage with residents, businesses and staff on the priorities of the organisation in addition to involvement with key strategic decisions made by the Council.

Overview Scrutiny Management Committee (30th September)

The Corporate Plan Well-being Objective themes were presented to OSMC for their consideration and to provide comments, and recommendations back to officers to implement. The key areas raised by OSMC were:

- The Committee noted the Draft Well-being Objectives and strategic priorities of the Council, and the development of a Corporate Plan which delivers on key priorities for the citizens of Newport. Members were pleased with the objectives.
- The Committee appreciated that consultation has continued via buses and internet surveys, but requested that there be more independent and face to face research on various groups in the city. Members also felt that it could be good to be able to see the results of future consultations.
- The Committee requested if some of the terminology within the Plan, such as 'to become' and 'to create' could be amended to enhance understanding of what has been done.
- The Committee felt that more consideration could be given to the Heritage Offer given Newport's many heritage sites, including the Roman sites in Caerleon, the Transporter Bridge and the medieval ship etc as heritage is strongly linked with the aims of the Plan.
- The Committee raised concerns regarding a lack of university students in Newport despite the funding given and asked that these concerns be forwarded to relevant areas and for a response to be issued.

The feedback from OSMC will be considered prior to the submission of the final version of the Corporate Plan to Cabinet and Full Council in November.

Next Steps

Following this Cabinet Report the Council will finalise the Plan considering the feedback of the OSMC and residents' feedback in the consultation. The final version of the Plan will be presented to Cabinet in November prior to Full Council later in the month. Alongside the development of the Plan, the Council's 11 service areas are finalising their service plans which will support the delivery of its strategic priorities as well as preparing the Council's Medium Term Financial Plan. The service plans will be presented to the Council's Performance Scrutiny Committees in November for their consideration before being

approved by the Cabinet Member(s). The final version of the Plan will be published in Welsh and English following Full Council's approval.

Appendix 1 – Draft Newport City Council Corporate Plan 2022-27 Well-being Objectives

Risks

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?
Corporate Plan does not align to the Well-being of Future Generations Act.	1	1	Corporate Plan has been developed and aligned to the Well-being Goals.	Director of Transformation and Corporate.
Newport City Council does not have the resource (finance and Staff) to deliver its strategic priorities.	4	2	The Council's MTFP is continuously monitored and reported with plans aligned to strategic and statutory priorities. The Council is developing a new People and Culture Strategy to support the development staff to deliver the Plan.	Director of Transformation and Corporate. Corporate Management Team

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

The Corporate Plan is the overarching Plan of the organisation which informs the direction of all other policies and programmes.

- Well-being of Future Generations Act

Options Available and considered

1. To agree the key principles of the draft Corporate Plan and note its ongoing development.
2. To propose amendments to the Corporate Plan.

Preferred Option and Why

Option 1 is the preferred option to agree the principles of the Corporate Plan.

Comments of Chief Financial Officer

The draft Corporate Plan 2022-27 sets out the Council's strategic priorities and objectives over the next 5 years and are set within the agreed four well-being objectives set out in the plan. More detailed 'service and other plans will identify the key actions and deliverables to implement the key objectives outlined in the Corporate Plan.

As noted, the plan sits alongside the Council's MTFP and Capital Programme which will need to support the delivery of the plans with the identification and inclusion of funding where necessary to deliver on specific projects and programmes, as appropriate. This work is on-going and will require the finalisation of service and other detailed plans in the first instance. The effective planning of, and then the on-going management of the Council's finances over this period are crucial for the effective delivery of the Corporate plan.

In noting the above, the Corporate and Service/Other Plans are being agreed within a challenging financial context. The well-known issues around inflationary costs and demand pressures on services as we come out of the Covid pandemic period are very significant and have accelerated very significantly over the last 4-5 months. This is impacting on all parts of the economy and in particular on public services and all Councils across the UK and Wales. It is not known at this point what, if any, additional funding may be made available to deal with these increasing costs.

As with all similar long term plans, but particularly during this challenging financial period outlined, these plans will therefore need require regular reviews to ensure they are affordable and deliverable over the period and appropriate actions taken as needed.

The development of a Transformation Plan to accompany the Corporate Plan is essential to both help in the delivery of some aspects of the plans but in particular to contribute cost savings towards the financial challenges. A strategic and medium term approach will be important as will be the identification of programmes of work and projects to deliver these savings.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report. The draft Corporate Plan 2022-27 sets out the Council's strategic priorities and objectives over the next 5 years. The four over-arching well-being objectives set out within the plan are consistent with the sustainable development duty and the well-being goals set out in the Well Being of Future Generations (Wales) Act to improve economic, social, environment and cultural well-being. The strategic objectives set out in the Corporate Plan will inform and will flow-through into the Transformation Plan, individual service plans and other strategic plans and policies. The delivery of the actions and objectives set out within the Corporate Plan will also be underpinned by the Transformation Plan, the MTFP and the Council's People Plan and progress will be monitored in accordance with the Council's performance management framework. The delivery of the Corporate Plan will also form the basis of the Annual Corporate Well-being & Self-Assessment Report, which will set out progress in meeting the well-being objectives set out in the plan as well a self-assessment of performance in accordance with the Local Government and Elections (Wales) Act 2021. The Corporate Plan is a policy framework document under the Constitution and, as such, it will need to be formally approved by full Council.

Comments of Head of People, Policy and Transformation

The development of the Council's Corporate Plan sets the Council's strategic priorities for the next 5 years. The Well-being Objectives and Strategic Priorities support the Council's contribution towards the Well-being of Future Generations Act and to meet its statutory duties to the residents and businesses of Newport.

As the report has outlined, the development of the Corporate Plan has considered a wide variety of views from the Council as well as the public and Elected Members of the Council. Furthermore, as the FEIA demonstrates, this Plan will also support the Council's other strategic priorities and statutory duties. The delivery of the Corporate Plan will be subject to rigorous monitoring and reporting throughout the next five years and will be a Plan that will evolve and respond to the needs and expectations of Newport.

Scrutiny Committees

The Corporate Plan draft Well-being Objectives and Strategic Priorities was presented to the Council's Overview and Scrutiny Management Committee on 30th September. Feedback from the committee is highlighted in the Cabinet Report above.

Fairness and Equality Impact Assessment (FEIA):

The FEIA has considered the impact of the Corporate Plan across the Equality Act 2010, Socio-Economic Duty, Welsh Language and Well-being of Future Generations Act. A copy of the final FEIA will be included in the November Cabinet Report and Full Council report.

Summary of impact - Socio-economic Duty

The Corporate Plan is anticipated to reduce inequalities of outcome for several groups that are likely to experience socio-economic disadvantage against the areas of education, work, living standards, health, participation, physical environment, justice and community safety.

Summary of impact - Welsh Language (Wales) Measure 2011

The Corporate Plan will align with the Council's Welsh Language Strategy and the Welsh in Education Strategic Plan. The Plan will consider the consultations that have already been undertaken in 2021/22 to support the development of the Corporate Plan.

Wellbeing for Future Generations (Wales) Act 2015

As outlined in the body of the report, the development and delivery of the Corporate Plan is undertaken as part of the Council's legislative requirement for all public bodies to carry out sustainable development to improve Wales' economic, social, environment and cultural well-being. Corporate Plan (appendix 1) includes how the Council's Well-being Objectives will contribute towards Wales' Well-being Goals:

 <p>Long Term</p>	<p>The last five years have demonstrated how quickly the world is changing and the need to respond to the short term needs of our communities and meet the longer term challenges in Newport, Wales and globally. It will be important to ensure the Council is in a position now and in future to deliver sustainable services to the residents and businesses of Newport.</p> <p>This Corporate Plan will look to deliver positive changes that will create a vibrant and resilient economy and creating places for communities to feel safe, enjoy and access the services they need. This also includes working towards breaking down the structural inequalities faced by disadvantaged and vulnerable groups in Newport through providing equitable access to services, education, training and jobs now and over the next 20 years.</p> <p>We are committed to becoming net carbon neutral by 2030 and to enhance the unique bio-diversity that our future generations can enjoy. It is important that we start making these changes over the next 5 years and enable Newport's communities and partners to reduce their carbon emissions and adapt to the impacts of climate change. This Plan will also take opportunities to start changing the way which we travel across Newport and the region ensuring people and businesses are able to connect and contribute towards a resilient and vibrant economy.</p> <p>It will be essential to address the short term impacts of the Covid pandemic, poverty and cost of living across our communities. This means ensuring people have access to early intervention and prevention services and ensuring that they have control over their lives and can contribute towards their communities.</p>
 <p>Collaboration</p>	<p>We recognise that we cannot achieve many of our objectives and priorities alone and that we will need to work collaboratively locally, regionally and nationally to make these changes a reality. Each objective will be overseen by the Council's Cabinet and Executive Board ensuring that we will collaborate together to provide best value and maximise the opportunities across the Council.</p> <p>This means using our existing networks such as the BID Newport, schools, Public Services Board, Cardiff Capital Region, Regional Partnership Board and Welsh Government as well as developing new networks and approaches across a variety of sectors and organisations. Many of the priorities, programmes and projects in the Plan are building on what the Council has set out in its strategies and plans as well as the priorities set at national and regional levels in Wales.</p> <p>As we progress in the delivery of this Plan we will be working across all sectors whether this is private, public sector, not for profit and voluntary groups to share ideas, find innovative and sustainable solutions to tackle the many issues faced by the Council, communities and businesses.</p>
 <p>Involvement</p>	<p>The achievement of our objectives, programmes and projects will be delivered with the service user and citizen at the centre of decisions. This means involving those impacted throughout the process to help us shape the way services are delivered and the way our communities can contribute creating exciting places to live, work and enjoy.</p> <p>The development and delivery of this Plan will use a variety of methods and opportunities for people to become involved in Council activities whether this is taking part in consultations, contributing towards the democratic process, or providing your feedback on the way we have delivered our services.</p> <p>It is important to Newport Council that we will ensure that views can be provided equitably and that the voices of everyone can be heard. Delivery of the Council's Strategic Equality Plan, and Participation Strategy are already enabling people from disadvantaged and protected characteristic groups to participate in the decisions that we make. Building on this positive approach, we will build on this work becoming an inclusive organisation which represents citizens of Newport. We have outlined in the Plan the Council's principles in involving and delivering the Well-being objectives.</p>

 <p>Integration</p>	<p>The development of the Corporate Plan has considered how each of the objectives and priorities will contribute towards Wales' Well-being Goals. The Plan outlines each Goal which they will be supporting over the next 5 years. As we progress with the delivery of the Corporate Plan we will be working with our local and regional partners to help support the achievement of ours and their vision and objectives. For example, Newport Council will be working with Cardiff Capital Region, Gwent Public Services Board, Regional Partnership Board and the individual organisations to ensure there is synergy in our aims for Newport and to ensure Newport maximises the opportunities offered through integrated approaches that will benefit Newport's communities.</p> <p>In the development of this Plan we have integrated the priorities of our strategic plans, service area priorities and the priorities of the Council's administration. As we deliver against our Well-being Objectives and priorities, the Corporate Plan will evolve, considering the ongoing external and internal changes of the organisation and the city. As an organisation we regularly review and challenge ourselves on our objectives, priorities and Plans to ensure they reflect the priorities of communities and the Council.</p> <p>This will also mean considering and integrating the Well-being Act's sustainable principle and of 5 ways of working, Equality Impact Assessment including Socio-economic duty, and Marmot principles in the decisions we make.</p>
 <p>Prevention</p>	<p>Each of the objectives have considered the actions that we will need to take now to prevent problems from taking place or getting worse across our communities and Council services in the long-term. The Corporate Plan provides many opportunities to tackle the increasing demand faced by our services and getting to the root causes of these pressures. The last 3 years has seen the impact which Covid, subsequent restrictions and cost of living have had on many communities in Newport. We are fully aware of the challenges faced by our economy, social care system, education and communities and have already taken steps to prevent the immediate impacts. This plan builds on the work delivered during this period and will be working collaboratively to provide prevent these areas from getting worse and improving the long term outcomes in health, socio-economic position and life expectancy in Newport.</p> <p>There is significant evidence that the changing climate is already having an impact on our communities, bio-diversity and environment in Newport. We will be working across all sectors to prevent further impacts on our ecosystem ensuring we find different ways to reduce our carbon emissions but also to enhance and protect our environment. This will not only provide opportunities for long term employment and economic benefits but will also contribute towards improving the health and well-being of citizens in Newport.</p> <p>Through involvement and collaboration with our partners, communities and businesses we will be designing and delivering early intervention and prevention services for people to take control of their lives and improve their outcomes but also as necessary for the Council to provide the additional help when they need it.</p>

Consultation

A public consultation was undertaken between 13th and 23rd September 2022 asking people for their views on the Well-being Objective themes and what they consider to be priority for the Council. A summary of the findings in the consultation is included in the report above and a full analysis will be presented in the Cabinet Report and Full Council Report in November.

Background Papers

Well-being of Future Generations Act
Corporate Plan 2017-22

Dated: 5 October 2022

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DRAFT Corporate Plan Themes 2022-27

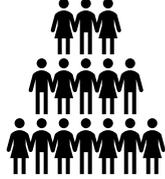
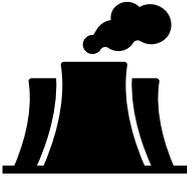
INTRODUCTION

The development of the Corporate Plan allows us to build on the successes and learn from the challenges of the previous five years, including our response to the Covid pandemic. To achieve this goal, we have four draft well-being objectives that will prioritise our focus over the next five years:

- 1. Newport is a thriving and growing city that offers excellent education and aspires to provide opportunities for all.**
- 2. A city that seeks to protect and enhance our environment whilst reducing our carbon footprint and preparing for a sustainable and digital future.**
- 3. Newport is a supportive city where communities and care are at the heart of what we do.**
- 4. Newport City Council is an inclusive organisation that places social value, fairness and sustainability at its core.**

KEY FACTS ABOUT NEWPORT in 2022

NOTE – This section will include 8 to 10 key facts about Newport around its Demography, Economy, Society and Well-being)

	
<p>159,600 Residents (9.5% Growth) / Census 2022</p>	<p>14,711 (13%) Black Asian Minority Ethnic residents (Census 2011)</p>
	
<p>57 schools in Newport</p>	<p>5,973 staff in Newport City Council (March 22)</p>
	
<p>59.1k tonnes CO2 NCC Carbon Emissions 2020/21</p>	<p>23 LSOAs living in 10% Most Deprived areas in Newport (WIMD 2019) *</p>
	
<p>77.4% of residents economically active</p>	<p>11,311 referrals in children's services 21/22</p>
	
<p>5,681 adult services referrals 21/22</p>	<p>20 Community Centres and Hubs</p>
	
<p>955 council buildings including schools</p>	<p>67.1% Newport waste which is recycled, re-used or composted</p>

*WIMD – Welsh Index of Multiple Deprivation / LSOA – Lower Layer Super Output Area

Further information about our communities can be found on the Gwent Public Services Website [Well being assessments](#)

Draft Well-being Objective 1 – Economy, Education and Skills

Newport is a thriving and growing city that offers excellent education and aspires to provide opportunities for all.

Wales' Well-being Goals Supported



**A prosperous
Wales**



**A more equal
Wales**



**A Wales of
cohesive
communities**



**A Wales of vibrant
culture & thriving
Welsh Language**



**A globally
responsible Wales**

Why did we choose this objective?

For the last two years Newport City Council has been supporting the recovery of the city's economy following the Covid pandemic and responding to wider global impacts on businesses. Newport is on the cusp of repositioning itself as an economic powerhouse in south east Wales. Over the next 20 years, we will support initiatives to attract major investment into the city, kickstart and nurture homegrown entrepreneurs, celebrate our heritage and culture, and revitalise the city centre.

As the fastest growing city in Wales, the council will ensure Newport's growth remains sustainable for its communities. Working collaboratively with residents and developers we will ensure Newport's city centre and wider communities are inclusive places for families, visitors, and businesses to access the services they need, build connections with each other, and participate in shaping the environment around them.

To support our economic growth, we must also provide opportunities for all our citizens to develop the skills and routes into employment that tackle inequality whilst also providing our businesses with a skilled and effective workforce. Over the next five years, Newport will develop an education system that maximises the potential of our young learners providing the life skills they need to enter the labour market and support their communities. We will also continue to support people to re-enter the job market and access long-term employment through training, skills development, and confidence building.

How we will achieve this...

1	Newport will have a robust economic strategy and replacement Local Development Plan to support sustainable economic growth and strong placemaking across Newport's communities.
2	Lead and collaborate to attract major investment into the city and support our local entrepreneurs to thrive and bring prosperity to Newport's communities.
3	Re-vitalise its city centre and wider communities to benefit families, businesses, and visitors.
4	Become a destination that celebrates cultural diversity, heritage and delivers elite sporting events.
5	Develop education facilities that support future generations to achieve their potential and positively contribute to their communities.
6	Work towards eliminating education inequality faced by young learners that are from disadvantaged, Black, Asian, and Minority Ethnic backgrounds, low-income households, and/or have additional learning needs.
7	Increase the number of Welsh speakers in Newport by improving access to Welsh education, supporting businesses, and promoting the Welsh language.
8	Become a living wage city helping people out of poverty and provide opportunities to retrain, learn new skills and find long-term work.

Draft Well-being Objective 2 – Newport’s Environment and Infrastructure

A city that seeks to protect and enhance our environment whilst reducing our carbon footprint and preparing for a sustainable and digital future.

Supports:



**A Prosperous
Wales**



**A Resilient
Wales**



**A more Equal
Wales**



**A Wales of
Cohesive
Communities**



**A Healthier
Wales**



**A Globally
Responsible
Wales**

Why did we choose this objective?

Climate change is the defining issue of our generation, and we must act now to protect our planet, our city, and our communities. It is also important for the council, our partners, and our communities to do everything we can to protect and enhance the environment and biodiversity around us such as our parks, open spaces, woodlands, and our urban areas across the city.

There is a requirement for the council to become net zero carbon neutral by 2030 and for the city to be net zero carbon neutral by 2050. This objective will focus on how we will deliver our Organisational Climate Change Plan and our Local Area Energy Plan. We will be working towards these aims and ensuring placemaking is integrated in new and existing buildings, homes, and services for the long term. Over the next five years, alongside the Organisational Climate Change Plan, we will continue our commitment to meet Welsh Government’s target of zero waste by 2050. This will mean providing more support and opportunities for households and businesses to recycle and use more sustainable products.

The infrastructure and transport system of the city is vital to enable people and our communities to connect with each other and more widely across Wales, UK and globally. Having accessible transport and infrastructure to travel easily, into and out of the city, is vital for the economy, well-being, and health of our communities. We also need to move away from the reliance on cars and provide alternatives for people to use. Infrastructure is not just about how we travel, but about our digital networks and how we connect with businesses, families, and public services. It is important for our communities to have easily accessible digital services and support. This also includes ensuring our most vulnerable and low-income households have access to digital technology to engage and support each other.

How we will achieve this

1	Become a net zero carbon council and city through the delivery of the Council’s Organisational Climate Change Plan and Local Area Energy Plan.
2	Collaborate and involve developers, communities, and businesses to create buildings for working and living in that are sustainable, affordable and enhance the environment.
3	Continue our progress as a world-leader for recycling contributing towards Wales’s net zero waste goal.
4	To protect and enhance the biodiversity and environment of Newport’s urban and rural communities, improving well-being and health.
5	Transform Newport’s highways and transport system to improve air quality and safety. Promote active travel across the city and south east Wales region.
6	Collaborate and support investment into a digital infrastructure which will provide equitable access for residents and businesses across Newport.
7	Support and champion reputable businesses that comply with environmental and regulatory requirements and take action against organisations that do not.

Draft Well-being Objective 3 – Preventative and Equitable Community and Social Care

Newport is a supportive city where communities and care are at the heart of what we do.

Wales' Well-being Goals Supported:



**A Healthier
Wales**



**A Wales of
Cohesive
Communities**



**A Wales of
thriving Culture &
Thriving Welsh
Language**



**A more Equal
Wales**

Why did we choose this objective?

Newport has diverse and rich cultural communities which come together, support each other to improve the areas they live in, and safeguard our most vulnerable citizens. Over the next five years we are aiming to have a more co-operative approach with service users, families, carers, health, landlords, community, and social care sectors to work together to tackle inequality. This will ensure communities remain safe places and contribute towards making Newport a great place to live, work and enjoy.

We will also seek to have a sustainable social care sector, one that is able to ensure people including carers can get early intervention and access to the services they need. We also want to ensure people can be supported to live independent lives that are appropriate to their needs. This means supporting more providers that are focused on the well-being of their residents, service users, carers, and staff, not on profit.

How we will achieve this

1	Create sustainable adult, children's and prevention services through a co-production model with providers, service users, and carers to meet our statutory duties, future demands, and eliminate profit from children's social care.
2	Safeguarding our children, young people, vulnerable adults and families so that future generations can maximise their potential and have control over their lives.
3	We will support individuals and carers to maintain their independence and support them when they need help by providing equitable access to early intervention and prevention support.
4	Strengthening our investment in early intervention and prevention with a range of youth, play and community based activities supporting families and individuals to live positive and healthy lives
5	Provide a holistic housing and preventative multi-agency support service to reduce the number of people that are and/or at risk of becoming homeless
6	Newport will be a City of Sanctuary which supports Asylum Seekers, refugees and our global community to settle and become part of our community.
7	Promote positive community inclusion and culture by engaging with key stakeholders and communities to address issues of anti-social behaviour and crime.

Draft Well-being Objective 4 – An Inclusive, Fair and Sustainable Council

Newport City Council is an inclusive organisation that places social value, fairness and sustainability at its core.

Wales Well-being Goals Supported



**A more Equal
Wales**



**A Wales of Cohesive
Communities**



**A Wales of Vibrant
Culture & Thriving
Welsh Language**



**A Globally
Responsible Wales**

Why did we choose this objective?

The long-term well-being and sustainability of Newport City Council is essential if we are to deliver services to communities and businesses across Newport. The sustainability of the council is about ensuring that our finances provide value for money to the citizens of Newport and that we invest in opportunities that support socio-economic improvements. We must also ensure our assets (eg. buildings, fleet and procurement) are suitable for future generations to use and support the council's commitment to be net zero carbon by 2030.

Residents will be at the centre of our aspirations to improve our service delivery. This means residents can access our services however they want, whether face to face or online. We also want communities and groups to be able improve the places where they live through volunteering, taking on and using council buildings or deciding how funding is awarded to projects across the city.

We also want Newport City Council to be an inclusive organisation which represents the people of Newport. The council must be an employer of choice that offers employees equitable opportunity to work and deliver high quality services for the people of Newport. The council must also be involved in decisions made at a regional and national levels to ensure we can maximise the opportunities for Newport and benefit from major investment.

How we will achieve this

1	Become an inclusive organisation that represents the citizens of Newport, providing equitable opportunity for people to succeed and places the citizen at the centre of decision making.
2	Transform our neighbourhood and community services to enable communities to make best use of land and property through community asset transfer.
3	Deliver our organisational Climate Change Plan to become a net zero organisation by 2030.
4	Provide fair access to the council's in-person and digital services, including digital skills training and support.
5	Promote and improve the way in which residents and businesses can interact with the council's democratic process and decision making.
6	Rationalise, protect, and enhance our buildings and assets enabling co-productive working environments with our strategic partners, public sector bodies and other organisations.
7	Generate opportunities to build wealth across Newport's communities through progressive procurement of goods and services and other initiatives such as participatory budgeting

Wales's National Well-being Goals

The delivery of our well-being Objectives supports Wales' Well-being of Future Generations Act (the Well-being Act) which requires all public bodies in Wales to think about the long-term impact of our decisions and to work with our communities, people, and each other to prevent persistent problems such as poverty, health inequalities and climate change.

The Well-being Act has put in place seven well-being goals that all public bodies, including Newport City Council must work towards in this Corporate Plan:



A prosperous Wales	A Wales of cohesive communities
A resilient Wales	A Wales vibrant culture and thriving Welsh Language
A healthier Wales	A globally responsible Wales
A more equal Wales	

In developing our objectives we considered these to have the widest impact and generate the best opportunities for Newport to become an exciting place to live. Each objective in this Plan will outline why this is a priority for Newport City Council and the strategic priorities that will contribute towards the achievement of the objective. Below we have outlined how our objectives will contribute towards Wales' Well-being Goals:

 <p>Long Term</p>	<p>The last five years have demonstrated how quickly the world is changing and the need to respond to the short term needs of our communities and meet the longer term challenges in Newport, Wales and globally. It will be important to ensure the Council is in a position now and in future to deliver sustainable services to the residents and businesses of Newport.</p> <p>This Corporate Plan will look to deliver positive changes that will create a vibrant and resilient economy and creating places for communities to feel safe, enjoy and access the services they need. This also includes working towards breaking down the structural inequalities faced by disadvantaged and vulnerable groups in Newport through providing equitable access to services, education, training and jobs now and over the next 20 years.</p> <p>We are committed to becoming net carbon neutral by 2030 and to enhance the unique bio-diversity that our future generations can enjoy. It is important that we start making these changes over the next 5 years and enable Newport's communities and partners to reduce their carbon emissions and adapt to the impacts of climate change. This Plan will also take opportunities to start changing the way which we travel across Newport and the region ensuring people and businesses are able to connect and contribute towards a resilient and vibrant economy.</p> <p>It will be essential to address the short term impacts of the Covid pandemic, poverty and cost of living across our communities. This means ensuring people have access to early intervention and prevention services and ensuring that that they have control over their lives and can contribute towards their communities.</p>
 <p>Collaboration</p>	<p>We recognise that we cannot achieve many of our objectives and priorities alone and that we will need to work collaboratively locally, regionally and nationally to make these changes a reality. Each objective will be overseen by the Council's Cabinet and Executive Board ensuring that we will collaborate together to provide best value and maximise the opportunities across the Council.</p> <p>This means using our existing networks such as the BID Newport, schools, Public Services Board, Cardiff Capital Region, Regional Partnership Board and Welsh Government as well as developing new networks and approaches across a variety of sectors and organisations. Many of the priorities, programmes and projects in the Plan are building on what the Council has set out in its strategies and plans as well as the priorities set at national and regional levels in Wales.</p> <p>As we progress in the delivery of this Plan we will be working across all sectors whether this is private, public sector, not for profit and voluntary groups to share ideas, find innovative and sustainable solutions to tackle the many issues faced by the Council, communities and businesses.</p>
 <p>Involvement</p>	<p>The achievement of our objectives, programmes and projects will be delivered with the service user and citizen at the centre of decisions. This means involving those impacted throughout the process to help us shape the way services are delivered and the way our communities can contribute creating exciting places to live, work and enjoy.</p> <p>The development and delivery of this Plan will use a variety of methods and opportunities for people to become involved in Council activities whether this is taking part in consultations, contributing towards the democratic process, or providing your feedback on the way we have delivered our services.</p> <p>It is important to Newport Council that we will ensure that views can be provided equitably and that the voices of everyone can be heard. Delivery of the Council's Strategic Equality Plan, and Participation Strategy are already enabling people from disadvantaged and protected characteristic groups to participate in the decisions that we make. Building on this positive approach, we will build on this work becoming an inclusive organisation which represents citizens of Newport. We have outlined in the Plan the Council's principles in involving and delivering the Well-being objectives.</p>

 <p>Integration</p>	<p>The development of the Corporate Plan has considered how each of the objectives and priorities will contribute towards Wales' Well-being Goals. The Plan outlines each Goal which they will be supporting over the next 5 years. As we progress with the delivery of the Corporate Plan we will be working with our local and regional partners to help support the achievement of ours and their vision and objectives. For example, Newport Council will be working with Cardiff Capital Region, Gwent Public Services Board, Regional Partnership Board and the individual organisations to ensure there is synergy in our aims for Newport and to ensure Newport maximises the opportunities offered through integrated approaches that will benefit Newport's communities. In the development of this Plan we have integrated the priorities of our strategic plans, service area priorities and the priorities of the Council's administration. As we deliver against our Well-being Objectives and priorities, the Corporate Plan will evolve, considering the ongoing external and internal changes of the organisation and the city. As an organisation we regularly review and challenge ourselves on our objectives, priorities and Plans to ensure they reflect the priorities of communities and the Council. This will also mean considering and integrating the Well-being Act's sustainable principle and of 5 ways of working, Equality Impact Assessment including Socio-economic duty, and Marmot principles in the decisions we make.</p>
 <p>Prevention</p>	<p>Each of the objectives have considered the actions that we will need to take now to prevent problems from taking place or getting worse across our communities and Council services in the long-term. The Corporate Plan provides many opportunities to tackle the increasing demand faced by our services and getting to the root causes of these pressures. The last 3 years has seen the impact which Covid, subsequent restrictions and cost of living have had on many communities in Newport. We are fully aware of the challenges faced by our economy, social care system, education and communities and have already taken steps to prevent the immediate impacts. This plan builds on the work delivered during this period and will be working collaboratively to provide prevent these areas from getting worse and improving the long term outcomes in health, socio-economic position and life expectancy in Newport. There is significant evidence that the changing climate is already having an impact on our communities, biodiversity and environment in Newport. We will be working across all sectors to prevent further impacts on our ecosystem ensuring we find different ways to reduce our carbon emissions but also to enhance and protect our environment. This will not only provide opportunities for long term employment and economic benefits but will also contribute towards improving the health and well-being of citizens in Newport. Through involvement and collaboration with our partners, communities and businesses we will be designing and delivering early intervention and prevention services for people to take control of their lives and improve their outcomes but also as necessary for the Council to provide the additional help when they need it.</p>

Delivering the Corporate Plan

The delivery of the Corporate Plan cannot be achieved by Newport City Council alone. For each objective, strategic priority, and project, we will do our part alongside our strategic partners, other public bodies, charities, not for profit organisations and the private sector. But we will also need you, the people of Newport, communities, groups, and businesses to help us make these become a reality. We need you to tell us what is important to you and where we can do better make Newport a great place to live, work and enjoy.

Further information on how you can contribute can be found on *'How you can get involved'*.

Principles of Delivering the Corporate Plan

Over the next five years we will ensure that the decisions we make involve the people, communities and groups that use our services and live in our city. To achieve this, we have outlined a set of principles which are aligned to our statutory duties of fairness and equality (including socio-economic duty, sustainability principles, five ways of working, Marmot and Fairness Commission principles). These principles are:

Fair and inclusive – Ensuring everyone has the same opportunities. People feel like they belong and are included in decisions and services delivered by the council.

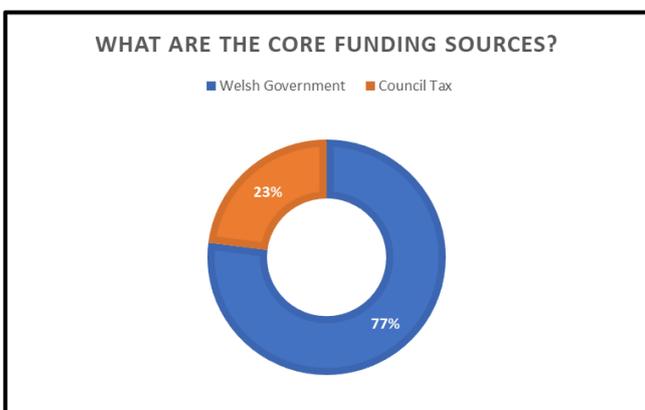
Empowering each other – We will collaborate and enable communities, groups and partners to thrive, providing them with the tools they need to improve Newport.

A listening council – The views of communities, service users and partners will be used to understand the priorities of the citizen, improve the services we deliver and to shape the places you live in for future generations.

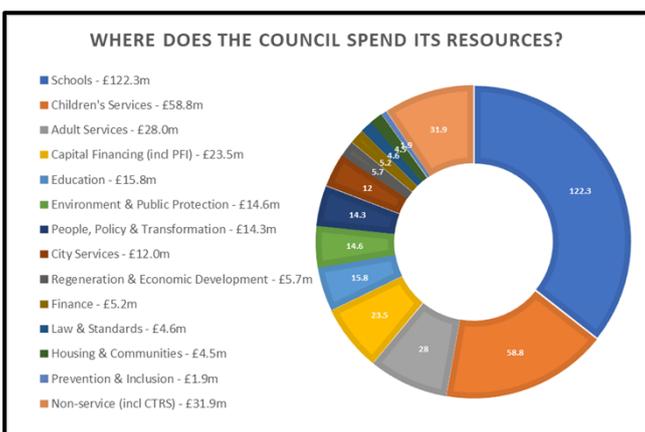
Newport's values – Everyone who works and represents Newport City Council will put the citizen first, focusing on our core organisation values, expected behaviours, accountability and ability to innovate.

Finance - Revenue and Capital – draft

The Corporate Plan will be delivered alongside the Council's Medium Term Financial Plan (MTFP). The MTFP sets out how much funding the Council may have available to it and the needs of the services to be funded.

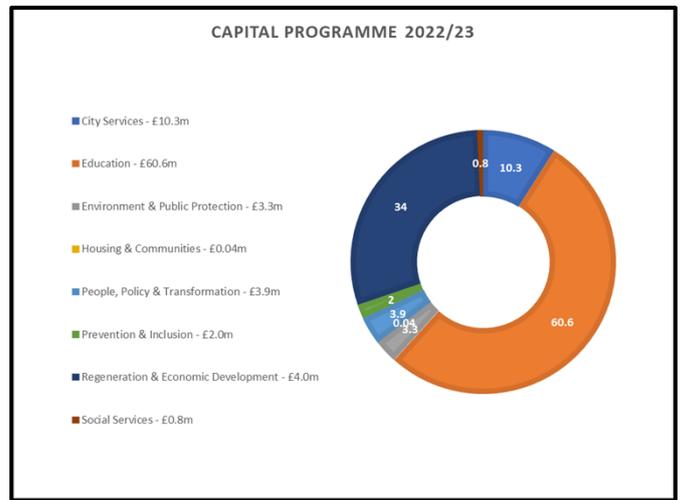


The day to day costs of the Council is delivered through the Council's revenue budget. This is funded from the Welsh Government Revenue Support, Council Tax and Business Rates.

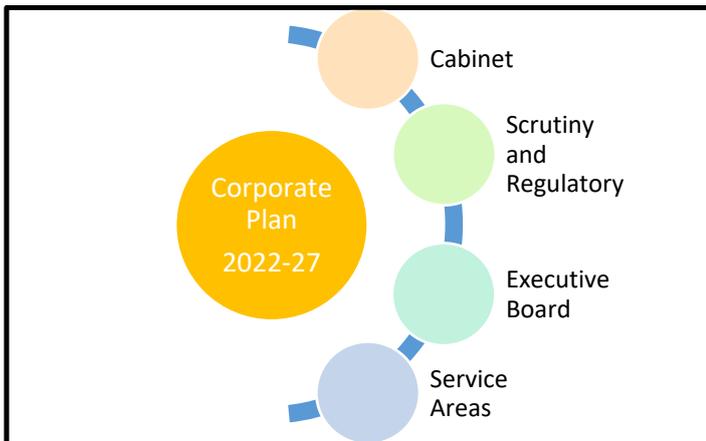


The budget is allocated across the Council's service areas including schools to ensure that we deliver our statutory duties and ensure best value is provided to residents and businesses across Newport.

To deliver and maintain the City’s new facilities, major repairs and maintenance, we have a Capital account. The Council’s five year Capital Programme sets out how the Council will deliver the major projects and programmes throughout the delivery of this Corporate Plan.



Governance and Structure



The council’s Cabinet will lead and have oversight over the delivery of the Corporate Plan including key organisational strategies, transformation plan and service plans.

The council’s scrutiny and regulatory committees will review and monitor the progress of delivery against the council’s Corporate Plan, strategies, and statutory services.

The council’s senior team, led by the Chief Executive will oversee the strategic delivery of the council’s Corporate Plan, Transformation Plan, and service area delivery.

The Heads of Service will be responsible for the operational delivery of their services and delivering the Corporate Plan and transformation programme.

Monitoring and Reporting against the Corporate Plan (Link to Planning, Performance and Risk Management Framework)

To ensure that we are progressing well against our objectives in the Corporate Plan, we will be undertaking regular monitoring and reporting which is supported through the Council's Planning, Performance and Risk management Framework. This will be embedded throughout all levels of the organisation to ensure that we promote and champion where we are doing well and take action where we need to improve. Some of our monitoring and reporting includes.

<p>Annual Corporate Well-being & Self-Assessment Report</p>	<p>Every year we will publish our Annual Corporate Well-being & Self-Assessment Report. This report provides an overview of the Council's progress against the Corporate Plan Objectives, our performance and the improvements that we are going to make in future years.</p> <p>We will also conduct an independent peer review. This will provide assurance on the effectiveness and robustness of our governance and performance arrangements in place to deliver our Well-being Objectives and the council services.</p>
<p>Transformation Plan</p>	<p>The Transformation Plan and Reporting will oversee the delivery of our key programmes and projects set in this Corporate Plan that will change how we deliver our services and improve the communities of Newport.</p>
<p>Service Plans</p>	<p>The Council's service areas will have a service plan which will outline how they will contribute and deliver the Corporate Plan, and improve the services they provide. Copies of the Service Plans 2022-24 can be accessed here.</p> <p>Each service area will provide six monthly (Mid-Year and End of Year) updates on the progress of their service plans to the Council's Cabinet and performance scrutiny committees.</p>
<p>Strategy and Statutory Monitoring and Reporting</p>	<p>The Council has several strategic plans and statutory requirements which it reports annually. Some of these include Strategic Equality Plan, Welsh Language Strategy, Climate Change Plan, Welsh Education Strategic Plan, Digital Strategy.</p> <p>The performance against these strategies and statutory requirements are reported to the Council's scrutiny, regulatory and cabinet meetings through our democratic process.</p>
<p>Staff Performance Management</p>	<p>The Council's staff undertake regular staff performance and wellbeing meetings in the form of check-ins. Checking-in with our staff on their performance and health and wellbeing enables our staff to contribute effectively towards the achievement of this Plan and to ensure we provide the best possible services to our residents, businesses and visitors in Newport.</p>

People Plan

Delivery of our 5-year Corporate Plan relies on our workforce's ability to achieve the aspirations set within. Once our Corporate Plan is agreed the Council will create a new people plan that aligns and supports our Corporate Plan and contributes to how we will achieve the highest quality service delivery for the people of Newport.

Our People Plan will support our aspiration to become an employer of choice by enhancing the relationship between the Council and its workforce. As well as underpinning and enabling our workforce to successfully deliver on the aspirations in our Corporate Plan, our people plan will drive inclusive employee engagement, productivity, and the Councils workforce potential to achieve for the next 5 years.

How you can get involved

There are many ways which you can get involved with what the Council is delivering and how you can contribute towards shaping the way which we deliver our services. The table below includes information and links:

Newport City Council Website: www.newport.gov.uk



Download the My Newport App to your Smartphone device.
Available on Apple and Android devices.



Newport Consultations: www.newport.gov.uk/en/Council-Democracy/Consultations



[Compliments, Comments and Complaints](#)



Newport Citizens Panel - www.newport.gov.uk/en/About-Newport/Citizens-Panel



Twitter - [@NewportCouncil](https://twitter.com/NewportCouncil)



Facebook – www.facebook.com/NewportCityCouncil



Email: info@newportcouncil.gov.uk



Telephone – (01633) 656 656 between 8.00am and 6.00pm Monday to Friday



Text – NCC followed by your message to 60777

Minicom – (01633) 656 657



Write to –

Newport City Council
Civic Centre
Godfrey Road
Newport
NP20 4UR

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Report

Cabinet

Part 1

Date: 12 October 2022

Subject **Strategic Equality Plan Annual Report 2021/22**

Purpose This report reflects Newport City Council's progress in delivering its 2020-24 Strategic Equality Plan and reports on the essential equalities employment information that the Authority is required to publish under the Equality Act 2010.

The Annual Report is required to be published on the Council's website in accordance with statutory deadlines.

Author Head of People, Policy and Transformation

Ward All

Summary Under the Equality Act (2010), the Council is required to report annually on the progress it has made against the 6 Strategic Equality Objectives contained within its Strategic Equality Plan. The Equality Act also requires Local Authorities to publish staff equalities data contained within this report.

This report is the second Annual Report on progress towards meeting Equality Objectives in the Authority's third four-year Strategic Equality Plan (SEP), as approved by Council in July 2020.

Proposal **To approve the attached final monitoring report and publish it on the Council's website, in accordance with statutory deadlines**

Action by Head of People, Policy and Transformation

Timetable Immediate

This report was prepared after consultation with:

- Cabinet Member for Organisational Transformation
- The Council's Strategic Equalities Group
- Overview and Scrutiny Management Committee

Signed

Background

Under the Equality Act 2010, public authorities are required to set Equality Objectives every four years, which assist them in their duty to pay due regard to the need to promote equality of opportunity, foster positive relationships between community groups and eliminate discrimination. The council's current Equality Objectives are set out in our [Strategic Equality Plan 2020-24](#) (SEP).

Local authorities are also required as part of the Welsh-specific duties of the Equality Act 2010 to produce and publish an Annual Report within 12 months of the end of each financial year. The report highlights the challenges, changes, and progress made throughout the year and measures these against the Equality Objectives in the Strategic Equality Plan. The Annual Report also includes workforce data, a publishing requirement under Welsh-specific duties.

The 2020-24 SEP was approved by Cabinet in July 2020 and set out six equality objectives, each with a number of related outcomes and key actions that will contribute to those outcomes. The objectives related to Leadership and Governance, Access and Engagement, Representative Workforce, Community Cohesion, Learning Well and Independent Living. They were set following comprehensive community engagement and a review of local and national data.

This Annual Report demonstrates the progress made during the second year of delivery against the council's new SEP.

Legal Context

The Equality Act 2010 (Wales) states that a listed body in Wales, including Local Authorities, must produce an Annual Report by 31st March each year.

The Act requires that the report must specifically outline progress towards fulfilling each of the Authority's Equality Objectives, provide a statement on the effectiveness of the steps that the Authority has taken to fulfil each of these, and include specified employment information, including information on training and pay (unless it has already published this information elsewhere).

The report should also set out the steps the Authority has taken to identify and collect relevant information and how we have used this information in meeting the three aims of the Public Sector General Equality Duty, which are to:

1. Foster positive relationships between those who share Protected Characteristics and those who don't
2. Eliminate unlawful discrimination
3. Advance equality of opportunity between those who share a Protected Characteristic and those who don't

If relevant information has not been collected, a statement on the effectiveness of the Authority's arrangements for identifying and collecting relevant information must also be included.

In the last reporting period, Welsh Government also enacted Section 1 of the Equality Act, the Socio-economic Duty (SED), introduced in Wales on the 31st of March 2021. The SED requires specified public bodies, when making strategic decisions, to pay due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage. Although the SED does not include a reporting duty, this Annual Report sets out the steps taken this year to ensure that the council meets its statutory responsibilities under this new legislation.

Report Summary

This report details the progress made during 2021-22 so is an historic look back at the actions undertaken against each of the strategic equality objectives contained within the Strategic Equality Plan.

The report lists the achievements against each strategic objectives, with key highlights below.

- As a demonstration of the commitment at all levels of the Council to Equality Diversity and Inclusion, we are proud to say that the Leader was appointed as the Welsh Local Government Association for Equalities, Migration and Anti-Poverty
- Inclusive Leadership training was completed by nearly 300 Senior Leaders and Managers during the period and this year we will be evaluating how this has supported our vision of becoming a more inclusive organisation
- Equality, Hate Crime and EUSS awareness sessions delivered to all senior customer service staff to support
- £415,000 of funding was distributed to 79 community projects via the Participatory Budgeting process to support activities to overcome the inequality seen by some communities during the pandemic. This was supported by Newport's Fairness Commission.
- Our staff networks have provided to be successful and have been instrumental in influencing workplace policies, service delivery and strategic decision making during the period, including supporting the recruitment process for senior leaders.
- Development and roll out of Emotional Based School Avoidance support and resources for schools to support all children and young people to attend school.
- Floating support schemes supported over 2,665 people to access and maintain their accommodation including adults with learning disabilities, refugees, people escaping domestic abuse and unaccompanied asylum-seeking children.

As well as the many positives the report also recognises areas of improvement. The analysis of our workforce data (from page 42) highlights some potential areas of focus, including the representation of minority ethnic staff, and higher levels of leavers for staff with particular protected characteristics. Deep dives into any themes and associated improvements will be undertaken during this financial year.

Governance and management

The Strategic Equalities Group (SEG) considers progress made against the Strategic Equality Objectives throughout the year. SEG is chaired by the Cabinet Member for Organisational Transformation, who also has responsibility for Equalities.

Respective Equality Objective leads provide a quarterly highlight report for consideration and support from SEG members. Specific delivery groups have also been established during this period to ensure operational delivery of each Equality Objective. This report summaries the key achievements from the quarterly updates provided at SEG.

Financial Summary (Capital and Revenue)

The cost of implementing the Strategic Equality Plan and the Equality Objectives is met out of existing budgets by each relevant service area. The majority of the actions relate to work already identified in Service Plans, for example workforce monitoring, or which occurs in projects that have already been approved and prioritised, such as educational and housing priorities.

	Year 1 (Current) £	Year 2 £	Year 3 £	Ongoing £	Notes including budgets heads affected
Costs (Income)					Not applicable
Net Costs (Savings)					
Net Impact on Budget					

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 Annual Report is not published	M	L	A draft report has been compiled and taken through relevant governance processes for approval	Heads of Service
That equality commitments are not understood by employees and members	M	M	Mandated Equalities training for staff and members continues to be delivered across the organisation, and the development of our Fairness and Equality Impact Assessment process has further embedded equalities considerations as part of the Authority's decision-making process.	Head of People, Policy and Transformation and Elected Members
That Equality Objectives are not implemented and reviewed	M	M	Progress against equalities objectives is reported on regularly to the Strategic Equality Group	Policy and Partnership Manager and Senior Equalities Officer

Links to Council Policies and Priorities

The Strategic Equality Plan and its Equality Objectives are aligned with:

The Corporate Plan – our Cohesion and Representative Workforce Objectives
Wellbeing Objectives – our Cohesion, Learn Well and Independent Living Objectives
Modernised Council – our Representative Workforce Objective

The Plan also takes account of priorities for addressing inequalities set out in the Equality and Human Right's Commission's 'Is Wales Fairer?' 2018 review, and Welsh Government's ongoing Cohesion, Equality and Inclusion, and Nation of Sanctuary work programmes.

Options Available and considered

- a) To approve the attached report and publish on the council's website
- b) To not approve the attached report and redraft.

Preferred Option and Why

Option a) is the preferred option to ensure that the Council remains compliant with its statutory obligations.

Comments of Chief Financial Officer

The cost of implementing the Strategic Equality Plan and the Equality Objectives is met out of existing budgets by each relevant service area.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report. In accordance with the Equality Act 2010 the Council is required to publish an annual report setting out progress made and the effectiveness of the actions taken to meet its public sector equality duty and specific objectives. The annual report is also required to set out equalities data in relation to staffing information. The general public sector equality duty requires the Council to have due regard in the exercise of its functions, to the need to eliminate discrimination, harassment, victimisation and other prohibited conduct and to advance equality of opportunity and to foster good relations. As from April 2021, the Council has a further duty under the Equality Act to have due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage. The Regulations made by the Welsh Ministers impose specific duties on local authorities in Wales for the purpose of enabling better performance of these general duties. These include the duty to publish objectives designed to enable the authority to perform the statutory duty, to publish a statement setting out steps taken or intended steps in order to fulfil each objective and how long the authority will take in order to fulfil each objective.

This report provides an update on the second year of delivery against the new four-year Strategic Equalities Plan 2020-2024 and confirms that good progress has been made in meeting the 6 equalities objectives set out in the Plan, but also identifies those areas where further improvements are required. Although there is no requirement to report on performance in relation to the socio-economic duty, the report also sets out the steps taken to meet the requirements of this new duty. The report will need to be approved by full Council before being published in accordance with the statutory requirements.

Comments of Head of People, Policy and Transformation

There are no direct staffing implications arising from this report.

This annual report reflects the positive progress made and highlights some examples of good practice that we have delivered over the past 12 months. The report also identifies some areas in which we will need to make improvements in the year to come.

Continued work on the objectives within the Strategic Equality Plan contributes to the delivery of the Council's well-being objectives and the national well-being goals, working towards a Wales of vibrant culture and an equal Wales.

Scrutiny Committees

The SEP Annual Report 21/22 was presented to the Council's Overview and Scrutiny Management Committee on 23 September 2022.

The full details will be published in the minutes of the Committee meeting on the Council's democracy pages. The following issues were discussed:

The committee were happy with the report and its contents and thanked Officers for their work. A summary of comments and responses is outlined below.

- The committee commented that information regarding the Strategic Equalities group and the areas it explored could've been beneficial to include within the report.
The achievements and updates in the report are based on feedback from discussions at the Strategic Equality Group. Relevant information from the Group will be considered for future reports.
- The committee felt that there could be more clarity when presenting how aims have been achieved.
Format of future annual reports will be considered with the Strategic Equalities Group to discuss and agree improvements, including how more clarity on achievement of objectives can be included.
- The committee asked for a copy of the exit survey questions to better understand what was being asked of leavers and make any recommendations and comments where necessary.
A copy of the questions will be forwarded to Committee members as part of the written response.
- The committee recommended that the Council expands the breadth of organisations that are used for benchmarking beyond the current Pride Council collaborative forum, with the recommendation that this be brought back the committee in future.

This is being investigated and a written update will be provided to Committee members.

- The committee asked for confirmation regarding the data on pages 40 and 42 regarding employees as of the 31st of March.

As highlighted in the report, at the time of data capture, we had 5982 staff employed, 850 leavers and 5777 applicants. Anomalies in data (numerical statistics in 'pay band by sex', 'contract type by sex', 'working pattern by sex', 'ethnicity pay gap' and 'disability pay gap') are due to the time that reports were run/requested but were analysed from a date correct at 31/03/2022 and the percentages displayed are reflective of the correct data.

Fairness and Equality Impact Assessment:

A full Fairness and Equality Impact Assessment (FEIA) has been undertaken on the Strategic Equality Plan 2020-24 to which this Annual Report relates.

- **Summary of impact - Wellbeing of Future Generation (Wales) Act**

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

Long Term – Activities in relation to delivery of compliance with SEP's 4-year plan thus supporting activities in the medium to long term.

Preventative – The Plan and its Objectives identify existing issues (such as workforce under-representation) and seek to invest resources into preventing these problems from exacerbating and improving overall outcomes for groups that experience disadvantage.

Integration – It identifies key successes and challenges for the Welsh language in Newport and shows how the council has worked towards compliance with the Welsh language standards and promoted Welsh across the diverse communities of Newport increasing the visibility of the language across the city.

Involvement – the objectives within the SEP were developed in consultation with internal and external stakeholders, including grassroots community groups. This annual report sets out ways in which involvement and engagement have continued during this reporting period.

Collaboration - The council's Equality Objectives contribute to creating a more equal Wales, improving community cohesion, and developing strong, resilient communities.

- **Summary of impact - Equality Act 2010**

The FEIA undertaken on the Strategic Equality Plan 2020-24 identifies positive impacts for people that share Protected Characteristics of race, age, disability, pregnancy and maternity, marriage and civil partnership, gender reassignment, sexual orientation, and sex. The Plan explicitly refers to those characteristics that each Equality Objective directly benefits. There were no negative impacts identified.

- **Summary of impact - Socio-economic Duty**

The Strategic Equality Plan's FEIA was completed before the introduction of the Socio-economic Duty in Wales. Specific actions were identified within the Plan to ensure the Duty is embedded across council processes during this period. The FEIA also identified residents in areas of Newport with the largest concentration of minority ethnic people would likely experience a positive impact as a result of the Plan. These areas are also some of the most socio-economically deprived. The Plan's focus on educational and involvement/engagement outcomes is also likely to improve inequality of outcome for people experiencing socio-economic disadvantage.

- **Summary of impact - Welsh Language (Wales) Measure 2011**

There were no significant impacts identified for the Welsh language within the Plan's FEIA, and Welsh Language is within the remit of the Strategic Equalities Team thus having a positive impact.

Consultation

The Equality Objectives in the Council's Strategic Equality Plan were developed in partnership with key internal and external stakeholders and were subject to extensive community engagement. The involvement of grassroots communities ensures that whilst our Plan delivers a strategic vision for equality in Newport, and it also ensures tangible outcomes for communities on the ground. The SEP includes further details of our consultation, comments received, and how this has shaped our priorities.

Background Papers

[The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)

[Corporate Plan](#)

[Socio-economic Duty Guidance](#)

[Public Sector Equality Duty](#)

[NCC Strategic Equality Plan 2020-24](#)

Dated: 5 October 2022

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Strategic Equality Plan 2020-2024

ANNUAL REPORT 2021-22

Forewords – *to be added to final report*

Introduction

As part of our duties under the Equality Act (2010), Newport City Council is required to produce and publish an Annual Report outlining the progress that we have made against our Strategic Equality Objectives which are set out in our Strategic Equality Plan (SEP) 2020-24. This Annual Report sets out a summary of key achievements against our identified Objectives and outcomes, a detailed update on work to meet each Objective and finally, our workforce equality data which is also a publishing requirement under the Equality Act (2010).

This report relates to the second year of delivery of our 2020-2024 SEP. During the year, progress against our Strategic Equality Objectives is monitored and supported by the council's Strategic Equalities Group (SEG). This group is chaired by the Cabinet Member for Organisational Transformation, and membership includes representation from Newport's Fairness Commission, Trade Unions, Elected Member Equality Champions, Staff Support Networks Chairs, and service area lead officers.

Summary of Achievements

The table below sets out a summary of key achievements during this reporting period against each of our Strategic Equality Objectives and outcomes. Further details on activities can be found in the relevant sections of the report.

Strategic Equality Objective	Outcome	Achievements
Leadership, Governance, and Involvement	Newport City Council shows clear and consistent leadership in promoting equality and diversity across the city	<ul style="list-style-type: none"> Inclusive Leadership training completed by nearly 300 Senior Leaders and Managers. Leader appointed as WLGA Spokesperson for Equalities, Migration and Anti-Poverty Significant dates, including LGBT+ History Month, Ramadan, Eid-al-Fitr, Holocaust Memorial Day, Pride Month, Lunar New Year, Refugee Week, Windrush Day, Gypsy, Roma, Traveller (GRT) History Month, Transgender Day of Visibility, Black History Month and Hate Crime Awareness Week, have been recognised and promoted across the city.
	Newport City Council has a clear governance structure in place to monitor equality performance across the organisation	<ul style="list-style-type: none"> Fairness and Equality Impact Assessments including the Socio-economic Duty against policy/decision making are ongoing and has been considered against a range of decisions
	Newport City Council will improve how it understands the impact of changing services by engaging residents and relevant groups in the decision-making process	<ul style="list-style-type: none"> £415,000 of funding has been distributed to 79 community projects, overseen by and a representative community steering group, working closely with Newport's Fairness Commission.
Customer Service and Access	We have a better understanding of the demographics of our service users, and reflect these in service design, removing barriers to access	<ul style="list-style-type: none"> Accessibility Stakeholder Group continues to advise on council projects Equality, Hate Crime and EUSS awareness sessions delivered to all senior customer service staff Development of corporate guidance on interpreting and translation to ensure service is culturally and linguistically sensitive
	Complaints relating to discrimination are managed in a way that ensures organisational learning	<ul style="list-style-type: none"> The council's complaints monitoring process now includes the collection and analysis of demographic data

	Through close partnership working with Newport Live barriers to accessing sports and leisure provision in the city will be reduced	<ul style="list-style-type: none"> • Inclusive cycle scheme is fully operational and has engaged with a wide range of Newport residents • Disability inclusion training delivered to Newport Live staff and added to staff induction programme • Newport Live signed up to the Disability Confident employer scheme
Representative Workforce	Staff with protected characteristics are better represented at all levels throughout the organisation	<ul style="list-style-type: none"> • Update to internal demographic monitoring categories based on census categories to better reflect local communities
	Diverse staff have a voice within the organisation, and are listened to	<ul style="list-style-type: none"> • Staff networks for disabled, LGBTQ+ and ethnic minority staff continue to provide a platform for staff from under-represented groups to influence our workplace policy, service delivery and strategic decision making
	The potential for unconscious bias in recruitment processes is recognised, and minimised	<ul style="list-style-type: none"> • All managers are receiving Inclusive Leadership training, which includes raising awareness of issues related to bias in recruitment • Recruitment and selection e-Learning module now available for all managers
Community Cohesion	Everyone living in Newport feels welcomed, and integration is supported by local communities	<ul style="list-style-type: none"> • Significant support provided to EU citizens in Newport ensured eligible residents could submit late applications to the EU Settlement Scheme post deadline • Established Hardship Group and a referral pathway to manage complex cases of hardship that arise as a result of insecure migration status
	Community tensions are monitored and mitigated effectively	<ul style="list-style-type: none"> • Fortnightly community tensions meeting and weekly community dial in established in partnership with Gwent Police
Learn Well	There is greater parity in attendance and exclusion rates for all pupils in Newport	<ul style="list-style-type: none"> • Development and roll out of Emotional Based School Avoidance (EBSA) support and resources for schools • Exclusions and work focussed on violence reduction in schools
	We have a better understanding of the challenges faced by potentially marginalised pupils	<ul style="list-style-type: none"> • Preparing schools for the requirements of the Relationships and Sexuality Statutory Education Code (RSE) • A Whole-Schools approach to emotional wellbeing and to help schools achieve the aims set out in the Welsh Government's Framework (2021)
Independent Living	People are empowered to live in their own accommodation for longer	<ul style="list-style-type: none"> • During the year over 2,665 people were supported by all floating support schemes to access and maintain their accommodation, including adults with learning disabilities and refugees

		<ul style="list-style-type: none"> • Floating support scheme supported 20 unaccompanied asylum-seeking children (UASC) to increase opportunities for independent living
	People are empowered to play an active role in their local communities	<ul style="list-style-type: none"> • Community Connectors continue to support people to connect with, and be involved with, their local communities
	The city is responsive to the accommodation needs of victims of domestic abuse	<ul style="list-style-type: none"> • Housing Support Grant continues to fund projects for people escaping domestic abusive relationships, including specific provision for people from ethnic minority backgrounds • 381 women supported by the Domestic Abuse Floating Support service to remain in their own homes • New scheme launched for women subject to sexual and financial exploitation in a 'safe house'. • Funding to provide an additional DAFS support worker to oversee the DACC (Domestic Abuse Conference Calls) calls from Gwent Police.

DRAFT

Equality Objective 1: Leadership, Governance, and Involvement

“Newport City Council has strong leadership and clear governance around equality, ensuring robust monitoring processes and regular meaningful stakeholder engagement”

Governance

To deliver on the objectives we set out in our Strategic Equality Plan, we need to lead by demonstrating our commitment to equality and being an example of good practice. Since publishing our Strategic Equality Plan, we have worked hard to ensure that our equality

- ☒ Newport City Council shows clear and consistent leadership in promoting equality and diversity across the city
- ☒ Newport City Council has a clear governance structure in place to monitor equality performance across the organisation
- ☒ Newport City Council will improve how it understands the impact of changing services by engaging residents and relevant groups in the decision-making process

objectives will be delivered effectively over the lifetime of the Plan. In the last reporting period, we established themed delivery groups, including Representative Workforce and Customer Service and Access Groups, which bring key officers together to progress these areas of work.

We also reviewed the Terms of Reference and membership of our Strategic Equalities Group, which is attended by our Elected Member Champions for equality, service area representatives from across the council, and the Chairs of our Staff Support Networks.

This year, we have continued our work to increase the understanding of the Socio-Economic Duty (SED) and embed its principles in our strategic decision-making process. Last year we appointed a Cabinet Member lead for the Duty and updated our Fairness and Equality Impact Assessment process to fully reflect the Duty and provide a more streamlined, integrated assessment tool for decision-makers. SED assessments are now part of our policy development and strategic decision-making process. The Duty has been considered against a range of decisions to ensure we reduce inequalities for those who experience socio-economic disadvantage.

Leadership

During this reporting period, we continued to stand with our minority ethnic communities, which the COVID-19 pandemic has disproportionately impacted. We also acknowledge the devastating impact social injustice in the UK and worldwide has had on local communities. Last year we signed up to Race Council Cymru’s [Zero Tolerance to Racism](#) policy for Wales. In October, our Diversity Staff Network launched its anti-racism guide, followed by a series of well-attended anti-racism workshops. We remain committed to promoting a zero-tolerance approach to racism throughout the council and contributing toward building an Anti-racist Wales.

The Leader of the Council, Councillor Jane Mudd, was appointed as the Welsh Local Government Association (WLGA) spokesperson for Equalities, Migration and Anti-Poverty.

During the period, we mandated equality and diversity training for all council staff, starting with an Inclusive Leadership course for all senior leaders and managers. Inclusive leadership is a vital part of achieving the equality objectives set out in our Strategic Equality Plan and ensuring senior staff are enablers of change within the council. Approximately 300 senior leaders and managers completed Inclusive Leadership training, and we have scheduled additional workshops during 2022-23 to ensure all senior staff participate.

Involvement

We recognised the impact that COVID-19 had on many of our minority, marginalised or isolated communities and developed a comprehensive Community Impact Assessment (CIA) to inform our response and recovery work. The CIA focusses on the effects experienced by people that share Protected Characteristics, but also on socio-economic factors, like employment and risk of poverty, community cohesion and migration. The CIA was informed by available evidence and research, as well as a series of themed engagement sessions with communities.

The CIA informed both our strategic recovery aims and the development of a Participatory Budgeting programme, delivered in partnership with Public Health Wales and external consultants, Mutual Gain. Following the successful delivery of the first round of this programme, we were able to repeat this process, generating ideas and helping the community to develop local projects that could help the vulnerable groups identified emerge from the pandemic. A 2-day event was attended by Newport residents, who voted for those initiatives most likely to benefit diverse communities. In total, this programme distributed £415,000 of funding to 79 projects. Large grants were awarded to Newport Sudanese Community, Community House Eton Road, Maindee PTA, Home-Start Cymru and Kidscape.

It is important to demonstrate our commitment to equality and ensure it is visible to staff and communities. We have worked hard to communicate our plans, raise the profile of our work, and promote key dates and celebrations, including LGBT+ History Month, Ramadan, Eid-al-Fitr, Holocaust Memorial Day, Pride Month, Lunar New Year, Refugee Week, Windrush Day, Gypsy Roma Traveller (GRT) History Month, Transgender Day of Visibility, Black History Month and Hate Crime Awareness Week. To ensure our communications are meaningful, messaging on our internal and external platforms have been supported by awareness sessions, partnership events and the distribution of learning materials.

Focus on the future

Priorities for the next year include:

- Working in partnership with Welsh Government and the WLGA to deliver on recommendations made in the Welsh Government's Race Equality Action Plan
- Further developing our Fairness and Equality Impact Assessment processes and deliver training to staff on its use
- Deliver bespoke equalities training to all staff across the organisation, supported in consultation with our Staff Networks to share the value of lived experience

- Work to develop our Elected Member champion roles

Equality Objective 2: Customer Service and Access

“Newport City Council’s services are accessible to everyone in Newport, providing services that are both inclusive and considerate of individual need”

- ☒ We have a better understanding of the demographics of our service users, and reflect these in service design, removing barriers to access
- ☒ Complaints relating to discrimination are managed in a way that ensures organisational learning
- ☒ Through close partnership working with Newport Live barriers to accessing sports and leisure provision in the city will be reduced

Access

A focus on accessibility and inclusion is key to ensuring that the council provides equitable access to services in the future. Despite the challenges that COVID-19 has presented in the last two years, we have made progress on several of the outcomes we identified within this objective.

Last year, in response to the physical changes that were required to the city centre because of the pandemic, we established an Accessibility Stakeholder Group (ASG) to review and consider how projects relating to the city centre and council services impact on accessibility.

The group brings together several local stakeholders, including disabled members of the public and third sector organisations. It has shaped our approach to reopening the city centre following periods of national lockdown. The group regularly contributes to planning and project delivery and acts as a critical friend to a range of service areas within the council.

Receiving feedback, practical solutions, and ideas for improvement from people that have lived experience of barriers to access has been invaluable. This year the group has met monthly and continued to influence changes to active travel routes, pedestrianisation of the city centre and ongoing plans for new developments like our city centre leisure provision and the Devon Place bridge.

Complaints and Customer Service

This year we have continued to see changes in the way that we deliver services to the public. While Covid-19 restrictions were eased, we still needed to be cautious in our approach to protect staff and residents. The MCS (My Council Services) Team have had to adapt and prioritise service area requests and development work this year to manage Welsh Government initiatives provided through Local Authorities, such as cost of living payments. These initiatives have seen an increase in requests received online and through the Contact Centre.

As most service requests were received online and through our contact centre, we analysed BrowseAloud and Language Line data to ensure we delivered services in a form, language,

and manner accessible to people from diverse backgrounds. This allowed us to understand accessibility issues better, develop multilingual assets in community languages, and provide corporate guidance on interpreting and translation to support staff. In addition, all senior customer service staff received equality and diversity training, including Hate Crime and EU Settlement Scheme awareness, to ensure that they better understand the needs and concerns of minority communities.

In September 2021, we opened a temporary Face to Face facility for high-priority services such as Housing, Council Tax and Housing Benefits. We set up a dedicated service at the Riverfront, which was available through appointment-only bookings to manage the flow of visitors due to limited space and resources. We consulted the Accessibility Stakeholder Group regarding interim measures and permanent service relocation to ensure we maintained accessibility for people with disabilities. We aim to complete the relocation project to move services into the Central Library Museum and Art gallery by January 2023.

In this reporting period, we have also made some improvements to data collection and demographic monitoring across our customer service and complaints departments.

Engagement in Sports, Leisure, Art, and Culture

This year, we have worked with partners to develop and implement programmes that reduce barriers to accessing public sports and leisure services within the city. Our Parks & Recreation team has continued working with Newport Live to deliver the "Wheels for All" scheme, an inclusive adapted cycling programme within Tredgar Park that is free for Newport residents. The range of adapted bikes available has opened the opportunity to cycle to people of all abilities and ages, with tandems and wheelchair-accessible bikes addressing and further reducing a particular barrier for disabled people. The scheme has been a considerable success, providing seven hundred rides and enabling people to access cycling in a safe, traffic-free environment within Newport. Before the launch of this project, disabled children and adults had to travel to Cardiff or Bristol to access or participate in adapted cycling schemes.

Our partners, Newport Live have also signed up to the Disability Confident employer scheme and added disability inclusion training to their staff induction training programme. All existing and new staff to the organisation will receive disability inclusion training from a Disability Sport Wales tutor to ensure staff are equipped to assist disabled customers and aware of the opportunities available. This will help further reduce barriers to accessing sports and leisure provision for disabled people within Newport.

Focus on the future

Priorities for the next year include:

- Consulting with our Accessibility Stakeholders Group on key projects, including the move of our Information Station and development of our new leisure provision
- Improving data collection and demographic monitoring across our customer service and complaints departments
- Embedding Accessibility Standards across our digital platforms

- Diversity and inclusion review of Arts and Culture provision
- Continued development of Newport Live programmes to ensure opportunities for as wide a range of people as possible.
- Continue progress on the Disability Sport Wales ‘insport’ Gold kitemark scheme.

Equality Objective 3: Representative Workforce

“Newport City Council has a workforce that represents the city, and is a workplace with an inclusive culture, which recruits, develops, and retains staff”

- Staff with protected characteristics are better represented at all levels throughout the organisation
- Diverse staff have a voice within the organisation, and are listened to
- The potential for unconscious bias in recruitment processes is recognised, and minimised

During our public consultation on our Strategic Equality Plan, we received feedback that made it clear that developing an empowered and more representative workforce would be key to achieving our vision of a more equal Newport.

Like many organisations across the country, the last two years have been characterised by unprecedented workforce disruption. At the beginning of the pandemic, Newport City Council transitioned from a mainly office and location-based workforce to one largely working from home. However, unlike many other organisations, we were also responsible for many of the essential services required to keep society moving during the various lockdowns.

Despite these challenges, we have made significant progress towards meeting our Strategic Equality Objectives as we adapt to the new normal.

Recruitment

Our Recruitment Working Group continues to meet to consider how we can develop a more inclusive recruitment strategy. This year we have extended the training provided to all managers to include e-learning on recruitment and selection. In addition, all managers are receiving Inclusive Leadership training, which includes raising awareness of bias in recruitment and ways to address unconscious bias in the recruitment process. This means that decisions of selection and shortlisting panels are less likely to be impacted by unconscious bias.

We have also seen a significant increase in the proportion of applicants for our senior leadership roles from those with a minority ethnic background. The recruitment campaign for Heads of Service featured dedicated EDI content, including information on staff networks, an anti-racism statement and links to our Strategic Equality Plan. This campaign received a positive response from applicants from underrepresented communities. Unlike previous senior leadership recruitment campaigns, the proportion of applicants from minority ethnic backgrounds was comparable to our resident population.

Staff Networks

To help us foster an inclusive culture, we have established a range of support networks for staff from under-represented groups to contribute to and support the delivery of our equality priorities, internally and across our communities. Last year we established two Staff Support Networks, the Diversity Network for staff from an ethnic minority background and IN-NCC, a network for disabled staff.

This year we established an LGBTQ+ Staff Network. Our Pride Network is for staff who identify as LGBTQ+ and seeks to reflect the diverse sexual and gender identities of LGBTQ+ within our community. Staff Networks are a powerful agent for organisational change and ensuring the voices of under-represented groups are heard, listened to, and able to influence policy and process. They are also a safe space for staff to share experiences and seek support.

We remain committed to ensuring Staff Networks have opportunities to influence organisational development and are included in strategic decision-making. The Chairs of our Networks were heavily involved in recruiting our new Heads of Service and are now part of representative interview panels for senior roles.

Workplace Culture

This year we have continued to work to increase the amount of content relating to equality and diversity visible to staff on our internal communications platforms. This has included marking significant dates throughout the year and topical updates on issues, including anti-racism, hate crime and gender identity. In October, during Black History Month, our Diversity Staff Network launched its anti-racism guide, followed by a range of workshops for staff. We have also offered a range of informal learning events for staff.

In addition, we continued our work with Proud Councils and are now one of 8 councils within the network to recognise and continue to improve our culture in relation to LGBTQAI+.

Focus on the future

Priorities for the next year include:

- Review and update of Bullying and Harassment Policy
- Improving our collection of staff data, increasing completion rates, and aligning with census categories to allow effective comparison
- Developing a range of entry routes to the organisation and promoting these to under-represented groups
- Embedding anti-racism principles within our workplace culture
- Developing Gender Identity and Dignity in the Workplace Policies

Equality Objective 4: Community Cohesion

“Newport City Council promotes positive relationships between different communities, supporting integration and effectively identifying emerging community tensions”

Everyone living in Newport feels welcomed, and integration is supported by local communities

Community tensions are monitored and mitigated effectively

As a local authority, community cohesion is a central theme within our equality related work plans, and our priorities in this area are informed by the delivery of the Welsh Government’s community cohesion work plan for local authorities. The ongoing implications of Brexit, the wider global migration crisis, and the disproportionate impact of the pandemic on minority communities have continued to present additional challenges to community cohesion.

Like last year, most of our cohesion work has been reactive, supporting communities to access information in their main languages, developing online communications channels to share important updates, responding to COVID-19, and addressing vaccine misinformation within some of our most vulnerable communities.

Hate Crime and Community Tensions

This year we continued our commitment to addressing all forms of hate as it affects our communities. We continued our fortnightly tensions meetings with our partners in Gwent Police, which enabled us to effectively monitor and mitigate emerging community tensions. We saw a significant rise in hate speech directed at LGBTQ+ communities, particularly trans and non-binary people. To tackle this, we have provided training on hate crime to frontline staff, highlighting discrimination faced by trans people and started work in schools as part of the Hate Crime in Schools Project. We have also delivered hate crime training to a range of community groups and our internal staff networks.

EU Settlement Scheme

As a result of the EU referendum and Britain’s exit from the European Union, EU, EEA or Swiss nationals and their family members resident in the UK by 31 December 2020 were required to apply to the EU Settlement Scheme (EUSS) to secure their rights to live, work and study in the UK. As of the end of the EUSS deadline, 10990 applications had been made to the EUSS by Newport residents.

From July 2021, people who failed to make an in-time or late application to the EUSS no longer had legal status in the UK. This year our teams have worked hard to promote awareness of the EUSS, including the deadline, late applications, and status entitlements. Our EU Citizens Forum continued to meet virtually, bringing together community members and third sector services to effectively address issues affecting EU citizens in Newport. We continued hosting awareness events for professionals on post-Brexit rights and coordinating

a weekly multi-agency drop-in for EU citizens to access immigration advice, EUSS application assistance, or other practical support.

This year we also signed up for the Afghan Citizens Resettlement Scheme (ACRS) and have been working closely with the Home Office, Welsh Government, and other local authorities to support Ukraine relief efforts and the development of new Ukraine Resettlement Schemes.

Hardship Group

Insecure immigration status can result in significant consequences and hardship for migrants. For example, people may have limited or no access to welfare benefits, housing, employment, education, and health services. The COVID pandemic has exacerbated the hardship faced by migrants with insecure or unclear migration status.

This year we established a Hardship Group and a referral pathway to manage complex hardship cases arising from insecure migration status. Representation includes Social Services, Housing, Connected Communities, and external partners such as Health services and third sector organisations. This group and associated referral pathway have contributed to a more structural approach to coordinating support and exploring sustainable solutions for those experiencing hardship. In addition, we have developed awareness-raising training which will be prioritised for all public-facing staff.

The impact of the end of free movement from the EU and the Nationality and Borders Act 2022, combined with the effects of the ongoing economic downturn, is likely to result in the continued increased demand for hardship support within Newport.

Focus on the future

Priorities for the next year include:

- Registering with the Office of Immigration Services Commissioner (OISC) to provide free immigration advice and representation to people with an insecure migration status
- Developing a council Hate Crime Policy
- Working with partners on an inclusive 'safe house' network with venues in Newport for LGBTQ+ People to feel safe in the city
- Developing a 'Welcome to Newport' app for newcomers to the city

Equality Objective 5: Learn Well

“Newport City Council supports the wellbeing and attainment of the city’s pupils and actively looks to address any disparity in achievement, of vulnerable learners”

- ☒ There is greater parity in attendance and exclusion rates for all pupils in Newport
- ☒ We have a better understanding of the challenges faced by potentially marginalised pupils

Covid-19 has continued to have a negative impact on learners through further disruption to education and through the detrimental effect on mental health and wellbeing, which became more evident on return to school. Schools have worked proactively to support the changing needs of their learners to ensure equity of provision and targeted intervention for their most vulnerable learners. Because of the pandemic, we have prioritised actions within our Strategic Equality Plan in relation to supporting the mental health and wellbeing of learners and co-ordinating a multi-agency approach to improving learner engagement.

Emotionally Based School Avoidance/EHE

In response to schools reporting a significant issue in the number of learners identified at risk of or currently not attending school due to emotional needs (EBSA), a task and finish group was established to consider the nature and scope of this matter and develop a training and support pathway for schools. The universal EBSA training for school staff has been coproduced and piloted with Newport Mind. A monthly delivery programme of this two-part training session has been offered to all schools. A half termly question and answer clinic session that consists of Education Psychologists, Education Welfare Officers and InReach Practitioners has been created for school staff to present ongoing cases that are causing a concern. There is an allocated slot in our Wellbeing panels to have EBSA focussed conversations about students who are causing concern.

Several Elective Home Education (EHE) activities have been arranged for children, young people and families including wellbeing, sport, performing arts and cookery.

Exclusions and work focussed on violence reduction in schools

Exclusions continued to be carefully monitored throughout this period on a weekly and monthly basis. The managed move panel continued to take place virtually with representation from senior leaders in all secondary schools. The development of a weekly ‘virtual inclusion helpline’ for all school-based staff gave a regular opportunity to meet with Teacher Advisers who can offer specialist advice and support to staff managing increasingly complex behaviours in schools, to try and minimise further disengagement of learners as well as look at longer term, appropriate strategies that can be utilised to support whole school communities. The introduction of NCC’s Violence Reduction protocol (September 2021)

developed utilising a multi-agency approach, led by officers from within the NCC Education and Youth Justice Services as well as support from Gwent Police and school-based staff. This new approach in response to serious incidents (violence related) occurring in schools seeks to provide specialist and targeted support for all those involved as well as exploring alternative options other than permanent exclusion of the learner.

Whole School Approach

Gwent Whole School Approach to Emotional and Mental Wellbeing was commissioned by Newport City Council as part of our bid to the Welsh Government's Whole-Schools Approach Development Fund. The purpose of this fund was to implement a whole-schools response to the mental health and emotional wellbeing challenges presented by COVID, lockdown, social distancing, and learners' return to school. The initial stages of the Post Covid Recovery work involved delivering two - day long training events hosted live on Microsoft Teams. The funds procured through the Welsh Government's Whole-Schools Approach Development Fund also enabled the Whole School Approach Team and Educational Psychology Service to procure training on Circles Solutions for schools from highly acclaimed psychologist Sue Roffey. Circle Solutions is a pedagogy to develop social/emotional skills based on the principles of ASPIRE (Agency, Safety, Positivity, Inclusion, Respect & Equity).

Preparing schools for the requirements of the Relationships and Sexuality Statutory Education Code (RSE)

During 2021-22, our Healthy Schools Officer has worked with primary schools to explore age-appropriate opportunities and sexuality within the curriculum as part of relationships and sexuality education (RSE) which becomes statutory for certain age groups from September 2022. We have provided all primary and secondary schools with resources to support their delivery of RSE. Many schools have engaged with Spectrum to provide workshops to learners on domestic abuse and healthy relationships. Nearly all secondary schools and most primary schools who were targeted to engage in LGBTQ+ inclusion projects are engaged in cluster projects to develop greater understanding and tolerance towards 'protected characteristics' groups, via a 'whole school approach' of strategies and initiatives to enhance inclusivity.

Focus on the future

Priorities for the next year include:

- Expansion of the Healthy School service/hosting the regional role in Newport
- Gwent Education Minority Ethnic Service (GEMS) to be involved with WSA training
- LGBTQ+ training targeted to school leaders, wellbeing leads and healthy school's coordinators.
- Expansion of counselling service to include community support
- Anti-bullying – developing a co-ordinated approach

Equality Objective 6: Independent Living

“Newport City Council contributes to the city being a great place to live, to grow older and live independently, and has in place a range of housing related services, which accommodates people in different situations”

People are empowered to live in their own accommodation for longer

People are empowered to play an active role in their local communities

The city is responsive to the accommodation needs of victims of domestic abuse

Our housing services have continued to experience an unprecedented increase in demand during this period. At the beginning of the pandemic, the UK and Welsh governments expanded the definition of vulnerability and the statutory housing duties of local authorities in recognition of the potential impact that Covid-19 could have on people who were homeless.

Housing Support Grant and Homelessness

Prevention Grant projects, including floating support, mediation, and housing options staff, continue to support people to maintain their accommodation and prevent homelessness. The Housing Support Grant also funds 20 units in four refuges, including one specifically for Black, Asian, and Minority Ethnic women and two as part of a regional scheme for women with more complex needs.

In addition, our Domestic Abuse Floating Support, crisis and advice scheme supports a minimum of 380 women in their current temporary or permanent accommodation. It includes a dedicated post working with minority ethnic women. 2 additional dispersed units for 5 people have recently been acquired using VAWDASV and Phase 2 homelessness capital funding. We have also established two new schemes: funding for a support worker to operate the DACC (Gwent Police Domestic Abuse Conference Call) process and funding for the Horizons Project for female victims of sexual and financial exploitation.

We have continued to consolidate and remodel our support services to ensure they meet the needs of marginalised groups. Our work with the Gwent Gypsy and Traveller Support Service, Light House Project Refugee Service, and European Economic Area (EEA) Housing Service continues, with dedicated support workers providing support and advice to proactively address the disadvantages and inequalities that result in barriers to accessing housing.

Last year, we supported five young people with learning disabilities to move into self-contained flats, and this year, we have established additional schemes to meet the needs of asylum seekers and refugees. As part of the implementation of the Independent Living Strategy, we have launched a floating support scheme for unaccompanied asylum-seeking children and young people (UASC) to support their transition out of care to independent living. Next year we will begin a three-year programme of re-tendering and consolidating most of our floating support services in the city.

As well as providing accommodation, we also encourage people to play an active role in their local community, through projects that include:

- Adult Services' Community Connectors
- Floating support workers
- Integrated Wellbeing Networks with Aneurin Bevan University Health Board (ABUHB)
- Older Persons Pathway
- Independent Living Strategy
- Tenancy ready programmes

Our Community Connectors for minority ethnic communities offer support to people who may be socially isolated to improve their well-being based on what matters to them. During 2021/22, they supported 182 people with information, advice and assistance resulting in over 500 referrals or signposting to referrals to local services. Information in different languages was shared via digital platforms with Mosques, churches, and online groups.

Connectors continue to work with groups at a grassroots level on COVID recovery plans. They have re-started face-to-face work and supported 7 Ethnic Minority groups to re-build their capacity with volunteer recruitment and retention. They have also assisted with signposting to funding sources and funding applications to ensure sustainability. The team continue to map community activity provision and engage with groups as we continue working on the city's recovery.

Focus on the future

Priorities for the next year include:

- Development of another complex with five self-contained flats for people with learning difficulties and/or cognitive impairments
- Commencement of a three-year programme of re-tendering and consolidation of most floating support services in the city.
- Implementation of the first Housing Support Programme Strategy's (2022-2026) nine strategic priorities
- Completion and implementation of the first Rapid Re-housing Transition Plan (2022-2027)
- Implementation of Welsh Government legislation including the Renting Homes Act and changes to the Housing (Wales) Act 2014 -Homelessness Priority Needs Groups to include people sleeping rough.
- Improve the financial and digital inclusion offer via up-skilling support staff and increased training opportunities e.g. The Department of Work and Pension's Money Guiders Programme.
- Provide additional units of a range of social housing to begin to address increased demand.

Equality Monitoring and Capturing Data

Equality data is used by the council to inform our decision-making, help us understand where we have gaps, and support effective impact assessments.

This section of the report will consider:

- Collecting data; how we collate information related to protected characteristics
- Evaluating data; how we use this data to inform our practice

1. Collecting Data

Collecting accurate information about our employees and the public is key to delivering services which are inclusive, and responsive to individual need. We collect and monitor equality data in a number of ways.

A. Systems

The council has a range of systems which collect data, for example, through our Customer Relationship Management (CRM) system, other databases linked to individual services, and through our internal HR system. These allow service areas to build a picture and profile of their customers or staff. Customer data is utilised in developing service area plans and work programmes and allows service areas to amend existing services and delivery where needed. We use our internal data to assist with workforce planning and inform our representative workforce work.

B. Consultations

The council regularly consults and engages with a variety of community groups, citizen panels and the public in general. We develop surveys and consultations based on needs for service changes, improvements or strategies that will affect the community. This year we have consulted on topics such as the setting of our budget, the new Leisure Centre provision and facilities and residents parking. Consultation methods have included online surveys, sharing of consultation opportunities on our website and social media platforms and Bus Wi-Fi surveys. Using demographic monitoring for all surveys and consultation exercises means we can now better understand the needs of people in Newport that share protected characteristics, and the differential impact of our proposals.

C. Community Well-being profiles

In line with the Well-being of Future Generations Wales Act (2015), the council published our Community Well-being Profiles in 2019. The profiles are available on our website for the public, as well as internally on our intranet system for staff. These profiles provide a source of data across different areas, including data on ethnicity and are often used by the council to inform equality impact assessments.

As part of the work of the Gwent Public Services Board and the new wellbeing plan to be published in 2023, a new wellbeing assessment is underway, and results will be published in May 2022.

D. National Census

We continually review and update our standard equalities monitoring forms and are working to ensure that the data we capture aligns with the categories within the recent Census. This will allow us to better understand our resident population, any under or over-representation of communities accessing our services, and inform our workforce representation strategies and planning.

2. Evaluating data

The council uses a range of processes which ensure that we use the data that we collect in a way that informs our planning, decision and policy making.

A. Fairness and Equality Impact Assessments

The completion of Fairness and Equality Impact Assessments at the outset of decision or policy making process, assists the council in evidencing that we are meeting our Equality duties, and, more importantly, using relevant equality data to ensure that any disproportionate impact is mitigated at an early stage, and the best decisions for the public are made. The council has an integrated model of equality impact assessment, combining considerations around Equalities, Welsh Language, Well-being of Future Generations, and the parameters of fairness set out by our Fairness Commission within a single process. This will shortly include obligations relating to the Socio-economic Duty. FEIAs should be evidence based, drawing on internal and external data to support any findings.

B. Service Area Plans

Annual plans are produced by each of the council's service areas, and act as a key reporting mechanism for the delivery of our Corporate Plan, as well as our Wellbeing Objectives. Each Service area has performance indicators relating to priority actions, as well as areas of risk which are updated on a quarterly basis. Risks are currently identified in relation to non-compliance with the Equality Act 2010.

Workforce Data

The following workforce data shows information about the protected characteristics of our employees captured between April 2021 and March 2022. The data shows that at the time of reporting there were 5982 staff employed by Newport City Council which is an increase from 5779 in the last reporting period.

Comparing workforce data against national statistics remains challenging due to differences in how employee systems collect data compared to the Census of England and Wales. 2011 Census data is now outdated and unlikely to be an accurate reflection of the current demographics of Newport. Work continues to align our systems to ensure comparative data can be analysed effectively, information is managed securely, and we instil confidence that our monitoring is inclusive.

In the previous reporting period, we made some changes to the recording options that we offer potential and existing staff to better align with the Census 2021 and as part of our ongoing commitment to continuously improving the way we capture data. While the latest UK censuses were conducted in 2021, topic summaries and area profiles are currently unavailable. We hope to include this data and further analysis in our next Annual Report.

In the last two years, we have seen an increase in people providing their personal information across several categories, with fewer people opting not to provide information or leaving categories blank. Several factors have influenced this change, including an increased awareness of the importance of monitoring data due to the national census campaign and our efforts to move towards a culture that normalises the capture of demographic information and is clear about its role and purpose. This year we have continued to reinforce the importance of updating personal information, update staff on new recording categories available and prompted colleagues to update their information when they log on to our employee self-service system.

Last year we started to capture data relating to gender identity, armed forces connections, care leavers and transgender status both for applicants and existing staff. This data can currently only be reported on in low numbers, however we hope to include further detail in future reports.

As an indication of applicant data, we can report that out of 5777 applicants:

- 40 applicants disclosed that they have had gender reassignment
- 86 applicants had identified they were eligible for a guaranteed interview under the 'Disability Confident Scheme'
- 36 were eligible for a guaranteed interview under our 'Armed Forces Covenant'
- 18 were eligible for a guaranteed interview under our 'Care Leavers' agreement
- From the 'Gender Identity' question 37.93% identified as female, 16.46% as male, 0.33% selected 'other' and 45.28% of respondents left the question blank

Data Analysis

At the time of data capture, we had 5982 staff employed, 850 leavers and 5777 applicants. Anomalies in data (numerical statistics in 'pay band by sex', 'contract type by sex', 'working pattern by sex', 'ethnicity pay gap' and 'disability pay gap') are due to the time that reports were run/requested but were analysed from a date correct at 31/03/2022 and the percentages displayed are reflective of the correct data. Intersectional data was analysed from a master spreadsheet that allowed all categories to be filtered and defined simultaneously.

Key findings

Ethnicity

- 92% of staff identify their ethnicity as white; this includes White – British, Welsh, English Scottish, Irish, Other European, and Other, a decrease of 1.5% from last year. This compares to approximately 85% of Newport's population.
- 2.1% of staff identify their ethnicity as Asian or Asian British - Other, Pakistani, Bangladeshi, Indian compared to 4.1% of Newport.
- 0.15% of staff identify their ethnicity as Chinese or Other – Chinese, Chinese or Other Ethnic Group
- 0.9% of staff identify their ethnicity as Black or Black British African, Other, Caribbean, or Mixed Black African
- 1.54% of staff identify their ethnicity as Mixed – Other, Mixed White & Black African, Mixed White & Black Caribbean, Mixed White & Asian
- The UK Census sub-category 'White – Gypsy or Irish Traveller' was adopted in the last reporting period. In this reporting period, 1 applicant came from a Gypsy or Irish Traveller background.
- 0.57% of staff were 'not stated', 'unknown', or 'Prefer Not To Say (PNTS)'
- 2.71% of staff left their ethnicity blank compared to the previous reporting period of 1.85%
- Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) staff made up 5.41% of leavers, an increase from 4.15% in the previous period
- 92.04% of staff leaving the organisation were of White (all categories) ethnicity
- 'Arab' is listed in ONS National Census category for ethnicity, but we did not offer this option during the reporting period
- 10.56% of applications were from people who identified as Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories), compared to population of 13.2%
- 5.44% applicants were Asian, 2.11% applicants were Black, 0.36% were Chinese and 1.82% were of mixed ethnicity
- 4.63% of our current staff are from a Black, Asian, or other minority ethnic background, a slight increase on last year's figure

- We lose a higher percentage of people who identify as Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) than we do of those identifying as White

Age

- Of 21 staff aged over 75, 6 left the organisation during this period
- 25–34-year-olds made up 24.12% of leavers, which was the highest percentage - same category as last year
- 65.4% of the workforce is aged 16-49 and over 50s make up 34.6% - similar figures as the previous year
- At 63.84% most of our job applicants are under 45 years old
- 15.01% of applicants were aged 75+, an increase of 10.71% from 4.3% in the previous reporting period
- In our last annual report 22.97% of applicants were aged 16-24; this report shows that 17.54% in this age bracket applied for jobs with us, a decrease in younger applicants of 5.4%
- We have an increase in our 16-24 age category of current staff from last year. Now 4.8 of our staff are aged between 16-24
- 1.77% of applicants preferred not to disclose their age

Sex

- 76.66% of the workforce are female and 23.34% are male, the same as last year
- In 2021, the gender pay gap in Wales increased from 11.8% to 12.3%, due to a larger increase in men's hourly pay.
- In 2021, Newport's gender pay gap decreased by -11.1% from 20.1% to 9.0%
- Newport City Council's gender pay gap was 0.6% (mean) and -0.4% median.

Marital Status

- Married people (45.7%) and single people (30.3%) make up most of the workforce. The number of married staff has slightly decreased since last year
- The largest percentage of applicants are single people at 34.1% followed by married people at 27.99%
- 0.25% of the current workforce are in a civil partnership
- The highest proportion of leavers are married people at 43.5%
- The lowest proportion of leavers are those in civil partnerships, or who are widowed

Disability

- 2.52% of the workforce are disabled, an increase of 0.41% from last year
- The approximate global (and local) percentage of disabled people is 15%
- 4.4% of the leavers were disabled, an increase of 1.9% from 2.5% last year
- 'Not known' or left 'blank' accounts for 4.6% of staff, 4.59% of leavers, and 19.99% of applicants
- The number of disabled applicants has decreased from 4.64% to 4.48%

- 30.3% of the disabled workforce, last year left the organisation, based on 122 staff declaring a disability from 2020-2021
- Applicants selecting 'not disabled' has decreased from 85.39% last year to 75.52%

Sexual Orientation

- 1.82% of the workforce identified as lesbian (or gay woman), bisexual or homosexual (or gay man), an increase from last year of 0.49%
- 4.41% declined to specify their current sexual orientation, a decrease from last year of 0.42
- The number of people choosing to leave this question blank has decreased from 49.07% last year to 42.08%
- We have had a decrease in applicants who identify as lesbian, bisexual, and gay rising from 5.17% to 4.41%
- Just over one third of leavers left this question blank, compared to just under half of all staff and only 18.28% of applicants
- 3.76% of leavers are lesbian, bisexual, or gay, an increase from last year of 1.64%
- We are losing more lesbian, bisexual, and gay people than we are employing in each recorded category
- Applicants who identified as Heterosexual decreased from 83.05% during the last reporting period to 73.84%

Religion or Belief

- Just under half of our staff chose to leave this blank
- The majority (23.84%) of staff identified as Christian (all categories), with 12.17% identifying as Protestant, 6.8% as Roman Catholic and 4.9% as Orthodox.
- Christian (all categories) and 'Not Specified' were the largest groups, with 23.84% and 11.74% respectively, following blank
- Those identifying as Buddhist, Jewish or Taoist has decreased from 0.53%, to 0.12%
- 1.25% are Muslim (Sunni and Shiite) compared to data from our (2011) Wellbeing Profiles which suggests that 4.7% (minimum) are Muslim
- 1.54% of leavers in 2020-2021 were Muslim which has decreased to 1.41% in this reporting period
- The largest group identity specified for applicants was Atheist with 16.03%
- 262 applicants stated their religion or belief as 'other'

Focus on the future

Considering our data findings, we will be focussing on the following areas of work next year:

- Delivering targeted recruitment campaigns that increase our engagement and reach with under-represented groups
- Developing our understanding of ethnicity and disability pay gaps across the organisation
- Focussing on increasing reporting for those categories that still have a low completion rate, for example, religion

- Promoting our staff networks to all potential and current staff to encourage confidence in our workplace culture and help people to bring their whole selves to work
- Reviewing our recruitment strategy and process, along with our recruitment landing pages to ensure these are welcoming and inclusive to all

DRAFT

Captured as of 31st March 2022

Pay band by sex

Pay Band (£)	2020/21				2021/2022			
	Female	%	Male	%	Female	%	Male	%
10,000-14,999	20	0.4	10	0.7	15	0.3	4	0.3
15,000-19,999	1919	39.3	450	31.7	1152	22.4	280	18.6
20,000-24,999	944	19.3	288	20.3	1623	31.5	441	29.2
25,000-29,999	384	7.9	129	9.1	592	11.5	194	12.9
30,000-34,999	280	5.7	121	8.5	230	4.5	91	6.0
35,000-39,999	389	8.0	110	7.7	412	8.0	141	9.3
40,000-44,999	696	14.2	191	13.4	781	15.2	193	12.8
45,000-49,999	38	0.8	14	1.0	77	1.5	32	2.1
50,000-54,999	51	1.0	18	1.3	25	0.5	8	0.5
55,000-59,999	27	0.6	9	0.6	54	1.0	19	1.3
60,000-64,999	16	0.3	9	0.6	14	0.3	9	0.6
65,000-69,999	14	0.3	6	0.4	12	0.2	10	0.7
70,000+	33	0.7	17	1.2	52	1.0	17	1.1
Not known	75	1.5	49	3.4	109	2.1	70	4.6
Total	4886	100	1421	100	5148	100	1509	100

Contract type by sex

Contract Type	2020/21				2021/22			
	Female	%	Male	%	Female	%	Male	%
Permanent	3485	71.3	1027	72.3	3500	68.0	1029	68.2
Acting Up	30	0.6	6	0.4	13	0.3	5	0.3
Casual	356	7.3	146	10.3	404	7.8	146	9.7
Fixed Term	921	18.8	195	13.7	1048	20.4	244	16.2
Long Term Sickness cover	2	0	1	0.1	6	0.1	4	0.3
Mat Cover	4	0.1	0	0	49	1.0	14	0.9
Seasonal	29	0.6	5	0.4	27	0.5	2	0.1
Secondment	5	0.1	1	0.1	9	0.2	6	0.4
Sessional	53	1.1	40	2.8	80	1.6	58	3.8
Supply	0	0	0	0	0	0.0	0	0.0
Temporary	1	0	0	0	12	0.2	1	0.1
Total	4886	100	1421	100	5148	100	1509	100

Working pattern by sex

Working Pattern	2020/21				2021/2022			
	Female	%	Male	%	Female	%	Male	%

Full time	1619	33.1	949	66.8	1736	33.7	977	64.7
Job share	62	1.3	5	0.4	62	1.2	4	0.3
Part time	3205	65.6	467	32.9	3350	65.1	528	35.0
Grand Total	4886	100	1421	100	5148	100	1509	100

DRAFT

Age profile

All Staff						
Age Group	Employees (as of 31 st March)	%	Left the Authority	%	Job Applicants	%
16-24	288	4.8	93	10.9	1013	17.5
25-34	1273	21.3	205	24.1	1525	26.4
35-44	1586	26.5	183	21.5	1150	19.9
45-49	763	12.8	91	10.7	451	7.8
50-54	790	13.2	71	8.4	323	5.6
55-59	688	11.5	75	8.8	229	4.0
60-64	395	6.6	69	8.1	85	1.5
65-69	139	2.3	52	6.1	29	0.5
70-74	39	0.7	5	0.6	3	0.1
75+	21	0.4	6	0.7	867	15.0
Prefer not to say	0	0.0	0	0.0	102	1.8
Total	5982	100	850	100	5777	100

Sex profile (biological sex assigned at birth, not gender identity)

All Staff						
Sex	Employees (as of 31 st March)	%	Leavers	%	Job Applicants	%
Female	4586	76.7	619	72.8	4203	72.8
Male	1396	23.3	231	27.2	1504	26.0
Unknown	0	0.0	0	0.0	70	1.2
Total	5982	100	850	100	5777	100

Marital status

Marital Status	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Civil Partnership	14	0.2	3	0.4	38	0.7
Divorced	281	4.7	43	5.1	217	3.8
Living with Partner	614	10.3	103	12.1	776	13.8
Married	2733	45.7	367	43.2	1617	28.0
Separated	107	1.8	19	2.2	82	1.4
Single	1814	30.3	257	30.2	1970	34.1
Widowed	38	0.6	6	0.7	18	0.3
Would prefer not to specify	62	1.0	15	1.8	101	1.7
(blank)	319	5.3	37	4.4	958	16.6
Total	5982	100	850	100	5777	100

Disability

Disability	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Disabled	151	2.5	37	4.4	259	4.5
Not disabled	5556	92.9	774	91.1	4363	75.5
Not known	64	1.1	11	1.3	128	2.2
(blank)	211	3.5	28	3.3	1027	17.8
Total	5982	100	850	100	5777	100

Sexual orientation

All Staff						
Sexual Orientation	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Heterosexual / Straight	3092	51.7	509	59.9	4226	73.2
Homosexual / Gay Man	47	0.8	9	1.1	82	1.4
Bisexual	29	0.5	11	1.3	104	1.8
Lesbian / Gay Woman	32	0.5	12	1.4	55	1.0
Other	1	0.0	0	0.0	14	0.2
Declined to specify	264	4.4	44	5.2	240	4.2
(blank)	2517	42.1	265	31.2	1056	18.3
Total	5982	100	850	100	5777	100

Religion or belief

All Staff						
Religion	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Agnostic	321	5.4	47	5.5	418	7.2
Atheist	547	9.1	113	13.3	926	16.0
Buddhist - Hinayana	0	0.0	0	0.0	0	0.0
Buddhist - Mahayana	5	0.1	1	0.1	10	0.2
Buddhist - Theravada	2	0.0	1	0.1	9	0.2
Christian - Orthodox	294	4.9	52	6.1	324	5.6
Christian - Protestant	728	12.2	108	12.7	734	12.7
Christian - Roman Catholic	404	6.8	59	6.9	592	10.2
Confucianism	0	0.0	0	0.0	0	0.0
Hinduism	6	0.1	3	0.4	27	0.5
Islam - Shiite	4	0.1	2	0.2	10	0.2
Islam - Sunni	71	1.2	10	1.2	204	3.5
Judaism - Orthodox	0	0.0	0	0.0	0	0.0
Judaism - Reformed	0	0.0	0	0.0	0	0.0
Not Specified	702	11.7	120	14.1	859	14.9

Other	262	4.4	40	4.7	428	7.4
Shintoism	0	0.0	0	0.0	6	0.1
Sikhism	5	0.1	1	0.1	15	0.3
Taoism	1	0.0	0	0.0	3	0.1
(blank)	2630	44.0	293	34.5	1212	21.0
Total	5982	100	850	100	5777	100

Ethnicity

Ethnic Origin	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Asian or Asian British - Bangladeshi	32	0.5	6	0.7	76	1.3
Asian or Asian British - Indian	23	0.4	4	0.5	49	0.8
Asian or Asian British - Other	30	0.5	3	0.4	79	1.4
Asian or Asian British - Pakistani	40	0.7	7	0.8	110	1.9
Black or Black British - African	28	0.5	6	0.7	96	1.7
Black or Black British - Caribbean	17	0.3	4	0.5	17	0.3
Black or Black British - Other	9	0.2	0	0.0	9	0.2
Chinese	6	0.1	0	0.0	21	0.4
Gypsy / Traveller	0	0.0	0	0.0	1	0.0
Mixed - Black African	3	0.1	1	0.1	9	0.2
Mixed - Other	31	0.5	6	0.7	42	0.7
Mixed - White & Asian	19	0.3	2	0.2	18	0.3
Mixed - White & Black African	11	0.2	3	0.4	6	0.1
Mixed - White & Black Caribbean	28	0.5	4	0.5	30	0.5
Other Ethnic Group	3	0.1	2	0.2	24	0.4
White - British	3808	63.7	513	60.4	2591	44.9
White - English	113	1.9	28	3.3	116	2.0
White - Irish	34	0.6	4	0.5	25	0.4
White - Other	91	1.5	17	2.0	107	1.9
White - Other European	49	0.8	8	0.9	88	1.5

White - Scottish	11	0.2	1	0.1	4	0.1
White - Welsh	1400	23.4	203	23.9	1241	21.5
Not Stated	15	0.3	3	0.4	23	0.4
Prefer not to say	17	0.3	3	0.4	49	0.8
Unknown	2	0.0	1	0.1	1	0.0
(blank)	162	2.7	21	2.5	945	16.4
Total	5982	100	850	100	577	100

Ethnicity in Newport and Wales (from Wellbeing Profiles 2019)

Ethnic Origin	Newport	%	Wales	%
White; English/Welsh/Scottish/Northern Irish/British	126,756	87.0	2,855,450	93.2
White; Irish	769	0.5	14,086	0.5
White; Gypsy or Irish Traveller	84	0.1	2,785	0.1
White; Other White	3,416	2.3	55,932	1.8
Mixed	2,752	1.9	31,521	1.0
Indian	1,218	0.8	17,256	0.6
Pakistani	3,127	2.1	12,229	0.4
Bangladeshi	1,749	1.2	10,687	0.3
Chinese	600	0.4	13,638	0.4
Other Asian	1,292	0.9	16,318	0.5
Black African	1,499	1.0	11,887	0.4
Black Caribbean	782	0.5	3,809	0.1
Other Black	254	0.2	2,580	0.1
Arab	926	0.6	9,615	0.3

Supporting Documents

Newport City Council: Strategic Equality Plan and Equality Objectives 2020-2024 (2020). Available at: <https://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Strategic-Equality-Plan-2020-2024.pdf>

Newport City Council Strategic Equality Plan: Annual Report 2019-2020 (2021). Available at: <https://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Strategic-Equality-Plan-2019-20.pdf>

Fairness Commission <http://www.newport.gov.uk/fairnessCommission/en/Full-Report/Full-Report.aspx>

Stats Wales <https://statswales.gov.wales/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Earnings/genderpaydifferenceinwales-by-year>

Newport's Well-being Plan 2018-2023 [Local Well-being Plan 2018-23 \(English Final\)](https://www.newport.gov.uk/Local-Well-being-Plan-2018-23-English-Final) ([newport.gov.uk](https://www.newport.gov.uk))

Chwarae Teg; State of the Nation Report <https://chwaraeteg.com/wp-content/uploads/2021/02/State-of-the-Nation-2021.pdf>

Annual Survey of Hours and Earnings (ASHE)

https://www.ons.gov.uk/searchdata?q=Annual%20Survey%20of%20Hours%20and%20Earnings&size=50&sortBy=release_date

Senedd Equal Pay Audit <https://senedd.wales/media/hg4fwhe1/equal-pay-audit-2020-english.pdf>

ONS Data <https://www.ons.gov.uk/peoplepopulationandcommunity>



Report

Cabinet

Part 1

Date: 12 October 2022

Subject Climate Change Plan Introductory Annual Report

Purpose To review progress and approve the council's organisational Climate Change Plan Introductory Annual Report

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.

Delivery of the plan commenced in April 2022 and a progress and review report will be published annually. This report is an introductory annual report and sets out some of the progress that was made prior to, and in the year before the adoption of the plan. The annual report covers:

- Projects that have taken place in 2021-22.
- The annual carbon emissions reporting process for us as a council.

Proposal To review progress and approve the attached Introductory Annual Report.

Action by Strategic Director, Environment & Sustainability
Head of Service for Environment & Public Protection

Timetable As set out in the plan

This report was prepared after consultation with:

- Cabinet Member for Climate Change & Biodiversity
- Overview & Scrutiny Management Committee
- Chief Financial Officer

- Monitoring Officer
- Head of People, Policy & Transformation

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.

As part of the declaration Council agreed to:

- 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.

In March 2022 Cabinet agreed the council's organisational climate change plan for the next five years (2022-27). The plan was developed in collaboration with staff and managers across the council and the involvement of the public.

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 commenced in April 2022 and a progress and review report will be published annually.

This report is an introductory annual report and sets out some of the progress that was made prior to, and in the year before the adoption of the plan. The annual report covers:

- Projects that have taken place in 2021-22.
- The annual carbon emissions reporting process for us as a council.

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	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	Strategic Director, Transformation & Corporate

strategic direction for the organisation			be considered as an underpinning principle. 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 review and approve the council Climate Change Plan Annual Report.
- 2) Not to approve the Annual Report

Preferred Option and Why

Option 1 - To review and approve the council Climate Change Plan Annual Report.

The report provides a baseline 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 introductory annual report describes as the action plan is implemented a number of projects and initiatives that have already begun and, in some cases, already completed. These schemes have been funded through the use of existing revenue and capital budgets or various grants.

As the Climate Change plan continues to progress it will be critical to continue to monitor and report on the financial impact. A key part of this will be to identify the financial impacts of the implementation of the Council's agreed "organisational climate change plan for the next five years (2022-27)" and that work is on-going across the different themes contained in that plan. This is important in order for those identified and agreed financial impacts to be included in the Council's MTFP and Capital Programme as needed.

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, Policy & Transformation

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 Introductory Annual Report was presented to the Overview and Scrutiny Management Committee on 23rd September 2022. The Committee made the following comments and recommendations:

- The committee were happy with the report and felt that while additional information was needed, they appreciated that this was an introductory report, and more detail would follow as more information became available.
- The committee asked for a short written update regarding actions and outcomes to be provided and circulated to committee on a 6 monthly basis.
- The committee were happy for the report to come to Scrutiny on an annual basis alongside the 6 monthly written updates.
- The committee recommended including how savings were redistributed within the report.
- The committee asked for information regarding the number of privately and publicly owned electric vehicle chargers in the city to be circulated.

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

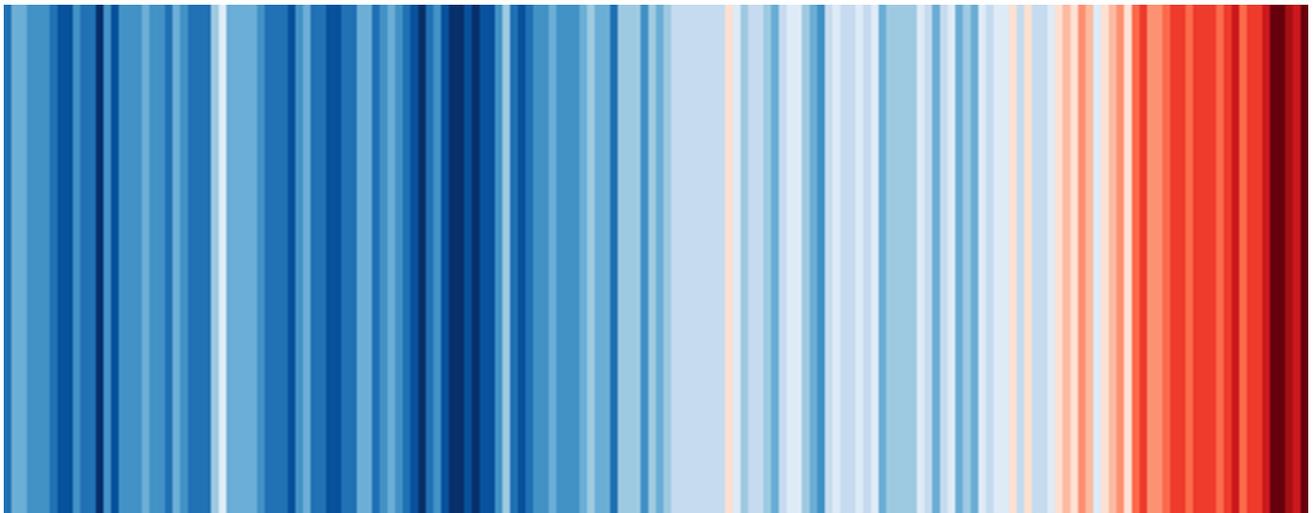
Climate Change Plan Introductory Annual Report 2021-22

[Climate Change Plan 2022-27](#)

[Climate Change Plan Animation - YouTube](#)

Dated: 5 October 2022

Newport City Council Organisational Climate Change Plan 2022-27 Introductory Annual Report 2021-22



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



NEWPORT
CITY COUNCIL
CYNGOR DINAS
CASNEWYDD

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1 FOREWORD

To be added



*Councillor Jane Mudd
Leader of the Council*



*Councillor Yvonne Forsey
Cabinet Member for Climate
Change & Biodiversity*

2 BACKGROUND

The Newport City Council Organisational Climate Change Plan runs from 2022-27. This is our introductory Climate Change Plan Annual Report for 2021-22 we did prior to the plan commencing.

2.1 Ecological & Climate Emergency

In November 2021 the council declared an Ecological and Climate Emergency which specified that a clear Organisational Climate Change plan would be developed, in consultation with our citizens.

2.2 Climate Change Plan 2022-27

In March 2022, the council's Cabinet agreed our [Organisational Climate Change Plan 2022-27](#) 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 our council's climate change mitigation and adaptation journey over the next five years. An [animation](#) gives an overview of the plan.

2.3 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.

2.4 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.***

2.5 Key Delivery Themes

To deliver our plan six delivery themes were identified similar to the those in the [Route Map for Decarbonisation](#).

The delivery themes are:

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

The delivery themes are all interdependent and have interconnected and overlapping relationships, with Theme 1 as an overarching theme.

2.6 What does the Annual Report cover?

This is an introductory annual report and sets out some of the progress that was made prior to, and in the year before the adoption of the plan. The report covers:

- Projects that have taken place under each of the themes in 2021-22.
- The annual carbon emissions reporting process for us as a council.

3 PROJECTS AND CASE STUDIES

3.1 Theme 1: Organisational Culture & Leadership

3.1.1 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

3.1.2 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

3.1.3 Case Studies

3.1.3.1 Declaring a Climate & Ecological Emergency

The council declared an ecological and climate emergency back in November 2021. In passing the motion, the council recognised that climate change is one of the defining issues of our generation, one that needs all of us working together to tackle it. As well as declaring an ecological and climate emergency, the motion committed the council to:

- continue the good work that we have started and reduce our carbon emissions to net zero by 2030.
- develop a clear climate change 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
- 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.
- 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
- support and influence action by partners through partnerships
- support and enable action by citizens to reduce their own carbon emissions.

Both the climate change plan and local area energy plan have already been developed and will guide our actions over the next five to ten years to meet the other objectives.

3.1.3.2 Carbon Literacy



Carbon literacy training provides an awareness of the carbon dioxide costs and impacts of everyday activities and the knowledge to enable the reduction of emissions as an individual, community and organisational basis.

In Spring 2021 all cabinet members, heads of service and 26 managers and staff attended carbon literacy training. To increase knowledge further across the council, in the coming months training will be recommended and provided for all elected members and senior managers. Three to four cohorts of staff training will also be offered in the coming year.

3.1.4 Next Steps

In 2022-23 a new Cabinet Member for Climate Change and Biodiversity will be appointed, and Climate Change action will be embedded into the new Corporate Plan further strengthening the leadership and governance of the plan. In addition, from October 2022, Carbon Literacy training will be rolled out to the remainder of elected members and senior managers and will also be available for staff.

3.2 Theme 2: Our Buildings

3.2.1 2030 Vision

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

3.2.2 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 our buildings.
- 5. Building Rationalisation:** Audit current assets to understand their long-term carbon impact with the aim of better strategic utilisation.

3.2.3 Case Studies

3.2.3.1 Basseleg High School

The carbon reduction team worked intensively with colleagues within education, Newport Norse and Welsh Government to improve an existing design of this yet-to-be-built scheme by significantly improving the building insulation, removing gas boilers and replacing with air source heat pumps and maximising the amount of solar PV installed on the building. These changes will deliver ~ 9,000

Tonnes of CO₂ savings over the buildings design life, this is equivalent to nearly one year of the council's total building-based emissions.

3.2.3.2 *Kimberly Nursery Retrofit*

The council were successful in obtaining funding from Welsh Government to support the transition of this refurbishment project from a gas heated building to a zero-gas site through the implementation of improved insulation and two air source heat pumps. The building will eventually become net zero carbon in operation.

3.2.3.3 *Rogerstone Primary School and Three Other Schemes*



Newport City Council is one of four local authorities who were awarded Low Carbon Heat Grant funding to retrofit air source heat pumps to existing sites reduce gas usage and therefore save carbon emissions. In total four council sites are receiving support across 2021 – 2023. Rogerstone Primary School has benefited from a £500k investment which now means that 100% of the schools heating and hot water usage will come

from renewable or low carbon sources. This pilot project will be used as a model to inform an estate wide retrofit of low carbon heating.

3.2.3.4 *No Gas*

Since the publishing of the Climate Change Plan, the council has stuck to its commitment of no gas in new developments (or in retrofits where possible). No-gas projects include: Bassaleg school, Kimberley Nursery, 2 social services homes, the proposed Whiteheads Primary School, Llanwern Primary, St Andrews Primary replacement school and other new school projects in the pipeline. We also have an aspiration to develop Wales's first no fossil fuel leisure centre which would save 1,400 tonnes of CO₂e per year vs a typical gas only development.

3.2.4 *Next Steps*

The last 12 months has seen another year of hard work and commitment in reducing our built estate carbon emissions. Moving forwards, changes to policy and engagement will support a commitment to make all new buildings net zero carbon. The Re:fit Programme will continue, as will further retrofitting of the existing estate, working with external contractors and Newport Norse, to identify and deliver projects. The implementation of renewable heat in new buildings, and a commitment to reduce or remove natural gas heating systems in existing buildings will further drive down our emissions. Additional renewable energy generation opportunities will continue to be explored across our estate. Understanding the current long-term carbon impact of existing sites is key, with asset rationalisation an important strand to this. Work is currently on-going between different areas of the council to provide the necessary information.

3.3 Theme 3: Our Land

3.3.1 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

3.3.2 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.

3.3.3 Case Studies

3.3.3.1 No Mow May



In May 2021, the council took part in the ['No Mow May'](#) campaign which encourages individuals, councils and stakeholders to help bees, butterflies and other wildlife by letting wildflowers grow on lawns and green spaces throughout May instead of mowing them. The council became aware of this campaign during 20/21 and undertook a series of successful trials of different measures of grass management and wildflower seed mixes in our designated

'leave to grow' sites.

3.3.3.2 Bee Friendly

This initiative supports the council's accreditation as a Bee Friendly City and our duty to enhance nature and take actions that help counter the impact of climate change. Newport has over 25 acres managed as pollinator sites to attract bees, butterflies, beetles and other insects. Working with the Living Levels Project and Bumblebee Conservation Trust, areas of grassland at Pencoed reen and the Household Waste Recycling Centre are being managed for bumblebees.



3.3.3.3 City Centre Green Arc

New rainwater gardens, and enhanced planting for increased biodiversity, have been installed in June 2021 following some delays caused by Covid-19, along the river front and near the Queensway roundabout as part of the Greening City Centre Green Arc project. These include three areas:

1. New rainwater garden and planting by Admiral building, Queensway
2. Two new rainwater gardens and planting by The Wave, Riverfront
3. New planting in Queensway roundabout

Working in partnership with Natural Resources Wales an application was submitted November 2019 to Welsh Government Targeted Regeneration Investment programme: Town Centre Green Infrastructure and Biodiversity Project 2020-21.

This pilot has been a successful test run of expanding Green Infrastructure in a highly urban area. It has helped kick start the delivery of nature-based solutions for sustainable drainage and enhanced biodiversity within the heart of the city. It has helped recognise the value of green and blue infrastructure and the health and wellbeing benefits it brings for City residents.

Greening and installing enhanced planting have multiple benefits, including benefits to a sustainable economy. Green Infrastructure increases biodiversity, provides benefits to people's health and wellbeing, helps cool the city alleviating heat island effect, and makes the city more visually appealing attracting more people to city centre businesses.

3.3.3.4 City Centre Feasibility Study

Following on from the work above the council have continued to work in partnership with Natural Resources Wales, individuals and other organisations to identify a number of green infrastructure interventions and nature-based solutions for the heart of the city.

The intention was to identify multi-functional, cost-effective, nature-based solutions that maximise environmental, social, cultural, and economic benefits. Green infrastructure is an important element of climate change adaptation and nature recovery and helps the city to meet the requirements of the Well-being and Future Generations (Wales) Act 2015, the Environment (Wales) Act 2016 and Schedule 3 of the Flood and Water Management Act 2010.

A long list of suggested schemes was presented to stakeholders in two meetings to give people more opportunities to participate. Participants included residents, councillors, council officers as well as representatives of businesses and Newport Now, the local Business Improvement District.

Following the receipt of feedback from stakeholders a consolidated list of projects was agreed on. Each potential project on the list includes a brief description, the rationale for the project, predicted benefits and indicative costs. This list will be used to develop more detailed designs and plans when funding is available.

This study was funded by the Welsh Government's Transforming Towns Fund. The study area is the city centre as defined in the Newport City Centre Masterplan) which includes the Northern Gateway, City Core and Riverside.

3.3.4 Next Steps

A lot of good work has been undertaken in this area in the last year, and conflicting priorities mean that progress within the Land Use subgroup requires co-operation from colleagues throughout the council. In order to highlight where further climate change mitigation and resilience schemes can be implemented most effectively, green Infrastructure mapping of Newport is being undertaken. Policies will be updated to reflect the importance of land use in mitigating and adapting to climate change, and a continual review of land assets and land tenant contracts will be key to this group moving forwards.

3.4 Theme 4: Transport & Mobility

3.4.1 2030 Vision

A city with healthy and sustainable travel choices for the people

3.4.2 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.

3.4.3 Case Studies

3.4.3.1 Plant & Fleet Vehicles



In 2020/21, the council added 29 ultra-low emission vehicles (ULEVs) to our fleet which included 5 additional electric refuse vehicles. We also added 37 chargers for fleet use which will meet our needs into the future.

Around 130,000 zero emission miles were driven by the council's electric cars and light vans in the year to April 2022.

3.4.3.2 Active Travel

Through the Welsh Government's Active Travel Fund a number of new active travel projects have been delivered to increase the availability of good quality cycling and walking routes across the city area.

Many of these projects have been delivered in areas that provide off road alternatives through open space areas such as in Tredegar Park, Gear Fort, Coed Melyn and Monkey Island in Lliswerry.

Project delivery has been focussed on areas where demand for intervention is demonstrated through public consultation. This often emphasises the lack to good quality provision for walking and cycling away from busy roads and junction crossings. This demand supported by the results of previous active travel network consultations shows the potential to address the issues through the provision of routes through parks and open spaces. This approach improves the sense of safety, creates a more pleasant environment for the user and can also provide more direct routes when compared with on-road alternatives.

Many of these active travel project sites cross areas of ecological sensitivity and so it is important to minimise the negative impacts of the project. This includes carrying out appropriate surveys that inform both design and delivery of the project. Practises that protect the biodiversity in the area include restricting the timings of work, protection of tree root areas and nearby vegetation and monitoring the area during the works.

It is also important to consider the longer-term negative impact of ecology and biodiversity once the project had been delivered. This presented a challenge when considering the installation of lighting along new routes. As fears over personal safety is a major barrier to walking and cycling the lighting of routes is an important consideration to ensure routes provide an attractive environment which

provides reassurance for users. This ensures that use of new routes is maximised at all times of the year.

The use of traditional high-level highways lighting presents an ecological issue when installed in open space areas as it results in a wide spread of artificial light which negatively impacts the nocturnal wildlife that uses the area. To reduce this impact whilst still providing this important feature, low level bollard lighting has been used on all active travel routes that travel through green open spaces. As can be seen in the below picture, this type of lighting focusses light across the path area and so minimises the spread of light throughout the wider area.

The delivery of walking and cycling routes through open spaces also increases the availability of

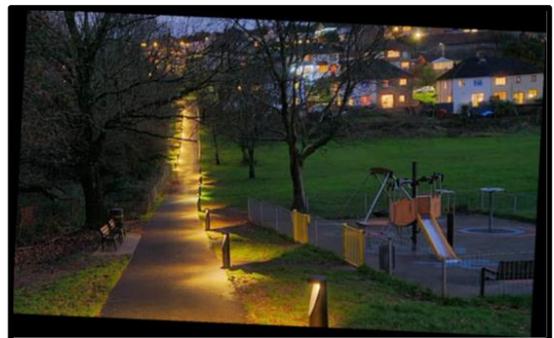


routes for recreation purposes. This has numerous health and wellbeing benefits and increases the likelihood of an individual's opting to utilise walking and cycling for their everyday journeys. Improvements that have been made across the city include:

The new **Devon Place bridge** provides much improved connectivity for both pedestrians and cyclist moving between the north and south of the city centre. The

connecting route between the two destinations was previously served by an underpass which is unfit for purpose. This bridge will connect the Gold Tops and Queens Hill area to the city centre without the need to use the underpass.

Providing a link through **Tredegar Park** into the **Tredegar Park old golf course** leading out onto the A48 near to the Junction 28 roundabout. This exciting project will further enhance this popular destination and provide cyclists and pedestrians with alternative means of transport. The path complies with both the Active Travel (Wales) Act 2013 and the Equalities Act 2010, making it suitable for users of all abilities. This route is lit with low level bat friendly lighting that has been very popular at the Coed Melyn active travel route.



Monkey Island active travel route has now been opened after the completion of works to ensure the path is fully accessible. The new route provides a safe crossing link under the Southern Distributor Road for pedestrians and cyclists. A new accessible ramp connects the pedestrian and cycle path on the northern side of the SDR bridge with a new path under the bridge. This path leads off into the Lysaght Village housing estate, and from there to other commercial and residential links in Lliswerry. The new route means that cyclists and pedestrians no longer need to use multiple road crossings to get from one side of the SDR to the other.

A new link from **Tredegar Park** to the front of **St. David's School**, providing parents and children a safer route to and from the school.

Surface improvement taking place at **Malpas & Bettws Canal** to bring this route up to active travel standard along the section of the canal between Gwastad Gate and the boundary with Torfaen.

After several rounds of public consultation, the Active Travel Network maps review has been completed and the updated map of active travel routes (both existing and proposed routes) and final report have been approved by Welsh Government. The map routes within in it will be used to plan future active travel developments over the next five years.

3.4.3.3 Charging Points



The council has been instrumental in the installation of 85 charge sockets across the city. Seventeen were delivered in 2021/22. There are currently 18 in construction, and a further twenty are planned for delivery in 2022/23. More sites are being identified for future years. In 20/21 our public chargers delivered over 80,000 zero emission miles.

3.4.4 Next Steps

Some of the work we will be looking at over the next 12 months includes:

- Reducing commuting by single use car by implementing a new operating model for staff including hybrid home working and use of local public sector hubs
- Developing a five-year plan for fleet renewal and charging capacity
- Increasing our charging capacity and looking to link it to renewable sources of energy as much as possible.
- Developing more active travel routes, and promote walking and cycling for shorter journeys
- Improving travel information at bus stops to encourage the use of public transport

Changes to working practices, including increased homeworking, will have a big impact on future transport emissions. We also expect to see emissions in this theme decrease gradually over the next five years as we implement our fleet renewal, charging capacity and active travel plans.

3.5 Theme 5: The Goods & Services we Procure

3.5.1 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

3.5.2 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.

3.5.3 Case Studies

3.5.3.1 The National TOMs Wales Social Value Calculator

In Wales, the term social value is in effect defined through the Well-being of Future Generations Act (Wales) 2015 which requires public bodies to think about the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change.



The Social Value Calculator for the National TOMs Wales has been designed to allow organisation and their suppliers to measure, procure and report on social value.

The council has adopted the tool and has reviewed and selected measures within the tool that relate to decarbonisation, sustainability and waste. These measures will now be used in our procurement processes.

3.5.4 Next Steps

Work on the Goods & Services we Procure is already under way with Gateway and Tender documents being updated to reflect our commitment to the actions outlined in the Climate Change Plan. Long-standing contracts will continue to be reviewed, to ensure suppliers' actions and behaviours align with our own, and new contracts will be assessed in-line with new Council guidance. As we begin to implement the new requirements, cooperation with suppliers, and knowledge sharing both internally and externally will be required.

3.6 Theme 6: Our Wider Role

3.6.1 2030 Vision

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

3.6.2 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.

3.6.3 Case Studies

3.6.3.1 Newport's Local Area Energy Plan



In 2021, private and public sector partners and stakeholders worked together to develop Newport's Local Area Energy Plan (LAEP). Following Ofgem methodology, the LAEP process combines robust technical analysis with comprehensive stakeholder engagement to create a pathway for delivering decarbonisation as effectively as possible, identifying actions required by groups including local and national government, energy providers, regulators, industry, and residents.

The Newport LAEP sets out a vision for reaching a net zero energy system for Newport by 2050 and provides a city-wide route map to decarbonise the heat, electricity and local transport that we use on a daily basis and realise local renewable energy production for the future. It provides us with an understanding of the nature, scale, rate, and timings of changes that need to be made for Newport's transition to a net zero energy system.

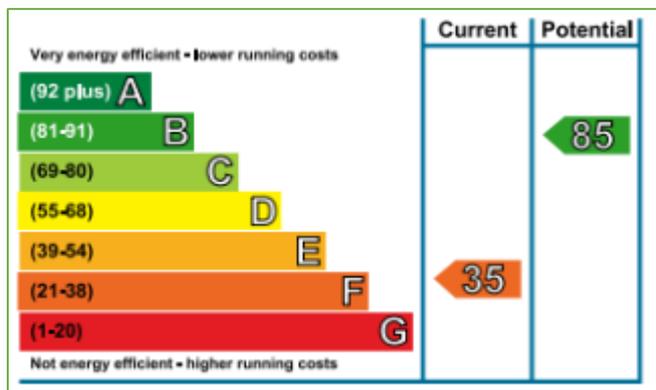
Based on evidence the plan identifies seven priority intervention areas which represent the areas where physical change to the energy system needs to be made:

1. Whole building retrofit (insulation, efficiency measures and behind the meter generation)
2. Development of public EV charging infrastructure
3. Electricity distribution network upgrades
4. Onshore renewables
5. Industrial innovation program
6. Heat pump and heat network deployment
7. Transport energy demand reduction

The plan was approved by the council's Cabinet in June 2022 and initial plans are now underway to implement the seven priority areas.

Development of the plan has facilitated increased local stakeholder awareness in Newport, resulting in more widespread and meaningful consent for the changes required and credible commitments to deliver the plan and will provide a framework for partners to work together in the future.

3.6.3.2 Domestic Rental Energy Performance



Where property owners market properties for rent (or sale) there is a need to comply with Energy Performance Rules. These rules state that properties must have an Energy Performance Certificate and the properties efficiency should be rated at or between levels A to E, whilst ratings of F and G are banned.

Trading Standards have undertaken an extensive intelligence gathering exercise

looking at domestic rental properties across the city, 113 landlords suspected of renting illegal and inefficient properties (F or G rating) were contacted, 23 demonstrated they were compliant and 29 brought themselves into compliance due to the service interaction. 27 compliance notices were sent to those not returning contact.

362 landlords suspected of having no EPC. It was discovered that 117 were compliant and 11 of these were only made compliant following the action of the service. 241 of the landlords require further consideration; 12 of whom are in discussion with the service and from 229 there has been no response. This work will continue to bring these properties in to compliance.

The impact of this work so far shows a reduction annually of 198.5 tonnes of carbon emission, a reduction in annual energy of 178,329 kWh and a reduction in fuel bills (April 2022 prices) of £58, 217.

3.6.3.3 Waste

The council is continuing its work to meet Welsh Government zero waste targets by 2050. In 2021-22 the council once again surpassed its target for municipal waste reused, recycled and composted achieving 67.1%.

3.6.3.4 The Road to Nature



Our new 'Road to Nature' formally known as LG Access Road, is located off the A48 Coedkernew and runs off Church Lane Coedkernew. Built many years ago, this road had never been fully developed into an operational highway, however it is still classified as an adopted highway. Over the years the lane had become a target for large scale commercial fly-tipping and has since been used by travellers to set temporary illegal encampments, especially in 2004 and 2015.

Last year, the council carried out a very successful covert surveillance operation was carried out by the council during 2021, leading to a number of fixed penalty notices being issued, five prosecutions and seizure of two vehicles. Since the installation of CCTV in the access and main sections of the road, no further fly tipping has occurred in the area.

In October 2021, the council also carried out large scale works to remove all fly tipped waste. Works lasted ten days, with 650 tonnes of waste removed from the site including over 1,800 tyres. All recyclable waste was sorted into different elements to maximise recovery, achieving a recycling rate of 85%. The council is now working with the Friends of the Road to Nature, a local community group who have adopted the site, to improve biodiversity in the area and promote it as a nature destination.



3.6.4 Next Steps

Work is underway to realise the six “Our Wider Role” priorities in the plan which includes:

- Implementation of the Local Area Energy Plan (LAEP). A funding plan is under development and a programme manager will shortly be recruited to lead and co-ordinate the actions specified in the LAEP.
- The Domestic Rental Energy Performance Project. Funding for this project came to an end in March, however the good work of the project has continued and we are now looking to source further funding to enable the project to continue on an ongoing basis.

4 ANNUAL CARBON REPORTING

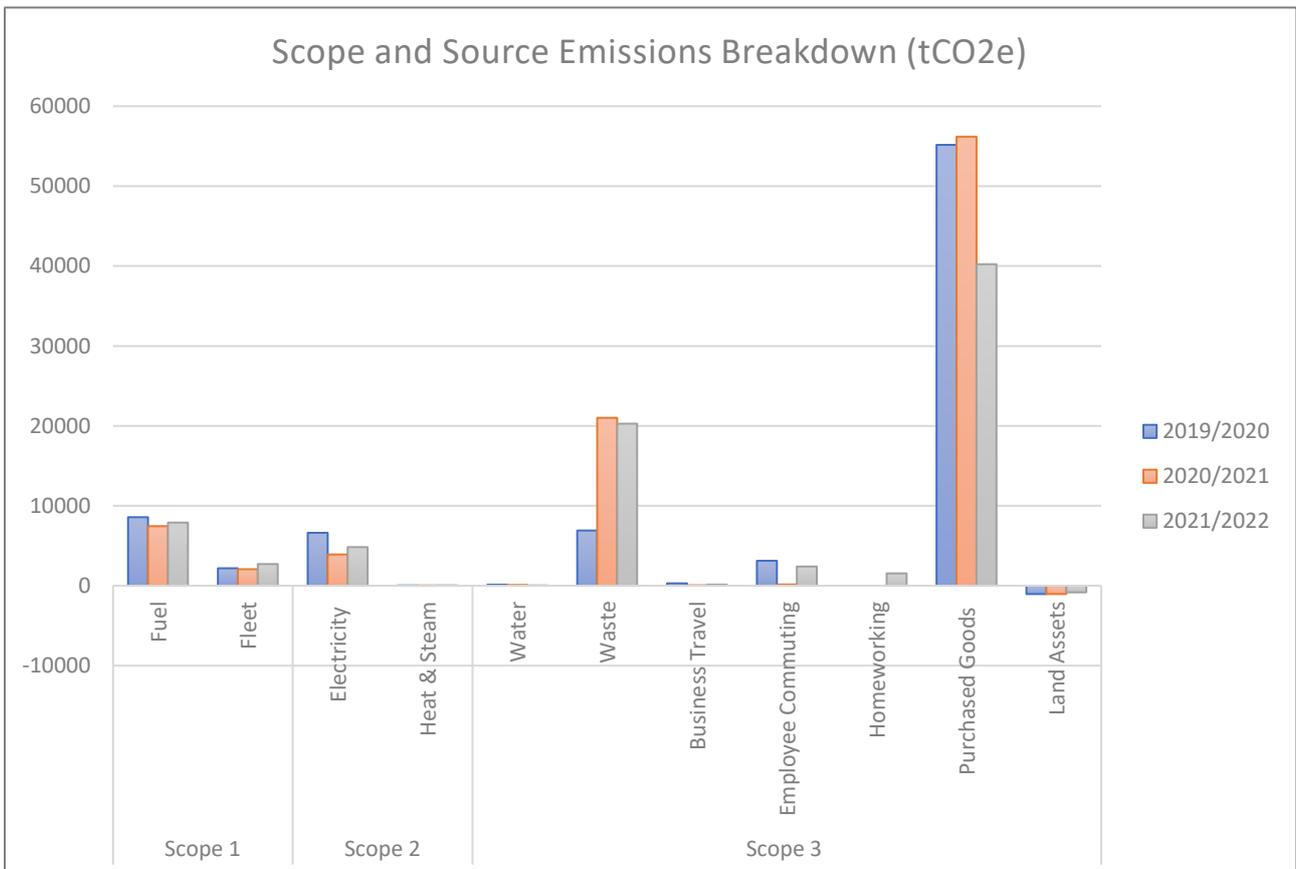
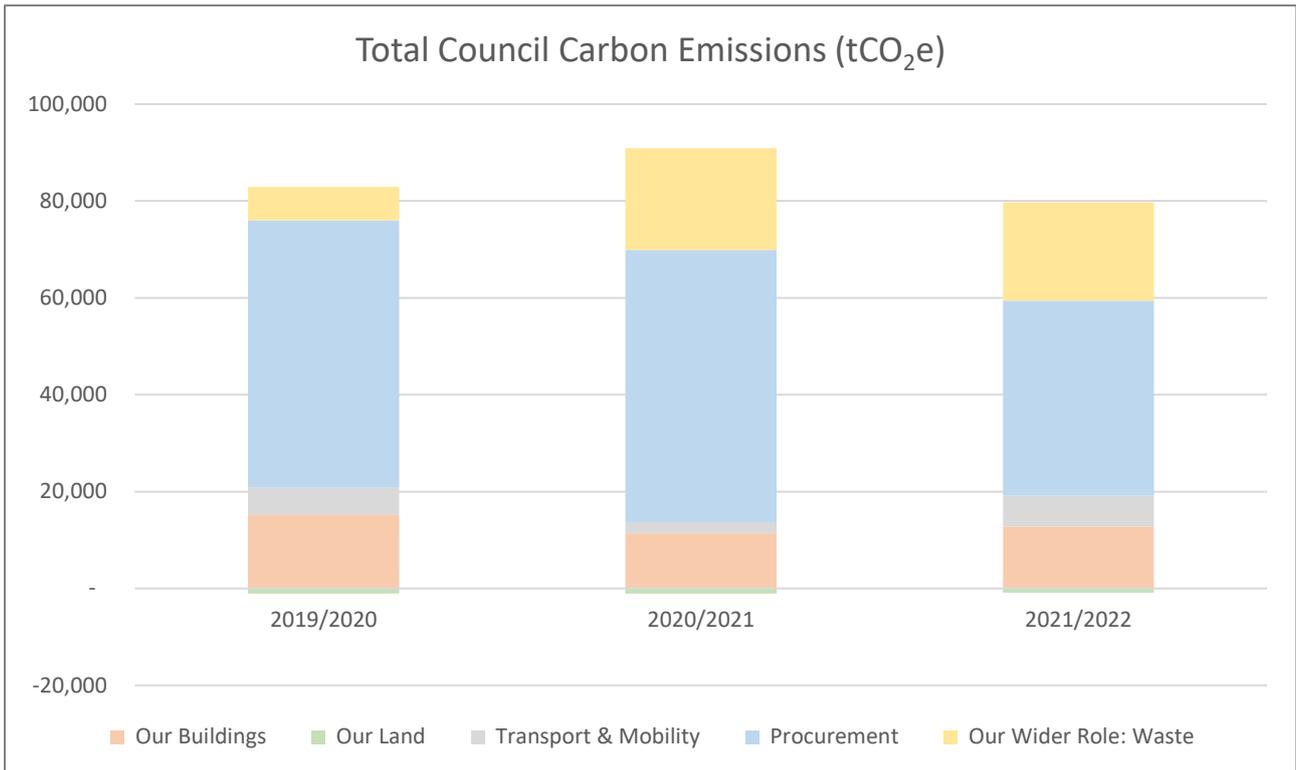
4.1 Baselining our carbon emissions

Welsh Government published guidance (May 2021) to public sector organisations to enable a consistent approach across Wales for reporting on their organisational carbon emissions. The reporting methodology considers all emissions associated with activities performed by local authorities including fuel, energy, water consumption, waste disposal, employee commuting, business travel and land use.

4.2 Annual Carbon Reporting 2021-22

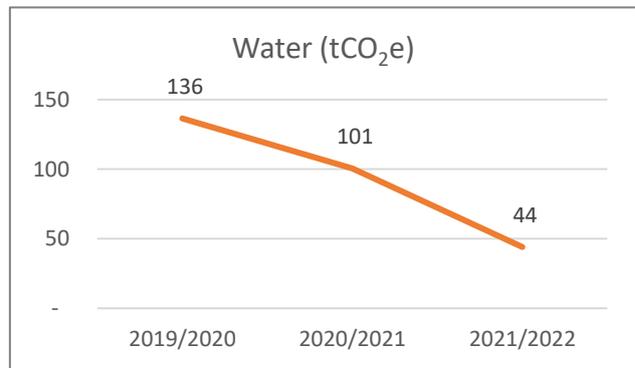
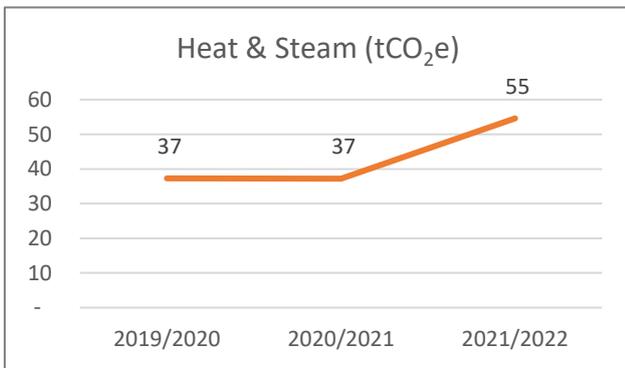
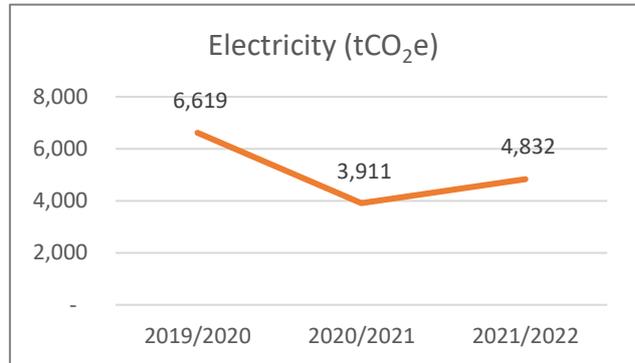
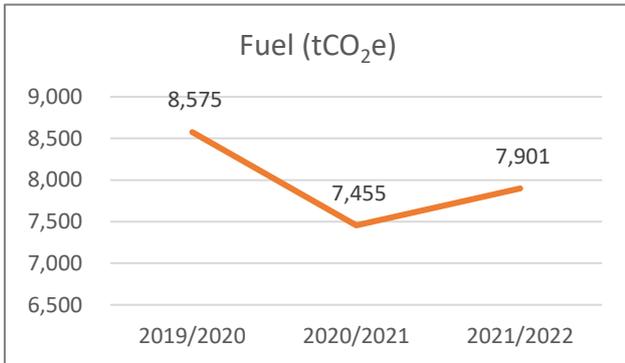
For 2021-22 there are changes to the structure of the reporting template; emission factors are now incorporated, and emissions are calculated automatically. The table and graphs overleaf give a comparison of emissions since the council has moved to using the Welsh Government guidance for calculating annual carbon reporting.

Theme and Descriptions	2019/20		2020/21		2021/22	
	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%
2: Our Buildings						
Fuel	8,575	10.5%	7,455	8.3%	7,901	10.0%
Electricity	6,619	8.1%	3,911	4.3%	4,832	6.1%
Heat & Steam	37	0.0%	37	0.0%	55	0.1%
Water	136	0.2%	101	0.1%	44	0.1%
Total	15,367	18.7%	11,504	12.8%	12,831	16.3%
3: Our Land						
Land Assets	-1,041	-1.3%	-1,041	-1.2%	-829	-1.1%
Total	-1,041	-1.3%	-1,041	-1.2%	-829	-1.1%
4: Transport & Mobility						
Fleet	2,184	2.7%	2,066	2.3%	2,298	2.9%
Business Travel	299	0.4%	58	0.1%	143	0.2%
Employee Commuting	3,120	3.8%	156	0.2%	2,403	3.0%
Employee Homeworking	-	-	-	-	1,545	2.0%
Total	5,603	6.8%	2,280	2.5%	6,388	8.1%
5: The Goods & Services we Procure						
Procurement	55,168	67.3%	56,190	62.5%	40,231	51.0%
Total	55,168	67.3%	56,190	62.5%	40,231	51.0%
6: Our Wider Role						
Waste	6,908	8.4%	21,009	23.4%	20,279	25.6%
Total	6,908	8.4%	21,009	23.4%	20,279	25.6%
Total Council Emissions	82,005	100%	89,942	100%	78,900	100%
tCO₂e - Tonnes of CO₂ equivalent						



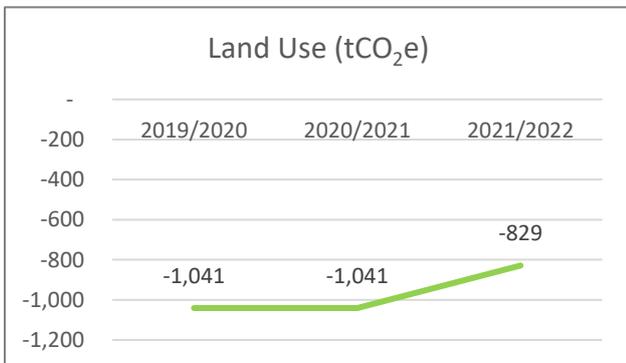
4.2.1 Our Buildings

Most fuel sources have seen an increase in emissions vs 2020/2021 due to buildings resuming activity after the COVID pandemic, however our long-term downward trend is continuing.



Due to the continued expansion of the population in Newport, the council is adding additional infrastructure, such as streetlights and new schools to our estate, whilst this does add to our baseline figures and therefore the scale of decarbonisation ahead of us, we are currently just absorbing this into our totals. Additionally, as the carbon reporting guidance evolves and we refine our data collection we sometimes need to report on emissions which we previously didn't which affects our totals. One example of this is in 2021/22 is the inclusion of the southern distributor road lighting (78,167 kg CO₂equivalent).

4.2.2 Our Land



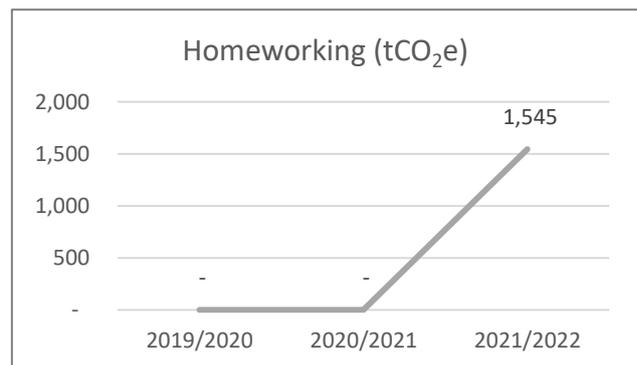
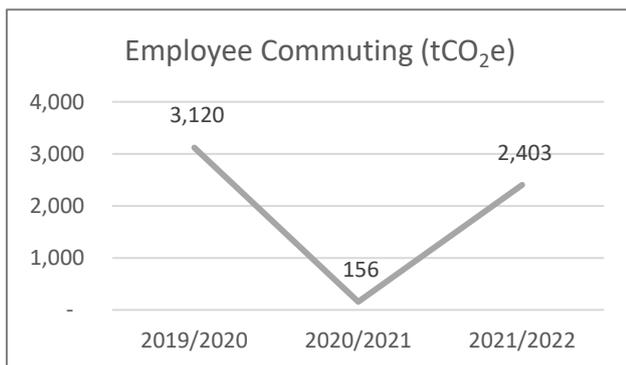
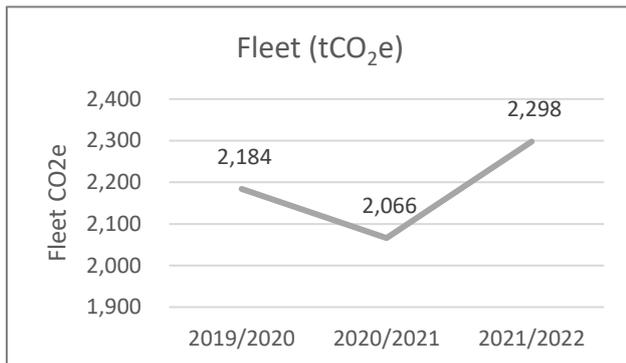
The type of land we own and the way in which we use it can have a positive or negative impact on our overall emissions. Importantly having the right type of land that can absorb carbon (though sequestration) allows us to offset those carbon emissions that we cannot remove from other sources. Over the past year the offsetting that our land provides has reduced due to the acquisition of new settlement areas; and the acquisition and construction of footpaths, parking spaces, cycleways etc., and the removal of a small number of grass

and the removal of a small number of grass

spaces. As we move forward to 2030, carbon offsetting through land that we own will increase in importance.

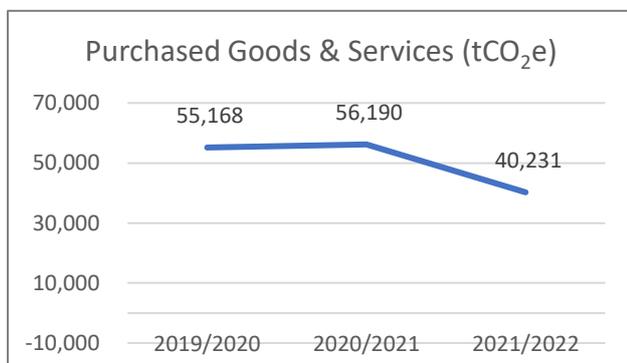
4.2.3 Transport & Mobility

In this reporting year, the council has worked hard to make our fleet more sustainable and has increased the number of electric vehicles we use from 39 to 67. Unfortunately, due to COVID-19 working practices additional diesel vehicles had to be used as crews couldn't travel together, this pushed up the amount of fuel we otherwise would have used.



Homeworking is a new addition to annual carbon reporting. Organisations need to account for how many staff are working from home and the average percentage of time they do so.

4.2.4 Goods & Services We Procure



There is a significant change in this year's procurement figures. This is partially due to improvements in the Welsh Government reporting guidelines but also due to the changes in the goods and services we buy from year to year which have different amounts of carbon associated with them. The council is updating its procurement processes to embed positive climate and carbon action in our supply chains.

4.2.5 Our Wider Role



Whilst our climate change plan covers a broad range of actions that are part of our wider work, the carbon reporting methodology only covers emissions from waste. Emissions for the last year were broadly in line with 2021/2022.

5 TIMESCALES UPDATE

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	Complete
Mar 2022	Plan published	Complete
Mar/Apr 2022	Development of a delivery, governance and performance framework	Complete
Apr 2022	Start implementation of the plan	Underway
Annually	Progress report to be published	Underway for 2021-22
Annually	Review of the plan	Planned for Jan 2023
Apr 2026	Start to develop new plan for next period 2027-32	

6 GLOSSARY OF TERMS

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.

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.

Carbon Sequestration is the process of capturing and storing atmospheric carbon dioxide. It is one method of reducing the amount of carbon dioxide in the atmosphere with the goal of reducing global climate change. Forests and other forms of plant life absorb carbon dioxide from the air as they grow and bind it into biomass.

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

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.

Procurement is the act of purchasing goods or services.

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 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.

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.

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

Report

Cabinet

Part 1

Date: 12 October 2022

Subject **Gwent Regional Partnership Board: Market Position Statement**

Purpose Each Regional Partnership Board in Wales is required under Section 9 of the Social Services and Wellbeing (Wales) Act 2014 to publish a regional overview of the market stability of the commissioned services in that area.

This report takes an overview of the current position of the registered services in Gwent with a specific focus on the relative 'stability' of the services commissioned. This is known as a 'Market Stability Report' (MSR).

Author Head of Audit Services / Head of Regional Partnership Team

Ward All

Summary In Gwent, individuals have a choice as to the services available to meet their needs. However, the stability of the market is likely to be put to the test during financial year 2022/2023 as increasing cost pressures, allied to recruitment and retention difficulties will further expose the sector to increased levels of risk, this is especially so in the adult domiciliary and residential care markets.

Care Homes are currently largely able to meet the demand for the services. Domiciliary care services have reached critical levels due to staffing availability and providers continue to have issues with recruitment and retention. Currently the demands for domiciliary care services are significant, with individuals choosing to remain at home if possible, and these demands are likely to exacerbate already strained resources.

In children's services, the external provider market is subject to instability caused by acquisitions and mergers. There is also currently a lack of competition and choice in the market and the costs and profits are significantly higher than they would be in a healthy, competitive marketplace.

Working throughout the pandemic in conjunction with partnership agencies, alongside independent providers within the care home and domiciliary care sector has required and allowed statutory agencies to work differently and apply some creative commissioning in the best interest of citizens. This has further strengthened the positive working relationships between health and social care and provider partners in the region.

The issues raised in this MSR will be picked up in the Area Plan and measures to mitigate threats to market stability will be outlined. However, it is also important to note that a range of actions aimed at mitigating the current challenges faced by the sector are being dealt with at local, regional and national levels.

Proposal This report seeks the views of Members with reference to:

- a. As required under the Social Services and Wellbeing (Wales) Act 2014 (SSWBA) accept and agree the Market Stability Report for the local authority area.
- b. The authority continues to engage with Regional Partnership Board (RPB) and support the development of the regional Area Plan, where actions will be identified setting out how priorities will be addressed.

Action by Director of Social Services

Timetable Immediate

This report was prepared after consultation with:

- Director of Social Services, Newport City Council
- Blaenau-Gwent County Borough Council
- Caerphilly County Borough Council
- Monmouthshire County Borough Council
- Aneurin Bevan University Health Board
- Gwent Partnership Fora

Signed

Background

Care Homes

The 6 commissioning organisations in Gwent currently commission 106 care homes and 109 domiciliary care providers for older adults across the region. Prior to the COVID-19 pandemic, there were few concerns with regards to care home vacancies and the financial viability of providers. Most providers require at least 90% occupancy to remain financially viable. Care home bed vacancies are monitored on a weekly basis at local and regional levels. However, the COVID-19 pandemic had a significant impact on the provision of care and support in Gwent.

The residential care home market is generally stable, although Gwent has experienced elevated vacancies. However, vacancies are now returning to levels previously common prior to the pandemic. A significant increase in vacancies occurred because of COVID-19, prolonged periods of fewer admissions, suspension of admissions due to infection prevention and control measures and others resulting from the advent of escalating concerns/provider performance issues. There was also some anecdotal evidence of a possible changes in attitude towards choosing to live in a care home and this may also have been an additional factor. Staff isolation requirements meant that homes also experienced significant staff shortages thus further impacting on providers' ability to accept admissions.

Domiciliary Care

Due to the COVID-19 pandemic and staffing shortages, domiciliary care services are currently at critical levels and are at times unable to fully meet demand. Staff continue to leave the sector due to poor pay, terms and conditions and costs of employment (such as driving and registration). In recent months this situation has been further exacerbated by the cost-of-living crisis and particular the rising cost of fuel. Staff shortages have increased delayed transfers of care from local hospitals, creating bottlenecks across the wider system. There is currently an increase in individuals requiring care at home and it is unsure as to whether this will continue following the COVID-19 pandemic. Also, of concern is the number of packages of care that are returned to commissioners, - over 70 providers returning more than 950 weekly hours per week. This causes commissioners to prioritise the most vulnerable citizens with complex needs.

Partnership approach with care homes and domiciliary care agencies

Throughout the pandemic regular, often weekly, webinars were held separately with care homes and domiciliary care agencies. This helped to build a positive working relationship with these key organisations to understand and to support them to continue to deliver good quality, responsive services during the pandemic. It also provided a useful platform to engage providers in critical messages about infection prevention and control measures and to consider business continuity issues. The seminars continue to be held monthly and are much valued by LA's, ABUHB and service providers alike.

This regional approach adopted in Gwent has resulted in developmental work primarily in relation to market stability, and specifically to support workforce recruitment and retention across the social care sector. Commissioners in Gwent currently pay some of the highest rates to providers in Wales. The removal of subsidies from Welsh Government has been a challenge, alongside the rising costs of service provision.

Emotional wellbeing of the health and social care workforce

Gwent Market Stability Report has identified that there is a need to further support the emotional wellbeing of its vulnerable population. The emphasis is now placed on 'what matters' to an individual and commissioning practices will need to change to reflect this. The further development of preventative services is also key to maintaining the independence of individuals.

Mental health and learning disability services

The COVID-19 pandemic has had a significant impact on mental health support for adults and children, with waiting times for Child and Adult Mental Health services increasing. Early intervention has been identified as an area for improvement, as has supporting people with learning disabilities to live independently in their community alongside earlier diagnosis of ASD. In addition, ABUHB are finding it difficult to place complex people with learning disabilities closer to home and therefore this is a growing commissioning issue. Gwent's Shared Lives service is set to expand further with a focus on mental health and learning disability services. Gwent Mental Health and Learning Disabilities Partnership aims to establish what actions are needed to improve the lives of people in Gwent. Finally, a robust action plan has been agreed between all commissioners and the Regional Partnership Team that will pick up commissioning related issues across the piece.

Children's Services

The regional strategic priorities for children and families in Gwent are:

- To improve outcomes for children and young people with complex needs through earlier intervention, community-based support, and placement closer to home.
- There is a need to strengthen services and partnerships around a single front door approach to reduce onward referrals between organisations and establish the right intervention at the right time.
- The Regional Partnership Board (RPB) will continue to implement the principles of NEST/NYTH across all services. Co-production, integration and seamless transitions to adult services remain a key objective.

Children's services are currently insufficient to meet the needs of the region in terms of residential services and foster placements. Demand for foster services currently outstrips supply and it is often difficult to source the right type of placement. The lack of appropriate residential services results in children being placed out of county and Gwent LA's are now focussing on increasing capacity through in-house and external developments and investing in preventative services.

All 5 LA's work in partnership with providers to develop individualised packages of care for local children, supporting independence and resilience. Excessive profits for some independent providers are considerably higher than expected due to a lack of competition and viable alternatives. However, the Welsh Government's policy commitment to 'eliminating profit' in children's residential and foster care could inadvertently act as a deterrent to future investment. The successful transition to a 'not for profit' model will need to be managed appropriately to avoid further pressure on local authority children's services. A robust bid for Integrated Care Funding has been developed and submitted. This focuses on building capacity to develop alternatives to independently provided and commissioned services in line with Welsh Government policy.

Summary

In Gwent, individuals have a choice of the services available to meet their needs. However, the stability of the market in adult services is likely to be put to the test during financial year 2022/2023 as increasing cost pressures mount, allied to long running and entrenched recruitment and retention difficulties; and this will further expose the sector to increased levels of risk, this is especially so in the adult domiciliary and residential care markets.

In mental health and learning disability services there is a renewed opportunity for the regional team and commissioning organisations to work closely to develop a framework for action and to take forward several key commissioning related activities to further support people at local and regional levels.

In children's services a careful balance will need to be struck between ensuring that the right level of services for looked after children are commissioned close to home and to reduce reliance on high profit organisations often far away from people's homes.

Each of the areas summarised above will be picked up and considered as part of the area planning process and where at all possible mitigating measures will be taken to minimise any associate risks.

Financial Summary (Capital and Revenue)

- There are no costs and financial implications associated with this report

	Year 1 (Current) £	Year 2 £	Year 3 £	Ongoing £	Notes including budgets heads affected
Costs (Income)					
Net Costs (Savings)					
Net Impact on Budget					

Risks

Should the Council decide not to endorse this report then the Council may find itself in breach of Welsh Government legislation.

Risk Title / Description	Risk Impact score of Risk if it occurs* (H/M/L)	Risk Probabili ty of risk occurrin g (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?
Breach of legislation	H	L	Endorse the report	Sally Jenkins

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

This report meets the Councils' requirements to ensure compliance with the Social Services and Wellbeing (Wales) Act 2014 and the Population Needs Assessment.

Options Available and considered

Endorse the report
Reject the report

Preferred Option and Why

Accept the report to comply with the Social Services and Wellbeing (Wales) Act 2014.

Comments of Chief Financial Officer

Although there are no direct financial implications associated within this report the stability of the market is resulting in significant financial pressure. The demand and the rising costs that adult services providers are experiencing are resulting in unprecedented fee increases being passed onto all authorities and feature in the medium term revenue plan.

Over the last 5 years, this Council has had to invest £11.91m in demand pressures for both Children and Adult social care. In addition, and as pointed out in this report, the pressure on salaries/wages in the sector has continued to be an issue. This Council, like many across Wales, invested more money into budgets in 2022/23 to ensure providers could pay at least the 'Real Living Wage' and which cost £4.353m across both Children's and Adult Social Care contracts. This was a necessary and helpful development although, as the report outlines, pressure on recruitment still exists.

The Welsh Government's 'eliminating profit' policy in children services could also result in financial pressures if external capacity is reduced. The report states that a robust bid for Integrated Care Funding has been submitted which could alleviate this in the medium term.

Comments of Monitoring Officer

Section 144B of the Social Services and Well-being (Wales) Act 2014 requires local authorities to prepare and publish a market stability report, on a regional basis, to assess the sufficiency, sustainability and quality of regulated social care service providers within the Gwent area and the impact upon the commissioning of these care services by the local authorities. This links in with the Regional Population Needs assessment that was approved by Council in March 2022 and the market stability report must take account of the needs assessment and action plan. The market stability report has been overseen by the Gwent Regional Partnership Board and has been prepared in accordance with the Partnership Arrangements (Amendment) and Regulated Services (Market Stability Reports) (Wales) Regulations 2021 and the Welsh Government's Code of Practice and Guidance. It now needs to be formally signed-off and agreed by each of the partners, so that it can form the basis of the joint regional Area Plan. The market stability report has been presented to Partnerships Scrutiny Committee and Cabinet are also invited to consider the report and make any comments. The final report will need to be approved and adopted by full Council, prior to its publication and submission to Welsh Government.

Comments of Head of People, Policy and Transformation

The report provides a useful assessment of the state of the market for commissioned services in the Gwent region. Particular concerns have been identified within the residential and domiciliary care sectors and within children's services.

The increasing relevance of issues relating to sustainable development, for instance, prevention/preventative services, regional collaboration, long-term planning and individual choice in the services received is noted.

The role of the social care workforce will be critical in meeting the challenges outlined in the report, and the significant recruitment and retention pressures within the sector are noted and will need to be addressed through the area planning arrangements.

You will have consulted the Head of People and Business Change to complete the 'Background' section above. This section should confirm that has been done and that the Head of People and Business Change is comfortable with the proposals.

Scrutiny Committees

N/A

Fairness and Equality Impact Assessment:

There are no negative implications associated with this report.

A full FEIA has not been carried out with respect to this report as the Regional MSR must be produced to comply with Welsh Government primary legislation.

- **Wellbeing of Future Generation (Wales) Act**

There are no negative implications associated with this report.

- **Equality Act 2010**

There are no negative implications associated with this report.

- **Socio-economic Duty**

There are no negative implications associated with this report.

- **Welsh Language (Wales) Measure 2011**

There are no negative implications associated with this report.

Consultation

N/A

Background Papers

Gwent Population Needs Assessment

Dated: 5 October 2022

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Bwrdd Partneriaeth
Rhanbarthol Gwent
Gwent Regional
Partnership Board

Gwent Regional Partnership Board

Market Stability Report

March 2022



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FOREWORD

MELANIE MINTY, PROVIDER REPRESENTATIVE GWENT REGIONAL PARTNERSHIP BOARD

I am delighted to introduce the Gwent Regional Market Position Statement for the period June 2022 to April 2025. This is the first time that commissioning bodies and Regional Partnership Boards in Wales have been required to produce and publish such a wide-ranging market oversight report.

Firstly, I must commend Gwent for their partnership approach with commissioned services which I know is much appreciated by care homes, domiciliary care agencies and 3rd sector bodies alike. Prior to the COVID pandemic partnership working was well developed in the region and this provided a head start when it came to working through the many and varied issues brought about during the 2020 to 2022 period. The weekly webinars were particularly valued.

This report paints a mixed picture of the opportunities and threats to a healthy and vibrant mixed economy of services in the region. Following COVID the twin threat faced by providers is the cost-of-living crisis and the chronic lack of staff wishing to work in social care and health. Both issues are hitting the domiciliary and adult care home care markets particularly hard. Again, the sector is grateful for the partnership approach adopted in Gwent, as well as the willingness of commissioners to find solutions to difficult issues and to make arrangements quickly and effectively to pass on any additional funding that is made available either via annual uplifts or by special grants provided by Welsh Government.

There is no doubt that this is a difficult period for social care and health services in the UK and Gwent is no different in experiencing renewed and continuing challenge. However, the strength and quality of the partnerships in this region can do nothing but help the situation. I am sure that the coming months will be testing times, but solutions will be found, and the sector will return to being the responsive, sustainable and viable sector that we all need.

I hope that anyone reading this report will find it of interest and value and that this will deepen understanding across the population of the social care and healthcare systems.

1. INTRODUCTION

The Social Services and Wellbeing (Wales) Act 2014 provides the legal framework for improving the wellbeing of people, including unpaid carers who need care and support, and for transformation of social services in Wales. Section 144B of the Social Services and Well-being (Wales) Act 2014 requires local authorities to prepare and publish market stability reports and makes provision for regulations setting out the form these must take, matters to be included, and the prescribed period for carrying out market stability assessments. These matters are set out in the Partnership Arrangements (Amendment) and Regulated Services (Market Stability Reports) (Wales) Regulations 2021.

The Act also requires Regional Partnership Boards to complete a market stability report (MSR) on a regional footprint to help local authorities and ABUHB understand the dynamics of the market for regulated services in our area. This MSR is structured in accordance with Welsh Government's '*Code of Practice and guidance on the exercise of social services functions and partnership arrangements in relation to market stability reports*'. The Code of Practice states that: "*Market stability reports are designed to give a high-level overview and assessment of the overall sufficiency of care and support, and of the stability of the market for regulated services.*" The Code of Practice recognises that there will continue to be a need for more detailed Market Position Statements and commissioning strategies for specific services and segments of the market.

This MSR highlights the current provision and will help assess issues such as the sufficiency, quality, and sustainability of regulated services within Gwent. A regulated service is those listed in the Schedule to the Social Services and Well-being (Wales) Act 2014. Currently these are:

- Care home services (adult and children's)
- Secure accommodation service (for children)
- Residential family centre services
- Adoption services
- Fostering services
- Adult placement ('Shared Lives') service
- Advocacy services
- Domiciliary support services

1.1 Population Needs Assessment

This Market Stability Report (MSR) links with the findings of the Population Needs Assessment (PNA) which sets out current and projected need and demand for care in local communities and the range and type of services that will be required to meet that demand. This MSR has been produced in partnership with each of the 6 commissioning organisations that make up the Gwent Regional Partnership Board: Blaenau Gwent County Borough Council, Caerphilly County Borough Council, Monmouthshire County Council, Newport City Council, Torfaen County Borough

Council, and Aneurin Bevan University Health Board; and covers regulated services as well as independent, private and third sector provision. The MSR and PNA documents complement each other and provide a comprehensive picture of current and projected demand and supply, but will not duplicate information, and the MSR should be read alongside the PNA. The MSR will also be a useful tool for providers and potential providers of regulated services to enable a better understanding of the region and help to inform their own strategic thinking about future investment. It will also be of interest to local communities, as it provides transparency about the use of resources and how decisions about service provision are made.

The Gwent Population Needs Assessment can be found on the Gwent RPB website www.gwentrpb.wales

1.2 Context

It is important to recognise that this report was developed and written in the immediate aftermath of the global COVID 19 pandemic. The pandemic has had a significant impact on people who need care and support, unpaid carers, and the wider workforce. The Covid-19 pandemic has also had a significant impact on the stability of providers and increasing the long standing, historical pressures faced by the sector. Reduced funding for local authorities, health board budget pressures, increased demand for services, payments for providers that have not kept pace with rising costs and workforce recruitment and retention have all been magnified by the pandemic.

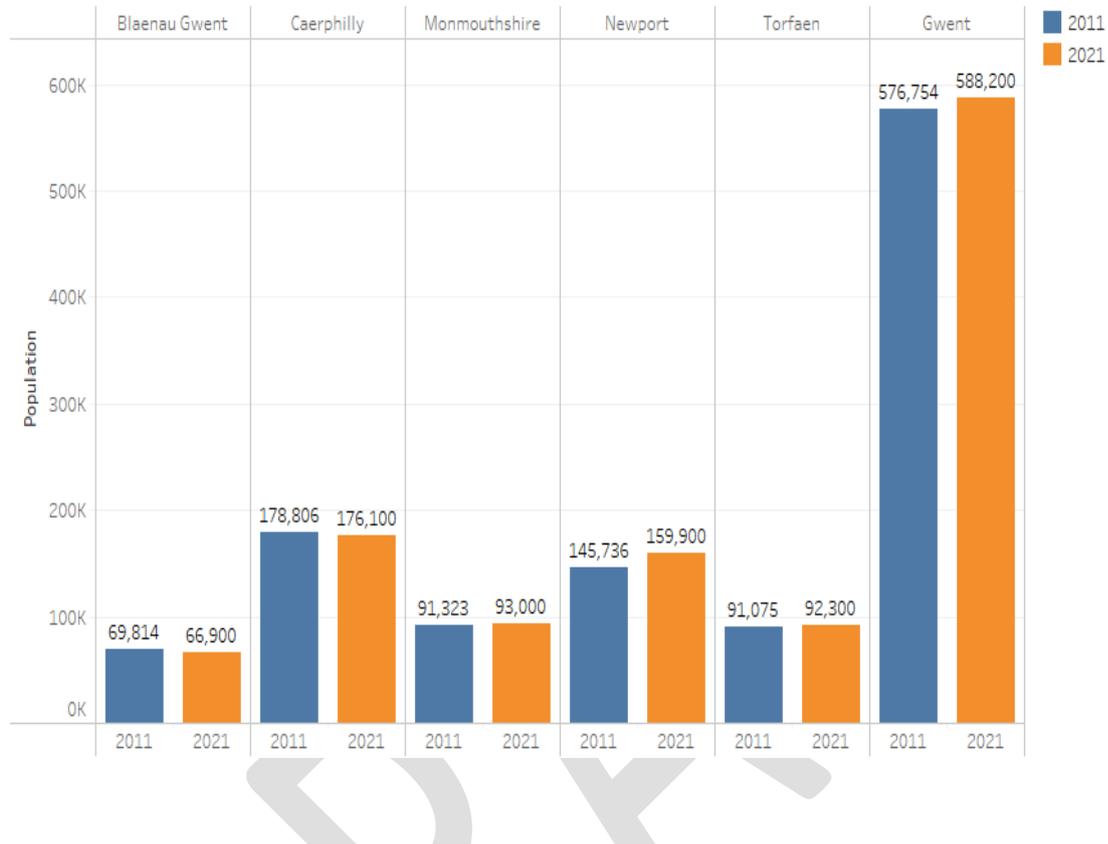
It should also be noted that the market has changed as a result of the COVID-19 pandemic. Whether these changes are long or short-term remains to be seen, but time is required to allow the market to settle and to determine what will become the 'normal profile of services in future.

The wider national policy context identifies a long-term drive to help people to live independently in the community and to reduce reliance on residential care. This is described in the Welsh Government's policy paper "*A Healthier Wales*". We have an ageing population across Wales, and this is changing the structure of our population and will bring both opportunities and challenges for the economy, services, and society at both a local and national level. Social care services will not be sustainable without better prevention and community support. Prevention and early intervention are key factors for improving wellbeing, as set out in the Social Services and Well-being (Wales) Act 2014 and more recently in the Welsh Government's '*A Healthier Wales plan*' which was updated in 2021.

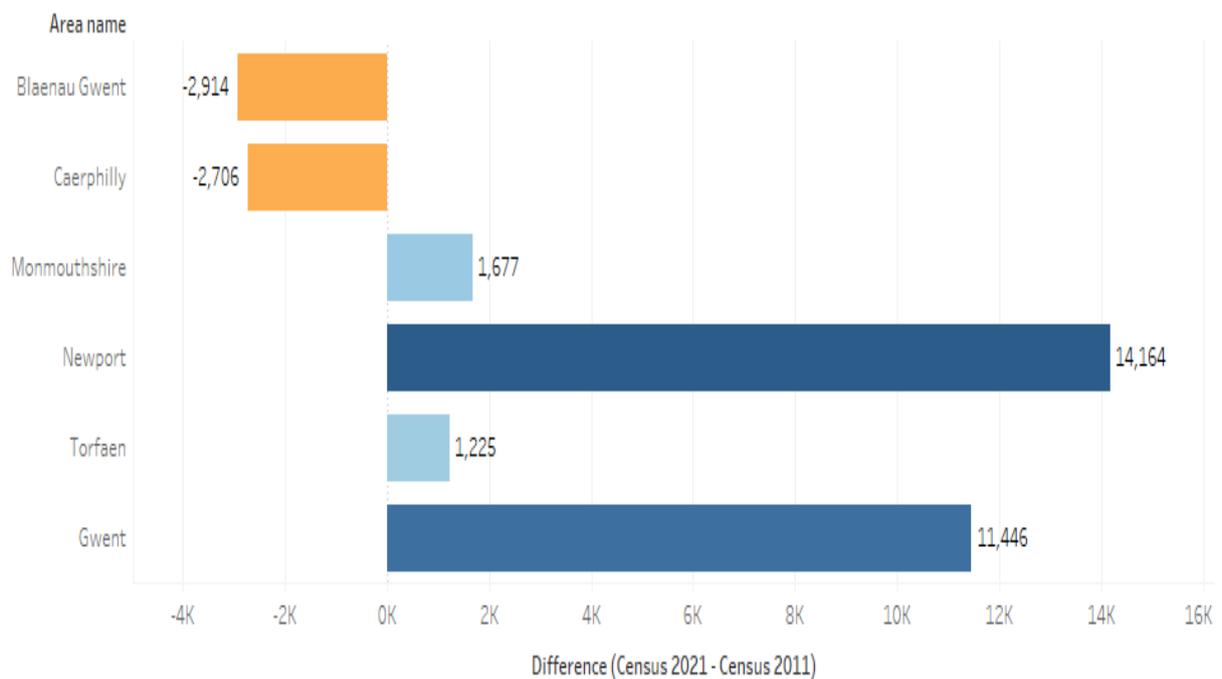
The effect of the pandemic, subsequent 'lock-downs' with infection, prevention and control measures put in place for the public's protection, has impacted upon the opportunity to involve citizens in a systematic way in the development of this MSR. However, the MSR draws upon the considerable engagement undertaken by the regional Public Service Board and Regional Partnership Board in developing the Wellbeing Assessment and PNA; and the Gwent Citizens' Panel has also been consulted and kept up to date with the current issues facing the sector, including the stability, of social care markets across Gwent.

This report has been developed in consultation with the active participation of the 6 commissioning organisations and service providers via regular regional weekly webinars and local engagement initiatives.

Census 2021 vs 2011 population estimates



Difference between Census 2021 and 2011 population estimates



2. ADULT SERVICES

2.1 Sufficiency Assessment: Population Needs Assessment (PNA)

This section highlights the gaps and emerging themes in terms of sufficiency of care from the Population Needs Assessment (PNA)

Population Group	Older Adults
Gaps and Emerging Themes	<p>Recruitment and retention of staff is a key challenge across social care and health and is severely impacting both domiciliary and residential care and in relation to persons changing needs and complexities within the community.</p> <p>There is an increasing need to further support the emotional wellbeing for older people, through reducing loneliness and isolation issues and providing multi-agency early intervention and community support to boost wellbeing.</p> <p>An ageing population means that there will be an increasing demand for care and support services including a diverse range of housing options.</p> <p>It is important to continue to strengthen partnerships, services, and co-production models, to improve the outcomes for people with care and support needs.</p> <p>A multi-agency partnership approach is needed to ensure appropriate housing and accommodation for older people.</p> <p>The RPB will need to strengthen partnerships and practices across health, social care, and independent/third sector to ensure we are supporting people to remain well at home for as long as possible, and people are able to return home from hospital, through an enhanced reablement approach.</p> <p>The complexity of people' s needs will continue to grow as the number of people living with dementia and multiple co-morbidities increases. The Gwent PNA suggests predictions indicating that localities can expect increases in people over 65 diagnosed with dementia, ranging from 62.1% increase in Blaenau Gwent to 97.1% increase predicted in Monmouthshire, over the period 2013 to 2035.</p>

2.2 Regional Commissioning Group

The Gwent Regional Commissioning Group comprise the commissioning leads from each of the 6 commissioning organisations in Gwent. It is co-chaired by a Director of Social Services and an Executive Director of ABUHB. The Group is responsible to the Gwent RPB and reports to the Board regularly.

The RCG has met since 2016 and has been responsible for the delivery of several aspects of the Part 9 requirements under the SSWBA:

- Section 33 Framework Agreement Care Home Accommodation for Older People in Gwent
- Regional Framework Agreement for the provision of Care Home Accommodation for Older People in Gwent
- Regional Framework methodology for care home fees in Gwent
- Review of Day Services in Gwent
- Review of Direct Payments in Gwent
- Development and implementation of Gwent-wide medication policy
- Market Stability Report 2022-25

The RCG has recently reset its focus following the pandemic and is due to report back into RPB in the early autumn. The areas of focus will include:

- 1000 beds initiative
- Implementation of findings of the MSR and PNA
- Review of fees methodology
- Review of contract management methodologies
- Third Sector strategic engagement and increased emphasis on 'social value' and 'rebalancing'
- Workforce initiatives such as Gwent Consortium and Micro Carers
- Childrens Services – reducing profit
- Mental Health and Learning Disabilities – new joint commissioning programme
- Further opportunities for pooled fund arrangements
- Increased regional co-ordination of some commissioning functions

2.3 Provider engagement

All 6 organisations in Gwent host regular provider forums for domiciliary care and residential providers. The frequency of these forums increased during the COVID-19 pandemic and additional regional provider fora were held weekly at a local level. Commissioners and monitoring officers maintain regular communication with providers and both report that engagement has been productive in identifying issues and encouraging resolutions. Locality based fora have concentrated on maintaining business continuity, infection prevention and control measures and supporting providers with PPE, as well as the administration of the hardship fund and other specific hypothecated grants, made to social care organisations by Welsh Government.

The regional approach to collaboration has resulted in several strands of developmental work primarily in the area of market stability and particularly to support workforce recruitment and retention. This work has also made an important contribution to the regional civil contingencies response to the pandemic and the unprecedented situations that have arisen as a result.

During the COVID-19 pandemic, regular multi-disciplinary team (MDT) meetings have also been instituted. MDT meetings are led by Public Health Wales with vital input from local authority environmental health teams, commissioning teams, ABUHB colleagues and GPs to discuss ongoing COVID-19 outbreaks with providers. This frequent, open communication has ensured providers have been supported in a consistent and positive manner.

Engagement with service provider groups continues to be encouraged in each locality and regionally. The region believes strongly in taking a co-productive approach to service design and delivery. Examples of a regional co-productive approach include

- design and implementation of a Regional Fee Methodology template.
- Regional contract monitoring
- Workforce based initiatives to reduce the impact of staff shortages in Domiciliary care
- Development of a regional adult advocacy commissioning strategy

Regular communication with providers has enhanced and strengthened relationships and led to a number of emerging key issues being identified by providers:

- A marked reduction in the number of admissions to care homes. It is unknown yet whether this will continue after the pandemic and to what extent.
- Recruitment and retention of staff has been further exacerbated by the pandemic, and general workforce challenges. This is particularly acute in the domiciliary care sector.
- Providers are not able to recruit new staff, so growth and responding to increases in demand has been difficult; however, there were some early signs that the situation appeared to have stabilised; but unfortunately, the cost of living crises and the exponential rise in the cost of petrol and diesel has further exacerbated the number of staff being forced to leave the sector.

Local authorities have continued to liaise with citizens in receipt of care services and relevant stakeholder groups (including third sector organisations) when undertaking any proposed new or changes to service provision. Examples of this include day services reviews and regional advocacy provision for adults and children.

The region also has a Citizen Panel linked to the RPB and this remains actively involved in commenting on and influencing planning and development within the region. There was considerable engagement with citizens when developing the PNA but given the Covid-19 pandemic, was through more virtual means. As the situation improves and restrictions ease, local authorities will continue to look to engage with service users in a cohesive and meaningful way.

2.4 Market Sufficiency

a. Care Homes for Older Adults

Gwent has a range of care homes for older people, ranging from large purpose-built homes to smaller services in converted accommodation. [Local authorities and ABUHB in Gwent currently commission 106 homes across the region.](#)

The 'categories' of care have shifted over the years to meet the changing needs of the population i.e., move from general residential to specialist nursing dementia care (EMI) residential and nursing. Also, there is evidence of increasing acuity of need as well as increased requirement for dementia care. Eligibility criteria is generally greater, as evidenced by the numbers of new requests for packages of care in the community aligned with requests for additional hours to existing packages of care. Citizens now have several alternatives to moving into a residential care home. An emphasis on 'what matters' conversations, has led to individuals often choosing to remain at home for as long as possible. The voice of the citizen has gained increased imperative, and this will be enhanced over time. Therefore, it is likely that commissioning practice will need to reflect the expressed needs of the population more so than has hitherto been possible.

In most areas the health and social care residential market is currently stable, with a sufficiency of supply in residential beds. However, despite record vacancies across the sector there is still some evidence from provider that in some areas a lack of supply of dementia nursing beds may arise. As evidenced in the Gwent Public Needs Assessment, the diagnosis rates of dementia are likely to increase due predicted population longevity.

Fig 1: Gwent Care Home Bed Vacancies

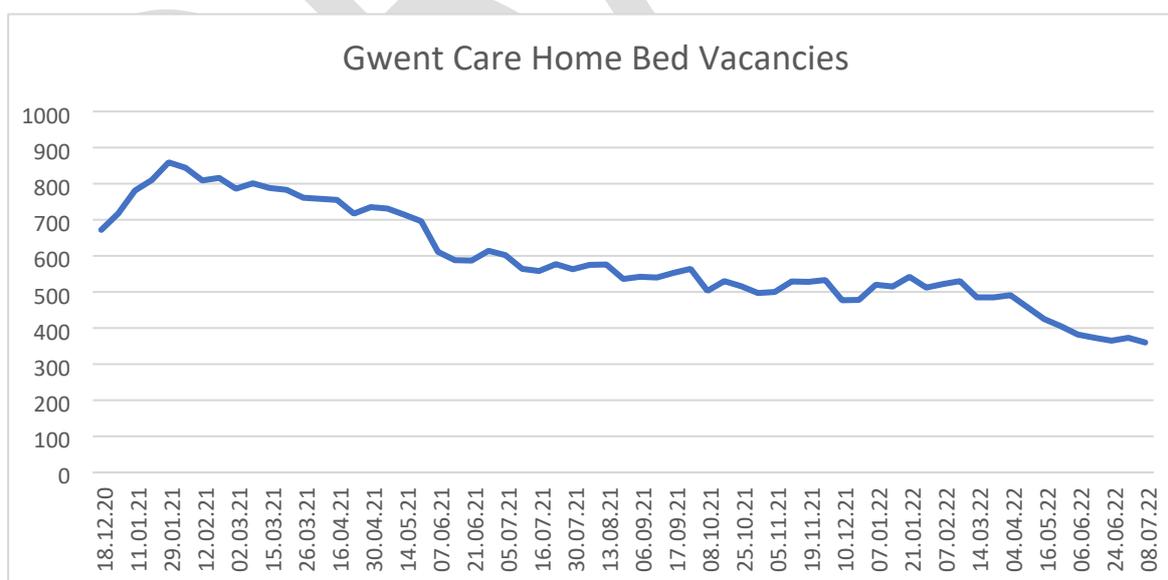


Fig 1 represents the number of care home bed vacancies across Gwent from December 2020 until July 2022. The number of vacancies has reduced since the start of the pandemic, but experienced small fluctuations due to COVID outbreaks.

Fig 2: Bed Vacancies per category

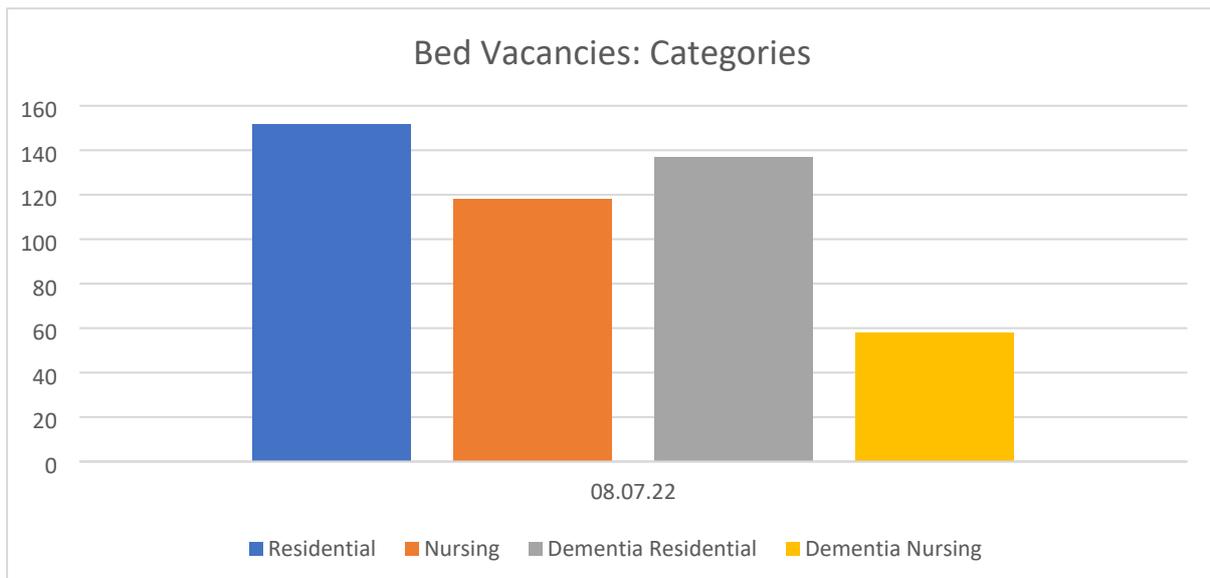


Fig 2 refers to the number of bed vacancies per category, as of 8th July 2022. As illustrated, the number of available dementia nursing beds remain lower than other categories. As the number of people living with dementia increase as predicted by the PNA, the demand for such beds is also likely to increase. These figures are an estimation of the available beds in each category, as each care home is able to amend the category of the bed depending on the needs of the individual, and the COVID status of the home. Amendments are also made to accommodate individuals who require isolation following a positive COVID result.

Prior to the pandemic, the average occupancy level across care homes was 90% plus, but this has reduced significantly. Monmouthshire fell to around 81% in February 2022. A reduction in capacity has affected homes, and some remain at around 40% occupancy.

Fig 3: Care Home Occupancy Rates: Financial Risk Analysis July 2022

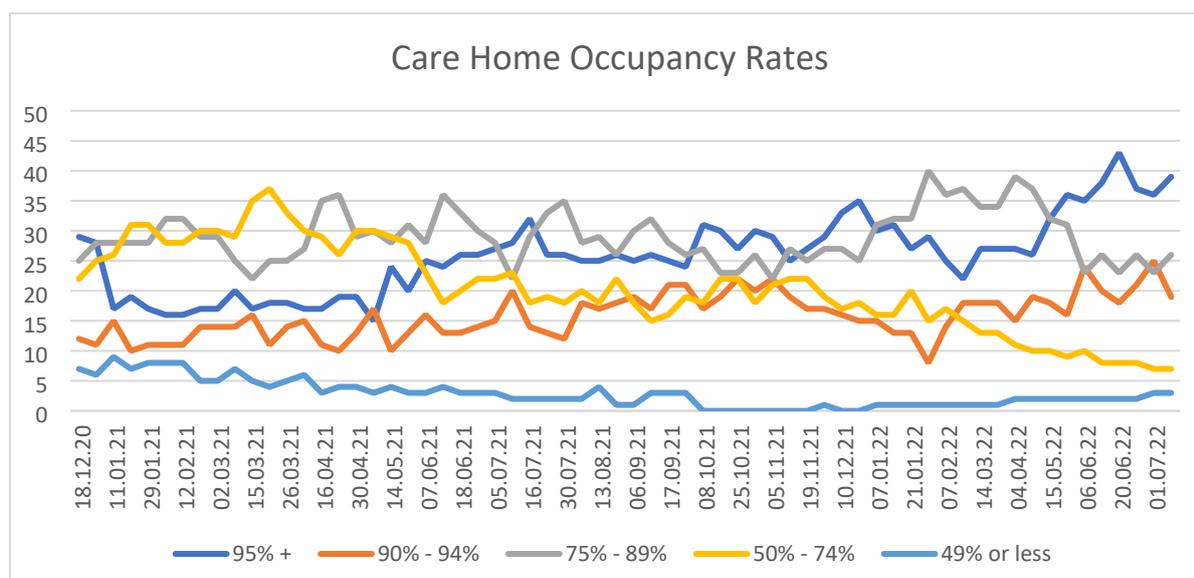


Fig 3 represents the identified financial risks to Care Homes in Gwent, based on occupancy levels on 8th July 2022. During engagement at provider forums, care homes have reported experiencing financial difficulty should they continually operate below 90% capacity which has implications for the financial sustainability of the home. Following the end of the Welsh Government Hardship Fund payment, Care Home providers have expressed concern at the financial viability of their homes should the occupancy rates remain low. However, overall, this is generally an improving picture.

Fig 4: LA Bed Vacancies

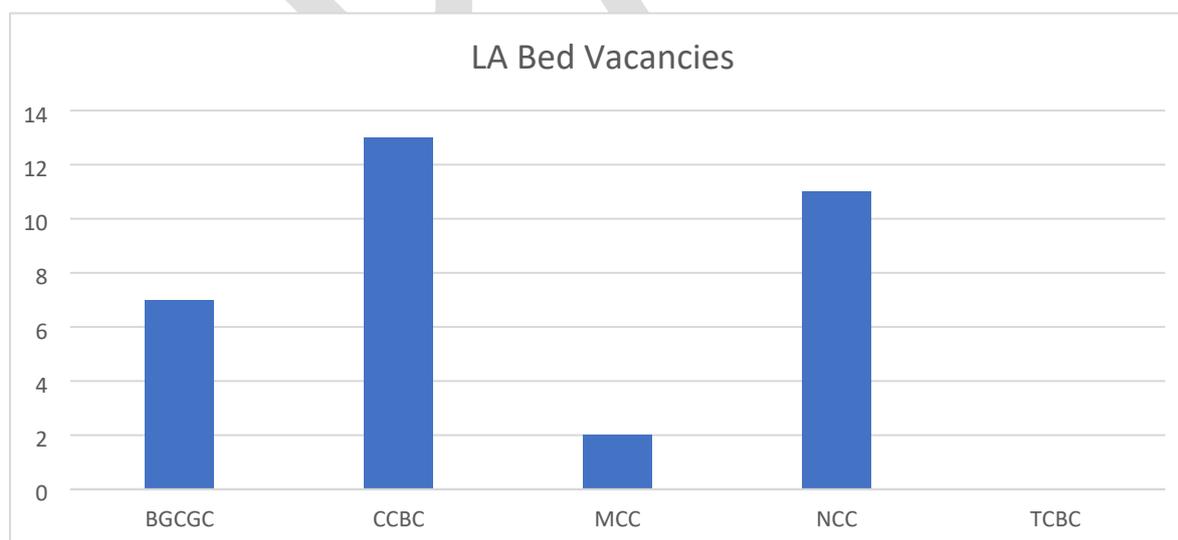


Fig 4 represents the number of vacant care home beds by each Local Authority. Vacancies shown are correct at time of reporting on 8th July 2022. Torfaen Council do not operate any directly provided care homes. Caerphilly County Borough Council hold the highest number of directly provided care homes for older adults, operating 6 homes across the Borough. Newport City Council currently have 3 care homes, Monmouthshire have 2 care homes and Blaenau Gwent have 1.

These vacancies are due to several factors identified by providers:

- Vacancies caused by repeated and protracted periods of non-admissions due to outbreaks of COVID.
- Suspension of admissions due to Escalated Concerns process in a small number of care homes (highlighted by commissioners)
- A possible change in attitude of people wishing to live in a care home, especially notable during the pandemic.

Of the 97 Older Person's care homes used by Local Authorities in Gwent, 12 are owned by Local Authorities.

Some local authorities and the health board have seen a reduction in the number of people it now supports within care homes for older people since March 2020. [The changes seen over the last 2 years in terms of reduced demand for care home placements as reported by Local Authority commissioners will need to be closely observed to understand whether they are short term reactions or trend changes](#) but regardless, the macro-economic issues need to be addressed at local, regional, and national levels if the system is to be fixed.

b. Domiciliary Care

There are currently [109 commissioned providers of domiciliary care services in Gwent](#). [Blaenau Gwent County Borough Council, Caerphilly County Borough Council, Monmouthshire County Council and Torfaen County Borough Council also have in-house domiciliary care and reablement services and Newport City Council operates a Reablement service, providing care to individuals for an initial 6 weeks.](#)

The supply of domiciliary care services is currently insufficient to meet the demands of the region. This has become particularly acute over the past 2 years. As a result, a review of previous commissioning arrangements relating to domiciliary care is to be undertaken across the Region.

[The domiciliary care market is in crisis, with the main issue being insufficient staffing levels to meet demand due to poor staff recruitment and retention. Work undertaken on a regional basis with health and social care providers has found that health and social care staff are leaving the sector at an unprecedented rate due to poor pay, terms and conditions, and cost of employment \(such as driving and registration.\) This has led to significant numbers of unallocated care packages across the region. As of data collected on 4th July 2022, Local Authorities in Gwent reported 3643.40 hours of domiciliary care remain unallocated, with 360 people awaiting packages of care. These unallocated hours may contribute to delayed transfers of care from local hospitals creating 'bottlenecks' across the wider health and social care system. However, in many cases individuals will be receiving care, albeit for example, extra care at home or intake/assessment services.](#)

A number of providers have returned packages of care they are no longer able to deliver, often in relation to people with complex needs and requiring more than one carer to visit at multiple times during a day. [From September 2021 to July 2022, 83](#)

packages of care, totaling 1192.5 weekly hours had been returned to local authority commissioners.

Fig 5: Domiciliary Care Outstanding package weekly unallocated hours

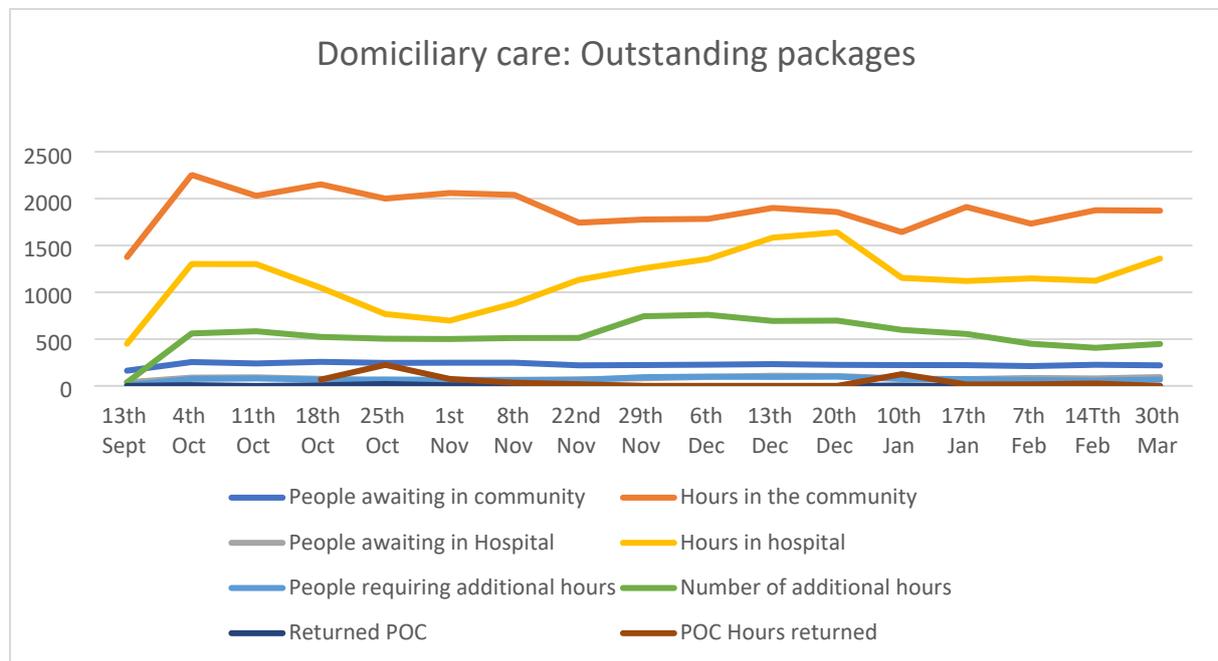


Fig 5 data shows the fluctuations in outstanding requests and hours for domiciliary care in Gwent, from October 2021 to March 2022.

Fig 6: Outstanding packaged of care per Local Authority

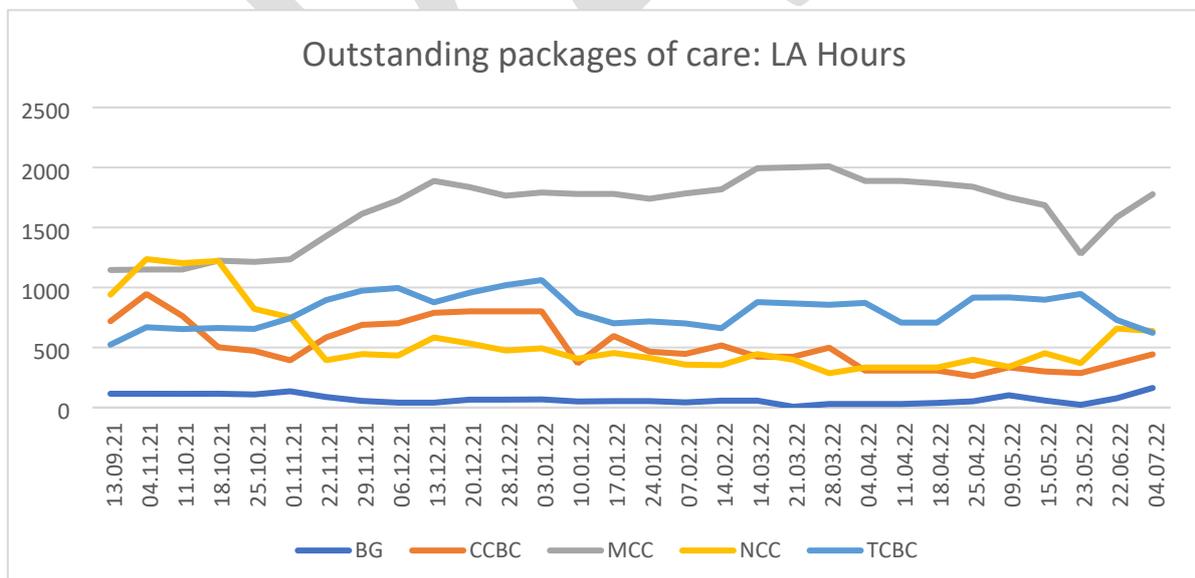


Fig 6 represents the packages of domiciliary care outstanding, by each Local Authority. Feedback obtained at Regional Provider Forums and from Local Authority commissioners has suggested that hours outstanding continue to remain high due to a number of factors; recruitment and the increased cost of living being the two largest contributors. Recently commissioners and providers reported that current staff are unable to maintain services due to the increasing cost of fuel.

Fig 7: Number of hours returned per Local Authority.

BG	CCBC	MCC	NCC	TCBC
80	18.25	136.75	705.75	0

Fig 7 indicates the total number of hours returned to the Local Authority from September 2021 to July 2022. Commissioners reported the main reasons for returned packages of care were increased levels of need for individuals and the current recruitment issues across the domiciliary care sector resulting in insufficient staff to provide care.

2.5 Market Stability

Gwent currently has a diverse provider base throughout the region. Emphasis is placed on ensuring single providers do not have a market share which could threaten stability of the overall market in the event of provider failure.

The health and social care residential care market is currently stable, although the removal of subsidies from Welsh Government is a challenge for the sector which could, in the medium term, precipitate some business failures in the region. However, most local authorities have now settled their fee levels with care homes and domiciliary care agencies and significant increases in rates have been made.

High levels of voids in residential and nursing care remain a concern as does the potential lack of supply of EMI care in some areas. [Providers have been supported through a transparent fee setting process, with some LAs in Gwent paying the highest fees in Wales to providers.](#)

A number of issues continue to affect the adult health and social care sector. [Rising costs of wages, recruitment and retention of care staff is challenging for the care sector as a whole.](#) Residential and nursing care homes also face infrastructure issues, with older buildings requiring repair and modernisation along with the significant impact of rising utility costs and maintaining compliance with the regulatory framework. The rapidly rising cost of living, in particular energy costs as well as food and insurance are all having an impact on operating costs whether independently operated or directly provided.

The domiciliary care sector has reached critical levels at times due to insufficient staffing. Labour shortages and cost pressures to meet the demands of increased wages are causing issues for providers. [Since April/May 2020 there has been a consistent increase in the level of demand for domiciliary care services which exceeds pre-pandemic levels.](#) The market has strived to meet this rise in demand but faces considerable challenges with recruiting and retaining sufficient staff to meet existing packages of care. These issues are not particular to Gwent and replicated across Wales and the UK as a whole.

The national minimum wage and real living wage increase impose further pressures to the domiciliary care sector in particular. While an increase in pay to those delivering direct care and support is welcomed and needed in order to keep pace with wages in

other employment sectors, it will have implications. The introduction of the real living wage will inevitably impact the pay bill of providers which, in turn will impact on the costs to local authorities, who are the main purchasers of social care provision. In turn the real living wage could squeeze the pay of staff in more senior roles, impacting career development and potentially increasing staff turnover. This may also lead to differential pay disputes for provider organisation.

The adult social care market is a 'mixed picture' currently in terms of stability. [There has been very little change in terms of care home providers operating in the county over the last 5 years.](#) There has been one new entrant and two homes have ceased to operate.

However, the onset of the pandemic and resultant impact upon care homes does bring questions of financial sustainability for certain homes and therefore potential negative effects upon stability. [A risk register based upon occupancy has been put in place for the region since June 2020.](#) Across Gwent, a sustained reduction in the number of admissions to care homes has been evident which, although increased since waves 1 and 2, has remained stable for 6 months at levels much lower than before March 2020. Overall, longer term, there may be a surfeit of places in care homes across Gwent, but this is difficult to assess at the moment as the full recovery since the pandemic is incomplete. The commissioning challenge in that scenario is to manage a process of reduction while ensuring that where provision is needed it is maintained and/or increased. This critical issue will be addressed in the Area Plan as the true picture begins to emerge during 2022/23.

[A small number of homes in the region remain at below 50% occupancy which is unsustainable without significant external or additional funding.](#) This is a cause for concern and how this will develop is still unclear as already stated. This situation will require close monitoring to understand what, if any action can be taken to support providers who find themselves in this position. [Commissioning teams in Gwent have very good relationships with all providers in the region and continue to keep in close contact with those homes who are experiencing particular challenges.](#)

Recruitment into health and social care continues to struggle against other sectors despite many local and national initiatives to raise its profile. The current issues experienced by in-house domiciliary care services who offer better terms than commissioned, private sector businesses exemplify this. Recruitment and retention have been a significant contributory factor to the return of packages of care.

Fig 8: Returned package of care from Domiciliary Care Providers

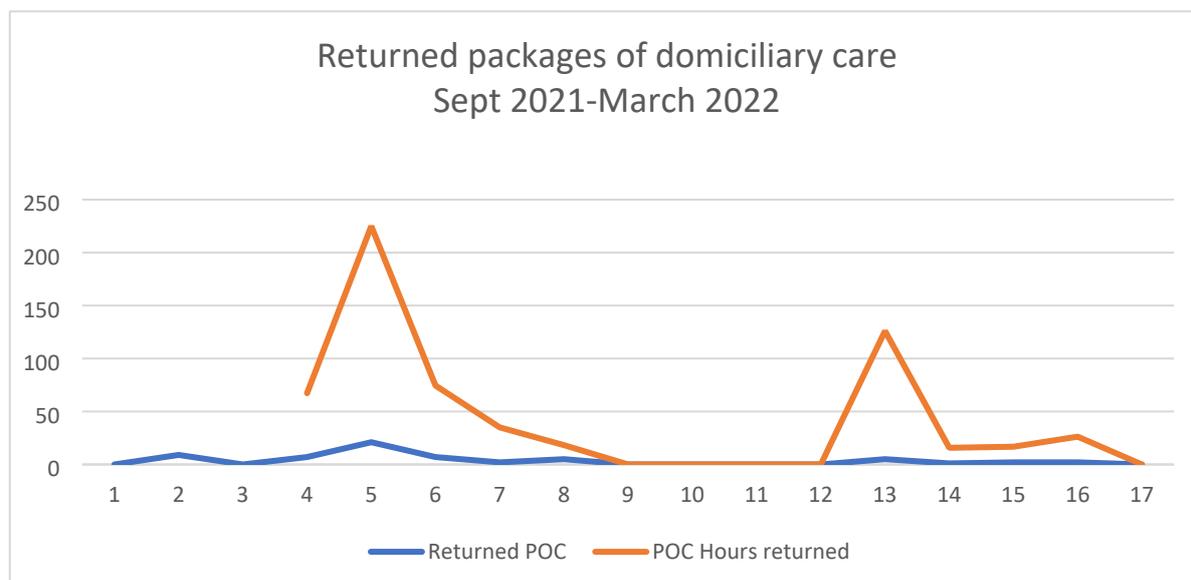


Fig 8 represents the packages of care returned and the number of hours outstanding between September 2021 until March 2022.

2.6 Provider Failure

A regional closure protocol is in place reflecting current guidance ‘Escalating Concerns and Home Closers in Wales’ and to guide appropriate actions when a provider fails. Good partnership working between agencies, ABUHB and Care Inspectorate Wales (CIW) are evident in Gwent which supports providers who are in difficulty. In instances of home closures, providers and residents have been supported to close and move to alternative suitable care provision. In TCBC for example, 2 homes have closed since 2017.

In both cases, the home closure protocol was enacted to support the residents and home to close with minimum disruption.

Within domiciliary care, the risk is managed by ensuring that no single provider could be regarded as having a monopoly or a market share that could not be covered in the event of provider failure. Packages of care have been reallocated and TUPE of staff managed when appropriate. However, staff shortages remain acute so any failure would have serious implications for the stability of the market and ability of local commissioners to provide a service to the quality expected.

The introduction of ‘Provider Performance, Escalating Concerns or Enhanced Monitoring’ for providers who are either failing or could potentially fail without remedial action have also proved to be beneficial.

2.7 Market Quality

Market quality has been managed in various ways:

- Provider concerns forms via Care Workers

- Annual desktop audits
- Concerns received via external sources (Family members etc.)
- Visits (announced and unannounced) undertaken as part of the audit process or acting on concerns received.
- Safeguarding concerns raised.

Care management feedback systems have also been implemented, which assess quality on an individual service user basis as judged by the care manager and the service user.

Agencies have been required to amend how they deliver their services in-line with infection prevention and control (IP&C) protocols and availability of staff. All providers quickly implemented contingency plans to ensure care services continued to be delivered in light of the pandemic. They also supported each other to share resources, information, and staff, for example day services staff were re-deployed across the region into support services such as community meals and domiciliary care services. The remaining staff then provided wellbeing calls to individuals and support was delivered virtually where possible and safe to do so. Some facility-based services remained open to provide services to those who were assessed as being in critical need. Individual outcomes continued to be met through these services.

There has been a marked increase in the number of people being supported to live at home with 24-hour live-in care across the region, many using their own or a combination of their own and LA resources. It will be interesting to observe whether this is indicative of a trend where people prefer to stay in their own home with more intensive support than consider residential care.

As previously stated, the market has been in a state of flux during the pandemic, it is not possible to assess at this stage whether the changes are short term reactionary changes or likely to be symptoms of longer-term change.

2.8 Current and Projected Trends

Across Gwent, market trends and population assessments are considered along with a variety of other information and intelligence gained from various sources available:

- Aging population with more complex needs
- Increase in nursing and dementia needs
- Increase in preventative services for example, Carer's support services and step up - step down facilities
- The opening of new state of the art facilities (e.g. Ty Glas Y Dorlan, a new purpose-built short stay housing with graduated care facility) to prevent hospital admission and encourage and facilitate discharge with a reable/enable focus and the ability to flex up and down . A community hub providing respite for carers and information ,advice and assistance, welcoming the community in.
- Two additional extra care schemes developed in Torfaen to provide flexible independent care needs.
- Introduction of assistive technology and online services

- Information Advice and Assistance to inform and educate people on what services are available.
- Links with private and third sector organisations to promote choice.

Across the Region, it is anticipated that some residential and nursing care providers may exit the market. The withdrawal of subsidies provided by the Welsh Government hardship fund is likely to impact on some of those providers with current very high levels of voids as businesses may become financially unsustainable.

There is likely to be an increased demand for domiciliary care, as people are expressing a preference to continue to live in their own homes rather than consider a move to residential care. However, recruitment remains an issue. There is a growing impetus among domiciliary care providers to identify a career pathway for workers that acknowledges their experience and skill set and to make it a more attractive career option for people. These initiatives are supported by the Regional Partnership Team.

Future commissioning arrangements will need to build in contingency plans for similar viral outbreaks in the future.

2.9 Impact of commissioning practices on the market

There are many examples of collaboration between the Gwent LAs, ABUHB and third sector organisations. These collaborate schemes often involve shared or pooled funding streams. Collaborative bids are also common, previously through the Integrated Care Fund (ICF), recently replaced by Regional Integration Fund.

Funding for services needs to be adequate in the long term. The availability of grants and hardship funding has supported providers throughout the COVID-19 pandemic, and this has been critical for service delivery.

The settlements provided to local authorities for 2022/2023 exceed previous levels, but this needs to be reviewed for the future. However, this needs to be seen in the context of many years of austerity and real term cuts to Local Authorities. It remains to be seen whether this increased level of funding will alleviate some of the pressures faced by care providers, particularly the recruitment and retention of staff.

Newport City Council has commissioned a trial of block runs in domiciliary care, which has been ongoing for 3 months. This has helped to meet demand and increase the capacity to meet needs. More work is required to review the outcomes from this trial and to assess whether this approach can be sustainable in the future.

Monmouthshire Council, with the support of the Regional Partnership Team is currently exploring the [development of a micro carers pilot to support local care capacity and delivery](#), providing an alternative to traditional domiciliary care provision. Three key areas have been identified where micro carers can potentially support local care capacity:

- They can provide care to those able to self-fund their care and support.
- They can provide care to those in receipt of direct payments.
- They can be directly commissioned by LAs to deliver care where there may be gaps in provision.

Micro-care pilots have been introduced in other regions as a response to the national shortage of carers and to meet the growing demand for care, particularly in rural areas where recruitment is difficult. Some of these have been regarded as successful and in particular Somerset where the Micro Carers system has been expanded considerably. If successful, then the pilot in Monmouthshire could be scaled up and learning shared with the other Gwent authorities. This pilot runs for 12 months from April 2022 to April 2023.

2.10 Sustainability of provision

There is a mix of provision across Gwent including independent and public sector services, both care at home and care homes. The voluntary sector is strong in the provision of support services i.e., hospital discharge, befriending and other preventative and complimentary services. The third sector has a significant role to play in promoting a diverse range of services, but funding challenges are also acute for them.

The provision of care home and care at home services has remained relatively stable during recent years in terms of numbers of providers in operation. In Monmouthshire there was one new entrant into the care home market in 2018 when a new build 70 bedded care home opened in Abergavenny. Another long-standing provider in Torfaen recently purchased an office building with plans to convert into a 21-bed residential facility. [One long established and small family run domiciliary care provider decided to cease operation in 2022 with the continuing challenges of recruiting and retaining staff cited as the reason they decided to cease trading.](#)

As previously stated, the withdrawal of subsidies via the hardship fund is likely to impact on the market, with some providers across the sector exiting the market due to a lack of sustainability. In addition, the crisis in the cost of living is exacerbating and already difficult recruitment and retention landscape in Gwent. [Some recent evidence points to domiciliary carers leaving to join care homes to avoid having to use their cars for work.](#) This latter point is being taken up with Welsh Government at the time of writing as some funding has been made available for electric vehicles etc.

2.11 Risks to market stability

As previously indicated, the following are the key risks to market stability highlighted by providers and commissioners:

- High voids in residential and nursing care are a concern as is the possible advent of a lack of supply of specialist EMI nursing care in some areas, particularly highlighted by Commissioners in Torfaen. Also, as highlighted in the Gwent PNA, population projections suggest individuals will live longer, meaning dementia diagnosis rates are predicted to increase.
- Rising costs of staff, recruitment and retention are challenging for the care sector as a whole
- Residential care and nursing care homes face infrastructure issues. Older buildings may require repair and modernisation, along with significant impact of rising utility costs.

- The cost-of-living crisis across the whole economy and particular the rising cost of fuel for cars.
- Funding challenges in both the short and long term.
- The onset of COVID and its effects over a 2-year period has raised questions about longer term market stability.
- Occupancy levels remain well below pre-COVID levels circa 80% average. This position is very mixed with only a few operators being at very low levels i.e. < 40%/50%. It is difficult to see how providers will be able to continue to operate at such low levels if no sustained increase in admissions is forthcoming.
- These systemic challenges may have an impact upon the longer-term stability of the market, but at this stage it is difficult to foresee what that might be.
- Risk assessments are undertaken when procuring regulated services. Open and transparent processes are in place to ensure service provision is the best possible.
- The domiciliary care recruitment crisis is having an acute effect on sustainability of care at home in some areas.
- Insurance for care homes is becoming increasingly challenging in terms of availability and cost

2.12 Non-Regulated provision

Measures have been introduced to promote preventative services:

- Support and assistance given to carers including respite breaks
- New facility, Ty Glas Y Dorlan opened in Torfaen to prevent residential and hospital admissions and facilitates timely hospital discharge enabling people to recover and then reable/enable before returning to their own homes.

Monmouthshire operates a number of preventative services and has invested in a reablement approach which looks to support people to become as independent as possible, preventing a reliance on traditional social care services.

Preventative services have been impacted by the pandemic, with increased social pressures, deprivation, and rising costs of living all impacting on this area. Newport City Council is currently working with Registered Social Landlords and third sector providers to develop accommodation and support services for care leavers, through ICF funding and the housing support grant.

Third sector organisations continue to act as key partners working with Local Authorities to promote social value and to enable the voice of user groups. Further work is required to develop this strand of work, particularly as we move away from the crisis management approach required over the course of the pandemic.

2.13 Resources

In meeting the needs of adults who are eligible for social care, local authorities continue to monitor the availability of resources. It is important to acknowledge that local authorities work alongside care and support providers, service user groups, third sector organisations, and other statutory agencies to consider the sufficiency of

available resources. Partnership working with regional colleagues is particularly important to identify common issues and to develop shared approaches.

As with most regions, Gwent is faced with the challenge of increasing demand and limited financial resources. The region recognises that doing things differently in partnership with providers is the best way to work through these challenges. Commissioners strive to maintain good relationships with partners and maximise ability to purchase beds at a fair and reasonable price. The fee rate is reviewed every year to ensure that we are taking account of all relevant material factors.

Over the last 6 years, Gwent RPB received Integrated Care Funding (ICF) and Transformational Funding to support with the wellbeing agenda of citizens in Gwent. In April 2022, this changed to the Regional Integrational Fund (RIF) and is a 5-year fund for Regional Partnership Boards in Wales to deliver a programme of change from April 2022 to March 2027. The RIF puts into practice the ways of working stated in the Social Services and Wellbeing (Wales) Act 2014, and places a focus on long term, prevention, integration, collaboration and involvement to help public bodies better plan for the wellbeing of the population.

All local authorities in Gwent and ABUHB have engaged with providers to produce a regional approach to Fee Methodology, with a regionally agreed template in operation across Gwent. The template was due to be tested in early 2020 but full implementation postponed due to the COVID-19 pandemic. This has now been re-established for testing in 2022-2023, with engagement from Local Authorities, ABUHB and care home providers.

The template has been produced in collaboration with a number of Care Home providers in Gwent and requires providers to detail costings involved in delivering care in their area. This forms a solid basis for constructive negotiations with commissioners on fee rates for the coming year. This is then reflected in a Fees and Charges Report to Council who set the fees.

Providers are currently facing significant changes to the financial aspects of their business. The cost-of-living crisis has meant that operating costs such as utilities, building maintenance and food have increased significantly. A number of providers have reported large increases of insurance premiums as a result of the COVID-19 pandemic and due to a recruitment crisis across all health and social care services, staff salaries have also been increased.

The template aims to account for these changes. Due to the differences in budgets available to local authorities and health boards and the individual requirements of each home, it is not possible to provide a single fee across Gwent, but the template aims to simplify the negotiation process for both commissioners and providers.

Fee negotiations are ordinarily conducted annually, but providers have reported that due to the rapidly rising costs of care delivery, the figures provided to commissioners are very quickly out of date.

The introduction of the real living wage as a minimum pay rate for carers in Wales will have implications for resources which are currently under consideration.

Clear and transparent methods are always employed when resourcing and investment are undertaken. Best value for money without reducing quality service delivery is always the main goal. Local Authorities adhere to all contract and procurement regulations to promote fair and equitable sourcing of services.

2.14 Self-Funders

The impact of self-funders on the social care market is difficult to assess, due to the limited information available and gathering intelligence on self-funders remains a challenge.

Due to the fact that most self-funders have private agreements that deal directly with care providers, little information is often held on these individuals. Local authorities are supportive in providing advice to self-funders and some include them in their contracts and financial systems.

2.15 Workforce

As previously outlined, the following shortfalls in the workforce represent a significant challenge to the social care market:

- Shortage of nursing staff in care homes
- Increased cost of agency staff
- Poor recruitment and retention of domiciliary care workers is now critical

Staffing continues to remain a significant issue, exacerbated by COVID-19. In the domiciliary care sector especially, worrying numbers of staff were seen to be leaving the sector. Some reasons are highlighted by providers:

- Poor pay
- Poor working conditions
- Lack of perceived career progression
- Lack of job satisfaction
- Increased regulations, including registration.
- Better pay and conditions in other sectors i.e., hospitality and retail
- Lack of younger people entering the sector or seeing social care as a career choice, coupled with an ageing workforce and people taking retirement.

This is coupled with high levels of employment across the region and the current demand for workers in other sectors (transport/hospitality) driving up wages.

As reported at Regional Provider Forums, the COVID-19 pandemic has also placed significant pressure on the mental health of the workforce. Care staff were required to adapt to new ways of working very quickly. Due to legislative requirements, the social aspect of the role was reduced, particularly in care homes, as residents were isolated to their bedrooms and large scale social activities were discouraged during periods of outbreaks. For this reason, more measures are needed to support the wellbeing of the workforce.

Gwent employability projects and Working Wales continue to report that very few of their clients register an interest in working in the social care sector, particularly domiciliary care for the reasons recorded above.

Wales' unemployment rate stands at 3.1%, compared with the UK rate of 4.1% as of February 2021 and employment figures in Gwent remain high. Historically social care does not attract workers from other sectors and is left to either recruit those furthest from the job market or those already working in the sector, contributing to high levels of workforce churn and little increase in capacity across the piece. This is despite several regional and local initiatives aligned with the national 'We Care' recruitment campaign to attract new workers to the sector.

3. DEMENTIA

Population Group	Dementia
Gaps and Emerging Themes	<p>Early diagnosis and timely intervention and support are key factors.</p> <p>Reduced provision of medication prompting services.</p> <p>There may be pressure on EMI nursing care beds across the Region as stated above.</p> <p>Could see an increased need for appropriate housing for people living with dementia.</p> <p>People living with dementia, their family and carers have said that access to information and support, are fundamental at an early stage in diagnosis.</p>

There are an estimated 7768 people living with dementia in the ABUHB area in 2017, with this number predicted to rise to 12833 by 2035 (Daffodil Cymru: 2014). Over the period of 2013 to 2035, the increases range from a predicted 62.1% in Blaenau Gwent, to 97.1% in Monmouthshire. Dementia affects a person's **executive functioning**, making it challenging for them to complete simple tasks, and the steps that go into them, such as having a shower or getting dressed. All of these day-to-day tasks have a sequence of steps, which can be difficult if someone has dementia. All local authorities in Gwent are predicting a significant increase in the number of people who require support with at least one domestic task. This suggests that as the number of people living with dementia increases, demands for support services will continue to rise, placing a demanding strain on already sparse resources.

Current research suggests that people with dementia were affected by the pandemic. Community support services were halted, and care homes reported an increase in the needs of their residents, requiring higher staffing provision as transfers to more suitable placements were halted during period of outbreaks and Government lockdowns. The Office of National Statistics (2020) states that 49% of deaths in care homes and 25.6% of all COVID-19 deaths were people with dementia.

As previously stated, commissioners in Gwent have reported that a shortage of EMI dementia beds in care homes in some areas may arise. The availability of respite beds is currently low, with resources unable to meet the demand. This puts further strain on informal carers. Several factors contribute to this, but the COVID-19 pandemic has forced at least one domiciliary care agencies in the area to cease trading and forced providers to reduce their respite beds provision due to the higher costs associated with such placements.

Therefore, the region has identified a need for additional dementia care services, both in the community and a potential requirement for additional EMI dementia beds.

With the emphasis being on preventative services and the focus being on community-based care, the region has developed the National Bevan Exemplar project, 'Get There Together'. Working in collaboration with Cardiff and Vale University Health Board, the Gwent region has developed video and leaflet resources for people living with dementia, and their carers to support social and functional activity recovery. Working with a number of large high-street retailers and transport providers, videos have been produced to help people to familiarise themselves with the changes to services due to the COVID-19 pandemic. This project continues and has now developed a technology app with StarFish Labs, which is being piloted by groups across Wales. The app allows more bespoke materials to be made to suit individual needs, via videos and audio clips made by the person living with dementia, their family and carers, and added to a daily planner.

We are also supporting the pilot of a multi-agency project led by Gwent Police who are the first police force in Wales to trial the technology. The project provides people who have a dementia diagnosis, with an extra safeguarding measure – wristband – alongside the Herbert Protocol. The wristband holds next of kin details using NCC technology which can be accessed through a mobile phone app by any member of the public to ensure a person needing assistance in the community is able to get home if they get lost or need help. The project will be evaluated in November/December 2022 and feedback sent to the Gwent Regional Partnership Board and the Police and Crime Commissioner.

The Dementia Action Plan for Wales 2018-2022 sets out a vision: Wales to be a dementia friendly nation that recognises the rights of people with dementia to feel valued and to live as independently as possible in their communities.

In Gwent we continue to promote Dementia Friendly Communities across the region, and support individuals to become dementia friends. Throughout the pandemic most of our sessions were online to support connections in our community, including dementia awareness workshops and sessions. As restrictions were lifted, we offered face-to-face sessions with Sporting Memory groups and Parkinson's Support groups, to raise awareness and highlight support available in the area people living with dementia, their families, and carers.

4. MENTAL HEALTH AND LEARNING DISABILITY SERVICES

Fig 9: Placements in Mental Health Services

Placements in Mental Health Services						
	ABUHB	CCBC	MCC	TCBC	NCC	BGCBC
Supported Living	82	39	N/A	6	N/A	3
Residential	14	11	N/A	138	N/A	0
Nursing	57	9	N/A	44	N/A	6
Secure Services	49	0	N/A	0	N/A	0

Fig 9 indicates the number of placements into mental health services across the Region. This information relates to placements both jointly funded by ABUHB and the LA, but also directly commissioned placements.

4.1 Sufficiency Assessment: Population Needs Assessment (PNA)

This section highlights the gaps and emerging themes in terms of sufficiency of care from the Population Needs Assessment (PNA).

Population Group	Mental Health
Gaps and Emerging Themes	<p>Studies referenced in the PNA highlight that the pandemic is likely to have had a severe impact on mental wellbeing. The long-term impact is difficult to predict, however, there is a significant risk that this will have an impact on services needed to support our population.</p> <p>We need to improve emotional well-being and mental health for adults and children through early intervention and community support.</p> <p>We need to promote the mental wellbeing of people in Gwent and ensure that the workforce is supported to be able to provide people with the support they need at the right time.</p>

Working in mental health facilities can often be a challenging place to work, and as a result, facilities continue to experience significant staff shortages, evident across the health and social care sector. This has led to continuous employment of agency staff, and patients reported a lack of continuity of care. The National Review 'Making Days

Count' highlighted a number of further considerations in relation to the provision of mental health services.

During the COVID-19 pandemic, mental health services in Gwent were required to amend how they delivered their services. Staff across the region were supported by Local Authorities to move to a community-based service, initially provided virtually and later moving to face to face often one to one services when restrictions allowed. A number of services continue to deliver via both platforms, ensuring that individuals in the community continued to receive support. The National Review supports a move to a community first approach for mental health support, and patients should only move to hospital admissions when necessary. The impacts of the National Review of secure services need further consideration.

Mental health services receiving RIF funding reported an increase in referrals in the past 3 years, with some reporting that referrals to their services had doubled, particularly in the case of Community Connector services in Torfaen and Newport. Mental health services moved to a virtual delivery platform during the COVID-19 pandemic, and have reported that they aim to continue with virtual delivery or a hybrid model of virtual and face to face support as they continue to re-open services following the COVID-19 pandemic. Feedback from individuals accessing such services has stated that virtual delivery is preferred due to accessibility, and services such as SPACE panel have reported that they are delivering an improved service on a virtual basis.

4.2 Learning Disabilities

Fig 10: Placements in Learning Disability Services

Placements in Learning Disability Services						
	ABUHB	CCBC	MCC	TCBC	NCC	BGCBC
Supported Living	72	187	37	81	170	78
Residential	27	46	51	87	273	23
Nursing	3	8	3	3	231	0
Secure Services	7	0	0	0	0	0

***Figures provided by Newport City Council are totals of both MH and LD placements.**

Fig 10 indicated the number of placements into Learning Disability Support services across the Region. This data is indicative of placements both jointly funded by ABUHB and LA's but also of placements directly commissioned or provided by the LA.

4.3 Sufficiency Assessment: Population Needs Assessment

Population Group	Learning Disability

<p>Gaps and Emerging Themes</p>	<p>To support people with learning disabilities to live independently with access to early intervention services in the community; and greater public awareness and understanding of people with learning disabilities needs.</p> <p>Services and activities need to adapt to suit changes in people's needs.</p> <p>A multi-agency partnership approach to ensure appropriate housing and accommodation for vulnerable citizens</p> <p>Improvements needed to help people find supported training and employment.</p> <p>The demand for residential placements is increasing. There is evidence of a lack of residential beds for individuals with challenging behaviours.</p> <p>Individuals currently experience delays in hospital discharges due to the lack of available community support services or residential placements.</p> <p>Commissioning for Mental Health and Learning Disability Provisions have steadily increased over the last two years.</p>
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In Gwent, Local Authorities provide, and externally commission a number of community-based support services for individuals with learning disabilities. My Mates was established by Monmouthshire CBC as a pilot scheme to support individuals with learning disabilities and mental health needs in the community, through a combination of one to one and peer support. Funded through the Integrative Care Fund, the pilot supported individuals in the Borough with independence and establishing peer support groups in their community. Due to the success of the pilot, the scheme became Gwent-wide, with 4 staff members supporting over 200 individuals across the Region. Support during the COVID-19 pandemic was amended in line with legislative requirements and staff maintained over 8000 contacts to individuals, via virtual platforms. Staff held 500 video call chats to maintain wellbeing, held 140 live event virtual parties and completed 20 mail outs to individuals, sharing information and providing gifts.

4.4. Autism

Population Group	Autism
Gaps and Emerging Themes	<p>Provide more timely diagnosis of Autistic Spectrum Disorder and access to support services and information and advice.</p> <p>There is a need for improved signposting across Gwent particularly for supporting young people transitioning to adult social care services</p> <p>Improved access to suitable health provision for effective future support</p> <p>Improvements needed to help people find supported training and employment.</p> <p>The COVID 19 pandemic has led to increased levels of mental health problems and further isolation for people with autism.</p> <p>A multi-agency partnership approach to ensure appropriate housing and accommodation for vulnerable citizens</p> <p>Increase training, for an autism informed and accepting workforce.</p>

4.5 Engagement

The Gwent region engages with learning disability and mental health providers on a regular basis, receiving reports and monitoring progress, to establish any issues that they may be experiencing, or to discuss any proposed service provision changes. Provider feedback helps to shape service provision with recent engagement focusing on reviewing day activities and the regional advocacy helpdesk and service provision.

The following multi-agency partnerships in Gwent support engagement with ABUHB, Local Authorities, Independent/Third Sector, and citizens:

- Whole person, whole system MHCrisis and Acute care Model has been co-produced and developed over the past 6 years providing alternatives to hospital admission in a MH Crisis, Sanctuary provision both in the community and ED. Shared Lives are supported by Crisis Resolution and Home Treatment teams and development of a single point of contact and 111 for Mental health pilot and conveyance pilot, Reporting to the Crisis Board

- Mental Health Implementation Group – this group is attended by representatives from all local authorities in Gwent, as well as ABUHB and Gwent Police.
- Delivery group – attended by the Gwent local authorities and ABUHB focussed on Mental Health and Learning Disabilities.
- Regional Partnership Board – representation at Director level from Gwent local authorities and attended by ABUHB
- Caerphilly also has local engagement arrangements with providers and individuals through local meetings involving the Supporting People Team e.g., Platform panel, Accommodation panel, Drug and Alcohol panel.
- Complex Care Team/Quality Assurance panel to discuss services for people with complex needs
- Shared Lives Regional Partnership Board
- Engagement/due diligence undertaken with English providers when placements are made over the border
- Gwent Connect 5 network – Staff trained within the Regional Partnership Team to provide Gwent Connect 5 training; a mental health and wellbeing training course open to all organisations and communities within Gwent. To date, training has been delivered to a number of care providers in the Region in addition to local authority frontline care delivery services.

4.6 Market Sufficiency

There is a well-documented national crisis in recruitment and retention within the care industry and this has led to difficulties in providing timely care across the sector. Currently, providers can find it difficult to provide services to people with mental health conditions, so where possible, more specialist providers are used who have a greater understanding of mental health. Using this approach has been beneficial and provided positive outcomes. Given the population predictions outlined in the PNA, this is an area where a greater level of need is anticipated in the future. Research completed by Cardiff University confirms this and states '*The COVID-19 pandemic and the social distancing restrictions resulting from it have taken a huge toll on people's mental wellbeing and mental health. We can expect significant pressures and demand for mental health services in Wales over the coming years*'. (Prof Wyn Jones et al, 2021).

Gwent also has a lack of nursing homes which can respond to people with complex mental health needs and people with learning disabilities, and some placements have broken down due to behaviour management issues.

Case study: Commissioners in Gwent have reported that there continues to be a lack of provision for individuals with complex needs. In one example provided by commissioners, 4 individuals stepping down from low secure and locked rehabilitation units have been allocated placements in another region of Wales. However, due to the ongoing recruitment issues, the commissioning authority are required to continue to provide staffing support to those individuals. Commissioners have now recognised this as a priority, and the Regional Commissioning Group have started conversations around how providers can be encouraged to establish complex placements within Gwent, supported by the commissioning authorities.

There is a lack of appropriate accommodation with the right levels of support at the right time, rather than 24/7 supported living arrangements. There is a continued need to work with partners, to further develop step down facilities from hospital to independent living. Further development of relationships between Forensic Services, Social Services and Housing is also being addressed as a key priority for Gwent RPB. These links are being improved through the strategic partnerships that are active in the Gwent Region. Gwent RPB are also the only RPB in Wales to be members of the Housing Learning Improvement Network (LIN), meeting quarterly with other health and social care colleagues to discuss issues.

The region's Shared Lives Scheme is continuing to produce positive outcomes, and there is an expectation that this will expand further within mental health and learning disability service provision.

There is a static market in Torfaen, for example, where essentially supply meets demand. Placements are either long term residential in smaller care homes or long-term placements in supported living schemes. Historically, there has been a drive to bring all out of county placements back within the localities. In terms of current and future policy and practice, the local authority, wherever possible, will look to place individuals into their own fully independent accommodation rather than a supported living model, and this has been facilitated by new build supported housing developments in the Borough.

There are 14 care homes for adults with a learning disability or mental health needs in Monmouthshire providing support for people with a range of needs. In the main these are small homes and are well established in the county with very little movement in the market for several years. There is sufficient supply within the county to meet the needs of most people with learning disabilities, however, lower-level support for people with mental health needs remains a challenge, and work is on-going with partners to look at the development of better solutions.

As an example, placement levels remain constant and have remained relatively unaffected by the pandemic across Monmouthshire.

Fig 11: Monmouthshire County Council Adult Placements

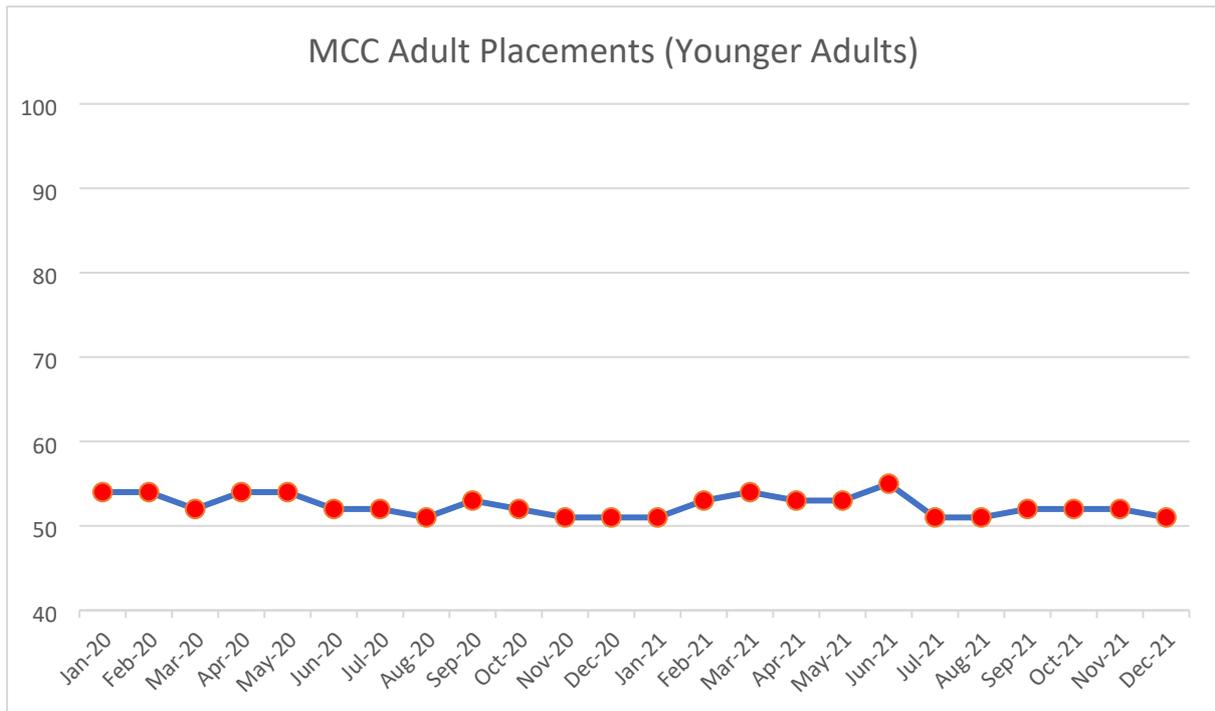


Fig 11 represents the numbers of younger adult mental health placements in Monmouthshire between January 2020 until December 2021

4.7 Market Stability

The provision of care home and supported living services has remained relatively stable during recent years, in terms of numbers of providers in operation, with no care homes exiting the market in the last 6 or 7 years.

There is a mix of provision across Gwent including independent and public sector services with the voluntary sector playing a strong role in the support services arena i.e., daytime support, self-advocacy, and family aid. However, Gwent does have a shortage of providers who can cater for citizens with mental health issues and autism.

As with other areas, the region has seen some smaller organisations acquired by larger organisations over recent years which impacts on the diversity of provision for mental health and learning disabilities. These mergers and acquisitions cause an immediate impact on services delivered. Changes to service can be difficult when staff leave, and new management take over or when a smaller enterprise loses its identity and becomes subsumed by a corporate business entity. An experienced workforce may then be lost which could have a significant impact to the people using the service. Fortunately, this has led to no real deterioration in the quality of care and support to people receiving support. For many years the region has developed good working relationships with provider partners, and these relationships have been further enhanced during the pandemic.

Local authorities have not needed to take any action in the Gwent area during this specified period, in pursuance of our duty under section 189(2) of the 2014 Act, to

meet the care and support needs of relevant individuals. If there were any issues, we would introduce provider performance, or escalating concerns, or enhanced monitoring for providers who are either failing or could potentially fail without remedial action.

While the mental health sector has experienced some challenges during the pandemic in terms of reduction in occupancy and staff issues, it has not been as adversely affected as the older person's sector. Providers have reported that recruitment has been more problematic than usual, but they are still able to recruit and retain staff.

With the removal of the Welsh Government Hardship funding in March 2022, we will be closely observing the sector to see what impact this has on its sustainability and whether it will be able to return to pre pandemic occupancy levels.

There are improvements to be made with mental health services provision such as:

- The need for more providers who can respond to complex mental health needs as part of accommodation with support, including autism.
- More nursing homes that can respond to complex mental health needs such as learning disability, as most are focussed on dementia support. Some placements have broken down due to behaviour management issues.
- The need for more appropriate accommodation with the right levels of support at the right time, rather than 24/7 supported living arrangements, as well as the need for more single person accommodation with targeted support.

In recent years Gwent has introduced a standardised fee model, as historically individual fees varied considerably across providers. The aim is to keep a level of sustainability to allow the sector to continue to operate and be a profitable venture whilst still ensuring high quality care.

4.8 Quality of Care and Choice

The quality and availability of services provided were potentially impacted by the COVID-19 pandemic. However, as stated in 2.6 above, providers quickly implemented contingency plans to ensure care services were delivered. Agencies also supported each other to share resources, information, and staff. Day services staff were re-deployed across the region into support services, such as community meals and domiciliary care services. Remaining staff then provided wellbeing calls to individuals and support was delivered virtually where possible. Some facility-based services remained, to provide services to those who were assessed as being in critical need. Individual outcomes continued to be met through these services. However, continued lack of staff in the health and social care sector shows little signs of improvement even in the long term. This may lead to a reduction in services and the quality of those services may be affected. This may have an impact on the sufficiency and the stability of the market across many services. Also, financial difficulties and vacancy levels in health and social care residential care homes may lead to some providers finding it necessary to leave the market and close services.

In Gwent the aim is to provide choice and control to people through better services and early intervention. An example of this that has worked well is the work to continue

to provide support through Community Connector teams in some areas, these in turn work in partnership with local care teams.

Torfaen Council has commissioned a bespoke facility: Ty Glass Y Dorlan, and part of their remit is to offer information, advice and assistance to the community so they can self-solve and use their own networks of support .

Day activities were used prior to the COVID-19 pandemic; however, many services were temporarily closed in line with the UK and Welsh Government's guidance and restrictions to protect citizens. During this time services were adapted to provide virtual sessions across the region to support people, and individuals did seek additional mental health online support due to a decline in their wellbeing because of the suspension of service provision.

Overall, the quality of care and support available to people is of a high standard. However, the onset of the pandemic has affected the type and level of quality assurance monitoring which local authorities and other partner agencies have been able to undertake i.e., Care Inspectorate Wales and the local health board.

Visits by other professionals such as social workers and families has also significantly reduced during the last 24 months, but these have now been reinstated with the lifting of restrictions by Welsh Government. Feedback from these visits has highlighted that the care and support provided is of a high standard with services going above and beyond in their duties to support people during these challenging times. Providers have gone to great lengths to provide person-centred and high-quality support despite the challenges of regularly changing guidance and restricted visiting. Providers' contingency plans have proved robust and have allowed services to continue through the pandemic.

The current complexity of care needs within the community, supported living and care homes now are set to continue which requires a skilled workforce to support nursing and care needs of individuals.

4.9 Current and Projected Trends

There is a vibrant and varied mix of provision across Gwent. In some areas such as Monmouthshire, many younger people are choosing supported living as their preferred option and we have several providers in the county who support people in this way. [Providers are very responsive to developing the right type of support for individuals and engage with their families, and others to design person-centred models of support.](#) An example of this is the collaborative working with three people to design bespoke supported living service, which will enable them to live meaningful and engaged lives.

Working with young people and their families through transition is a key steppingstone to identifying bespoke solutions for adult life. People and families often require considerable support as young people move into adulthood and out of the more prescriptive and routine environments of school and college. Expectations and the re-opening to opportunities remain a challenge for some.

Learning disability residential services remain stable and individuals often move into the service and remain there for significant periods of time, so length of stay and quality

of care needs to be continually assessed. However, it can sometimes be difficult to source compatible placements with current tenants.

Local authorities continue to work closely with providers to agree fair and reasonable costs of care and people have a range of support options to choose from, however these options are dictated by geographic and other preferences.

In Gwent it was anticipated that some people with a learning disability approaching middle age would need to move into supported living as their carers aged, but this hasn't materialised. People have stayed at home and kept themselves safe during the pandemic, so future needs are not clear at present.

4.10 Impact of Commissioning

There has been little reduction in the number of people placed in residential and supported living services, since the onset of the pandemic. Funding decisions continue to be made based on individual need and in negotiation with the provider. Where some providers are experiencing financial challenges, local authorities will work with them to seek to understand the issues and ensure that funding is appropriate and reasonable.

Gwent also uses longer-term contracts to give providers the opportunity to invest in the workforce and better support banking arrangements.

The region has attempted to standardise costings across the services and supported providers to access independent models of support. Supported housing schemes encompassing learning disability provision has also been added to the market.

The volume of referrals to supported living and residential providers has decreased, so providers would be experiencing the effects of this as they are approximately around 20% of normal volume.

There are many examples of collaboration between Gwent Local Authorities, ABUHB and Independent/Third sector organisations. These collaborative schemes often involve shared or pooled funding streams and/or Continuing Health Care funding.

4.11 Sustainability of Provision

While the learning disability sector has experienced some challenges during the pandemic in terms of reduction in occupancy and staff issues, it has not been as adversely affected as the older person's sector. Reports from providers are that recruitment has been more problematic than usual, but they are still able to recruit and retain staff.

There are concerns from some care providers that provide domiciliary care (sometimes alongside a range of other services), that they may be forced to close this service area in order to maintain the quality and sustainability of their other services due to a lack of staff capacity to deliver care at home. One provider in Gwent has ceased the operation of their domiciliary care service to enable them to prioritise their residential care facility.

The removal of the hardship funding in March 2022 is being closely monitored to understand what impact this will have on sustainability of services and whether it will be able to return to pre-pandemic occupancy levels. In common with other market segments many providers have experienced increased operating costs relating to fuel, gas, electric, increased National Insurance and pension costs, National Living Wage, Real Living Wage all of which are all having an impact on service provision.

Resource can be an issue causing difficulties when funding placements for people. Continuing Health Care can cause challenges, as the criteria can be difficult for local authorities and health boards to navigate.

4.12 Non-Regulated Provision/ Prevention

In Gwent there are no secure placements commissioned by local authorities. In Monmouthshire, support to adults with a learning disability has, for a number of years, been provided under the auspices of 'My Day, My Life'. Through this change programme and prior to the pandemic, the Council had moved away from venue-based services and were working with people in a more bespoke way based around the place they live, their families and wider networks. Fixed bases tending to be used as a springboard for more community-based activity.

The pandemic enabled Monmouthshire to move further ahead with this. Since March 2020 'My Day My Life' continued to operate in a very flexible, people focused way, offering people support to engage in opportunities that they choose in the areas where they live. Monmouthshire has scaled up the offer as restrictions have lifted. In general, feedback has been positive and there has been little demand from citizens to return to a venue-based model.

The Housing Support Grant Programme provides preventative support for regulated service provision and has a grant funded programme that provides housing related support for a wide range of people in the community, including those who do not access statutory services.

A National Care Review was completed into the care and treatment of people who are inpatients in learning disability hospitals, either commissioned or provided by NHS Wales as part of a cross government programme 'Learning Disability – Improving Lives'. Through this report 70 recommendations were highlighted where improvements are needed, and the Gwent region has been reviewing services to identify what improvements are required as a priority. The Mental Health and Learning Disability Strategic Partnership with support from the Regional Partnership Team, has been facilitating workshops to gain a collaborative response to the national review to establish what actions are needed to improve the lives of people in Gwent. This work is ongoing, and feedback is being sent to the National Assurance Group.

4.13 Direct Payments

A high percentage of Direct Payments is made up from learning disability service users. There is potential to expand the services and it is starting to grow in some localities. Direct payments are always offered as an option for care delivery where suitable, however this is not always the best option for some individuals. Where it has been used it has been successful with many people, giving them choice and flexibility

to tailor their care needs around their own circumstances. See section 8 for more details.

4.14 Social Value

Partners across the region encourage and are supportive to social enterprise ventures. However, they have sometimes found them to be restricted by legal requirements that are prohibitive; for example, with Services for Independent Living (SIL) who were engaged to provide additional services to Direct Payments service users, however this service has now closed.

The development of social enterprises is not something that can be 'designed in' by planners or commissioned in a mechanistic way. Anecdotal evidence suggests that the most successful co-operative ventures have been developed from a 'grass-roots' up approach where organisations and individuals providing services together on a collaborative basis based on mutual trust and the need to share resource more effectively.

Recent day services reviews have indicated that there might be some value in encouraging directly provided and/or commissioned day services to collaborate more formally to create support networks that may operate across geographical boundaries. This shares some commonalities with a 'community work' based approach founded upon voluntary action in its purist sense. This is very much an explorative venture at present post pandemic.

The RPB supports a vibrant provider forum which also acts as a social value forum. This forum is comprised mainly, but not exclusively of 3rd sector provider organisations.

Able Radio in Torfaen is a good example of a successful social enterprise. Initiated by volunteers, the service was supported by TCBC and hosted in a TCBC day services facility until the service expanded. The service provides day activities and training opportunities to individuals with learning disabilities and mental health issues.

Case study: Cartrefi Cymru is also an example of a long-standing social enterprise, established by parents and volunteers of people with learning disabilities. Supported by local authorities in Gwent, the service now provides support to individuals across the Region through supported living facilities, domiciliary care, floating sessional support and respite care. Cartrefi Cymru now operates as a co-operative and the region has been very supportive of the co-operative movement in social care in recent years.

In future the 5 local authorities would also like to develop the presence of the third sector in the fostering market to help deliver social value across Gwent communities as well as supporting the development of local IFAs across the region.

5 CHILDREN'S SERVICES

5.1 Sufficiency Assessment: Population Needs Assessment (PNA)

This section highlights the gaps and emerging themes in terms of sufficiency of care from the Population Needs Assessment (PNA).

Population Group	Children and Young People
<p>Gaps and emerging themes</p>	<p>To improve outcomes for children and young people with complex needs through earlier intervention, community-based support, and placements closer to home.</p> <p>To ensure good mental health and emotional well-being for children and young people through effective partnership working especially mitigating long term impact of Covid-19 pandemic.</p> <p>There is a need to continue strengthening services and partnerships around a single front door approach to reduce hand offs between organisations and establish a sequenced approach to multiple intervention needs.</p> <p>The RPB will continue to implement principles of NEST/NYTH and across all services to remain focused on what matters to children, young people, and families as we move to a whole system approach.</p> <p>Given the new programme of government priority to ‘eliminate’ profit in residential care for children looked after, the RPB will support this agenda and also the early intervention and preventative services that help reduce children becoming looked after.</p> <p>The young person’s voice, co-production, and integration, including more seamless transitions to adult services, remain key areas for development.</p>

5.2 Provider Engagement

The 5 local authorities work in partnership with the health board, third and independent sectors, carers, and others to ensure that the care provided to children is of the highest quality and value for money; and most importantly provides the best outcomes for children who are looked after within the region.

My Support Team (MyST) is a multi-agency partnership, working to help children who are looked after to remain in their local communities across Gwent. It works

seamlessly across statutory agencies to provide an effective alternative to residential care for children who are looked after with highly complex needs.

The Children and Families Strategic Partnership Board (CFB) provides overarching multi-agency strategic oversight and leadership for the delivery of the Gwent Regional Partnership Board’s vision for the development and delivery of children’s services across the region. Under the CFB an independent and voluntary sector network was established to engage directly with providers and for example, to highlight funding opportunities through Welsh Government’s Integrated Care Funding.

Most recently, the CFB has been working with the regional Youth Forum in developing the regional PNA, and a regular dialogue has been established. Each local authority also has its own partnership and engagement arrangements which include but are not limited to:

- Corporate parenting forums
- Young people’s forums
- Young Commissioner Programme (facilitated by the 4C’s)

5.3 Key Market Sufficiency Factors

The COVID-19 pandemic has impacted on the housing and care provision available to children and young people. COVID-19 has halted developments in many areas which has prevented children and young people ‘moving on’ and accessing the right care and support at the right time.

Fig 12 Total number of Children Looked After within each Gwent LA

	BGCBC	CCBC	MCC	NCC	TCBC
Total number of Children Looked After within each Gwent LA	200	456	213	378	446

*Fig 12 shows the total number of children looked after in Gwent per LA as of March 31st 2022. *Includes children in residential homes and those that are fostered.*

a. Foster Care

- Demand for foster placements currently outstrips supply, particularly for children who require a complex multi-agency care package or have challenging risk management plans
- Can often be difficult to source the right type of placement
- Children may go into residential placement in the first instance due to a lack of foster care

- COVID-19 and long periods of isolation have impacted on the resilience of families leading to an increase in demand across children's services.

b. Children's Residential

- External market has become saturated
- Market is insufficient to meet needs
- Majority of Gwent local authorities have focussed on investment of in-house residential services and development of preventative services
- Increase in privately run children's homes across the region
- Sufficiency is at a critical point as demand continues to grow at the highest end of the continuum of need.
- Some children are being placed in settings that are outside of the 'home' local authority

Monmouthshire and Torfaen are the exception; they have no in-house residential provision for children at the moment but remain committed to working with private and 3rd sector providers.

5.4 Market Sufficiency

The Gwent region wishes to increase regional capacity through a combination of in-house and external developments. It is the ambition of the region to care for the majority of children who have a long-term care plans through local residential care or step down to a foster family in a supported way, with support from MyST services, via in house regional provision. Integrated Care Funding has also been accessed to strengthen regional arrangements.

All 5 local authorities seek to work in partnership with local providers to develop bespoke packages of care for local children, who will support them to develop their independence skills and resilience for the future.

a. Foster Care

During the period of 31st March 2016 to the 31st March 2020, the number of local authority registered foster carers within the Gwent increased by 2%. However, the region also experienced a 17% increase in the number of children living in independent foster placements during the same period. This illustrates that the current level of demand is outstripping in-house provision and overall supply of foster homes. The Covid-19 pandemic has compounded this issue and it continues to prove difficult to source foster care placements, particularly for sibling groups and teenagers. As a result, some children are entering residential care following family breakdown in the first instance.

Multiple Independent Fostering Agencies (IFA's) operate within Gwent with a mix of charitable and commercial providers. All these providers are party to the All-Wales Framework for Foster Care Services. All fostering agencies irrelevant of status are currently facing a recruitment shortfall. Gwent local authorities continue to recruit and grow their in-house fostering provision, but recognise that there is continued demand, as well as competition for independent provision due to lack of in-house supply.

This shortage in foster carers directly impacts upon the choice of placement and permanence planning for children looked after. It is therefore essential, that foster carers are provided with a comprehensive range of support services to enable them to cope and effectively manage the challenging behaviour(s) they will encounter through the fostering process.

Fig 13 Number of children looked after by internal LA foster carers

	BGCBC	CCBC	MCC	NCC	TCBC
Number of children looked after by internal LA foster carers	71	162	40	160	134
Total number of children in external IFA placements (Includes external residential placements)	33	78	66	81	50

Fig 13 shows the total number of children looked after with LA foster carers and the number of children looked after by IFA's in Gwent as of March 31st 2022

b. Residential Care

The total number of children living in a residential provision increased by 58% in Gwent during the period 31st March 2016 to 31st March 2020

Demand for residential care has increased across Gwent, despite the development of the MyST teams and a regional drive to attract and recruit more foster carers. Newport and Caerphilly local authorities are expanding in-house residential home provision with a view to building Gwent wide capacity. Caerphilly has 3 LA residential homes for children and is currently developing a fourth. Newport is currently developing a new residential home that will provide a step-down service from secure provision. The availability of an annex to support short term stays will also help facilitate emergency placements. It is anticipated that these new homes will have capacity to offer places to other local authorities in Gwent. Torfaen is also planning to develop a residential provision for children in partnership with a locally based Registered Social Landlord (RSL) and an external provider, commissioned to deliver care. Monmouthshire have a similar provision in place with a Registered Social Landlord and are currently in the process of purchasing a facility with a view of having a similar partnership with a third sector provider.

Fig 14 Total number of children looked after out of county.

	BGCBC	CCBC	MCC	NCC	TCBC
Total number of children looked after out of county. *Includes IFA placements.	78	151	102	130	120

Fig 14 shows the total number of children looked after out of county in Gwent as of March 31st 2022

5.5 Market Stability

The Residential Care market in Gwent is currently failing to provide a sufficient supply of quality care providers to ensure that local authorities can consistently place children in appropriate placements that are close to home and meet their needs. Profits for large children’s social care providers are higher than one would expect in a well-functioning market, and the lack of placements leaves all 5 local authorities in a weak position when attempting to negotiate the price of a placement. This financial instability mirrors the national picture.

The Competition and Markets Authority’s (CMA) market study into children’s social care in March 2021 reports that the UK has created “a dysfunctional market for children’s social care with local authorities forced to pay excessive fees for privately run services.” Source: [Action needed on “dysfunctional” children’s social care market - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/95422/action-needed-on-dysfunctional-childrens-social-care-market.pdf)

There has been a steady increase of privately run children’s homes across the region. A lack of competition aligned with increasing demand for places is driving up costs. Mergers and acquisitions in the private sector have impacted on the quality of services delivered with changes of owner often resulting in the exodus of experienced and established staff. There is also some anecdotal evidence of small, local providers developing services for short term profit rather than sustainable growth. In recent years the sector has seen an increase in capital investment companies with a focus on profits for little demonstrable investment.

In March 2017, the Gwent Children & Families Partnership Board identified and recognised that the decision-making process for children with complex needs was inconsistent, overly complex, and not fit for purpose. A regional joint decision-making panel made up of senior leaders from the three key stakeholders (health, social care, and education) was created to discuss and resolve contentious complex cases that required financial and care package agreement that could not be agreed at a local level. However, several issues remain which include but are not limited to:

- The financial responsibility split between the LA's and health remains unresolved and there continues to be a lack on national guidance on this issue.
- The introduction of new continuing care guidance for health boards has not facilitated further agreement on legal and financial responsibilities of all stakeholders.
- There continues to be a difference in the interpretation of the new continuing care guidance for children with complex needs.

Individual market position statements on children's services have been developed for Caerphilly, Blaenau Gwent, Monmouthshire, and Torfaen, which can be obtained by contacting the Children's Commissioning Consortium (4C's.) These cover independent fostering agencies and children's residential care providers who are: delivering, able to deliver, or are planning to deliver' services within each local authority. The market positions statements help to structure engagement between the local authorities, Children and Family Services, local providers, looked after children, their family, and carers regarding the future vision of services. They also support the local authorities to co-produce outcomes focussed services acknowledging that there are a range of different methods for strategic commissioning with multiple partners.

5.6 Provider Failure

a. Torfaen

In 2020/21 a residential care provider was identified as operating below expected standards. Torfaen CFS were holding weekly Multi-Disciplinary Team (MDT) meetings, with NHS, the care provider and Torfaen commissioning representatives. Through these meetings it became apparent that level of care and support expected was falling below expectation and that the provider was failing in its obligation to keep the young person safe.

Torfaen Council supported the provider to introduce new processes and attempted to make the placement both safe and successful. However, the provider was unable to operate safely, so work was undertaken to place the young person with a different provider. The MDT was supported by health but time scales for actions proved problematic due to ongoing capacity issues.

b. Monmouthshire

Monmouthshire County Council supported a new entrant into the residential care market last year however, the provider eventually went into liquidation. It was generally felt that this provider had grown too quickly and overextended itself. The provider saw a gap in the market for single bespoke care provision and was in the process of setting up several residential homes across Gwent and beyond responding to that gap in the market. However, there were several concerns brought from practitioners and partners that the provider was not following care plans, had poor communication with commissioners and a high turnover of managers. The Care Inspectorate Wales (CIW) were informed and became involved. Shortly after this the provider went into liquidation.

5.7 Market Quality

All LA's in Gwent have individual quality assurance frameworks for children's services that feed into the wider collective processes co-ordinated by The Children's Commissioning Consortium (The 4C's) to assess the overall quality of care and support provision being provided by regulated providers. The 4Cs has in place an 'issues, concerns and compliments' process which supports the LA's to consider the extent to which regulated services meet the requirements of quality care and support, and whether the state of the market poses any risks to the future quality of care provision.

The insufficiency of supply regarding suitable foster placements aligned with the stagnation of the children's residential market is impacting on the quality of placements available to children and young people. Placing children outside of their local authority makes maintaining family relationships and the continuity of care and support more difficult. Ultimately this will impact on a young person's outcomes and future.

5.8 Current trends

a. Foster Care

The region would like to support the development of foster carers who can provide short notice, emergency placements alongside placements for young people with more complex needs and teenagers. The provision of general foster placements is typically met by local authority services. The Gwent region would like to see IFAs target their recruitment and training at areas where there are current shortfalls in provision.

The region is keen to work with IFAs who have an established local footprint of capacity and those who will invest in service development locally for local children. The ambition is to offer and deliver strong collaborative services for children and young people in Gwent to help them remain closer to home.

The 5 local authorities would also like to develop the presence of the third sector in the fostering market to help deliver social value across Gwent communities.

b. Residential Care

The 5 local authorities in Gwent are committed to developing sufficiency of accommodation in their local area. Where sufficiency cannot be achieved there is a joint commitment to prioritise sufficiency across regional footprints that mirror the Regional Partnership Board (RPB) and Local Health Board (LHB) footprint. The basis for this commitment is evidence based, intended to support improved outcomes for looked after children and to maximise use of local resources for local children.

All 5 local authorities are experiencing an increase in children entering care with complex behaviours that foster carers are either not prepared to or not sufficiently skilled to support. This has led to an increase in the number of young people being referred to residential services. In response the region plans to increase residential capacity due to the cost and lack of specialist providers, and bring those young people placed outside of the region back to Gwent. This approach supports the regional strategic priorities for children and families. To improve outcomes for children and young people with complex needs through earlier intervention, community-based support, and placement closer to home.

There is also a commitment to work in collaboration with public sector partners across the regional footprint where this offers identifiable benefits. This is evidenced through the co-produced projects being developed in Torfaen and Monmouthshire with an existing RSL, and [Newport who have developed links with specialist providers of adult care to enter the children's care market and support the development of two new children's residential homes.](#)

5.9 Impact on commissioning practices

Welsh Government's commitment to the phasing out of profit in children's care may significantly impact the market and act as a deterrent to future investment. Any sudden loss of private providers will increase pressure on local authority services and negatively impact the wellbeing and outcomes of children and young people. It is therefore vitally important that the transition period is well managed. It is likely that removing the profit from children's social care will lead to an increase in third sector providers being commissioned to fill gaps in capacity and meet demand. However, there is no guarantee that moving to third sector providers will yield significant savings.

The readily availability of grants and hardship funding, particularly during the Covid-19 pandemic has supported local providers, but the withdrawal of this funding will potentially affect the financial viability of some providers. However, the scale of impact remains difficult to predict.

The 'National Transfer Scheme' for unaccompanied asylum-seeking children (UASC) aligned with the war in Ukraine means that the number of children is predicted to rise putting further pressure on local authorities in terms of capacity.

5.10 Sustainability of provision

As previously reported:

- There is a lack diversity within the residential children's homes market.
- New and existing providers have the market power to demand higher care prices.
- The withdrawal of subsidies such as Welsh Government's Hardship Fund may impact on the sustainability of some providers.
- WG's commitment to removing the profit from children's care may reduce diversity and increase instability further.

As a result, there arises a classic 'make or buy' scenario. Clearly with prices so high to externally purchase placements it is more cost effective for local authorities to provide their own. However, evidence within the recent Competition and Markets Authority (CMA) Children Social Care study report (October 2011) contends that there is no material difference between the costs of internally provided care homes and externally provided care homes (however, this does not consider the individual needs of the child). However, it remains to be seen if this is sustainable in the longer term or if indeed, sufficient provision can be provided directly to make a material difference to the overall situation.

5.11 Risks to market stability

As previously reported: Welsh Government's commitment to the elimination of phasing out profit in children's care may significantly impact the market and act as a deterrent to future investment. Any sudden loss of private providers will increase pressure on local authority services and negatively impact the wellbeing and outcomes of children and young people. It is likely that removing the profit from children's social care will lead to an increase in third sector providers being commissioned to fill gaps in capacity and meet demand. However, it is far from clear if there are enough third sector providers and if these are offering or able to offer placements at more affordable prices. Historically third sector providers of IFAs and/or residential care have not offered significant savings compared to their independent sector counter-parts.

The 4Cs, as the residential care framework commissioning body, regularly advise caution to leaders on messaging that can create a more hostile market environment, which can have a disproportionate impact on effective smaller enterprises who add social value to local communities, thereby perversely leading to increased strength of large UK commercial providers and reducing healthy competition in the market.

5.12 Non-regulated provision

There is a mismatch between the needs of the children and young people requiring homes and the models of service or care offered by the market, leading to vacant beds and some young people having no regulated placement available to them. Due to lack of suitable residential placements Gwent like other regions in Wales must occasionally rely on unregulated residential providers, especially those that target the lack of sufficiency in secure estate, which is a major concern for local authorities in relation to both quality and price. In emergency situations local authorities find themselves occasionally having to place young people with these unregulated providers, supplemented with additional safeguards, due diligence, and ongoing discussions with CIW.

6 DAY SERVICES

Day services in Gwent have been in operation for several years, and traditionally are facility-based services based across the region. Individuals could access the services through social worker referrals, and would engage in meaningful activities within the service, supported by staff. Services were typically offered on a full day basis, providing a longer period of respite for carers.

Prior to the Covid-19 pandemic, there were 16 in-house, facility based day services in operation across Gwent, alongside 13 community-based services. These services were temporarily closed in March 2020 as a result of the Nationwide lockdowns. Staff in the services were redeployed to alternative support services: domiciliary care, care homes, local specialist schools and community meals provisions. Remaining staff provided one to one support for individuals in the community, via face to face or on a virtual basis. Facility based services continued to be offered on a reduced capacity in line with social distancing guidelines for individuals with significant care needs or individuals who had an identified safeguarding risk.

Referrals to the services increased and all Local Authorities in Gwent responded with increased community support provisions. As these services progressed, individuals

accessing the services reported that they preferred a community-based service, allowing them to access their surrounding community, engage in meaningful activities, meet with friends, and learn essential life skills.

Local authorities in Gwent are currently reviewing their day services provisions to include increased community support services alongside a reduced facility-based service. Facility based services will now operate on a sessional basis (mornings, afternoons, or full days) and the community-based services have been expanded to include face to face on an individual and group basis, and virtual support. Referral pathways have been amended to ensure an individual is offered the appropriate support for them.

7 Social value in Children's services

The RPB were one of the first boards to develop a Social Value Forum (Provider Forum). A key area of work progressed by the provider forum was a regional approach to an advocacy strategy for adults. In many respects advocacy work and the advocacy organisations are in the truest sense social value organisations. There was a deliberate agreement to take a co-production approach and further details are set out in section 10 below.

The RPB continues to engage with WCVA and the Wales Cooperative centre in adopting a Social Value Forum Toolkit and will look to support the development of social enterprises across the regions working with our third sector umbrella organisations.

Also, the Regional Commissioning Group and the new opportunities linked to RIF funding will provide a renewed focus to further develop the role of 3rd sector social value based services in the region. This may be linked to day services or to supporting hospital discharge, admission avoidance and maintaining low level support in the community.

Third sector organisations continue to act as key partners in delivering children's services across Gwent. Further work is required to develop this strand of work and all 5 LAs would like to see more charitable, co-operative and SME provision available within their area.

There are active discussions with children's residential / foster care providers regarding this, as detailed above. However, it remains to be seen if this will be successful even in the medium term. For now, the market remains very much a 'sellers' market with LAs having to pay high prices for residential placements.

Some commissioning teams have attempted to work with and be supportive of social enterprise ventures and Torfaen engages with services for Independent Living, to provide additional services to individuals who utilise direct payments.

A similar approach has been taken with the Social Value (Provider) Forum. This forum is led from a regional perspective and has the benefit of a mixed set of attendees, third sector as well as private sector. Attendees on the provider forum are providers from all sectors within social care: domiciliary care, care homes and mental health services.

8 DIRECT PAYMENTS

Fig 15: Direct payments data per LA: Adults

Adult services	CCBC	BGCBC	NCC	TCBC	MCC
Number of adults receiving Direct Payments	129	111	87	80	145
Number of adults with a care and support plan	*Information unavailable	1067	1990	1138	147
% with care plan in receipt of DP	*Information unavailable	10.40%	4.40%	7.03%	7%
Number of PA's	163	160		90	225

Fig 15 shows the number of adults in receipt of Direct Payments in Gwent. Figures provided are accurate at the time of reporting in December 2021.

Fig 16: Direct payments data per LA: Children

Children's services	CCBC	BGCBC	NCC	TCBC	MCC
Number of children receiving Direct Payments	44	35	51	28	55
Number of children with a care and support plan	*Information unavailable	324	493	149	51
% with care plan in receipt of DP	*Information unavailable	10.80%	10.00%	18.80%	28%
Number of PA's	51	44	73		60

Fig 16 shows the number of children in receipt of Direct Payments in Gwent. Figures provided are accurate at the time of reporting in December 2021.

Direct payments (DP) continue to be used by local authorities to enhance the range of support options available to people with eligible support needs. The role that it plays in the care market for regulated services is recognised and it will continue to feature as an integral element of the region's future commissioning plans. Across Gwent, each local authority has dedicated direct payment teams to initiate and provide ongoing support to those using the direct payments schemes.

The number of children/families in Gwent who receive a direct payment has remained static over recent years and the arrangements in place to support people, who wish to take up this option, are fragmented and inconsistent. Recruitment of personal assistants remains a critical issue and severely limits DPs as a viable alternative to other care provision.

A regional DP steering group was established and a review of direct payments in Gwent was undertaken in March 2022 with the following recommendations currently being considered by Heads of Adult Services:

- Establish a regional direct payment hub
- Commission a Gwent wide list of approved payroll providers
- Adopt Gwent wide policy and practice guidelines
- Establish one regional direct payment rate across Gwent

This work will progress through 2022.

Fig 17: Direct payment data per LA: Adults

Adult services	CCBC	BGCBC	NCC	TCBC	MCC
Number of adults receiving Direct Payments	129	111	87	80	145
Number of adults with a care and support plan	*Information unavailable	1067	1990	1138	147
% with care plan in receipt of DP	*Information unavailable	10.40%	4.40%	7.03%	7%
Number of PA's	163	160		90	225

Fig 17 shows the number of adults in receipt of Direct Payments in Gwent. Figures provided are accurate at time of reporting in December 2021.

Fig 18: Direct Payments data per LA: Children

Children's services	CCBC	BGCBC	NCC	TCBC	MC C
Number of children receiving Direct Payments	44	35	51	28	55
Number of children with a care and support plan	*Information unavailable	324	493	149	51
% with care plan in receipt of DP	*Information unavailable	10.80%	10.00%	18.80%	28%
Number of PA's	51	44	73		60

Fig 18 shows the number of children in receipt of Direct Payments in Gwent. Figures provided are accurate at the time of reporting in December 2021.

The current workforce capacity dedicated to Direct Payments in Gwent varies across the 5 Local Authorities, with 13.5 FTE posts across Gwent whose main function is to provide Direct Payment advice and support. A number of additional posts have involvement with Direct Payment work, in a management, training or financial function.

Payroll services are provided by a commissioned list of providers, ensuring that payroll providers deliver a service that meets people’s needs, including those who do not have the mental capacity to administer their own Direct Payment, or is a child under 16 and has a Suitable Person to act on their behalf and also fulfils their audit requirements.

9 CARERS

This section highlights the gaps and emerging themes in terms of sufficiency of care from the Population Needs Assessment (PNA).

Population Group	Carers
<p>Gaps and Emerging Themes</p>	<p>The level of care and support for unpaid carers is projected to increase significantly over the next 10 years as our population grows older, with many carers themselves over the age of 65.</p> <p>There is a need to improve access to services and support for unpaid carers.</p> <p>Young carers need more emotional and mental health support. The pandemic has had a significant negative impact upon young people and young carers.</p> <p>There is still a need to increase awareness of the needs of carers and for frontline staff to be able to recognise when people take on caring responsibilities so they can signpost to support.</p> <p>Peer to peer support and respite provision are continually highlighted as being a priority need for carers. There is a need to increase support through third sector and community partners to increase befriending opportunities and community groups.</p> <p>The COVID-19 pandemic has negatively impacted on the availability of respite provisions.</p>

There are an estimated 71,497 unpaid carers in Gwent (Daffodil Cymru). This does not include those who provide care but do not recognise themselves as carers. In the State of Caring Report 2021, carers were referred to as the third pillar of health and social care. In 2021/2022, Welsh Government awarded the Aneurin Bevan University

Health Board (ABUHB) a per capita sum of £191,000, which was used alongside the Integrated Care Fund to further support unpaid carers.

The demand for care provision by carers is projected to increase with growing life expectancy, resulting in more people living longer and requiring care. Given these projected increases, it is likely that there will be an increased need for support services for carers, to ensure that they are not at risk of social isolation.

The carers voice is paramount in identifying and delivering the priorities of the Gwent RPB and are represented on the Gwent Carers Strategic Partnership Board, Citizens Panel and RPB. The Carers Expert Panel at Carers Trust SE Wales is also a mechanism used to ensure that carers can influence, change and shape the services that affect them in Gwent. Primary care services are often the first point of contact for carers and influential in identification of unpaid carers. Carers champions have been supported in GP services in Gwent, supporting carers at first contact.

Support services in Gwent faced a number of pressures during the COVID-19 pandemic. GP services changed to virtual consultations and legislative requirements required services to temporarily close, then begin support on an amended delivery programme. Face to face support was initially halted, and in some services, staff were redeployed into frontline care delivery services. This initial reduction in support placed strain on some carers.

Respite is a key provision for carers, providing a much-needed break from the care role. The COVID-19 pandemic meant that availability of respite services reduced, further exacerbated with travel restrictions and the closures of hospitality, tourism and leisure in line with legislation. In June 2021, Welsh Government launched a £3m respite fund to both meet an anticipated surge in demand for respite services and to fund a new Wales-wide short breaks fund. In Gwent this was used in a variety of ways:

- In Caerphilly, leisure memberships were purchased for carers to contribute to health and wellbeing.
- In Blaenau Gwent, the fund was used for day care, funding a combination of overnight stays, sessional support and short break respite.
- In Newport carers were provided with vouchers for lunch at carers café events, farm sessions for families and a range of day activities and resources.
- In Monmouthshire, young carers attended various activities at local theatres, and adult carers accessed short term respite support.

The pandemic has significantly affected the mental health and wellbeing of carers, with 40% of carers in Wales reporting that they felt unable to continue their caring role (State of Caring Survey, Carers Wales). The recommendations for carer support in Gwent include:

- Providing respite opportunities.
- Working with dementia and mental health divisions to help develop the Good Work Learning and Development Framework
- Continuing engagement with carer groups and continuing to support unpaid carers in the region.
- Continue to support unpaid carers in education and the workplace.

A regional Carers Board support the RPB to deliver the national carers agenda and Welsh Government's 'Strategy for unpaid carers: delivery plan 2021'. Further details on the needs of carers and a market position statement are included in the Population Needs Assessment with actions to address priorities to be set out in the developing Area Plan.

10 EQUITY, SOCIO-ECONOMIC DUTY AND HUMAN RIGHTS

Preventative services have been impacted by the pandemic, with increased levels of social pressures, deprivation, and rising costs of living all impacting on this area. All local authorities in Gwent are committed to the principles of social equality and comply with the requirements set out in the Equality Act 2010 and the Well-being of future generations Act 2015.

All LA services in Gwent are designed with due regard to the Equality Act 2010 and the Socio-economic Duty which specifies that local authorities must:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by the Act.
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

Services are also designed with due regard to the Wellbeing of Future Generations Act which requires LAs to demonstrate that they are improving social, economic, and environmental wellbeing, alongside sustainable development. Engagement with third sector and private providers has increased, to offer individuals holistic means of support.

11 ADVOCACY

The Gwent Regional Partnership Board, with support from Age Cymru's Golden Thread Advocacy Programme (GTAP), has developed a co-productive approach to developing a regional adult advocacy strategy. 'Our Vision and Intentions for Adult Advocacy 2019-2024' was officially launched on the 25th of October 2019. Its purpose: to guide the future procurement of adult advocacy services across the Gwent region. Local authority commissioners, advocacy organisations and local citizens worked together to shape the strategy and a unique infrastructure to support co-productive commissioning was developed to support the development of the strategy as well as the development of future advocacy services in Gwent.

Fig 19

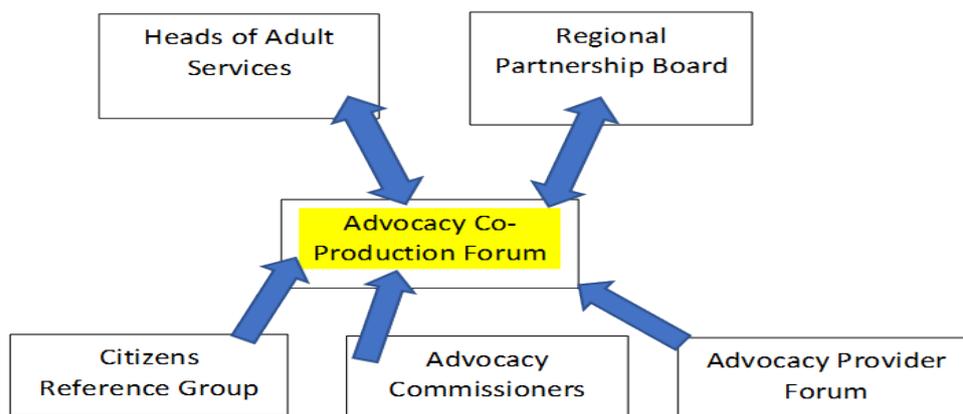


Fig 19 illustrates the unique governance structure for advocacy commissioning within the Gwent region.

The development of the regional, co-produced strategy was showcased at the launch of the ‘National Framework and Toolkit for Commissioning Advocacy’ in October 2019 as an exemplar. The national framework and accompanying toolkit developed by Golden Thread Advocacy Programme (GTAP) outline the commissioning approach that we have adopted in Gwent.

Prior to the development of the commissioning strategy two multi-stakeholder workshops were held alongside a workshop for people with learning disabilities, these were co-facilitated by the Golden Thread Advocacy Programme (GTAP) and the Co-production Network for Wales.

A single point of access, independent of social services and advocacy providers was recommended following the consultation process and a successful ICF bid led to the development of the Gwent Access to Advocacy Helpline (GATA.) pilot. Launched in October 2019 the GATA helpline has three main components:

- To create an independent single point of access (i.e., a referral helpline) for advocacy services across the partner authorities.
- Raise awareness of advocacy for the public and professionals, across health and social care.
- To provide for increasing demand for statutory Independent Professional Advocacy and wider forms of advocacy.
- To collect information that will enable commissioners and their co-production partners to build a clearer picture of the need and demand for advocacy, and of the gaps and trends.

It was anticipated that a regional advocacy awareness raising campaign would lead to greater demand of advocacy services across the region and drive referrals through the GATA helpline. However, the Covid-19 pandemic halted progress and made it difficult to establish a true picture of the need and demand for advocacy across Gwent as well as the impact of the GATA helpline over the past 18 months. An extension to funding for the GATA helpline has been secured until April 2023 and it is anticipated

that this will support consistent data collection across the region and help identify gaps in provision, while mapping demand more accurately.

Due to the Covid-19 pandemic direct advocacy referrals were also permitted to providers from practitioners to prevent bottlenecks and support timely hospital discharge. However, the option to self-refer, through a single point of access remains important for Gwent citizens. Advocacy providers and the GATA helpline have highlighted that referrals are now returning to pre-COVID levels with a marked increase in parent advocacy relating to child protection and mental health cases. An overall picture of advocacy provision within Gwent is now being developed. This will help to measure the success of the GATA pilot and inform an options paper for future advocacy commissioning.

From April 2023, the Citizen Voice Body (CVB) will replace Community Health Councils (CHC) and listen and represent the voices and opinions of the people of Wales in respect of health and social care services. It is not clear what impact the CVB will have on advocacy services already commissioned in Gwent. However, links have already been established in Gwent with the existing CHC. This should provide the opportunity to co-ordinate the provision of advocacy support across the health board in order to strengthen the citizen's voice in relation to health and social care as the CVC develops.

The Mental Capacity (Amendment) Act 2019 will result in the transition from the existing Deprivation of Liberty Safeguards (DoLS) arrangements to the revised Liberty Protection Safeguards (LPS). Those deprived of their liberty will have rights that will include access to appropriate advocacy support. It is likely that this will increase the demand for advocacy support across Wales, including Gwent.

In relation to Children's Services, the National Youth Advocacy Service (NYAS) has been commissioned across the region to provide advocacy services to children and young people. NYAS support children looked after through an Independent Visiting service and are able to ensure the voice of the child is heard at child protection conferences and assessment reviews.

12. WELSH LANGUAGE

In Gwent, the PNA has considered the delivery of the Welsh language within the context of three key themes. These are:

- Increasing the number of Welsh speakers
- Increasing the use of the Welsh language
- Creating favourable conditions (infrastructure and context)

These key themes will be delivered through wider Local Authority and Health Board corporate Welsh language policies. The Gwent RPB has sought to identify the actions required to deliver the range and level of services identified as necessary through the medium of Welsh. The Welsh language strategic framework 'More than just words' aims to improve frontline health and social services provision for Welsh speakers, and family and carers. In keeping with the principles in the framework we have included

the linguistic profiles of local authority areas to help identify where to focus provision and service delivery.

Accessing service provisions in Welsh is an important element of care and support across all patient groups. The Local Authorities in Gwent will:

- Ensure the ‘active offer’ is provided, whether through social workers or nurses.
- Ensure older people, including Dementia services, are able to provide Welsh language support as part of the Dementia Friendly Community Agenda.
- Ensure individuals accessing mental health services and learning disability services will be supported to use the Welsh language, and Local Authorities will promote the use of Welsh language through contracts with third sector partners.
- Ensure all RPB partners will have individual Welsh language policies in place.

Care and language go hand in hand, as quality of care can be compromised if people are unable to communicate in their preferred way. Although there is not a significant demand for services in the Welsh language in Gwent, providers are asked as part of monitoring activity how many Welsh speaking staff they have as well as how many people they support who, given the choice, would use the medium of Welsh.

The 2011 census recorded that 19% of people living in Wales can speak Welsh and shows that for the percentage of people aged 3+ who can speak Welsh that all areas across Gwent are below the Wales average (19.01%) ranging from 11.19% in Caerphilly to 7.85% in Blaenau Gwent. The table below shows the percent of people aged 3+ who can speak Welsh across the Gwent region. All areas fall below the Welsh average.

Fig 20: Percentage of people aged 3+ who can speak Welsh

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Blaenau Gwent	18.0	17.8	17.8	17.5	19.7	17.1	16.1
Caerphilly	23.4	24.8	21.8	22.0	23.7	23.6	24.6
Torfaen	15.5	16.0	18.3	19.0	17.7	18.0	18.5
Monmouthshire	17.1	16.7	16.8	16.7	17.6	17.5	16.5
Newport	23.3	19.6	19.8	20.6	20.9	17.8	20.5
Wales	27.8	27.3	28.8	29.0	29.8	28.4	29.1

Throughout Gwent Welsh Language training is available to the workforce and also through Welsh Language units. Gwent adheres to the Welsh Language Policy to promote the use of Welsh and provide bilingual material when required or requested and ‘The More Than Just Words’ active offer is always considered as part of monitoring visits. Additional information on Welsh Language use can be found in both the Population Needs Assessment and Gwent Well-being Assessment www.gwentrpb.wales required under the Well-being of Future Generations (Wales) Act and through weblinks included.

As more people across Gwent start to use Welsh on a daily basis, public services need to be able to provide services in Welsh. Public services (Local Authorities, Gwent Police & Aneurin Bevan University Health Board) across Gwent report the Welsh language skills for staff in different ways so it is difficult to provide a cumulative figure. A detailed breakdown is included in the regional Wellbeing Assessment and the RPB will utilise this information when planning services. [CULTURAL-FINAL-VERSION.pdf \(gwentpsb.org\)](#)

13 SUMMARY

Adult Services

- Care home market is currently stable, given the additional funding throughout the pandemic, however serious risks are present which threaten sustainability and stability due to fewer placements being made during the pandemic leading to an overprovision of places in some areas. Despite this the cost-of-living crises now threatens to bring further instability linked to funding.
- Workforce crisis threatens social care and domiciliary care in particular – recruitment and retention losses appear to be levelling off leaving some areas unable to cover all packages
- Growing recognition that the mental health of the workforce has been seriously affected by the pandemic and measures are needed to support the workforce.

Mental Health and Learning Disabilities

- Pandemic has had a significant impact on mental health support for adults and children particularly in the general population leading to increased waiting times for CAMHs
- Early intervention needs to be improved across all emotional wellbeing and mental health services
- A more diverse and responsive market for complex learning disabilities placements is needed in the region
- A focus on support for people with learning disabilities:
 - to live independently in their communities
 - earlier diagnosis of ASD required.

Children's Services

- Residential and foster care placements are currently unstable due to demand outstripping supply.
- Cost and outcomes of arranging residential placements and independent foster care placements are unsustainable and need to be improved leading to 'make or buy' decisions for future services
- Welsh Government's policy of 'removing the profit' from Children's Services will need careful management if the market is not to become further restricted/destabilised.

In Gwent, individuals have a choice as to the services available to meet their needs. However, the stability of the market is likely to be put to the test during financial year

2022/2023 as increasing cost pressures, allied to recruitment and retention difficulties will further expose the sector to increased levels of risk, this is especially so in the adult domiciliary and residential care markets.

Care Homes are currently able to meet the demand for the services, although a shortage of dementia care beds is of concern in some localities in the region. Domiciliary care services have reached critical levels due to staffing availability and providers continue to have issues with recruitment and retention. Currently the demands for domiciliary care services are significant, with individuals choosing to remain at home if possible, and these demands are likely to exacerbate already strained resources. As community-based services continue to reopen following the COVID-19 pandemic, it is hoped that pressure on domiciliary care will alleviate somewhat.

In children's services, the external provider market is subject to instability caused by acquisitions and mergers. There is also currently a lack of competition and choice in the market and the costs and profits are significantly higher than they would be in a healthy, competitive marketplace.

Working throughout the pandemic in conjunction with partnership agencies, alongside independent providers within the care home and domiciliary care sector has required and allowed us to work differently and apply some creative commissioning in the best interest of our citizens. This has further strengthened the positive working relationships between health and social care and provider partners in the region.

The issues raised in this MSR will be picked up in the Area Plan and measures to mitigate threats to market stability will be outlined.



Report

Cabinet

Part 1

Date: 12 October 2022

Subject Newport City Council response to external pressures impacting communities, businesses, and Council services

Purpose To present an update to Cabinet on Newport City Council's response to external factors impacting on communities, businesses, and Council services.

Author Chief Executive
Head of People, Policy and Transformation

Ward All

Summary Over the last three years, public services, charities, not for profit and the private sector have faced unprecedented challenges and opportunities as a result of Brexit, Covid pandemic, and now the cost-of-living crisis and the Ukrainian conflict.

Since July 2022, the Council is continuing to respond to the impacts which the cost-of-living crisis is having on households, businesses and council services. With inflation and cost of living expected to increase further over the autumn and winter the Council will continue to lead and administer schemes to provide financial support and services during this challenging period.

Newport Council is also having to respond to the Ukrainian conflict supporting Ukrainian families to settle in Newport through the UK Government Homes for Ukraine scheme. This is in addition to existing resettlement and community services provided for refugees, Asylum seeker schemes which all place demands on our Council services.

Proposal Cabinet to consider the contents of the report on the Council's activity to respond to the external factors on Newport's communities, businesses and council services.

Action by Corporate Management Team

Timetable Immediate

This report was prepared after consultation with:

- Corporate Management Team

Signed

Background

Over the last three years Newport City Council and its partners have been responding to the global issues such as Brexit, the Covid pandemic, the Ukrainian conflict and the cost-of-living crisis that have and are continuing to impact communities and businesses across the City. As a public body, Newport City Council is responsible for providing many statutory and non-statutory services that support vulnerable and disadvantaged residents as well as enabling the city's economy to thrive. During this period of time, we have and continue to see demand on the Council's services increase as more residents and businesses have needed public sector support.

This report provides an overview of how the Council's services are supporting residents and businesses with the cost-of-living crisis, the Ukrainian refugee support and other community activities.

Cost of Living Welsh Government and Newport City Council Response.

Over the last two years, there have been several global economic impacts due to Covid and the recent Ukrainian conflict which has affected global supply of food, energy (gas and electric) and fuel. These issues are impacting residents and businesses as inflation rates rose by 8.6% in the 12 months to August 2022. For many low to middle income households, the rise in costs are forcing families to choose between heating their homes or eating as incomes are unable to meet the rising energy and food prices.

The Bank of England has increased interest rates to 2.25% to try and tackle inflation making borrowing more expensive. On top of the increase of food and general cost of living, it is suggested the cap on energy bills is set to rise further in 2023, meaning a difficult winter ahead for households struggling with the rise of the cost-of-living.

A task and finish group has been established by the Council to deliver a co-ordinated response to the cost of living crisis in Newport and to develop long term solutions in partnership with third sector organisations to support the most vulnerable and disadvantaged communities. Below, is an overview of services and activities being delivered by Newport Council and partners to support communities.

The Welsh Government has a dedicated link for households to see if they are entitled to additional financial help, see link [here](#). The Welsh Government has launched the '[Claim what's yours](#)' initiative where people may be unaware they may be entitled to benefits to provide additional support they need.

Earlier this year, Welsh Government announced a £150 cost of living payment on [Council Tax](#) costs for households living in bands A to D. Newport City Council are encouraging as many households as possible to claim the payment. For businesses, the council is using its [discretionary powers](#) to support businesses in the city centre in addition to the rate relief from [Welsh Government](#).

In addition to the funds made available to residents of properties in council tax A to D, Welsh Government has made a further £1,249,653 available to Newport City Council which is to be distributed to residents by way of a discretionary scheme, along with £253,210 to cover administration of both schemes. The Council is free to distribute the discretionary fund in any way that it feels is appropriate under the broad remit of alleviating the impact of the increase in the cost of living. Further information is provided in a separate report.

Applications for the 22/23 Winter Fuel Support Scheme are now open.. We are automatically issuing a post office voucher to the value of £200 which can be exchanged for a cash payment to everyone in receipt of Council Tax Reduction. Applications can be made by those in receipt of a qualifying benefit who we are unable to identify as being eligible, and we have an online form with paper forms available on request.

We are working with partners to deliver collaborative events in the coming months. To provide advice and support to residents.

From September 2022, Newport City Council will be offering free school meals to all pupils in Reception, Year 1 and Year 2 in local authority-maintained schools. Due to Welsh Government funding, local authorities across Wales are extending the availability of free school meals. In the bid to tackle food poverty, the aim is that every primary school pupil will be able to have a free school meal by 2024. Further information can be found through the link [here](#). The Council also offers the Pupil Development Grant (PDG) to help fund a child's school uniform and equipment. Further information can be found [here](#).

Newport Council recognises the work which many community food organisations (food banks, charities and community groups) make to support the most vulnerable residents that are struggling to pay for meals and need additional support to access other services. Earlier this year Newport Council established a partnership arrangement with Gwent Association Voluntary Organisations (GAVO) providing capital funding for community food organisations and can still be accessed [here](#).

As the cost of living crisis is hitting, many organisations are seeing increasing demand on their services but are now struggling to maintain their own costs as these are increasing and donations are reducing. Newport City Council was allocated £55k via Welsh Local Government Association to support community food organisations. In September Newport City Council and GAVO have launched the Community Food Organisation grant of £100k for organisations to claim up to £5k to support their ongoing costs and increase demand. Further information can be found [here](#).

Ukrainian Refugee Support

The ongoing conflict in Ukraine has caused displacement of many tens of thousands of Ukrainian people from their homes. The UK Government continues to encourage Ukrainian nationals to utilise the Family for Ukraine Scheme which encourages individuals to safely join and reunite with family members or extend their stay in the UK. Newport has seen a rise in a number of families arriving in the city through this scheme.

Under the UK Government Homes for Ukraine scheme, the Welsh Government (WG) is a Home for Ukraine super sponsor. As a super sponsor, WG can provide accommodation, support and care in Wales and removes the need for applicants to be matched to a named person before they are cleared to travel to the UK. From 10th June, WG paused new visa applications to allow time to refine arrangements in place to support people and ensure all public services (especially local authorities) can continue to deliver high standard support.

To date through the Homes for Ukraine Scheme, 10,627 applications have been submitted with a sponsor in Wales of which 6,039 are via the Welsh Government as a super sponsor. Additionally, 9,282 visas have also been issued where Welsh Government is the super sponsor. In total 4,721 people with sponsors in Wales have arrived in the UK. Through the Homes for Ukraine Scheme, Newport currently has 121 approved applicants of which 90 are in active placements across 46 sponsors.

Newport City council has also become the first Local Authority in Wales to be registered with the Office of Immigration Services Commissioner (OISC) to provide legal immigration advice. The access to this opportunity of free legal immigration advice is based upon eligibility criteria, and all other requests for advice and representation will be considered on a case-by-case basis. The Council's established Operational Response Group who meet on a fortnightly basis co-ordinate Newport Council's approach to welcoming and supporting people arriving in Newport. This group is currently mapping capacity and potential demand across a range of key areas including social care, housing, education and integration support. The Council continues to work closely with partners and other Gwent authorities to ensure a joined up, cohesive approach to Ukrainian resettlement, taking a regional approach wherever possible to maximise efficiency.

Asylum Dispersal

Until recently, Newport was one of the four Local Authority asylum dispersal areas in Wales for people seeking asylum established by the Home Office in 2001. Numbers and profile of people seeking asylum

fluctuate, largely due to the nature of global issues and the speed at which the Home Office processes asylum claims. This year, the Home Office announced the 'Full Dispersal' approach, this will require all Local Authorities to become asylum dispersal areas to spread the burden of people needing to move from hotel accommodation to dispersal accommodation, following the increased arrival of people applying for asylum protection. Newport City Council will work with the regional Strategic Migration Partnership to consider the impact of these plans on the area, as this will result in a change in the population base for Newport as calculations are moved to the 2021 population census as a base.

While asylum dispersal to all Local Authorities in England, Scotland and Wales is likely to more fairly distribute pressure across Local Authorities, it will continue to have a significant impact on Newport City Council and all locally involved service providers and the wellbeing of people seeking asylum with logistical challenges in relation to the significant change in geographical spread and the possible risk of inequity in service provision and access. Despite these challenges moving to an all Authority approach which uses a population base for allocations is favourable to Newport and fairer for our services and communities.

In addition to this scheme we have also been informed of changes to the National Transfer Scheme for Unaccompanied Asylum Seeking Children (UASC). Wales has been included in the mandatory National Transfer Scheme since December 2021. In August the Home Office announced an expansion and speeding up of the National Transfer scheme for all local authorities in the UK, this will result in a further pressure on placements and staffing support for children. The definition for UASC is unchanged and does not include Ukrainian children with the expectation that these children will be supported via the Homes for Ukraine scheme.

We are also aware of people in Newport who have No Recourse to Public Funds (NRPF), these include people seeking asylum, failed asylum seekers and people with discretionary leave to remain in the UK with certain restrictions. Most people with NRPF have the right to work, but are not entitled to claim income related benefits and other support arrangements. Further details can be found on the link [here](#).

The Council is supportive of UK and Welsh Government initiatives to provide sanctuary to refugees that have been displaced as a result of conflict, and the important support for children, however we must also recognise that this places an additional demand on Council services and particularly our private housing stock and social care services.

Financial Summary (Capital and Revenue)

With the increasing demand on services, the Council is anticipating further pressures on budgets and resources over 2022/23. The inflationary impact in the UK is also impacting on costs in revenue and capital delivery in the Council and in the medium term are likely to impact on the Council's finances. As highlighted in the report, Council Tax and Business Rate relief is being provided to help with the cost of living. However, it is anticipated by the Council's Revenue team that the Council will see households and businesses struggle to pay their bills. The Council is encouraging people to contact the Council who can provide help and support for people to pay their bills and try to prevent them from getting into any financial difficulty. A more detailed report on the Council's revenue and capital position are reported separately to Cabinet in September.

Risks

Newport Council will be reviewing the Council's Corporate and service area risks as part of the new Corporate Plan. This will consider the impacts of Post EU arrangements, Ukraine conflict and cost of living.

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?
Cost of Living impact on Council services	4	4	See report on the Council's response to the cost-of-living crisis.	Corporate Management Team
Supporting Ukrainian refugees to settle in Newport.	4	2	See this Report on the Council's response to the Ukrainian refugee re-settlement programme.	Corporate Management Team.
Changes to the asylum dispersal schemes	4	2	See report on the Council's response to the changes to asylum dispersal schemes.	Head of Housing and Communities, Director of Social Services.

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Corporate Plan

Options Available and considered

1. To consider and note the contents of the report on the Council's response.
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 on the Council's response.

Comments of Chief Financial Officer

As commented in previous reports, the lasting financial impact of Brexit and the Covid pandemic 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. We are beginning to see the impact of rising fuel and material prices whilst 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, will need to be managed from within existing resources, budget contingency where available and appropriate and the use of any grants made available to the Council.

In addition to in-year financial management challenges noted above, there will be impacts on the Council's MTFP and the work on this is in progress.

Budget managers and HoS will be expected to continue to monitor the impact of the external factors included in this report and work with Finance colleagues to escalate any material financial implications and report them where relevant. This will need to also include plans to mitigate any issues, as far as is possible.

Comments of Monitoring Officer

There are no legal issues arising from the report. Any specific legal implications will be addressed as part of the Council's operational responses to the key issues identified in the report.

Comments of Head of People, Policy and Transformation

The Council is supporting the Welsh Government's initiatives to provide sanctuary to refugees that have been displaced as a result of conflict. The delivery of these schemes by Newport Council has been using existing resources to support families to settle in Newport. The cost-of-living crisis is also impacting communities and households as well as Council services. Through the Council's partnership networks such as One Newport, we are working collaboratively to provide support to organisations that have been impacted and to ensure that they are sustainable for the medium to long term. There are HR implications on resources to meet this additional demand on services and the Council is considering these on existing services and resources.

Scrutiny Committees

Not applicable as this an information only report and no decision is required from the Council.

Fairness and Equality Impact Assessment:

Not applicable as this is an information only report and no decision is required from the Council.

Wellbeing of Future Generations

Long Term – The short term actions the Council is taking now is considering the longer-term impacts which the cost of living and Ukrainian crisis is having on communities and businesses in Newport. Newport Council alongside partners are providing financial and non-financial support to help households and businesses.

Collaborative – Newport Council is working collaboratively across the organisation and also our external partners from Aneurin Bevan University Health Board, schools, Welsh Government and other local partners to support cost of living and Ukrainian support.

Integration – The actions that the Council and is taking supports the Council's organisational priorities for community cohesion, early intervention and prevention. This also supports the Welsh Government's priority for Wales being a nation of sanctuary.

Involvement – We are involving communities and residents who are providing vital front-line support and helping vulnerable / disadvantage households, and refugees. The Council is also providing regular updates and communications to those impacted by the cost-of-living crisis.

Prevention - The short term actions the Council is taking now is considering the longer-term impacts which the cost of living and Ukrainian crisis is having on communities and businesses in Newport. Newport Council alongside partners are providing financial and non-financial support to help households and businesses.

Consultation

Not Applicable

Background Papers

Not applicable

Dated: 5 October 2022

Report

Cabinet

Part 1

Date: 12 October 2022

Subject Cabinet Work Programme

Purpose To report and agree the details of the Cabinet's Work Programme.

Author Governance Team Leader

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 2023, 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 for 2022/23

Action by 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 2023, 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: 22 September 2022

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Cabinet

Work Programme: June 2022 to May 2023

Meeting	Agenda Items	Lead Officer
Cabinet 15/06/22	<ul style="list-style-type: none"> ▪ Corporate Risk Register Update (Q4) ▪ Local Area Energy Plan ▪ Information Station Project ▪ Levelling Up Fund ▪ 2021/22 Treasury Management Year End Report ▪ Covid Recovery ▪ NCC External Pressures - Cost of Living - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HPP&T ▪ HPP&T ▪ HR&ED ▪ HR&ED ▪ HoF ▪ CX/HPP&T ▪ CX/PP&T ▪ GTL
Cabinet 13/07/22	<ul style="list-style-type: none"> ▪ 2021/22 Revenue Budget Outturn ▪ 2021/22 Capital Outturn and Additions ▪ Responding to the New Normal Report ▪ Shared Prosperity Fund ▪ RDLP – Vision, Issues and Objectives ▪ Welsh Language Annual Report ▪ Welsh Government Consultation, One Network, One Timetable, One Ticket: Planning buses as a public service for Wales – NCC Response ▪ NCC External Pressures - Cost of Living - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HPP&T ▪ HPP&T ▪ HR&ED ▪ HPP&T ▪ HCS ▪ CX/HPP&T ▪ GTL
Council 13/07/22	<ul style="list-style-type: none"> ▪ Council Appointments ▪ 2021/22 Treasury Management Year End Report ▪ Welsh Language Annual Report ▪ PSPO: Dog Control 	<ul style="list-style-type: none"> ▪ DSM ▪ HoF ▪ HPP&T ▪ SD: ES
Cabinet 14/09/22 CANCELLED	Agenda items moved to October Cabinet.	
Council 27/09/22	<ul style="list-style-type: none"> ▪ Council Appointments 	<ul style="list-style-type: none"> ▪ DSM
Cabinet 12/10/22	<ul style="list-style-type: none"> ▪ Revenue Budget Monitor ▪ Capital Budget Monitor ▪ Corporate Risk Register Update (Quarter 1) ▪ Corporate Plan ▪ Strategic Equality Plan Annual Report ▪ Climate Change Plan Annual Report ▪ RPB Market Stability Report ▪ NCC External Pressures - Cost of Living - Cost of Living ▪ One Newport Summary of Business (to follow) 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HPP&T ▪ HPP&T ▪ HPP&T ▪ HPP&T ▪ HPP&T ▪ CD: SS ▪ CX/HPP&T ▪ HPP&T ▪ GTL

	<ul style="list-style-type: none"> ▪ Work Programme 	
Cabinet 16/11/22	<ul style="list-style-type: none"> ▪ Regional Integration Fund Financial Plan ▪ Annual Compliments, Comments and Complaints ▪ Annual Safeguarding Report ▪ Corporate Plan Annual Report ▪ Wellbeing Plan ▪ Work Programme 	<ul style="list-style-type: none"> ▪ CD: SS/HoF ▪ Customer Services Manager ▪ CD: SS ▪ HPP&T ▪ HPP&T ▪ GTL
Council 22/11/22	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Corporate Plan ▪ Strategic Equality Plan Annual Report ▪ Climate Change Plan Annual Report ▪ RPB Market Stability Report ▪ Democratic Services Annual Report ▪ Standards Committee Annual Report 	<ul style="list-style-type: none"> ▪ DSM ▪ HPP&T ▪ HPP&T ▪ HPP&T ▪ CD: SS ▪ HL&S ▪ HL&S
Cabinet 14/12/22	<ul style="list-style-type: none"> ▪ Revenue Budget Monitor ▪ Capital Budget Monitor and Additions ▪ Treasury Management Report ▪ Corporate Risk Register Update (Quarter 2) ▪ AW Certificate of Compliance ▪ Service Plans ▪ Director of Social Services Annual Report ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HoF ▪ HPP&T ▪ HPP&T ▪ HPP&T ▪ D: SS ▪ HPP&T/HP&I ▪ GTL
Cabinet 11/01/23	<p><u>Budget:</u></p> <ul style="list-style-type: none"> ▪ 2022/23 Revenue Draft Budget and MTFP: Final Proposals ▪ Welsh National TOMs for Social Value ▪ Mid-Year Performance Analysis 2021/22 ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HPP&T ▪ HPP&T/HP&I ▪ GTL
Council 24/01/23	<ul style="list-style-type: none"> ▪ Council Appointments ▪ 2022/23 Treasury Management 6 monthly report ▪ Council Tax Reduction Scheme ▪ Director of Social Services Annual Report ▪ Schedule of Meetings 2023/24 ▪ Mayoral Nomination 2023/24 	<ul style="list-style-type: none"> ▪ DSM ▪ HoF ▪ HCS ▪ SD: People ▪ GTL ▪ GTL
Cabinet 15/02/23	<ul style="list-style-type: none"> ▪ 2023/24 Capital Strategy and Treasury Management Strategy ▪ Revenue Budget Monitor ▪ Capital Budget Monitor ▪ 2023/24 Revenue Final Budget and MTFP: Final Proposals ▪ Verified Key Stage 4 and 5 Pupil Outcomes ▪ Western Gateway ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HoF ▪ HoF ▪ CEoO ▪ HR&ED ▪ HPP&T/HP&I ▪ GTL

Cabinet 15/03/23	<ul style="list-style-type: none"> ▪ EAS Business Plan 2021/22 ▪ Corporate Risk Register Update (Quarter 3) ▪ Pay and Reward Statement 2023/24 ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ CEoO ▪ HPP&T ▪ HPP&T ▪ HPP&T/HP&I ▪ GTL
Council 28/02/23	<u>Budget:</u> <ul style="list-style-type: none"> ▪ Council Appointments ▪ 2023/24 Council Tax and Budget ▪ 2023/24 Capital Strategy and Treasury Management Strategy ▪ National Non-Domestic Rates: Discretionary Relief: High Street Relief Scheme 2023/24 	<ul style="list-style-type: none"> ▪ DSM ▪ HoF ▪ HoF ▪ HoF
Cabinet 12/04/23	<ul style="list-style-type: none"> ▪ Annual Corporate Safeguarding Report ▪ NCC External Pressures - Cost of Living ▪ One Newport Summary Document (for information/ awareness) ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HC&YPS ▪ CX/HPP&T ▪ HPP&T ▪ GTL
Council 25/04/23	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Pay and Reward Statement 	<ul style="list-style-type: none"> ▪ DSM ▪ HPP&T
Cabinet 10/05/23	<ul style="list-style-type: none"> ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ CX/HPP&T ▪ GTL
Council 16/05/23	<u>AGM:</u> <ul style="list-style-type: none"> ▪ Council Appointments 	<ul style="list-style-type: none"> ▪ DSM

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